



The effect of compensation and work motivation on the productivity of public works and spatial planning employees in Morowali District

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ABSTRACT

Organizational success depends on the work productivity of human resources in achieving organizational goals. Human resources have an important role depending on the success or failure of the organization. Productive human resources if they have high work productivity and can achieve the goals or targets that have been set. One that affects employee work productivity is sensors, which is a very complex matter for employees, because compensation is a measure of the work done. Furthermore, work motivation, an employee will be considered valuable when the employee is trying to work to achieve targets and goals, then employees will work optimally by doing the job with the best results. The research objective was to determine the Effect of Compensation and Work Motivation on Employee Productivity. The sample of this research was all employees at the Office of Public Works and Spatial Planning, Morowali Regency, with a total of 57 employees. The research method used is quantitative, and multiple linear regression using the SPSS 23 application. The results show that the variables of Compensation and Work Motivation simultaneously significantly influence Employee productivity, the Compensation variable partially significantly influences Employee productivity, and the Work Motivation variable partially has a significant effect on employee productivity at the Public Works and Spatial Planning Office of Morowali Regency.

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INTRODUCTION

The success of the organization depends on the work productivity of human resources in achieving the goals of the organization. Human resources have an important role in the success or failure of the organization (Agusti, 2019). Human resources can be said to be productive if they have high work productivity and can achieve the goals or targets that have been set and can be responsible for completing tasks properly. According to (Ardana, 2012) productivity is a comparison of the results obtained with the production factors used. If employees have encouragement that can increase their ability to increase work productivity, with these abilities, organizational goals will be carried out effectively and efficiently. In an

organization, one of which can affect employee work productivity is compensation, this is a very complex matter for employees because compensation or remuneration is a measure of the work done, even seen from the size of the compensation can affect employee work productivity (Yualiannisa et al., 2018). Thus what was said (Wibowo, 2009) that the system used by organizations in providing these rewards influences work motivation and job satisfaction. Compensation is something employees receive for the services they contribute to their work.

Employees have contributed, both the energy and knowledge they have, of course, there is a reciprocity that the employee wants to expect so that productivity arises. Something valuable for employees is the knowledge and skills they have used as a basis for demanding their rights as workers (Bangun, 2012). Based on research from the results of interviews with employees regarding compensation, it was found that employees have worked beyond working hours, of course, the organization will see and calculate excess working hours that exceed the limits of work rules. With this the organization can provide incentives or additional income to employees this is not the case so the employee's desire to improve work results is not achieved. The next problem is that the workspace facilities are inadequate or damaged and subsequently cannot be repaired as soon as possible, such as Air Conditioner (AC) which is not cold and some are damaged, and other complete facilities such as cupboards and other supporting office stationery that will be needed. This issue has been raised before, but the response has always been slow.

This all results in a reduced contribution or work productivity. Another factor is work motivation, it can be seen that employees work inconsistently with decisions made by the leadership, this is because the leadership does not accept criticism and suggestions from employees so the high desire of employees to complete work is not motivated. An employee will be considered valuable when he tries to work towards targets and goals, so he will work optimally. Basically, in every person, there is a desire to do the job with the best results. Important things are needed in a person so being motivated is one of the keys to achieving a need to be achieved. In other words, the emergence of motivation in a person because of hopes, goals, needs, encouragement, desires, and goals.

The motivation to work will arise in a person due to the existence of needs that must be met and the existence of different levels of needs for each employee, giving rise to differences in motivation in achievement. Increasing employee productivity is inseparable many studies state that it is influenced by employee motivation. Based on the background above, a study was conducted on "The Influence of Compensation and Work Motivation on the Productivity of Public Works and Spatial Planning Office Employees in Morowali Regency."

Compensation is one of the company's organizational policies that affect the morale of employees. (Ardana, 2012) states that compensation must be based on the principles of justice and fairness. The principle of justice is that the size of the compensation must be following the type of work, work performance, job risk, responsibility, and job title. Employees contribute valuable, both energy and knowledge possessed. Something valuable for employees is the knowledge and skills they have used as a basis for demanding their rights as workers (Bangun, 2012).

