

Effect of Additional Employee Income on Employee Performance with Work Discipline, Work Motivation and Work Engagement as Mediation Variables Regional Secretariat Officials in Brebes District

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Abstract. The purpose of this research is to know 1. effect of additional employee income on work discipline, 2) effect of additional employee income on work motivation, 3) effect of additional employee income on work engagement, 4) Know the effect of work discipline on employee performance, 5) effect of work motivation on employee performance, 6) effect of work engagement on employee performance, 7) effect of additional employee income on employee performance, 8) effect of additional employee income on employee performance with work discipline as mediation, 9). effect of additional employee income on employee performance with work motivation as mediation, 10). effect of additional employee income on employee performance with work engagement as mediation. The subjects of this study were all civil servants at the Regional Secretariat of Brebes Regency, totaling 99 employees. The data collection method used was a questionnaire. The data analysis technique used in this research is to test the validity and reliability of the instrument, descriptive statistics and PLS analysis.

Keywords: Work Discipline, Work Motivation, Work Engagement, Additional Employee, Income, Employee Performance

1. Introduction

One factor that can also affect employee performance, one of which is work engagement, namely employees who are involved in an activity in their organization is called work engagement which involves employees fully and as a whole both cognitively and emotionally [1]. Further explained according to, involvement will make a stronger contribution as a unique construction to add value to a broad network [2]. Employee involvement in their work is also the concept of work engagement, namely the attachment to work that the individual has strong passion, focus, and dedication to work [3]. So employees who are themselves involved or involved will feel that they have an important and needed role in the organization, so that the support from the psychological and physical side affects the employee's job attachment to the organization [4].

The Regional Secretariat as an organization that carries out coordination functions and administrative technical services to all vertical devices/agencies of the local government, performance evaluation for organizational apparatus has a very important meaning, especially in efforts to make improvements in the future [5], [6]. Performance appraisal for apparatus is useful for assessing the quantity, quality and efficiency of services, motivation, and for adjusting the organization's budget [7]. Apparatus performance is a very important activity because it can be used as a measure of an organization's success in achieving its mission. The Regional Secretariat of Brebes Regency as a public organization that has main tasks and coordination functions and provides administrative services requires information about the performance of the apparatus

within the organization [8], so that an assessment can be made of whether the services provided by the organization can meet expectations and satisfy service users.

The performance of the State Civil Apparatus (ASN) often draws criticism which leads to a performance appraisal method that is considered weak and does not reflect actual performance. Criticism that is often conveyed regarding the performance of civil servants is that there is a mismatch between the Employee Performance Targets (SKP) of each individual and organizational achievements [9]. This criticism was then responded to through the issuance of Law (UU) Number 5 of 2014 concerning the State Civil Apparatus as a form of the Government's commitment to maintaining the quality of the performance of the human resources of its apparatus [10].

Following up on the law, derivative regulations were issued which aimed to strengthen and detail ASN performance appraisal methods, such as Government Regulation (PP) Number 11 of 2017 concerning PNS Management, PP Number 30 of 2019 concerning Assessment of Civil Servants Performance, to the most recent is Regulation of the Minister of Administrative Reform and Bureaucratic Reform (PermenPAN-RB) Number 8 of 2021 concerning the Civil Servant Performance Management System. Preparation of SKP on a new pattern of civil servant performance appraisal according to PP No.30/2019 and PermenPAN-RB No. 8/2021 no longer describes activities, but results (outputs/outcomes).

The problems that occur in the regional secretariat of Brebes Regency include that mentally in every bureaucratic apparatus, there are still traditions and social arrangements that are paternalistic in nature, for example in the presence of service leaders, it is difficult for a subordinate official to show his rejection of an idea or ideas from the leadership. Openly rejecting the leader's idea can mean opening up conflict between the leader and his subordinates. This can be shown in the real conditions that exist, namely when the Leader performs External Tasks (Services), then there is an assumption that the implementation of tasks and responsibilities on subordinates can be postponed or in other words the subordinates are always waiting for the leadership to return to ask the leadership for instructions regarding the implementation of tasks. principal and function so that the implementation of subordinate tasks must always be under the direct supervision of the leadership.

