

The Influence of Compensation and the Employee Motivation toward the Performance of Employee at the Public Works, Human Settlements and Spatial Planning and Irrigation Office of Musi Rawas Regency

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Abstract

The aim of this study is to see the effect of compensation and working motivation toward employer performance. This study uses observation, questionnaire, documentation and literatures as collecting data method. Based on the result of this study, compensation variable obtains that t count (5,012) is bigger than t table (1,683) by means compensation variable is significantly positive effect toward employer performance. For working motivation variable, it is obtained that t count (2,550) is bigger than t table (1,683) by means working motivation variable has significant and positive effect toward employer performance whereas F count test is 174,509 is bigger than F table (3,23) and significance level as simultaneously is $0,000 < (\alpha) = 0,05$ by means H_0 is rejected and H_a is accepted in other words, all independent variable (compensation and working motivation) has significant effect toward employer performance. Coefficient determinant R^2 value is 0,892 or 89,2 percent by means compensation and working motivation contributes the impact toward employer performance with 89,2 percent while 10,8 percent is influenced by external factors such as education, training, discipline and others.

Keywords: compensation, working motivation, performance.

1. Introduction

Many things can influence the employee's performance well or how productive the human resources are. These two things are how well employees are paid and how motivated them in working. The fair and decent compensation for employees is one of the considerations. Allotment compensation can also increase the motivation of new employees to work for the institute, so the look institute can increase on the view of the publics. It is hoped that by fulfilling these regulations, the employee performance will increase. (2019, Mangkunegara).

The Contract for using the service or staff working is given by the staff working is for the compensation. The total of packages that organizations give to the employees in return for their work is known as compensation. 2018 (Wibowo, 2018), allowances, bonuses and commissions are examples of the financial Compensation. The form of non-financial compensation include In contrast, non-financial compensation includes authority, responsibility, and training.

Sunyoto (2018) says that motivation is a psychological process that shows how a person's

attitudes, needs, perceptions, and decisions interact with one another. In daily life, motivation is defined as the whole process of encouraging or motivating employees to work together freely and without coercion. The level of the employee motivation is the most important factor in work. Even though the facilities are quite complete and the employees have reached their potency, the job will not do like is hoping without the motivation.

The employee performance is influenced by compensation and motivation significantly. Every organization can give compensation that is proportional to the burden borne by the employees because the compensation can be a motivation for someone to work and affect the employees' morale and discipline. The employees is working better can receive the compensation in incentives form, such as the commissions, bonuses, promotions or awards such as certificates

The phenomena that were seen during the first observation is there were still employees who complained about the compensation received, both in the total it or the time it was received. There isn't activities also reduces the motivation of employees to come on time.

2. Literature Review

An effective strategy for maintaining the employees is by offering the compensation in addition to salary. The employees receive the compensation from the company in various forms, including cash, depending on the capabilities business. The total of indicators make each compensation up.

The indicator of compensation is as stated by Simamora (2018) are as follows: (1) Salaries and wages: The workers in production and maintenance often receive wages. Salary usually refers to an annual, monthly, or weekly rate of pay, while wages usually refers to an hourly rate pay. (2) Incentive is a term that refers to any compensation other than salary or wages offered by a business. (3) Benefits are the health and life insurance for retirement plans, paid vacation time and other work-related benefits. (4) Facility usually refer to employee benefits such as access to company airplanes or company cars.

Adha dkk. (2019) said that motivation is the provision of a driving force that arouses enthusiasm for working, allows one to collaborate effectively, work with integrity, and make every effort to achieve satisfaction. The main factors that motivate individuals to work include the following indicators of work motivation: Physical needs, such as the need for facilities that can be found in the workplace, such as facilities that make it easy to complete work in the office; The need for security includes physical security, stability, dependability, security, and freedom from threatening forces such as danger, fear, and anxiety; The social needs, needs that must be met based on shared interests in society—fulfilled together, such as good interpersonal relationships; The need is to be appreciated, or the need is to be noticed, is synonymous with the need is for a status, fame, attention, and reputation; The requirement of encouragement to achieve the goals, the encouragement requirement to achieve something you want, such as a leadership motivation.

Robbins S. (2018) says that performance indicators are tools that measure how well employees do their jobs. Here are some employee performance measures: (1) Work quality: Employee perceptions of the quality of work produced and the perfection of tasks

on the skills and abilities of employees can be used to measure the quality of work; (2) Quantity: The quantity produced is measured in terms of the number of units and activity cycles completed. To measure employee performance, quantity (unit/cycle) is a measure of the number of work units and activity cycles completed by employees; (3) Punctuality: Employees performance can also be assessed based on the time the employees completes their work that has been given to them so that as not to interfere with other work that is part of the employee's responsibilities; (4) Effectiveness: Effectiveness is the extent to which organizational resources—people, money, technology, and raw materials—are took advantages maximum to increase the results are achieved by each unit; (5) Independence: A person's independence level is how far a person will do his or her job responsibilities without supervision or assistance. That is, self-employed workers, or workers who do their own work, do not need to be supervised and can do their own work. tasks without asking for help, direction, or supervision.