According to Werther and Davis (Yuniarsih, 2009), interpreting compensation is what employees receive as a substitute for the contribution they make to the organization. It is clear that there is a reciprocal relationship if we work and deliver the results of what is done, then the office will be rewarded in the form of compensation. For this reason, it is important to properly manage compensation, to help organizations achieve goals and obtain, maintain and look after employees properly.

Compensation can also be said as a form of appreciation, directly or indirectly, both in the form of fair and proper financial (salary and wages) and non-financial (service allowances) to employees for their contribution. Thus (Wibowo, 2009) says that, if compensation is seen from the way it is given, it can be divided into direct compensation, namely wages, salaries, and incentives. While indirect compensation can be in the form of benefits or security and health guarantees.

Motivation is a skill in combining the interests of employees and the organization so that the desires of employees are satisfied along with the achievement of organizational goals, the same thing

is also expressed by (Gitosudarmo, 2001) that the understanding of work motivation is the factors within a person that move and direct his behavior to fulfill a goal. The motivation is in the form of a need to be expected such as the need for achievement, affiliation, and power.

According to (Siagian, 2008) Motivation can simply be interpreted as "Motivating" which implicitly means that the leader of an organization is in the middle of his subordinates, and thus can provide guidance, instruction, advice, and correction if needed. (Winardi, 2000) says that motivation is the desire contained in an individual that stimulates him to take action. (Wursanto, 2005). Motivation is an impulse that exists in humans that causes them to do something.

According to (As'ad, 2001) work implies carrying out a task that ends with the fruit of work that can be enjoyed by humans. An important driving factor that causes people to work is the need that must be met. Activities in work contain elements of social activities, produce something, and ultimately aim to fulfill their needs. However, behind this indirect goal, people who work also get rewards, wages, or salaries from their work. According to (Trisnaningsih, 2003) with work motivation, it is expected that every individual will work hard and enthusiastically to achieve high performance.

According to (As'ad, 2001), work motivation is something that creates enthusiasm or work motivation and is a human physical and mental process in achieving goals. It can be concluded that work is a human activity, both physical and mental, which has the goal of increasing performance productivity.

According to Fillmore H, Stanford in (Mangkunegara, 2002) is a condition that moves people towards a certain goal. Motivation is formed from the attitude of leaders and employees in dealing with work situations in the organization. Motivation is a condition or energy that moves employees or is aimed at achieving organizational goals. The mental attitude of employees who are pro and positive towards the work situation is what strengthens their work motivation to achieve maximum performance.

Productivity, According to (Yuniarsih, 2009), work productivity can be interpreted as a concrete result (product) produced by individuals or groups during a certain time unit in a work process. In this case, the higher the product produced in a shorter time it can be said that the level of productivity has a high value. Productivity can be interpreted as the ratio between the real work (output) in the form of goods and services with the actual input (input). According to (Sedarmayanti, 2004), productivity is how to produce or increase the results of goods and services as high as possible by utilizing human resources efficiently. Productivity is the achievement of the work of employees to achieve organizational goals that have been set.

According to (Sutrisno, 2009) namely mental attitude is a conception or behavior that arises from a person's soul as a reaction to a situation that affects it, and the physical ability of an employee is the ability and skill in a person to complete an activity or task, the relationship between superiors and subordinates is a relationship that shows mutual interest personally, mutual trust, strong loyalty, comfortable communication, and mutual influence. So, it can be concluded that to increase the productivity of employees and leaders, they must try to produce and produce work results.

RESEARCH METHOD

This research is classified as survey research. According to Kerlinger in (Sugiyono, 2011). Survey research is research conducted on large or small populations, but the data studied is data from samples taken from that population. Survey research is generally conducted to take a generalization on in-depth observations. The location of this research was conducted by Public Works and Spatial Planning Office Employees of Morowali Regency, Central Sulawesi, while the time of the research was carried out from February to October 2022. The population in this study were all employees of the Public Works and Spatial Planning Office of Morowali Regency, Central Sulawesi. which totaled 57 people. For details, see the table below. Sugiyono (2018) states that

population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to study and then draw conclusions.