Table 1. Employee Performance Target Data

No	Name	SKP value	Month	SKP value	Month	Year
1	Ir. Djoko Gunawan, Mt	93,36	January - June	109,03	July - December	2021
2	Drs. Akhmad Ma'mun, M.Si.	89,96	January - June	100,00	July - December	2021
3	Dra. Tety Yuliana, M.Pd.	89,52	January - June	104,06	July - December	2021
4	Dra Julining Pirula Dewi	89,44	January - June	104,54	July - December	2021
5	Herwanto Untung, S. Ipem	86,00	January - June	97,81	July - December	2021
6	Rochayah, S.Ip	86,22	January - June	98,24	July - December	2021
7	Atiek Luthfia Cahyani, SE	93,27	January - June	86,03	July - December	2021
8	Agus Redi Susanto, S.Kom	85,06	January - June	96,88	July - December	2021
9	Moh. Ali Sodikin, SE.	89,83	January - June	86,44	July - December	2021
10	Didi Iftahudin, S.Sos.	79,20	January - June	93,68	July - December	2021
11	Nani Nurani, SE.	85,595	January - June	84,92	July - December	2021
12	Risa Putri Verdiana S.Psi.	79,33	January - June	93,80	July - December	2021

Source: BKD Brebes Regency (2022)

In accordance with the table above, it can be explained that the performance of civil servants at the Regional Secretariat of Brebes Regency is still low so that the results of the work can be seen from the amount, quality and quantity, which are lacking or even unsatisfactory.

Another problem is the indiscipline committed by employees. Regulations for employees who are required to come and start work from 07.30 WIB to 16.00 WIB except Friday until 11.00 WIB but in reality many employees come to the office past the required hours, so many employees do not attend morning assembly activities, even though the morning assembly supervisor have given directions to employees not to come late, but there are still many employees who are absent.

Table 2. Brebes Regency Regional Secretariat Employee Working Hours

No	Employee Work Day	Number of working days	Employee Working Hours
1.	Employee	5	Monday, 07:30:00 – 16:00:00
			Tuesday, 07:30:00 – 16:00:00
			Wednesday, 07:30:00 – 16:00:00
			Thursday, 07:30:00 – 16:00:00
			Friday, 07:30:00 – 11:00:00
2.	Garden Keeper	6	Monday, 07:30:00 – 14:00:00
			Tuesday, 07:30:00 – 14:00:00
			Wednesday, 07:30:00 – 14:00:00
			Thursday, 07:30:00 – 14:00:00
			Friday, 07:30:00 – 11:00:00
			Saturday, 07:30:00 – 12:30:00
3.	Office Night Guard	7	Monday, 18:00:00 – 06:00:00
			Tuesday, 18:00:00 – 06:00:00
			Wednesday, 18:00:00 – 06:00:00
			Thursday, 18:00:00 – 06:00:00
			Friday, 18:00:00 – 06:00:00
			Saturday, 18:00:00 – 06:00:00
			Sunday, 18:00:00 – 06:00:00

Source: BKD Brebes Regency (2022)

Table 3. List of Employee Attendance Assessments

No	NIP	KH	H	TB	PC	AB	AP	TBPC	TBAP	ABPC	TMTAK
1.	196304061986032000	20	0	1	0	0	1	1	3	0	14
2.	196304251993032000	20	4	1	0	0	4	0	0	0	11
4.	196409171991032000	20	0	1	0	1	0	0	1	0	17
5.	196502231985031000	20	0	0	0	0	1	0	0	0	19
6.	196502231985031000	20	9	0	0	0	2	0	0	0	9
7.	196507121990031000	20	3	7	0	2	0	0	3	0	5
8.	196507121992032000	20	0	0	0	0	0	0	2	0	18
9.	196509031989031000	20	0	0	0	0	0	0	0	0	20
10.	196510192007012000	20	0	6	0	2	0	1	3	0	8
11.	196606171993031000	20	0	0	0	0	0	0	0	0	20
12.	196609281993102000	20	0	0	0	0	0	0	10	0	10
13.	196609281990031000	20	0	6	0	5	1	1	1	0	6
14.	196610111992031000	20	2	9	0	1	0	0	3	0	5
15.	196612021997031000	20	1	3	0	1	0	4	1	1	9
16.	196612191986122000	20	0	8	0	7	0	1	0	0	4

