



THE EFFECT OF REMUNERATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. ASKRIDA SYARIAH INSURANCE MEDAN BRANCH

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Abstract: In developing the company, the factors of employee performance are crucial to note; the factor of employee discipline to comply with applicable regulations and the remuneration provided by the company can be seen through attitudes that influence performance achievement with better work results. In this study, the authors conducted research at PT. Askrida Syariah Insurance Medan Branch. This study's methodology combines a quantitative research approach and an explanatory research approach. The population in this study were all employees of PT. Askrida Syariah Insurance Medan Branch has as many as 30 employees, and the data needed is personal data and respondents' views (questionnaire) on remuneration variables, work discipline and employee performance. This study didn't find any real connection between employee remuneration and performance, and the significance value was above $0,111 > 0.05$. The significance of work discipline on employee performance was clearly demonstrated by a f- test with a significance value of $0.000 < 0.05$. This indicates that both remuneration and work discipline are essential factors for good performance at PT Askrida Syariah Insurance Medan Branch. Around 82% of differences in employee performance can be attributed to differences in the independent variables. The other 18.2% is made up of things that weren't part of this study.

Keyword: *company, discipline, performance, remuneration.*

A. Introduction

Indonesia is a country with the largest Muslim population in the world. Several sources of energy for individuals who are Muslim work within an agency (also called personnel, workforce, employees, and employees) who have the potential to develop Islamic finance. Sharia insurance is an organizational unit in which various activities involve many people and available resources. Insurance must practice high-quality facilities in all of its products and services.

The philosophy contained in the HR design is that if employees or employees are seen as an investment for institutions or companies. In contrast, if employees or employees are managed with sound and more reliable planning, it will provide rewards for the company in the form of more productive power. Large,

and the company's target income may be more efficient and efficient (Simamora, 2019).

An employee's job performance is how well they do in their role over a certain period, such as expected results of activities, goals or targets or benchmarks set in advance and mutually agreed upon. Performance results from activities carried out by employees or a part of the company (Maryesa. 2017). Good performance is the goal the company wants to achieve. For Keith Davis in Mangkunegara (2017), 2 crucial aspects influence personal ability, namely skill (ability) and discipline (*discipline*) that person. Individual expertise relates to the level of insight (knowledge), educational background, and expertise (*skills*) understood. The discipline of individual activities related to actions (*attitude*) is one of the primary things, and the environment can also influence this discipline.

One effort to improve performance is implementing a remuneration policy for insurance employees. Remuneration has a strategic meaning for the success of employee performance, considering that changes in The company's culture in performing its primary duties has the greatest impact. The level of welfare of its members will decide how the culture will shift.

Remuneration are linked to setting realistic short and long-term goals to make sure that people get rewarded based on the results achieved. Typically employees get rewarded for their contributions to the company they work for. Remuneration is much more than just salary - it covers all kinds of compensation, whether it's regular or one-off, and both direct and indirect. Employees should get fair pay for the work they've done for the organization. (Surya, 2021).

Juairiah and Malwa (Meilinda, 2019) say that performance itself cannot be achieved optimally if remuneration is not given proportionally. And according to Simamora (2019), "Remuneration is significant for employees to stimulate someone to do work beyond what the organisation wants. Besides that, remuneration also rewards employees who have done a job that the leadership has determined. The provision of remuneration benefits both the company and its employees. This remuneration program itself is the most successful way to improve employee performance because it is directly related to performance and imbalances.

In the long run, the company's inability to provide better remuneration will be detrimental to the company itself. Reduced employee morale will affect the quality of the products produced, impacting customer service or the products produced are relatively low. As a result, customers will switch to other companies that provide higher-quality products. If so, the loss is the company itself. Companies must maintain fairness with the human resources provided to the company. Employees should get some love and respect from the bosses in return for their hard work, so they'll stay motivated and keep doing their job well.

Work discipline allows company executives to communicate, albeit indirectly, with their employees. This is done so that employees have high awareness and can comply with all regulations imposed by the company (Fitri, 2020). How much work discipline employees have can be indicated by whether or not they obey the company rules and regulations set by the company. High work discipline will improve employee performance, so the company can more quickly realize its goals.

