



The Influence of Compensation on the Performance of Program Keluarga Harapan (Pkh) at The Karawang District Social Services

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ABSTRACT

This study aims to determine the effect of compensation on the performance of the Family Hope Program (PKH) facilitator at the Karawang Regency Social Service. The method used is explanatory research with a sample of 35 people. The analysis technique uses statistical analysis with correlation, regression, determination and hypothesis testing. The results of the research on the Performance of the Family Hope Program Facilitator (PKH) at the Karawang Regency Social Service. Shows a significant influence value of 8.67 so that it is considered to have contributed to the compensation received. Compensation given to the companion of the Family Hope Program simultaneously has a positive and significant effect on employee performance. This study aims to determine the effect of compensation on the performance of the Family Hope Program (PKH) facilitator at the Karawang Regency Social Service. compensation as a form of appreciation for the achievement of company or institutional activities to employees for the contributions and dedications given to the company or institution. Performance which is all activities of a company or institution, including employees in it is the spearhead of achieving or not achieving the vision and mission of an institution or company. The method used is explanatory research with a sample of 35 people. The analysis technique uses statistical analysis with correlation, regression, determination and hypothesis testing. The results of the research on the Performance of the Family Hope Program Facilitator at the Social Service of Karawang Regency from 35 samples obtained results of 0.663 or 66.3% which shows that the effect of compensation on employee performance is still not optimal. Compensation for the Family Hope Program facilitator has a contribution to performance that can be interpreted as a form of material appreciation. Compensation given to the companion of the Family Hope Program simultaneously has a positive and significant effect on employee performance..

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1. Introduction

The era of regional autonomy has been running in line with the issuance of Law Number 32 of 2004 concerning Regional Government (State Gazette of the Republic of Indonesia of 2004 Number 125, Supplement to the State Gazette of the Republic of Indonesia Number 4437) as amended several times, most recently by Law Number 12 of 2008 concerning the Second Amendment to Law Number 32 of 2004 concerning Regional Government (State Gazette of the Republic of Indonesia of 2004 Number 59 Supplement to the State Gazette of the Republic of Indonesia Number 4844), efforts to participate in (Good Governance)) becomes important, as a public servant, the Government is required to play a more active role and have a developing mind that is responsive to such rapid changes, as well as being able to adapt in various activities.

Efforts to improve governance that are more efficient, effective, clean and responsible, need a systematic and institutionalized accountability medium. The government has realized the importance of this as reflected in Presidential Instruction No. 7/1999 on Accountability for Performance of Government Agencies. The position of the Karawang Regency Social Service is regulated in the Karawang Regency Regional Regulation Number 14 of 2016, concerning the Formation and Composition of the Karawang Regency Regional Apparatus, which in its implementation is regulated through the Karawang Regent Regulation Number 47 of 2016 concerning the Position, Organizational Structure, Duties, Functions and Work Procedures of the Office Karawang District Social. The Karawang Regency Social Service is the implementing element of the Regional Government in the social field, led by the Head of the Service who is located under and is responsible to the Regent through the Regional Secretary.

The main task of the Karawang Regency Social Service is to carry out some of the regional authorities in the social sector, and the assistance tasks assigned by the Government to the Regions. Employee performance is also the most important thing that must be considered by any organization, including the Department of Social Affairs because organizational performance affects the success of the organization in achieving its goals.

In supporting this program, the social service agency has a working relationship that accompanies the program both centrally and regionally called PSKS (Potential Sources of Social Welfare) which includes the Family Hope Program (PKH) human resources totaling 278 people, District Social Welfare Personnel (TKSK) totaling 30 people, Community Social Workers (PSM) 927 people, Taruna Siaga Disaster (Tagana) totaling 37 people. The Social Service is considered not yet able to optimize performance through PSKS in providing active services to the community. This can be seen from the Achievement of the Main Performance Indicators (IKU) of the Karawang Regency Social Service in 2020, namely the percentage of PSKS who are actively providing social welfare services with a target of 85% but the achievement is only 83.79%. The decline in PSKS performance, especially for the Family Hope Program companions, is thought to be due to the lack of optimal leadership style in directing their subordinates to follow the provisions in achieving a goal, so that it affects performance achievement, because performance is an outcome to be achieved by every organization.

To achieve good performance, personnel who have high work power are needed to anticipate the opportunities and challenges of an increasingly competitive environment in achieving organizational goals and human resources who can be directed in a better direction by their leaders and have high integrity in achieving goals. organization together, then the management of human resources must be directed to become thinkers and determine the running of the organization on an ongoing basis. "According to Wibowo, (2016:172) "Performance is the result of employee work seen from the aspect of quality, quantity, working time, and cooperation to achieve the goals set by the organization."