No	NIP	KH	H	TB	PC	AB	AP	TBPC	TBAP	ABPC	TMTAK
17.	196711171994031000	20	4	7	0	0	2	0	2	0	5
18.	196712011994011000	20	5	3	0	0	0	0	0	0	9
19.	196801132008011000	20	0	1	0	1	0	0	5	0	13
20.	196807101995032000	20	0	0	0	0	0	0	0	0	20
21.	196812221991032000	20	0	2	0	1	1	0	5	0	11
22.	196812251992032000	20	0	3	0	0	0	1	7	0	9
23.	196906011989032000	20	0	7	0	0	0	0	8	0	5
24.	196909222008011000	20	1	3	0	2	2	0	0	0	12
25.	197001102002121000	20	0	0	0	0	0	0	0	0	20
26.	197006242007012000	20	0	3	0	0	0	0	5	0	12
27.	197104112014092000	20	0	0	0	0	0	0	0	0	20
28.	197105072008012000	20	5	6	0	2	0	0	2	0	5
29.	197106142007011000	20	0	9	0	1	2	0	5	0	3
30.	197201202008012000	20	0	0	0	1	0	0	6	0	13
31.	197208142008011006	20	4	4	0	1	0	0	0	0	11
32.	197301062008011000	20	1	2	0	0	4	0	8	0	5
33.	197304131993031000	20	0	1	0	6	0	1	2	2	8
34.	197309061997031000	20	1	10	0	2	1	0	3	0	3
35.	197402251998022000	20	1	0	0	8	0	0	0	0	11
36.	197410261997031000	20	2	5	0	5	1	0	3	0	4
37.	197412111993111002	20	5	12	0	0	0	0	1	0	2
38.	197502182005012000	20	0	0	0	0	0	0	0	0	20
39.	197511192006042000	20	0	3	0	2	0	0	6	0	9
40.	197606112008012000	20	0	4	0	1	0	0	0	0	15
41.	197607212006041000	20	0	0	0	0	0	0	0	0	20
42.	197608142010011000	20	3	10	0	0	0	0	5	0	2
43.	197703102006041000	20	0	1	0	1	1	0	0	0	17
44.	197705171996032000	20	0	10	0	4	0	0	2	0	4
45.	197706142006041000	20	2	8	0	1	0	0	1	1	7
46.	197811192008011000	20	0	0	0	2	0	0	0	0	18
47.	197905241999031000	20	3	6	0	0	1	0	1	0	9
48.	197908152010011000	20	3	0	0	0	3	0	0	0	14
49.	197910132010011000	20	2	13	0	2	0	0	0	0	3
50.	197912212009012000	20	15	0	1	0	2	0	0	0	2
51.	198004122006041000	20	1	4	0	3	3	0	4	0	5
52.	198006062010011000	20	0	1	0	2	0	0	0	0	17
53.	198202012010012000	30	0	1	0	2	0	0	0	0	17
54.	198206252009041000	20	0	0	0	0	0	0	0	0	20
55.	198206252010011000	20	0	1	0	0	0	0	1	0	18
56.	198210262009041000	20	0	3	0	5	1	0	2	0	9
57.	198211172005012000	20	0	4	0	1	0	0	2	0	13
58.	198306072009041000	20	0	5	0	0	0	0	1	0	14
59.	198308012009011000	20	6	11	0	0	0	0	0	0	3
60.	198309132011011000	20	2	6	0	2	2	0	2	0	6
61.	198404292004121001	20	10	1	0	0	2	0	0	0	7
62.	198405212003121000	20	0	0	0	0	1	0	5	0	14
63.	198501262010011000	20	0	6	0	3	0	0	2	0	9
64.	198503062011011000	20	1	12	0	1	0	0	1	0	5
65.	198603182009042000	20	0	0	0	1	0	0	0	0	19
66.	198605072010011000	20	0	0	0	0	0	0	0	0	20
67.	198712142010012000	20	0	0	0	0	0	0	0	0	20