3. Research Method

This research uses descriptive statistics and a quantitative approach. Because examining the influence of compensation and the work motivation toward the employee performance at the Office of Public Work, Spatial Planning, and Irrigation of Musi Rawas District, so the research used associative research. Descriptive statistics are used in this research by a quantitative approach. This research uses associative research because it examines the influence of the compensation and the work motivation toward the employee performance at the Office of Public Work, Spatial Planning and Irrigation, Musi Rawas Regency.

According to Sugiyono (2019), population is a generalization that refers to a group of objects or the subjects that have a certain number and the characteristics that have been determined by the researcher so they can be investigated and deduced from them. The population in this research are all employees who work permanently at the Department Cipta Karya Public Works, Spatial Planning and Irrigation totaling 171 civil servant, which consists of several sectors, namely: Secretariat with 41 employees; The Corruption Eradication Committee (Cleaning, Landscaping and Electricity) has 30 employees; Cipta Karya, Spatial Planning is 22 employees; Irrigation sector is 57 employees; The sector of Technical Development, Supervision and Control is consist of 21 employees.

The sampling technique is used in this research was purposive random sampling, namely random sampling so as to provide equal opportunities for each member of the population to become the research sample. (Sugiyono, 2019).

According to Arikunto (2019), the total of sample is determined so that the research can be considered a population research if the total of respondents is less than 100. Conversely, the sampling is 10% to 15% or 20% to 25%. of the total population if more than 100 respondents. $171 \times 25\% = 42.75$ is the research sample. Therefore this study used a sample is consist of 43 employees.

The correlation variables between one of independent variable (X) and the dependent variable (Y) is that is called by "simple linear regression analysis" (Sugiyono, 2019). The purpose of this analysis is to predict the value of the dependent variable (Y) in the event that the value of the independent variable (X) changes, and to ensure that there is a positive or negative correlation between the independent variable and the dependent variable.

4. Findings and Discussions

At the Cipta Karya Public Works Office, the Spatial Planning and Irrigation Section of Musi Rawas Regency, the first hypothesis (H1) from the analysis of compensation (X1) toward the employee performance (Y) gets a significance value of $0.000 < 0.05$ which indicates that there is a direct and significant connection between the influence compensation for the employee performance. The results of the comparison between t-count and t-table are t-count (5.012) and t-table (1.683). As a result, the compensation variable (X1) has a value of $5.012 > 1.683$ which indicates that compensation has a positive and significant influence toward the employee performance.

Analysis of the Work Motivation (X2) toward the Employee Performance (Y) get a second hypothesis result (H2) with a significant value of $0.015 < 0.05$ which indicates that work motivation has a direct and significant influence toward employee performance at the Cipta Karya Public Works Department. Office of Spatial Planning and Irrigation of Musi Rawas Regency. After comparing the arithmetic t-count and t-table, obtained t-count (2.550) and t-table (1.683). So that a value of $2.550 > 1.683$ is obtained for the work motivation variable (X2) indicating that the work motivation has a positive and significant influence toward the employee performance.

Analysis of X1 and X2 toward Y get the result of a significance value of 0.000 ± 0.05 for the third hypothesis (H3) which indicates that the compensation and the work motivation have a direct and significant influence toward the employee performance at the Public Works Office Cipta Karya Tata Ruang. and irrigation in Musi Rawas Regency.

H_0 was rejected and H_a was accepted because the Fcount obtained was 174.509 $F_{table} = 3.23$ and the simultaneous significance level was $0.000 () = 0.05$. It shows that the compensation and the work motivation, two independent variables, have a significant influence toward the employee performance when they are combined. The determination value of $R = 0.947$ shows a strong connection between the employee performance and work motivation and the compensation. The coefficient of determination R^2 (Adjusted R square) is 0.892 (89.2%), which indicates that compensation (X1) and the work motivation (X2) influence to the employee performance (Y) by 89.2% and 10 respectively .8%. The remaining % is influenced by education, training, discipline, and other variables are not included in this research.

5. Conclusion

From the analysis of X1 and X2 toward Y, the third hypothesis (H3) has a significance value of $0.000 < 0.05$ which indicates that there is a direct and significant connection between the influence of the compensation and the work motivation toward the employee performance at the Public Works Department Spatial Planning and Irrigation Cipta Karya Section in Musi Rawas Regency. The determination value, $R = 0.947$, shows a strong connection between the employee performance and the work motivation and the compensation. The coefficient of determination R^2 (Adjusted R square) is 0.982 (89.2%), which indicates that the compensation (X1) and the work motivation (X2) influence the employee performance (Y) by 89.2% and 10,8% respectively. The remaining % is influenced by education, training, discipline, and other variables are not included in this research.

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