To develop the company, Attitudes that influence performance achievement with work results and the amount of work done can be seen through the remuneration provided by the company to employees at work. It is very important to pay attention to the factors of employee performance, the factor of employee discipline to comply with applicable regulations, and the remuneration provided by the company to employees at work. Better based on responsibility at work, one company that pays attention to the performance factor of its employees is PT. Askrida Syariah Insurance Medan Branch.

Urip Puji Raharjo (2017) researched "The Influence of Remuneration and Discipline on Employee Performance at the Central Statistics Agency of Padeglang Regency". Get the result that the performance of BPS Padeglang Regency employees is getting better if the remuneration effect is getting better preceded by the creation of higher discipline possessed by each individual.

Subandi (2022) researched "The Influence of Work Discipline, Competence, Rewards, and Remuneration on Employee Performance." Get the desired outcome through discipline, competence, and rewards; remuneration has a significant impact on employee performance. How work discipline, skills, rewards, and pay all influence employee performance significantly.

Unlike the research conducted by Sadiyah (2019) with the title "Effect of Remuneration, Work Motivation, Tax Employee Work Discipline and Professionalism on Tax Employee Performance at KPP Pratama throughout Bandar Lampung" obtained results that were different from the previous research described above, that the findings of the hypothesis testing revealed that the variable remuneration did not have a significant impact on the performance of the Tax Officers. Despite the fact that factors such as Work Motivation, Work Discipline of Tax Employees, and Professionalism have a substantial impact on the Performance of Tax Employees.

The several previous studies described above show that there are inconsistent results. With the differences in the research above, it is necessary to carry out further research on remuneration and work discipline on employee performance. And less than optimal remuneration at Askrida company because the amount of remuneration is equal to the employee bonus. So that it causes unsatisfactory employee performance, it can be seen from the lack of discipline of employees at work and several processes of customer policy files that are piled up (not yet processed). When

researchers made observations at PT. Askrida Syariah Insurance Medan Branch, the authors found that some employees often use their working time for useless things such as playing games, leaving the office to relax, or even leaving their position for personal gains, such as going to the supermarket to buy snacks. This behaviour shows a lack of discipline in the workplace, which is unsuitable for the direct company and the entire work environment. In this study, it will be reviewed, and it is hoped that this research will reinforce and strengthen existing theories and research that previous researchers have carried out.

B. Methods

The approach used in this research is a quantitative research approach *Explanatory* research. In this study the author doing research at PT. Askrida Syariah Insurance Medan Branch. The population in this study were all employees of PT. Askrida Syariah Insurance Medan Branch totaling 30 people. Research that uses all members of the population is called the total sample (total sampling) or census and the sample in this study is 30 samples where all of them are employees at PT. Askrida Syariah Insurance Medan Branch. The type of data used in this research is primary data. The data needed is personal data (name, age, gender, education and length of work) and respondents' views on the variables of remuneration, work discipline and employee performance. To facilitate researchers in collecting data, research instruments are used with tools in the form of a list of questions (questionnaire).

In this study, researchers took data analysis techniques using descriptive analysis, validity test, reliability test, classical assumption test, multiple linear regression test, t test, and F test and *R square* test. In this study, in analyzing data using the SPSS version 24 statistical test tool.

C. Framework

Measurement of a performance carried out by the leadership in addition to measuring using measurements that are considered subjective, the objective assessment currently used refers to the evaluation of the quantity of work, quality of work, efficiency, and in essence, employee competency factors which include the suitability of knowledge and skills in carrying out tasks will impact on employee performance as a manifestation of his achievements.