Sumber: <http://bkd.brebeskab.go.id/cms/media.php?modul=penilaian-kehadiran>

Information :

HK : Overall Count

H : Present
 TB : Late Departure
 PC : Go Home Quickly
 AB : Absent Departure
 AP : Absent Home
 TBPC: Late Departure and Early Return
 TBAP: Departure Late and Absent Home
 ABPC: Absent Departure and Return Quickly
 TMTAK: No Logging Without Reason

As can be seen in Table 3. the attendance rate for regional secretariat employees in Brebes Regency is still not ideal, as can be seen from the percentage of employee absenteeism, there are also several employees who are absent without reason, which means that these employees have not carried out their duties properly and have low performance. Low performing employees will inevitably disrupt previously planned work activities and systematic processes.

Based on the description previously stated, the researcher is very interested in conducting a study entitled "The Influence of Additional Employee Income on Employee Performance with Work Discipline, Work Motivation and Work Engagement as Mediation Variables in Regional Secretariat Employees of Brebes Regency".

2. Method

This research can be classified as a causal associative research. According to Sugiyono (2018), causal associative research is research that aims to find out the relationship between two or more variables.

The population in this study were all civil servants at the Regional Secretariat of Brebes Regency, totaling 99 employees. So the sampling in this study will use a saturated sample technique.

3. Result and Discussion

3.1. Instrument Validity Testing

In order to measure the legitimacy or validity of an instrument, an instrument validity test was carried out. The tool to measure validity is product Moment correlation from Pearson which was carried out on 30 respondents with a significant level of 0.05 so that $r_{table} = 0.361$.

Table 4. Instrument Validity Test Results

No. Statement	r_{count}	r_{table}	Criteria
Employee Income Additional Variable			
TPP1	0,680	0,361	Valid
TPP2	0,745	0,361	Valid
TPP3	0,680	0,361	Valid
TPP4	0,808	0,361	Valid
TPP5	0,695	0,361	Valid
TPP6	0,847	0,361	Valid
TPP7	0,847	0,361	Valid
TPP8	0,851	0,361	Valid

Work Discipline Variables			
DPK1	0,812	0,361	Valid
DPK2	0,816	0,361	Valid
DPK3	0,875	0,361	Valid
DPK4	0,724	0,361	Valid
DPK5	0,923	0,361	Valid
DPK6	0,862	0,361	Valid
Work Motivation Variables			
MTK1	0,804	0,361	Valid
MTK2	0,790	0,361	Valid
MTK3	0,750	0,361	Valid
MTK4	0,760	0,361	Valid
MTK5	0,819	0,361	Valid
MTK6	0,774	0,361	Valid
MTK7	0,793	0,361	Valid
MTK8	0,773	0,361	Valid
Work Engagement Variables			
KTK1	0,782	0,361	Valid
KTK2	0,845	0,361	Valid
KTK3	0,888	0,361	Valid
KTK4	0,848	0,361	Valid
KTK5	0,883	0,361	Valid
KTK6	0,860	0,361	Valid
Employee Performance Variables			
KNJ1	0,875	0,361	Valid
KNJ2	0,826	0,361	Valid
KNJ3	0,730	0,361	Valid
KNJ4	0,840	0,361	Valid
KNJ5	0,646	0,361	Valid
KNJ6	0,855	0,361	Valid
KNJ7	0,471	0,361	Valid
KNJ8	0,790	0,361	Valid
KNJ9	0,868	0,361	Valid

KNJ10	0,675	0,361	Valid
KNJ11	0,826	0,361	Valid
KNJ12	0,731	0,361	Valid

Source: Processed primary data (2022)

The results of the validity calculation obtained that all statements used to measure variables in this research have a correlation coefficient that is greater than $r_{table} = 0.361$ (r_{table} for $n = 30$), so that all of these parameters are valid and can be used as a collection tool data.

