

The Role Of Employee Achievements: Compensation And Motivation

Hanifah Jasmin¹, Zulaspan Tupti²

Email: hanifahjasmin@umsu.ac.id , zulaspantupti@umsu.ac.id

Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah

ABSTRACT

This study aims to determine the effect of skills and motivation on work performance at PT. State Savings Bank (Persero) Tbk Medan Branch. This study uses an association approach. The population of this survey includes all employees of PT. State Savings Bank (Persero) Tbk Medan with a sample of 95 people. Based on the test results, it is possible to get the effect of competence on the work carried out. The results of the t-test $2,444 > t_{table} 1,661$, then H_0 is rejected, this indicates that there is a compensation effect on work performance. Based on the partial test results, motivation has an effect on work performance, obtained tcount $2.451 > t_{table} 1.661$. The results of the f test obtained the calculated F value of 13.922 and Ftable 3, 094 which shows that H_0 is rejected means that compensation (X1) and motivation (X2) together have an effect on work performance (Y) with a significant $0.000 < 0.05$. R Square value of $0.232 > \text{or } 23.2\%$ shows that 23.2 work performance variables (Y) are affected by compensation (X1) and motivation (X2), the remaining 76.8% is explained by other variables that are not known in this study. Due to the small population size, the entire population is add sample.

Keywords : Compensation, Motivation and Work Performance.

INTRODUCTION

One of the challenges faced by humans in the future is to create an organization that has increasingly high-quality human resources. Good resources are aimed at increasing the contribution that can be made by employees in the organization towards achieving organizational goals. Employees are the main asset of an institution, because without their participation, the company's activities will not occur. Employees play an active role in setting system plans, processes and goals to be achieved. According to Anoraga (2009, p.78) states that the factors that can affect the level of employee performance are: motivation, education, work discipline, skills, work ethic attitudes, nutrition and health, income levels in the form of salary, work environment and system, technology, production facilities, social security, management and achievement opportunities. In this case, it means that improving employee performance requires attention to the factors that influence and also pay attention to the needs of employees, among others, by providing compensation.

According to Sutrisno (2012, p. 182), suggests that "compensation is calculated based on job evaluation, compensation calculation based on job evaluation is intended to obtain compensation that is close to worth and equity". So by providing appropriate and fair compensation, with the performance given and managed properly, it is hoped that employees will increase their productivity. Work motivation is no less important in achieving employee performance targets. Mangkunagara (2012 p. 61) says that "Motivation is a condition or energy that moves employees who are directed or directed towards the goals of the company's organization". Humans have many basic motivations that play an important role in the world of work, namely the motivation given by the company. Meanwhile, non-financial rewards are more about a well-created work environment and facilities that support the activities of its

members at work, so that members of the organization feel comfortable and can work well.

Humans have many basic motivations that play an important role in the world of work, namely achievement motivation, motivation to power. In order for employee performance to increase, it is necessary to get a motivational boost so that they will work more effectively and efficiently, and full of responsibility, besides that employees will be serious in obeying applicable regulations and plans within the organization. Motivation relates to goal-directed behavior. Employees who always face a routine atmosphere can lead to boredom, which in turn can reduce productivity and work performance.

LITERATURE REVIEW

Work performance

Work performance is the result of a person's efforts which are determined by compensation for his personal characteristics and perceptions of his role in the work (Sutrisno, 2011 p. 149). According to Mangkunegara (2012 p. 33) work performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities he gives. Work performance is a work achieved by a person by carrying out the tasks assigned to him based on skills, experience, sincerity and time (Hasibuan 2012 p. 94). Meanwhile, according to As'ad (2009 p. 63) work performance is quality, quantity, time used, position held, absenteeism, and safety in carrying out work. Which dimension is important is different from one job to another.

Compensation

Compensation is one of the important functions in human resource management (HRM). Because compensation is one of the most sensitive aspects of a work relationship. In general, the remuneration for each person who works has been determined and known beforehand, so that employees definitely know the compensation they receive. The amount of this compensation reflects the status, experience and fulfillment of needs enjoyed by employees and their families, the greater the remuneration received by the employee means the higher the position he holds. Furthermore, the more needs that can be met so that the performance is getting better. This is where the importance of compensation for employees as sellers of labor (physical and mental). According to Sutrisno (2012, p. 182), suggests that "compensation is calculated based on job evaluation, compensation calculation based on job evaluation is intended to obtain compensation that is close to worth and equity".