The level of employee performance is proportional to the adequacy of remuneration provided to employees in their respective fields. To explain the essential thinking in this study, the authors attempt to present it in the form of a flow of thought framework so that it can provide an overview of the concept The connection between the influencing factors and the resulting factor, as well as solutions to tackle the main issue, which is the focus of this study. The author presents a framework in the form of a schematic that illustrates the relationship between each variable in the study as follows.:

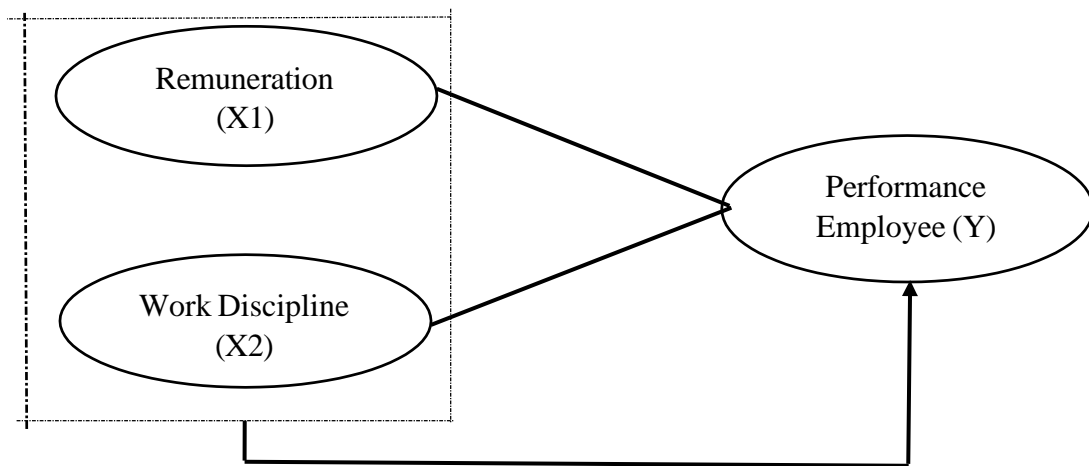


Figure 1. Thinking Framework

D. Hypothesis

In this study, the authors try to analyze by making the following hypothesis
Hypothesis 1

HH_1 = There is no significant effect between remuneration on employee performance at PT. Askrida Syariah Insurance Medan Branch.

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Hypothesis 2

HH_2 = There is no significant influence between work discipline on employee performance at PT. Askrida Syariah Insurance Medan Branch.

HH_2 = There is a significant influence between work discipline on employee performance at PT. Askrida Syariah Insurance Medan Branch.

Hypothesis 3

Ho_3 = Simultaneously, there is no significant effect between remuneration and work discipline on employee performance at PT. Askrida Syariah Insurance Medan Branch

HH_3 = Simultaneously, there is a significant effect between remuneration and work discipline on employee performance at PT. Askrida Syariah Insurance Medan Branch

E. Result and Discussion

A. Research Results

1. Validity Test

This study's validity test employs item analysis or testing of the items. The validity test determines whether a list of statements can be used to define a variable. Using IBM SPSS 24 and the Product Moment correlation analysis technique, evaluate the validity of this instrument. 0.463 if r table with $DF = n - 2 = 30 - 2 = 28$ and $\alpha = 5\%$. If the r count is higher than the r table, the item can be considered valid; if it's lower than the r table, it's invalid.

a) Remuneration Validity Test (X1)

Table 1. Remuneration Validity Test Results

| Question | Value r_{count} | Value r_{table} | Criteria |
|----------|-------------------|-------------------|----------|
| X1.1 | 0,539 | 0,463 | Valid |
| X1.2 | 0,735 | 0,463 | Valid |
| X1.3 | 0,701 | 0,463 | Valid |
| X1.4 | 0,550 | 0,463 | Valid |
| X1.5 | 0,563 | 0,463 | Valid |
| X1.6 | 0,616 | 0,463 | Valid |
| X1.7 | 0,552 | 0,463 | Valid |
| X1.8 | 0,779 | 0,463 | Valid |
| X1.9 | 0,575 | 0,463 | Valid |

Source: Primary data processed in 2023

Based on the data above, the variable remuneration consists of 9 questions, and scores r_{count} bigger than r_{table} . Consequently, it follows that the variable X1 Remuneration is valid.

b) Validity of Work Discipline (X2)