3.2. Instrument Reliability Testing

The respondent's answer to this question is considered reliable if each question is answered consistently, or if the answer cannot be random because each question wants to measure the same thing. The tool for measuring reliability is Cronbach's Alpha, if Cronbach's alpha > 0.70 , the variable is considered reliable.

Table 5. Reliability Test Results

No.	Variable	<i>Cronbach's alpha</i>	Information
1.	Additional Employee Income	0,896	Reliabel
2.	Work Discipline	0,909	Reliabel
3.	Work motivation	0,902	Reliabel
4.	Work Engagement	0,911	Reliabel
5.	Employee Performance	0,934	Reliabel

Source: Processed primary data (2022)

The results of calculating the reliability of the instrument show that the Cronbach's alpha value of the additional employee income variable is 0.896; work discipline variable that is equal to 0.909; work motivation variable that is equal to 0.902; the work engagement variable is 0.911 and the employee performance variable is 0.934 where all variables are > 0.7 so that the instrument is said to be reliable and can be used in this study as a data collection tool.

3.3. Measuring the Outer Model / Measurement Model

Convergent validity of the measurement model with reflexive parameters which in this research can be seen from the correlation between the parameter scores and the construct scores. Each parameter is considered reliable if it has a correlation value above 0.500.

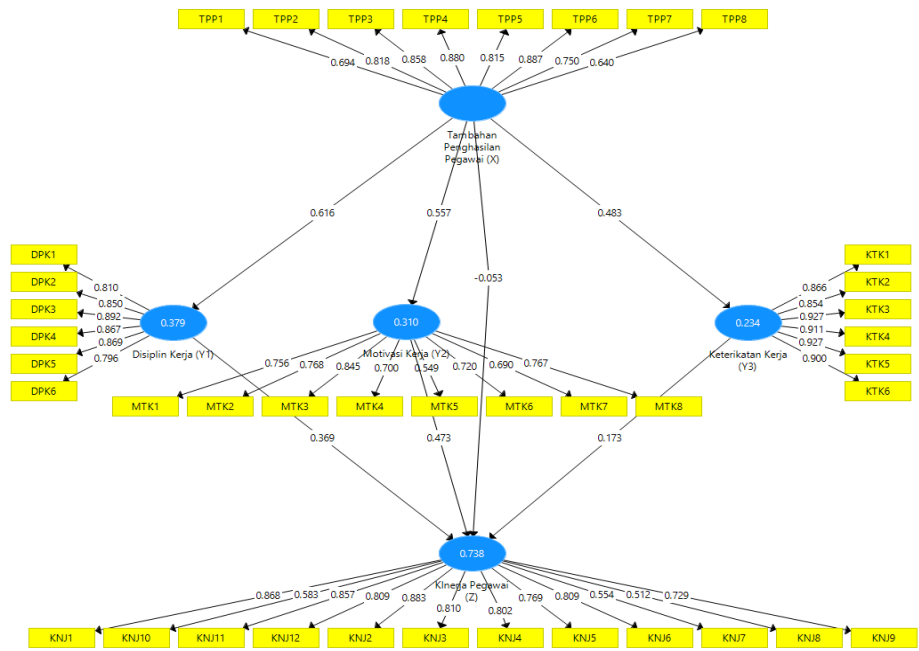


Figure 1. Construct and Parameter Correlation Model

Source: Primary data processed, 2022

Based on the figure above, information regarding the convergent validity of the measurement model for each variable is obtained as follows: The Additional Employee Income Variable consists of 8 statement items that are asked of the respondents. Following are the results of the outer loading variable for Additional Employee Income

Table 6. Outer Loading Additional Employee Income Variables

Kode Pernyataan	Outer Loading
TPP1	0.694
TPP2	0.818
TPP3	0.858
TPP4	0.880
TPP5	0.815
TPP6	0.887
TPP7	0.750
TPP8	0.640

Source: Primary Data Processed, 2022

Table 6 is the result of the outer loading of the Additional Employee Income variable. Based on the results in the table above, it is obtained that the parameter correlation value on the average variable has a value above 0.500 so that none of the 8 statements regarding the additional employee income variable are excluded from the model.