The types of data used in this research are qualitative data and quantitative data. The sources of data used in this study consisted of primary data and secondary data. The data collection method uses a list of questions or a questionnaire (indicator) which is intended as a measuring tool for the Likert scale technique. Each answer is given a numeric score (number) to determine employee opinion about the effect of compensation and work motivation on employee productivity. According to Sugiyono (2017), the Likert scale is used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena. So to find out the measurement of respondents' answers in this study which used a research instrument in the form of a questionnaire, researchers used the Likert scale method. The data analysis method used is descriptive analysis, multiple linear regression analysis, and hypothesis testing using the F-test, t-test, and R2 test using the SPSS version 23 application (Ghozali, 2018).

This framework must also be completed by a chart or line of thought that shows the relationship between the research variables (Husein, 2008).

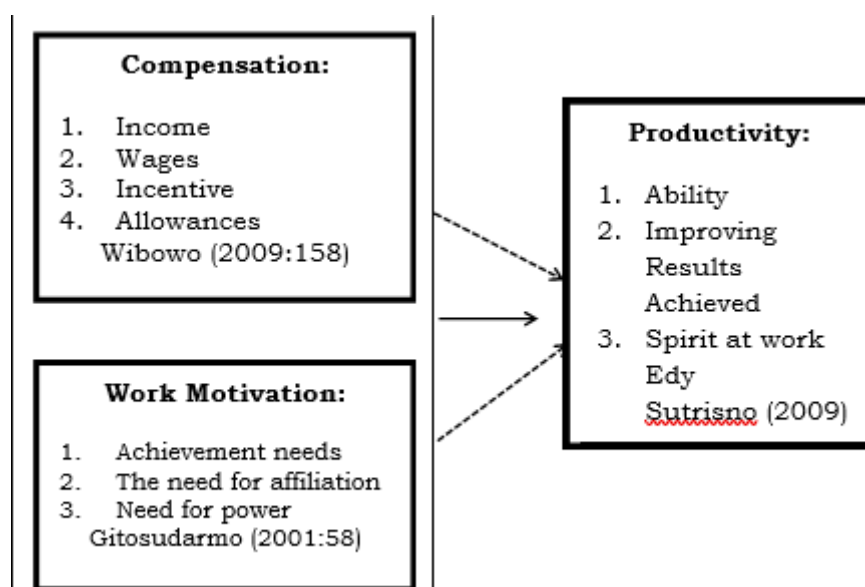


Figure 1. Research Framework

Based on the theories above, the conceptual framework of the research below can be formulated:

- H1 : Compensation and work motivation together have a positive and significant effect on the productivity of the Public Works and Spatial Planning Department employees of Morowali Regency.
- H2 : Compensation is thought to have a positive and significant effect on the productivity of Public Works and Spatial Planning Office employees in Morowali Regency.
- H3 : Work motivation is suspected to have a positive and significant effect on the productivity of the Public Works and Spatial Planning Department of Morowali Regency employees.

RESULTS AND DISCUSSIONS

Descriptive Analysis Results

This study aims to determine whether there is influence that occurs between research variables. Methods The research was conducted using multiple linear regression analysis tools, with processed data using SPSS. The following research results obtained as follows:

Table 1. Characteristics of Respondents

Gender			
		Frequency	Percentage
Valid	Man	42	73.7
	Woman	15	26,3
	Total	57	100.0
Age			
		frequency	percent
Valid	20-29	26	45.6
	30-39	19	33,3
	40>	11	19.3
	4.00	1	1.8
	Total	57	100.0
Last education			
		Frequency	Percentage
Valid	SENIOR HIGH SCHOOL	15	26,3
	DIPLOMA	4	7.0
	BACHELOR DEGREE)	29	50,9
	MASTER (S2)	9	15,8
	Total	57	100.0
Years of service			
		Frequency	Percentage
Valid	0-5	26	45,6
	6-10	15	26,3
	11-15	10	17.5
	16 >	6	10.5
	Total	57	100.0

Source: 2022 data processing results

Based on the table above, it can be seen that the number of respondents who responded to the questionnaires distributed in this study was dominated by men, namely 42 people, or percentage of 73.1% while women totaled 15 people, or a percentage of 26.3%. This also shows that employees in the public works and spatial planning department of Morowali district are dominated by the male sex because when hiring employees, the average employee accepted is male.