Everyone who works in an organization has certain goals and objectives. The purpose of working in an organization is to fulfill the needs of life. While the goal in general will expect a reward for achievement in the form of compensation. The establishment of an effective compensation system is an important part of human resource management as it helps to attract and retain talented workers. In addition, the compensation system has an impact on strategic performance which also affects employee performance, in this case by providing compensation. The phenomenon of compensation

seen in the Family Hope Program Facilitator (PKH), which is a work partner of the Karawang Regency Social Service, shows that the application of compensation has not been realized properly. The problem can be seen from the high workload, where the Social Assistance in its context must accompany the Beneficiary Family (KPM) and ensure that the KPM receives according to their rights and update data so that the beneficiaries are not deleted in the system.

The compensation system has an impact on the strategic performance and work performance of employees, especially if the implementation of the appropriate compensation program for the Family Hope Program Facilitator (PKH) has not been realized. The problem that triggers the eligibility can be seen from the high workload, where the Social Assistance in its context must accompany the Beneficiary Families (KPM) and ensure that the KPM receives according to their rights, as well as update data so that the beneficiaries are not deleted in the system.

In addition, the provision of work incentives to PKH facilitators from the regions is only given in the form of gratuities in the range of Rp. 400,000 to Rp. 750,000, - / month according to their position. The compensation given is considered to be very minimal with the workload that must accompany the beneficiaries and also take part in updating data with makeshift personal equipment and not yet facilitated with tools that support their work. The decline in PSKS performance is thought to be due to the incompatibility of the rewards (compensation) obtained with the workload that is carried out every day. This is reinforced by the results of research from Erlina, (2019) which states that compensation has a positive and significant effect on employee performance. If the compensation is in accordance with the workload given, it will affect performance, but if the compensation is not in accordance with the work, it will have an impact on performance degradation. Similar research results from Andayani A, (2016) stated that compensation has a positive effect on job satisfaction and performance. By providing fair compensation motivating employees to improve performance in accordance with the goals to be achieved by the organization, this is also in line with the results of research from Suhardi, (2019) which states that compensation has a significant effect on performance, meaning the better the amount of compensation provided by the organization/ the company's performance will increase. This is also in line with the results of research from Erlina, (2019) which says that compensation has a significant influence on employee performance. This means that the higher the employee compensation, the higher the level of employee performance.

Based on this background, the authors are interested in researching "The Effect of Compensation on the Performance of the Family Hope Program Companion Employees at the Karawang Regency Social Service". On the basis of the connection with previous research, the researcher will analyze the relationship between the Compensation and Performance of the Family Hope Program Facilitator at the Social Service of Karawang Regency. The purpose of this study was to find out 1) Compensation of the Family Hope program companion at the Karawang Regency Social Service 2) The performance of the Family Hope program companion at the Karawang Regency Social Service 3) The effect of compensation on the performance of the Family Hope Program at the Karawang Regency Social Service. By doing this research, it is hoped that researchers can solve problems in the future and add insight and reference materials for other researchers. For the company itself, it is expected to be material for information and consideration by the management of the organization/company in improving employee performance.

2. Method

2.1. Performance

According to (Kasmir, 2016: 182), "Performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given within a certain period. "According to (Emeron, 2016) performance is the result of a process that refers and is measured over a certain period of time based on pre-determined provisions or agreements. According to Mathis and Jackson in Malayu, (2017:138) also mentions "Performance is basically what employees do or don't do. Performance management is the overall activity carried out to improve the performance of the company or organization, including the performance of each individual and work group in the company.

2.2. Compensation

According to Wibowo, (2016: 271) Compensation is the number of packages an organization offers to workers in return for the use of its workforce. According to Marwansyah, (2016: 269) Compensation is an award or reward directly or indirectly, financial or non-financial, that is fair and appropriate to employees, as a reward or contribution/service to the achievement of company goals. According to Emeron, (2017:119) Compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company. In this study the method used is descriptive - verification with a quantitative approach.

2.3. Population

The population in this study were all companions of the Family Hope Program as many as 278 people.