The Work Discipline variable consists of 6 question items asked to respondents. Following are the results of outerloading the Work Discipline variable:

Table 7
Outer Loading Work Discipline Variables

Statement Code	<i>Outer Loading</i>
DPK1	0.810
DPK2	0.850
DPK3	0.892
DPK4	0.867
DPK5	0.869
DPK6	0.796

Source: Primary Data Processed, 2022

Table 7 is the result of outer loading of the Work Discipline variable. Based on the results in the table above, it is obtained that the parameter correlation value on the average variable has a value above 0.500, so the 6 statements of the Work Discipline variable are not removed from the model.

The Work Motivation variable consists of 7 statement items asked to respondents. The following are the results of outerloading the Work Motivation variable:

Table 8. Outer Loading Work Motivation Variables

Statement Code	<i>Outer Loading</i>
MTK1	0.756
MTK2	0.768
MTK3	0.845
MTK4	0.700
MTK5	0.549
MTK6	0.720
MTK7	0.690
MTK8	0.767

Source: Primary Data Processed, 2022

Based on the results in table 8, it is obtained that the parameter correlation value on the average variable has a value above 0.500, so that none of the 8 statements of the Work Motivation variable are excluded from the model.

The Work Engagement variable consists of 6 question items asked to respondents. The following are the results of the outer loading of the Work Engagement variable:

Table 9. Outer Loading Work Engagement Variables

Statement Code	<i>Outer Loading</i>
KTK1	0.866
KTK2	0.854
KTK3	0.927
KTK4	0.911

Statement Code	<i>Outer Loading</i>
KTK5	0.927
KTK6	0.900

Source: Primary Data Processed, 2022

Based on the results in table 9, it is obtained that the parameter correlation value on the average variable has a value above 0.500, so for the 6 statements of the Job Engagement variable nothing is removed from the model.

Employee Performance Variable consists of 12 items of questions asked to respondents. The following are the results of the outer loading of the Work Engagement variable:

Table 10. Outer Loading Employee Performance Variables

Statement Code	<i>Outer Loading</i>
KNJ1	0.868
KNJ2	0.883
KNJ3	0.810
KNJ4	0.802
KNJ5	0.769
KNJ6	0.809
KNJ7	0.554
KNJ8	0.512
KNJ9	0.729
KNJ10	0.583
KNJ11	0.857
KNJ12	0.809

Source: Primary Data Processed, 2022

Based on the results in table 10, it is obtained that the parameter correlation value on the average variable has a value above 0.500, so 12 statements of the Employee Performance variable are not excluded from the model.

After the parameters are known and declared significant, the output results are shown in Figure 4.3. The results have met convergent validity because all loading factors have been above 0.500

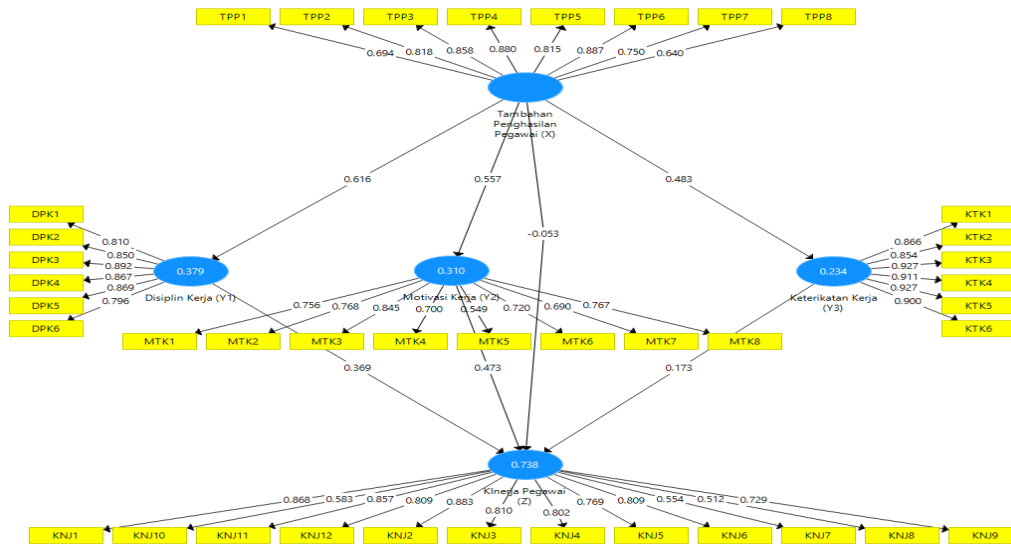


Figure 2. Construct and Parameter Correlation Models that have met Convergent Validity
 Source: Primary Data Processed, 2022