Motivation

In general, motivation is an active energy that causes a change in a person that appears in psychological symptoms, feelings, and emotions, thus encouraging individuals to act or do something because of a goal, need, or desire that must be satisfied. According to Winardi (2011 p.3) "motivation is an important concept in the study of individual work performance. In other words, motivation is an important determinant of individual performance. According to Hasibuan (2012 p.141) "Motivation comes from the Latin word "move" which means to encourage or move. "Motivation is very necessary in the implementation of human activities because motivation is something that can cause, channel

and support human behavior so that they want to work hard and enthusiastically to achieve optimal results". Motivation is something to move someone so that the desire and willingness to do something arise so that they can obtain results or achieve certain goals. According to Hamalik (2008 p.175), the function of motivation is: to encourage the emergence or a change. Without motivation, there will be no actions such as learning, as a guide, meaning directing actions to achieve the desired goal, as a driver, it functions as an engine for the car. The size of the motivation will determine the sooner or later a job. Purpose of Motivation In general, it can be said that the purpose of motivation is to move or inspire a person to arise the desire and willingness to do something so as to obtain results or achieve certain goals.

METHODS

The population in this study were employees at PT. State Savings Bank (Persero) Tbk Medan Branch, totaling 95 people. With a sample of 95 people. Data collection techniques in this study by means of interviews, documentation studies and questionnaires (questionnaires). To get real data based on problems that exist within the company. The type of data used in this study is primary data, namely raw data taken by researchers from the main source with a questionnaire.

RESULTS AND DISCUSSION

Multiple Linear Regression

Multiple linear analysis was used to determine the effect of the independent variable on the dependent variable. Based on the data processing that has been done, it can be seen that the relationship model from multiple linear regression analysis can be seen from the following table:

Multiple Linear Regression Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15,177	5.050		3,005	.003
Compensation	.330	.135	.272	2.444	.016
Motivation	.279	.114	.272	2.451	.016

a. Dependent Variable: Job performance

So the linear multiple regression equation of the two predictors (compensation and motivation) is:

$$Y = 15.177 + 0.330X_1 + 0.279X_2$$

The above equation shows that all the independent variables of compensation (X₁) and motivation (X₂) have positive coefficients, meaning that all variables have a unidirectional

effect on variable Y (work performance). The research model in the form of multiple linear regression equations can be interpreted as follows:

- If compensation and motivation are assumed to be equal to zero, then work performance is worth 15,177.
- If the compensation is increased by 100% it will be followed by an increase in work performance of 0.330. Assuming other variables do not change.
- If motivation is increased by 100% it will be followed by an increase in employee performance of 0.279. Assuming other variables do not change.

Classical assumptions

In multiple linear regression, there are some classical assumptions of multiple regression. Classical assumption testing simply aims to identify whether the regression model is a good model or not, there are several classical assumption tests, namely:

Normality test

The normality test of the data was carried out to see whether in the regression model, the dependent and independent variables had a normal distribution or not. If the data spreads around the diagonal line and follows the direction of the diagonal line, the regression model meets the assumption of normality.

Normal P-P Plot of Regression Standardized Residual

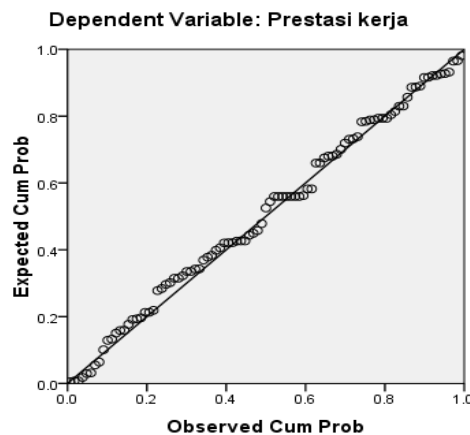


Figure IV-1

Normality test using PP Plot method

From the picture above, it is identified that the regression model has met the assumptions previously stated. So that in this research regression tends to be normal.

Multicollinearity

Multicollinearity testing was conducted to see whether the regression model found a correlation between the independent variables. The method used to assess it is by looking at the variance inflation factor (VIF) that does not exceed 4 or 5.