Table 2. Work Discipline Validity Test Results

| Question | Value r_{count} | Value r_{table} | Criteria |
|----------|-------------------|-------------------|----------|
| X2.1 | 0,738 | 0,463 | Valid |
| X2.2 | 0,772 | 0,463 | Valid |
| X2.3 | 0,704 | 0,463 | Valid |
| X2.4 | 0,581 | 0,463 | Valid |
| X2.5 | 0,838 | 0,463 | Valid |
| X2.6 | 0,812 | 0,463 | Valid |
| X2.7 | 0,868 | 0,463 | Valid |
| X2.8 | 0,641 | 0,463 | Valid |

Source: Primary data processed in 2023

Based on the data, the work discipline variable consists of 8 questions and scores r -count higher than the r -table value, so it looks like X2 Work Discipline is a valid one.

c) Employee Performance Validity (Y)

Table 3. Employee Performance Validity Test Results

| Question | Value r_{count} | Value r_{table} | Criteria |
|----------|-------------------|-------------------|----------|
| Y.1 | 0,560 | 0,463 | Valid |
| Y.2 | 0,513 | 0,463 | Valid |
| Y.3 | 0,793 | 0,463 | Valid |
| Y.4 | 0,861 | 0,463 | Valid |
| Y.5 | 0,793 | 0,463 | Valid |
| Y.6 | 0,847 | 0,463 | Valid |
| Y.7 | 0,584 | 0,463 | Valid |
| Y.8 | 0,540 | 0,463 | Valid |
| Y.9 | 0,797 | 0,463 | Valid |
| Y.10 | 0,584 | 0,463 | Valid |

Source: Primary data processed in 2023

Based on the data above, the employee performance variable consists of 10 questions, and the value of r_{count} is bigger than r_{table} , so it can be concluded that the variable Y Employee Performance is valid.

1. Reliability Test

The reliability test figures out how reliable the questionnaire is in providing consistent results. Cronbach's Alpha is employed with the following modifications: The calculated Cronbach's Alpha value cannot be detrimental, as it equals or exceeds 0.6.

Table 4. Reliability Test Results Reliability Statistics

| Variable | Cronbach's Alpha | N of Items | Information |
|--------------------------|------------------|------------|-------------|
| Remuneration (X1) | 0,772 | 9 | Reliable |
| Work Discipline (X2) | 0,883 | 8 | Reliable |
| Performance Employee (Y) | 0,874 | 10 | Reliable |

Source: Primary data processed in 2023

The Cronbach's Alpha score for remuneration was 0.772, work discipline was 0.883, and employee performance was 0.874. Cronbach's alpha values greater than 0.60 indicate that the assertions in the questionnaire on all these variables are reliable.

2. Classic Assumption Test

a) Data Normality Test

Table 5. Uji Normality, One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|--------------------------|----------------|-------------------------|
| N | | 30 |
| Normal Parameters(a,b) | Mean | .0000000 |
| | Std. Deviation | 1.33416691 |
| Most Extreme Differences | Absolute | .221 |
| | Positive | .221 |
| | Negative | -.115 |
| Kolmogorov-Smirnov Z | | 1.213 |
| Asymp. Sig. (2-tailed) | | .106 |

Source: Primary data be processed in 2023

The normality test had a result of 0.106, which is higher than the significance level of 0.05 so it looks like it's normally distributed. The Kolmogorov-Smirnov test showed us these results.

b) Multicollinearity Test

A test for multicollinearity was performed in order to determine whether or not the regression model found an association between the many independent variables. This was done so that the results of the test could be interpreted. Examining the value tolerance, the Variance Inflation Factor (VIF), and the degree of association that exists between the independent variables are three ways to spot a multicollinearity issue.

Table 6. Multicollinearity Test, Coefficients(a)

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | | Collinearity Statistics | |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | | B | Std. Error | Beta | t | Sig. | Tolerance | VIF |
| 1 | (Constant) | -.236 | 5.331 | | -.044 | .965 | | |
| | REMUNERASI | -.192 | .193 | -.090 | -.995 | .329 | .830 | 1.205 |
| | DISIPLIN_KERJA | 1.462 | .140 | .938 | 10.420 | .000 | .830 | 1.205 |