Another measure of coverage effectiveness is the mean variance extraction (AVE) value, which describes the amount of variance or diversity of explicit variables that a latent construct can have. The greater the variance or diversity of explicit variables contained in the latent construct, the greater the representation of the explicit variables in the latent construct. Ghazali (2018) suggests using AVE as a measure of convergent validity, where a minimum AVE value of 0.5 indicates a good measure of convergent validity.

Table 11. Discriminant Validity Test Results

Variable	Average Variance Extracted (AVE)	Criteria
Additional Employee Income	0.635	Qualified
Work Discipline	0.719	Qualified
Work motivation	0.531	Qualified
Work Engagement	0.806	Qualified
employee performance	0.576	Qualified

Source: Primary Data Processed, 2022

Based on table 11, it can be seen that all variables have a high discriminant validity value, which is above 0.5 so that based on the table a conclusion can be drawn that the data model tested in this research already meets the discriminant validity requirements as well as an initial step before carry out hypothesis testing after going through various series of tests.

Testing the composite reliability of the parameter block that measures a construct can be evaluated by looking at the following SmartPLS output table:

Table 12. Composite Reliability Test Results

Variable	Composite Reliability	Criteria
Additional Employee Income	0.932	reliable
Work Discipline	0.939	reliable
Work motivation	0.900	reliable
Work Engagement	0.962	reliable
employee performance	0.941	reliable

Source: Primary Data Processed, 2022

The construct is said to be reliable if the composite reliability value is more than 0.70 so that it can be concluded that all reflexive model constructs in this research have fulfilled the reliability criteria.

3.4. Measuring the Inner Model

The internal model is measured by looking at the results of the estimation of the path parameter coefficients and their degree of significance in order to understand the correlation between potential constructs. The limit for rejecting and accepting the proposed hypothesis is 1.98 (Table 5% significance = 1.98). The results of calculating the t-statistic estimation can be seen in the path coefficient results in the table below:

Table 13. Inner Model Results

Information	Original Sample (O)	t-Statistics (O/STDEV)	p-value	Decision
Additional Employee Income (X) □ Work Discipline (Y1)	0.616	8,022	0.000	Effectuated
Additional Employee Income (X) □ Work Motivation (Y2)	0.557	4,895	0.000	Effectuated
Additional Employee Income (X) □ Work Engagement (Y3)	0.483	4,655	0.000	Effectuated
Additional Employee Income (X) □ Employee Performance (Z)	-0.053	0,437	0.662	Not Effectuated
Work Discipline (Y1) □ Employee Performance (Z)	0.369	4.268	0.000	Effectuated
Work Motivation (Y2) □ Employee Performance (Z)	0.473	5.188	0.000	Effectuated
Work Engagement (Y3) □ Employee Performance (Z)	0.173	2.073	0.039	Effectuated
Additional Employee Income (X) □ Work Discipline (Y1) □ Employee Performance (Z)	0.227	3.851	0.000	Effectuated

Information	Original Sample (O)	t-Statistics ((O/STDEV))	p-value	Decision
Additional Employee Income (X) □ Work Motivation (Y2) □ Employee Performance (Z)	0.264	3.635	0.000	Effectuated
Additional Employee Income (X) □ Work Engagement (Y3) □ Employee Performance (Z)	0.084	2.105	0.036	Effectuated

Source: Primary Data Processed, 2022

Based on table 13, it can be interpreted as follows: The equation model that describes the correlation between latent variables is as follows: $Y = 0.616 \text{ Work Discipline} + 0.557 \text{ Work Motivation} + 0.483 \text{ Work Engagement} + 0.522 \text{ Employee Performance} + \epsilon$. $Z = 0.369 \text{ Work Discipline} + 0.473 \text{ Work Motivation} + 0.173 \text{ Work Engagement} + \epsilon$. The R-square value as a result of processing the primary data of the Work Discipline variable is 0.379, the R-square value is 0.379 meaning that the variability of the Work Discipline construct which can be explained by the Additional Employee Income construct is 37.9% or it can be said that the magnitude of the effect of Additional Employee Income on Work Discipline is 37.9%.