Based on the table above, it is known that the age range of 20-29 years is 26 respondents or a percentage of 45.6%, and the age range of 30-39 years is 19 respondents or a percentage of 33.3%, then respondents aged 40 and over are 12. people or 21.1%. Furthermore, respondents aged 40> years amounted to 11 people or 19.3%. This shows that on average employees are younger, more productive, and take on many work roles in the technical aspect of helping each other employee over their age in carrying out their main tasks and functions.

Based on the table shows that respondents who work at the Public Works and Spatial Planning Office of Morowali Regency, with high school education totaled 15 respondents with a percentage of 26.6%, and Diploma education 4 respondents with a percentage of 7.0%, then S1 education with the number of 29 respondents with a percentage of 50.9 percent, as well as Masters education as

many as 9 respondents with a percentage of 15.8 percent. It is known that the most dominant number are those with bachelor's degrees, this shows that employees with bachelor's education are likely to have good creativity to provide maximum work results. As for those with a Master's degree, they play even more roles, for example in terms of job analysis and decision-making in executing work.

Based on the table above shows that those who worked for 0-5 years with a total of 26 respondents or 45.6%, and 6-10 years of service 15 respondents or 26.3%, then 11-15 years of service were 10 respondents or 17.5% and working period of more than 16 years as many as 6 respondents or 10.5%. It is known that those with the highest frequency are in the range of 0-5 years of employment. This shows that employees during this working period are on average temporary employees who still exist at work, while those with the status of Civil Servants, are spread over the working period of 0-5 years.

Multiple Linear Regression Analysis

The multiple linear regression analysis method functions to determine the effect of the independent variables (Compensation and Work Motivation) on the Dependent variable (Productivity). The results of calculations using SPSS version 16.0 are as follows:

Table 2. Multiple Liner Regression Calculation Results

Variable	Regression coefficient (B)	tcount	Sig.
(Constant)	33,234	9,876	0.00
Compensation	0.212	4,718	0.00
Work motivation	0.207	8,958	0.00

R = 0.767a F-statistic = 38.663
R square = 0.599 sig. F = 0.000
Adjusted R-Square = 0.574

Source: 2022 data processing results

$$Y = 33.234 + 0.212.X_1 + 0.207.X_2$$

Where:

- Y = Productivity
- X1 = Compensation
- X2 = Work motivation

Based on the regression equation above, it can be concluded that the two independent variables (Compensation and Work Motivation) have an explanation of the coefficient values which can be described as follows:

- a. For the constant value of 33,234, it means that the Public Works and Spatial Planning Department of Morowali Regency before the existence of the independent variable were 33,234.
- b. Compensation Variable (X1) with a regression coefficient of 0.212 means that there is a positive influence between compensation and employee productivity. This means applying appropriate compensation to course employees will increase work productivity.
- c. The work motivation variable (X2) with a regression coefficient of 0.207 means that there is a positive influence between work motivation and employee productivity. This means that if employees' work motivation is high, then employees will work harder it will increase work productivity.

Hypothesis test

Simultaneous Test Results (Test F)

The F test was conducted to determine whether the independent variable (X) studied influenced the dependent variable (Y) with a value of $\alpha=0.05$.

Table 3. F-Test Regression Results

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	82,442	2	40,721	38,663	0.000 ^b
	Residual	56,874	54	1.053		
	Total	138,316	56			

Source: Processed data for 2022

From the results of the data processing above, it can be seen that the calculated F value is 38.663 at the real level $\alpha = 0.05$ or $P < 0.05$. The table shows that the probability value is 0.000. Based on these results, the first hypothesis states that compensation and work motivation simultaneously (simultaneously) have a significant effect on employee productivity.

Partial Test Results (t-test)

The t-test was conducted to partially analyze the effect of the independent variables on the dependent variable. The way to test the t test is to compare the t count with the table at the real level = 0.05. The t-test has a significant effect if the result of the t-count calculation is greater than t-table (t-count > t-table) or the probability of error is less than 5% (sig < 0.05).