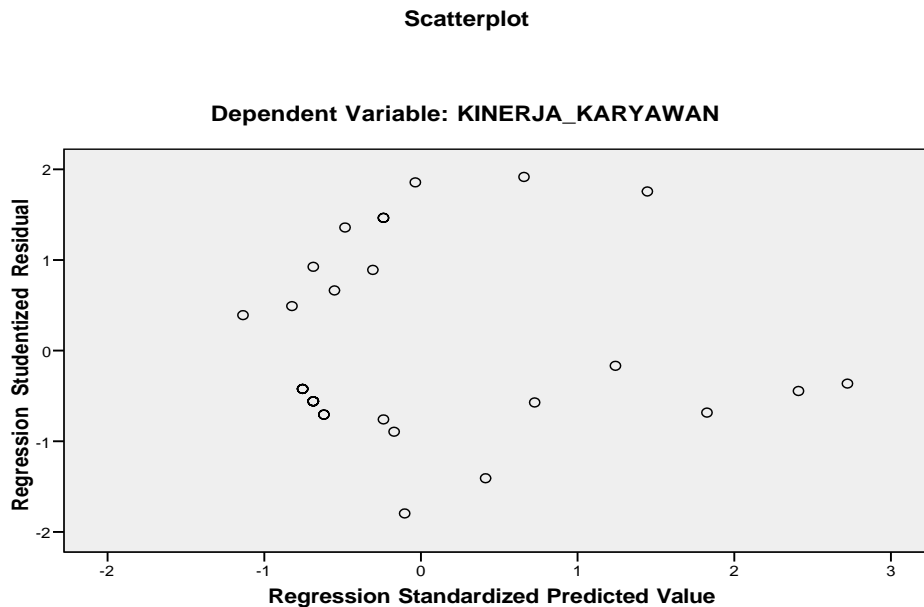
Sumber: Primary data processed in 2023

According to the original data, each variable possesses a tolerance value and a variance inflation factor (VIF) value that is close to 1. The value of tolerance for remuneration and work discipline is set at 0.840, and the value of the variance inflation factor (VIF) for remuneration and work discipline is set at 1.205. It is possible to draw the conclusion that the regression equation does not have any problems with multicollinearity due to the fact that the tolerance value is higher than 0.10 and the variance inflation factor (VIF) is lower than 10.

c) Heteroscedasticity Test

The heteroscedasticity test seeks to determine whether the variance of residuals from one observation to another is unequal in the regression model. Heteroscedasticity demonstrates that the variation of a variable is not uniform across

all observations. Heteroscedasticity is characterized by nonrandom errors that exhibit a systematic relationship with the magnitude of one or more variables. The following figure depicts the Scatterplot results based on data processing outcomes:



According to the Scatter plots depicted in the preceding images, there are scattered points that do not form a discernible pattern. So it can be concluded that the data lack heteroscedastic characteristics.

1. Multiple Linear Regression Analysis Test

The purpose of conducting a multiple linear regression analysis is to establish the nature of the connection or influence that exists between a single dependent variable and two or more independent variables that are included in a regression equation. An example of numerous regression analysis can be represented by the following formula: $Y = a + b_1X_1 + b_2X_2 + e$

Information:

Y: Employee Performance

X1: Remuneration

X2: Discipline Work

α : Constanta

b: Koefisien Regresi

e: Error

Following are the results of multiple linear regression research using IBM SPSS 24as follows:

Table 7. Multiple Linear Regression, Coefficients(a)

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------------|------|
| | | B | Std. Error | Beta | B | Std. Error | |
| 1 | (Constant) | -.236 | 5.331 | | -.044 | | .965 |
| | REMUNERASI | -.192 | .193 | -.090 | -.995 | | .329 |
| | DISIPLIN_KERJA | 1.462 | .140 | .938 | 10.420 | | .000 |

Source: Primary data processed in 2023

The multiple linear regression equation is based on unstandardized Coefficients B obtained the regression equation as follows:

$$Y = -0.236 + -0.192X_1 + 1.462X_2 + e$$

The following is an explanation of the linear multiple regression equation:

1. According to the preceding table, the value of the constant is -0.236. This value represents the condition in which the variable Y employee performance is unaffected by X1 remuneration and X2 work discipline. The employee performance variable does not exist if the independent variable does not exist.
2. Because the value of X1 Remuneration is -0.192 and is negative, it follows that a change of 1 unit in the remuneration variable will result in a change of -0.192 units in the dependent variable, and vice versa.
3. The X2 value of work discipline is 1.462, which indicates that the work discipline variable positively influences employee performance. This value also indicates that an increase of one unit in the work discipline variable will have an effect on employee performance that is equivalent to 1.462, presuming that other variables are not investigated in this study.