Multicollinearity Test

Model	Coefficients ^a			Collinearity Statistics	
	Correlations				
	Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)					
Compensation	.427	.247	.223	.675	1.481
Motivation	.427	.248	.224	.675	1.481

a. Dependent Variable: Job performance

From the table above, it can be seen that the independent variables, namely compensation (x1) and motivation (x2) have a VIF value of 1.481 within the specified tolerance limit, so that there is no multicollinearity in the work performance variable (y) of this study.

Heteroscedasticity

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals or observations to other observations. If the variance of homoscedasticity and if it is different then it is called homoscedasticity and if it is different it is called heteroscedasticity. A good model is that there is no heteroscedasticity. To detect the presence or absence of heteroscedasticity, it can be done by looking at the plot graph, including the prediction of the dependent variable and its residual value. If there is no clear pattern, and the points spread above and below the number 0 at temperature Y, then there is no heteroscedasticity or if there is no clear pattern.

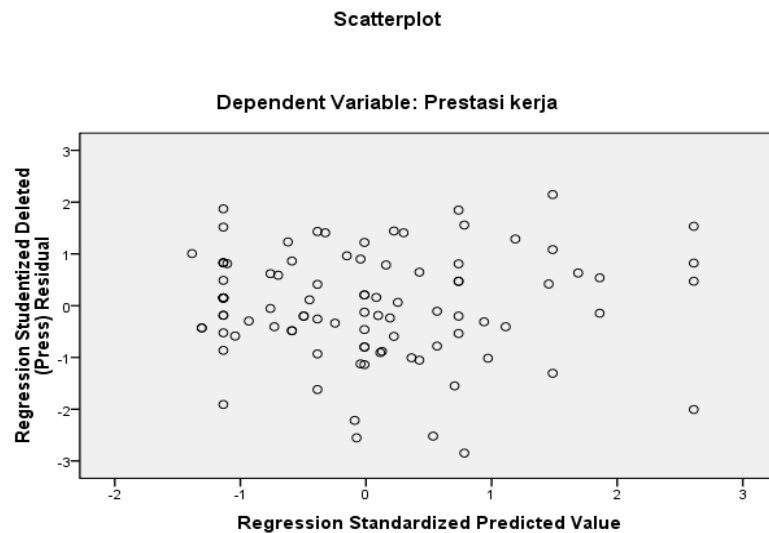


Figure IV-2

From the picture above, it can be seen that the points spread randomly, do not form a clear pattern, and spread both above and below the number 0 on the Y marrow. Thus, there is no heteroscedasticity in the regression model.

Hypothesis testing

T test (Partial Test)

The t-statistical test basically aims to show how far the influence of the independent variables individually in explaining the dependent variable. The criteria for accepting/rejecting the hypothesis are rejecting H_0 if the probability value is $<$ significant level of 0.05 (Sig. $<$ 0.05) while Accepting H_0 if the probability value $>$ significant level is 0.05 (Sig. $<$ 0.05). Where t table = 1.661.

T Test (Partial Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1(Constant)	15,177	5.050		3,005	.003
Compensation	.330	.135	.272	2.444	.016
Motivation	.279	.114	.272	2.451	.016

Based on the table above, it can be seen that the tcount for the compensation variable on work performance (Y) shows 2,444 means tcount $>$ ttable ($2.444 > 1.661$) and the significance of t is less than 0.05 ($0.001 < 0.05$) then H_0 is rejected, this indicates that partially compensation has a positive and significant effect on work performance. The results of the

motivation test (X2) on work performance (Y) show 2.451 means $t_{count} > t_{table}$ ($2.451 > 1.661$) and the significance of t is less than 0.05 ($0.000 < 0.05$) then H_0 is rejected, this indicates that partially motivation has an effect positive and significant work performance.