Table 4. t-test Regression Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	33,234	2.103		15,805	.000
	Compensation	0.212	0.038	0.499	5.529	.000
	Work motivation	0.207	0.40	0.468	5,176	.000

Source: 2022 data processing results

From the results of the data processing above, testing the independent variable t-test can be concluded, namely:

- a. The compensation variable shows that the regression coefficient is 0.212, while the significant level is 0.000 where $\text{Sig} < \alpha$ ($0.000 < 0.05$). Based on these results, the second hypothesis states that the compensation variable has a significant effect on employee productivity.
- b. The work motivation variable (X2) shows that the regression coefficient is 0.207, while the significant level is 0.000 where $\text{Sig} < \alpha$ ($0.000 < 0.05$). Based on these results, the third hypothesis states that the variable Work Motivation has a significant effect on employee productivity.

Coefficient of determination test results

The coefficient of determination (R²) is used to determine how much influence the independent variables have on the dependent variable. The value of the coefficient of determination is determined by the value of Adjusted R square.

Table 5. Coefficient of Determination Test Results (R²)

Summary modelb					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	0.767 ^a	0.589	0.574	1.02626	

Source: 2022 data processing results

Based on the calculation results, it is known that the coefficient of determination (adjusted R square) is 0.574. This means that 57.4% of the Productivity variable is influenced by the

Compensation and Work Motivation variable. While the remaining 43.6% is influenced by other variables that are not included in the regression model.

The Effect of Compensation and Work Motivation on the Productivity of Public Works and Spatial Planning Offices in Morowali Regency

Simultaneously, the factors of compensation and work motivation have a significant effect on the productivity of employees of the Public Works and Spatial Planning Department of Morowali Regency. From the results of the analysis of the SPSS program, the F test value is 38.663%, the real level is $\alpha = 0.05$ or $P < 0.05$, and the probability value is 0.000 which means that compensation and work motivation have a positive and strong effect on employee productivity. The results of hypothesis testing show that compensation and work motivation together have a significant effect on the productivity of employees of the Public Works and Spatial Planning Offices of Morowali Regency. These results illustrate that leaders implement a better compensation system and increase employee motivation so that they will produce good work productivity as well.

Compensation and work motivation are components that are interrelated to achieve high work results or productivity. Increased productivity by the organization by paying attention to its employees through the formation of motivation is one of the factors that can directly affect the increase in employee productivity. Furthermore, the way to motivate employees to increase their productivity is by providing appropriate compensation. The Effect of Compensation on Employee Productivity of Public Works and Spatial Planning Department of Morowali Regency.

The Effect of Compensation on Productivity of Public Works and Spatial Planning Officers in Morowali Regency

Based on the Multiple Linear Analysis table, it is known that the Compensation variable has a significance value of 0.00 which is smaller than the standard error of 0.05 with a t-count value of 5.529. Therefore, this variable can be said to have an influence on the employee productivity variable. Partially, compensation has a significant effect on employee productivity at the Public Works and Spatial Planning Office of Morowali Regency. Compensation received by employees, they hope to meet the needs of their lives. This is closely related because if the needs of employees cannot be met, it will reduce their productivity. For this reason, it is necessary to provide fair and proper compensation so that employees will feel cared for by the organization.

The Influence of Work Motivation on Productivity of Public Works and Spatial Planning Employees in Morowali Regency

Based on the Multiple Linear Analysis table, it is known that the Work Motivation variable has a significance value of 0.00 which is smaller than the standard error of 0.05 with a t-count value of 5.176, therefore this variable can be said to influence on the employee productivity variable. Partially, work motivation has a significant effect on employee productivity at the Department of Public Works and Spatial Planning in Morowali Regency.

Motivation is a very important thing to be considered by the management if they want every employee to make a positive contribution to the achievement of company goals. Without motivation, an employee cannot fulfill his duties according to standards or even exceed standards because his motives and motivations at work are not fulfilled. Research that supports the results of this study was carried out by (Sunarmie, 2016), which states that work motivation affects the work productivity of employees. If the higher the employee's work motivation, the higher the work productivity.

CONCLUSION

Based on the results of research and discussion, the following conclusions can be drawn: Compensation and Work Motivation Together have a significant effect on Employee Productivity at the Public Works and Spatial Planning Office of Morowali Regency. Compensation has a significant effect on employee productivity at the Department of Public Works and Spatial Planning in

Morowali Regency. And work motivation has a significant effect on employee productivity at the Department of Public Works and Spatial Planning, Morowali Regency.

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