2. Hypothesis Test

a) Partial (t-test)

Table 8. Partial Test (t-test), Coefficients(a)

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------------|------|
| | | B | Std. Error | Beta | B | Std. Error | |
| 1 | (Constant) | 14.061 | 11.335 | | 1.241 | | .225 |
| | REMUNERASI | .637 | .387 | .297 | 1.646 | | .111 |

Sumber: Primary data processed in 2023

The value of the t-table is obtained from the formula $(\alpha/2; n-k-1) = (0,05/2; 30 - 2 - 1) = 2,052$

The t-test indicates that the effect of Compensation on Employee Performance has a significant value of $0.111 > 0.05$ and that the value of tcount is greater than ttable. Then

Ho1 was approved while Ha1 was not. In other words, PT. Askrida Syariah Insurance Medan Branch's remuneration does not significantly affect employee performance.

Table 9. Partial Test (t-test), Coefficients(a)

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------------|
| | | B | Std. Error | Beta | B | Std. Error |
| 1 | (Constant) | -4.337 | 3.380 | | -1.283 | .210 |
| | DISIPLIN_KERJA | 1.405 | .128 | .901 | 10.989 | .000 |

Source: Primary data processed in 2023

The t-test reveals that the influence of Work Discipline on Employee Performance has a significant value of $0.000 < 0.05$ and that t-count 10,989 is greater than t-table 2,052. Ho2 was then rejected, while Ha2 was admitted. That is, work discipline significantly impacts employee performance at PT. Askrida Syariah Insurance Medan Branch.

b) Simultaneous Test (F Test)

Table 10. Simultaneous Test (F test), ANOVA(b)

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|---------|
| 1 | Regression | 232.680 | 2 | 116.340 | 60.852 | .000(a) |
| | Residual | 51.620 | 27 | 1.912 | | |
| | Total | 284.300 | 29 | | | |

As can be seen in the chart that came before this one, the f-count of 60.852 is higher than the F-table of 3.35, achieving a significance level of $0.000 < 0.05$. Ho3 is rejected because the significance level is less than 0.05, while Ha3 is accepted. That is to say, at the Medan Branch of PT. Askrida Syariah Insurance, not only does remuneration but also work discipline have a considerable influence on the performance of the employees.

c) The Coefficient of Determination Test (R Square)

Table 11. The Coefficient of Determination Test, Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|---------|----------|-------------------|----------------------------|
| 1 | .905(a) | .818 | .805 | 1.383 |

Source: Primary data processed in 2023

The findings of the test provide information regarding the magnitude of the multiple correlation coefficient (R), the coefficient of determination (R Square), and the adjusted coefficient of determination (Adjusted R Square). The multiple correlation coefficient (R) has been determined to have a value of 0.905%, as

indicated by the model summary table that has been displayed thus far. This demonstrates that work discipline and variable compensation have a significant effect on employee performance. In addition, the above table indicates that the coefficient of determination, also known as R Square, is 0.818, while the adjusted coefficient of determination, also known as Adjusted R Square, is 0.805. This suggests that differences in employee performance can be accounted for by fluctuations in independent variables to an extent of 81.8%. (remuneration and work discipline). In addition, the remaining (18.2% of the total, after deducting 81.8% from 100%) can be attributed to factors that were not taken into account in this investigation.

F. DISCUSSION

Remuneration (X1) and discipline work (X2) were found to be significant predictors of employee performance (Y) in the research. Here, we break down the impact of each distinguishable variable:

1. Effect of Remuneration on Employee Performance

Table 8 demonstrates that the t-test indicates that the effect of remuneration on employee performance is significant at $0.111 > 0.05$ and the value of t-count 1.646 t-table 2,052, thereby rejecting the first hypothesis that remuneration (X1) has no significant effect on employee performance. The first hypothesis that compensation has little effect on employee performance was refuted.

