



The Effect of Compensation on Employee Performance at Tuan Rondahaim Hospital Pamatang Raya

Adrian K Tarigan

Program Studi Manajemen, Universitas Efarina, Indonesia

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ABSTRACT

In this study there are two variables are variables X (Discipline) and Y (Performance). This study aims to examine and analyze the influence of compensation for employee work at RSUD Tuan Rondahaim Pamatang Raya. Based on the incidental sample method, the total sample in this study was 62 respondents. In this study using primary data obtained from the distribution of questionnaires. The number of questionnaires distributed as many as 62 copies and which can be returned and processed as many as 62 copies. The method of analysis used in this study is simple linear regression analysis and hypothesis testing (t-test). Amount of t-counts (8.382) > of the amount of t-tables (1.99897) then H_a accepted. Based on these results it can be concluded that the compensation has positive and significant effect on employee's work at RSUD Tuan Rondahaim Pamatang Raya.

E-mail:

adriantarigan31@gmail.com

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1. Introduction

Human resources are one of the assets owned by every company or organization, used together with other resources in carrying out activities to achieve company goals. Human resources are elements that always exist in every company or organization. Human resources are planners, actors and determinants of achieving organizational goals.

This compensation will be used by the employee and his family to meet their needs. The amount of remuneration reflects the status, recognition, and level of fulfillment of needs enjoyed by employees and their families. If the remuneration received by the employee is greater, it means that his position is higher, his status is getting better, and the fulfillment of needs he enjoys is increasing. Thus, the performance is also getting better.

TUAN Rondahaim Hospital is a hospital belonging to the Simalungun Regency Government with an RSU model, managed by the State and listed as a Class D Hospital. The Simalungun Regency Government RSU has a land area of 2500 m². Built in a location located in the Simalungun Regency Office Complex, with a quiet, safe, and comfortable atmosphere. This RSU can serve the needs of health services quickly and precisely in accordance with what is needed by the surrounding community and the wider community in general.

Based on the above background, the formulation of the problem in this study are:
Does compensation have an effect on employee performance at Tuan Rondahaim Hospital Pamatang Raya?

Based on the formulation of the problem that has been stated, the purpose of this research is to find out and analyze the effect of compensation on employee performance at Tuan Rondahaim Hospital Pamatang Raya. While this research is useful for several stakeholders, namely for companies, writers,

and for readers with different benefits, namely for RSUD Tuan Rondahaim Pamatang Raya, it is hoped that the findings in this study can be a means of information and consideration in determining company policies, both for the present and the future. For the author as one of the requirements for the author to complete the undergraduate level of Management. Readers are also expected to be a reference or input for further research regarding the issue of the effect of compensation on employee performance.

2. Research methods

The research that will be carried out by the researcher is a type of field survey research. Survey research is research conducted by researchers by being directly on the object or in the field, which takes samples from a population and uses questionnaires as a means of collecting basic data (Singarimbun, 1997:3). This study uses quantitative data in the form of numbers obtained through answer scores.

2.1 Population And Sample

Population is a generalization area consisting of: objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then draw conclusions. The sample is part of the population (part or representative of the population under study).

2.2 Data Retrieval Method

a. Observation

Observation is the systematic observation and recording of the phenomena studied (Mantra, 2004:82).

b. Interview

Interview is the process of obtaining activities for research purposes by means of question and answer.

c. Questionnaire

Questionnaires are a number of written statements used to obtain information from respondents in terms of their personal reports or things they know (Arikunto, 2002: 128)

d. Documentation

Documentation is looking for data about things or variables in the form of notes, transcripts, books, newspapers, magazines, inscriptions, meeting minutes, lenger, agenda, and so on (Arikunto, 2006:231).

2.3 Operational Definition and Variable Measurement

a. Variable Operational Definition

The operational definition is a very helpful element in research because the operational definition will show the indicators, aspects of variables or constructs, and data collection tools used in research.

b. Variable Measurement

To measure the existing variables, a Likert scale is used, where each statement is given a score of 1 to 5 with a 95% confidence level.