The R-square value as a result of primary data processing of the Work Motivation variable is 0.310. The R-square value is 0.310 meaning that the variability of the Work Motivation construct which can be explained by the Additional Employee Income construct is 31.0% or it can be said that the magnitude of the effect of Additional Employee Income on Work motivation is 31.0%.

The R-square value as a result of processing the primary data of the Work Engagement variable is 0.234, the R-square value is 0.234 meaning that the variability of the Work Engagement construct which can be explained by the Additional Employee Income construct is 23.4% or it can be said that the magnitude of the effect of Additional Employee Income on Work Engagement is 23.4%.

The R-square value of the results of primary data processing of the Employee Performance variable is 0.739. The R-square value of 0.739 means that the variability of the Employee Performance construct which can be explained by the construct of Additional Employee Income, Work Discipline, Work Motivation and Work Engagement is 73.8% or it can be said that the magnitude of the effect of Additional Employee Income, Work Discipline, Work Motivation and Work Engagement on Employee Performance is 73.8%.

The effect of additional employee income on work discipline gives a t-statistic value of 8.022 > 1.98 at a significant 0.05 and has a p-value of 0.000 < 0.05 so it can be interpreted that additional employee income has an effect on work discipline.

The influence of additional employee income on work motivation gives a t-statistic value of 4.895 > 1.98 at a significant 0.05 and has a p-value of 0.000 < 0.05 so it can be interpreted that additional employee income has an effect on work motivation.

The influence of additional employee income on work engagement gives a t-statistic value of 4.655 > 1.98 at a significant 0.05 and has a p-value of 0.000 < 0.05 so it can be interpreted that additional employee income has an effect on work engagement.

The influence of Additional Employee Income on Employee Performance gives a t-statistic value of 0.437 < 1.98 at a significant 0.05 and has a p-value of 0.662 > 0.05 so it can be interpreted that Additional Employee Income has no effect on Employee Performance.

The influence of Work Discipline on Employee Performance gives a t-statistic value of 4.268 > 1.98 at a significant 0.05 and has a p-value of 0.000 < 0.05 so it can be interpreted that Work Discipline has an effect on Employee Performance.

The influence of work motivation on employee performance gives a t-statistic value of 5.188 > 1.98 at a significant 0.05 and has a p-value of 0.000 <0.05 so it can be interpreted that work motivation influences employee performance.

The influence of work engagement on employee performance gives a t-statistic value of 2.073 > 1.98 at a significant 0.05 and has a p-value of 0.039 <0.05 so it can be interpreted that work engagement has an effect on employee performance.

The Effect of Additional Employee Income on Employee Performance through Work Discipline gives a t-statistic value of 3.851 > 1.98 at a significant 0.05 and has a p-value of 0.000 <0.05, so it can be interpreted that Work Discipline can mediate Additional Employee Income on Employee Performance.

The effect of additional employee income on employee performance through work motivation gives a t-statistic value of 3.635 > 1.98 at a significant 0.05 and has a p-value of 0.000 <0.05, so it can be interpreted that work motivation can mediate additional employee income on Employee Performance.

The effect of additional employee income on employee performance through work engagement gives a t-statistic value of 2.105 > 1.98 at a significant 0.05 and has a p-value of 0.036 <0.05, so it can be interpreted that work engagement can mediate additional employee income to Employee Performance.

4. Conclusion

Based on the results of the study, it can be concluded that the additional employee income affects work discipline, work motivation and work engagement but the additional employee income does not affect performance. Work discipline, work motivation and work engagement affect employee performance. Work discipline, work motivation and work engagement are able to mediate the effect of additional employee income on employee performance.

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