2.4. Sample

According to Sugiyono, (2017:81) the sample is part of the number and characteristics possessed by the population. If the population is large and the researcher is not able to study everything in the population, for example due to limited funds, manpower and time, the researcher can use samples taken from the population itself. The number of samples is 35 respondents. The sampling technique used is Simple Random Sampling, where sampling is done without regard to the strata in a population that is carried out randomly based on the number of the population. Based on the title "The Effect of Compensation on the Performance of the Family Hope Program Facilitator at the Karawang Regency Social Service" then there are two variables, namely the independent and dependent variables. The dependent variables in this study are matters relating to individual influences such as the effect of workload, welfare insurance, and work motivation. employee performance because it is the dependent variable, while the independent variable is the impact of the dependent variable, in this discovery the less than optimal employee performance resulting from the influence of compensation that is not in accordance with the workload.

2.5. Data Analysis Method

The type of research used is associative, that is, the type of research that has a relationship and influence between two variables where the aim is to find out or find the relationship between the independent variable and the dependent variable. In analyzing the data used validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing. The independent variable is compensation, while the dependent variable is the performance of the companion. The data collection technique uses a questionnaire that has been tested for validity and reliability. The type of research used is associative, where the aim is to find out or find the relationship between the independent variable and the dependent variable. In analyzing the data used validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, coefficient of determination analysis and hypothesis testing.

3. Result and Discussion

Based on the description of the characteristics of each variable, the research conducted on 35 PKH employee respondents was obtained as follows:

3.1 Descriptive Compensation Variable (X)

Based on the calculation of statistical results, the maximum value obtained is 34 and the minimum is 7 with a mean value of 20,771 and a standard deviation of 6.073. through these data illustrates that the compensation is declared significant and can be used as a research variable. This means that the compensation for PKH employees is declared ineffective.

3.2 Descriptive Employee Performance Variable (Y)

From the calculation data for the variable Y, the maximum value is 35 and the minimum is 7 with a mean value of 20,857 and a standard deviation of 6,544. which means it is declared significant and can be used as a research variable. This means that the compensation for PKH employees has not been effective

a. Validity test

Testing the validity of the data is carried out using the formula $df: N-2$, which means the number of samples is 35 reduced by 2 to 33 samples at the number r table 0.1543. the number taken is in the corrected item total correlation column as r calculated which is compared with the r table value of 0.1543 provided that

- 1) If r count is greater than r table, the question item/variable is valid
- 2) If r count is less than r table, the question item/variable is invalid (Purwo Setyo, 25: 2020)

From the comparison results, it can be concluded that all questions on the independent variables are declared valid, which means that r count > 0.1543 . The results of the calculation of the validity of the dependent variable with the results of all questionnaires stated $>$ from 0.1543 means that the results are declared valid because $>$ from 0.3.

3.3 Reliability Test

Reliability testing is carried out to ensure that the instrument used by the first researcher can be used by other researchers to be adopted or reused. (Purwo Setyo, 31:2020). In the reliability test of a data, the calculated r value is compared with the r table value, where the Cronbach's Alpha value is greater than the r table, the variable question item is declared reliable and can be used for other research. Based on the calculation results, the Cronbach's Alpha value is $0.696 > 0.6$. This shows that the questionnaire on the independent variable (X) is declared reliable. Likewise, from the results of calculations on the dependent variable (Y), the Cronbach's Alpha value is calculated as $0.712 > 0.6$ which means that the questionnaire is declared reliable.

a. Simple Regression Analysis Results

This analysis is used to test the effect of one independent variable on a dependent variable on the condition that the data has been declared valid and reliable.

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.084 ^a	.663	.653	3.853

a. Predictors: (Constant), X_Compensation

b. Dependent Variable: Y_Performance

So, from the results of a simple regression calculation between the independent variable and the dependent variable, the correlation coefficient value is 0.84, which means that the independent variable has a significant close relationship with the dependent variable. The number of r^2 0.663 shows that the dependent variable is influenced by 66.3% by the independent variable. The influence of other variables outside the model is $1 - 0.663 = 0.337$ or 33.7%.

b. Hypothesis test

Regression coefficient testing was conducted to test the level of significance between the independent variable and the dependent variable through the t-test. based on the opinion of Nurjaman (2014: 179), if the compensation given is proportional to the burden given to employees, then employee performance can increase.

A	t Count	t table	Conclusion
0,05	8.067	1.690	H ₀ Accepted

4. Conclusion

The t-count obtained is $8.067 > 1.690$ which means that it partially has a significant effect between the independent variable and the dependent variable. In other words, the compensation variable has a significant effect on the performance of PKH employees at the Karawang Regency Social Service, on the basis of the provisions that if t count < t table then H₀ is accepted and H_a is rejected, while if t count > t table then H₀ is rejected and H_a is accepted.

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