F Test (Simultaneous Test)

The F statistical test was conducted to determine whether the hypothesis was accepted or rejected, whether the independent variables (independent) together had a significant effect or not on the dependent variable and at the same time to test the second hypothesis. The criteria for testing are to determine the calculated F value and the calculated Ftable, namely $F_{table\ dk} = 95-2 = 93$, = 5% $F_{table} = 3.094$. The condition is that if the probability value of f (sig) in the Anova table ≤ 0.05 , then H_0 is rejected, but if the probability value of $sig > 0.05$ then H_0 is accepted, it can be seen in the following table:

**f test (simultaneous)
ANOVA^b**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	248,782	2	124.391	13,922	.000a
Residual	822.018	92	8,935		
Total	1070,800	94			

a. Predictors: (Constant), Motivation, Compensation

b. Dependent Variable: Job performance

From the data above, it can be seen that the Fcount value is 13.922 with a significant level of 0.000. While Ftable 13.922 with a significant 0.05. Thus $F_{count} > F_{table}$ which is $13,922 > 3,094$ means that H_0 is rejected so that it can be concluded that there is a significant influence between compensation and motivation on work performance at PT. State Savings Bank (Persero) Tbk Medan Branch.

Coefficient of Determination (R-Square)

The coefficient of determination (R^2) essentially regulates how far in explaining the variation of the dependent table. The value of the coefficient of determination is determined by the value of R square as can be seen in the following table:

Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.482a	.232	.216	2.98914

a. Predictors: (Constant), Motivation, Compensation

b. Dependent Variable: Job performance

From the calculation results above, it can be seen that the coefficient of determination obtained is 0.232. This means that 23.2% of the variation in the work performance variable (Y) is determined by the two independent variables, namely compensation (X1) and motivation (X2), while the remaining 76.8% is influenced by other variables not examined.

Discussion

From the test results that the author has done, it can be seen that all independent variables (compensation and motivation) have a positive influence on the dependent variable (job performance). The detailed results of the analysis and testing can be explained as follows:

The Effect of Compensation on Work Performance

From the results of the research that the author did, there was an effect of the compensation variable (X1) on work performance (Y) obtained $t_{count} > t_{table}$ ($2.444 > 1.661$) with a probability of sig 0.001 less than $= 0.05$. This means that the null hypothesis (H_0) is rejected and it can be concluded that compensation partially has a positive and significant effect on work performance at PT. State Savings Bank (Persero) Tbk Medan Branch.

The Effect of Motivation on Work Performance

From the results of the research that the author did, there was an influence of the motivational variable (X2) on work performance (Y) obtained $t_{count} > t_{table}$ ($2.451 > 1.661$), thus the probability of sig 0.000 is smaller than $= 0.05$. This means that the null hypothesis (H_0) is rejected and it can be concluded that motivation partially has a positive and significant effect on work performance at PT. State Savings Bank (Persero) Tbk Medan Branch.

The Effect of Compensation and Motivation on Work Performance

From the results of the research that the author did, there was an effect of compensation (X1) and motivation (X2) variables on work performance (Y) obtained by the value of $f_{count} > f_{table}$ ($13.922 > 3.094$) with a probability of sig 0.000 less than $= 0.05$. This means that the null hypothesis (H_0) is rejected and it can be concluded that compensation and motivation together have a positive and significant effect on work performance at PT. State Savings Bank (Persero) Tbk Medan Branch. This shows the hypothesis in this study the effect of compensation and motivation on work performance. the effect is significant at the level of $= 0.05$. Significant influence implies that compensation and motivation together have a positive and significant effect on work performance at PT.

CONCLUSIONS AND SUGGESTIONS

Conclusion

From the results of the analysis that have been discussed previously, it can be concluded as follows:

1. Compensation has a significant effect on the work performance of employees of PT. State Savings Bank (Persero) Tbk Medan Branch, which is indicated by a significant result of t of 2.444 (sig 0.000) where the significance of t is less than $\alpha = 0.05$.
2. Work motivation has a significant effect on the work performance of employees of PT Bank Tabungan Negara (Persero) Tbk Medan Branch, which is indicated by the significant result t of 2.451 (sig 0.000) where t is significantly smaller than $\alpha = 0.05$.
3. Compensation and work motivation have a significant effect on the work performance of employees of PT Bank Tabungan Negara (Persero) Tbk Medan Branch, which is shown by significant results of 13.922 with sig $0.000 < \alpha < 0.05$.

Suggestion

1. To improve employee performance, the company should pay attention to employee compensation and work motivation, besides that it is expected that the company will increase both variables so that employee performance can be improved.
2. Considering that compensation has an influence on the performance of employees, the compensation should really be considered, thus it is expected that employees will continue to increase compensation by participating in the training provided by the company.
3. In improving work performance, the company should be able to provide appropriate work motivation so that employees can be even more active in carrying out their work.

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