The findings of this study contradict the findings of Iyan and Abdul's (2022) research, which indicates that compensation has a substantial impact on employee performance. This proves that remuneration does not affect employee performance because remuneration does not necessarily affect performance at PT. Askrida Sharia Insurance. This is because the company's remuneration is not greater than the employee bonus; the remuneration given to employees is only per year, while the bonus is given. Askrida Syariah insurance for employees, namely once every three months and also annually, meaning that employees are more motivated to work because they get bonuses from their performance results compared to getting remuneration; bonuses here are benefits in the form of cash for the employee's performance while working for a while. Three months.

So, the above is not in line with the theory of Juairiah and Malwa (Meilinda, 2019), which says that performance itself cannot be achieved optimally if remuneration is not given proportionally, meaning that even remuneration given proportionally can not affect employee performance itself.

2. Effect of Work Discipline on Employee Performance

Findings from Table 9 show that the second theory, that work discipline (X2) has a substantial effect on employee performance (Y), is supported by the data. The t-test shows that there is a statistically significant relationship between workplace discipline and worker productivity at the $0.000 < 0.05$ and t-count 10,989 > level 2,052 t-table. Ho2 was then rejected, while Ha2 was admitted. That is, work discipline significantly impacts employee performance at PT. Askrida Syariah Insurance Medan Branch.

According to Iyan Permatasari, Abdul, and Baharuddin's (2022) research, employee work discipline substantially influences employee performance. This indicates that a work discipline is a form of determined written and implicit obedience. Work discipline is expected of every human resource in an organization because, with discipline, the organization will operate effectively and accomplish its goals. This demonstrates that expanding PT employees' work discipline will enhance their performance. Work discipline can be implemented at the Askrida Syariah Insurance Medan Branch by enforcing even stricter rules.

3. Effect of Remuneration and Work Discipline on Employee Performance

The third hypothesis, which states that remuneration (X1) and work discipline (X2) have a significant influence on Employee Performance (Y), can be seen to be accurate based on table 10 above, which demonstrates that the F-test results obtained the value F-count of $60.852 > f$ -table of 3.35 with a significance level of $0.000 < 0.05$. H_0 is rejected because the significance level is less than 0.05, while H_a is accepted. In other words, both remuneration and work discipline has a substantial effect on employee performance in PT. Askrida Syariah Insurance Medan Branch.

According to Yuliza's (2020) research, Work discipline and remuneration have significant effects on employee performance. This suggests that if the remuneration is designed optimally and is supported by excellent employee work discipline, it will be possible to enhance the performance of employees at work further.

G. Conclusion

According to the research findings regarding the impact of Remuneration (X1) and work discipline (X2) on employee performance (Y) at PT. Askrida Syariah Insurance Medan Branch obtained the following conclusions: Remuneration (X1) does not have significant effects on employee performance (Y) at PT. Askrida Syariah Insurance Medan Branch. This is because the remuneration provided by the company is not greater than the employee's bonus. The remuneration given to employees is only per year, while the bonus is offered by PT. Askrida Syariah insurance for employees, namely once every three months and also annually, meaning that employees are more motivated to work because they get bonuses from their performance results compared to getting remuneration; bonuses here are benefits in the form of cash for the employee's performance while working for a while. Three months.

Work Discipline (X2) influences employee performance (Y) at PT. Askrida Syariah Insurance Medan Branch significantly. This indicates that a work discipline is a form of determined written and implicit obedience. Work discipline is expected of every employee in an organization because, with discipline, the organization will operate effectively and accomplish its goals. This demonstrates that increasing work discipline will improve the performance of PT. Askrida Syariah Insurance Medan Branch's employees. Work discipline can be implemented by enforcing even more stringent rules. Remuneration (X1) and Work Discipline (X2) significantly impact employee performance (Y) at PT. Askrida Syariah Insurance Medan Branch. This suggests that if remuneration is designed optimally and is supported by excellent employee work discipline, it will be possible to increase productivity and quality by enhancing employee performance at work in the performance process at PT. Askrida Syariah Insurance Medan Branch.

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