2.4 Data Quality Test

a. Validity test

According to Sunyoto (2011), the validity test is used to measure whether a questionnaire is valid or not. To measure the validity, it can be done by doing a correlation between the score of the statement items with the total score of the construct or variable using the Pearson Correlation Coefficient.

b. Reliability Test

The reliability test according to Usman and Akbar (2009) is a test to measure the accuracy or consistency of the questionnaire.

2.5 Data analysis technique

Data analysis was carried out with the aim of knowing the effect of compensation on employee performance at Tuan Rondahaim Hospital Pamatang Raya. The data obtained were collected and processed, then analyzed according to the data needed in answering research problems.

a. Simple Linear Regression Analysis

This study uses a simple linear analysis, because there is only one independent variable (X) and one dependent variable (Y). Hypothesis Test (t-test). This test was conducted to determine the significant

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effect between the independent variables on the dependent variable with a confidence level of 5% (0.05).

2.6 General Data of Respondents

The data used in this study is primary data, namely data obtained directly from the object of research. To make it easier to identify respondents in this study, it is necessary to describe the characteristics of respondents.

3. Results and Discussion

3.1 Data Quality Test

a. Validity test

The validity test was conducted to measure the validity of a questionnaire from each variable. The test is done by comparing r count and r table. The calculated r value is the result of the correlation of respondents' answers to each statement in each variable that is analyzed with the SPSS program and the output is called corrected item correlation.

b. Reliability Test

Reliability test is used to determine whether the questionnaire used can be trusted or reliable as a variable measuring instrument. The reliability of a questionnaire can be seen from the value of *cronbach's alpha()*, that is, if the value of *cronbach's alpha()* is greater (>) than 0.60 then the questionnaire is reliable, whereas if the value of *cronbach's alpha()* is smaller (<) 0.60 then the questionnaire is not reliable. Overall the results of the reliability test can be seen in the following table:

3.2 Data analysis technique

a. Simple Linear Regression Analysis

This study uses simple linear regression analysis, because there is only one independent variable (X) and one dependent variable (Y). Simple linear regression is a mathematical relationship procedure to measure the presence or absence of the influence of the independent variable on the dependent variable. Calculations can be done with SPSS software tools.

Based on the table above, it can be concluded that: $Y = a + bX$ ($Y = 12,478 + 0,878 X$). Then, there is a significant value (sig.) < less than 0.05 probability meaning that compensation has a positive effect on performance employee.

b. Hypothesis Test (t Test)

This test was conducted to determine the significant effect between the independent variables on the dependent variable with a confidence level of 5% (0.05).

This test is carried out with the following steps:

a) Formulating Hypotheses

H_0 ; = 0 Compensation has no effect on performance employee

H_a ; 0 Compensation affects performance employee.

b) Determine the level of significance (a)

In this study, the level of significance is 0.05 (5%) with degrees of freedom (df) = $n-1-k$, (n is the number of respondents and k is the number of research variables).

3.3 Discussion

Based on the characteristics of the sex of the respondents obtained by the authors, it shows that the number of female respondents who participated was more, namely 52 respondents (84%), compared to 10 male respondents (16%). Meanwhile, based on age, it shows the least number of respondents, namely age 20 years as many as 3 respondents (5%), the largest number of respondents aged 21-29 years as many as 32 respondents (52%). Then for the age of 30-39 years as many as 27 respondents (44%).

The author is of the opinion that the majority of workers or employees who work at RSUD Tuan Rondahaim Pamatang Raya are female with an average age of 21 – 29 years.

Based on the characteristics of the respondent's salary, it shows the number of respondents who have a salary of Rp. 1,000,000 as many as 39 respondents (63%), a salary of Rp. 2,000,000 as many as 21 respondents (34%), and a salary of Rp. 4,000,000 as many as 2 respondents (3%). And based on the education level of 62 respondents, the number of respondents with SMA/SMK education is 5

respondents (8%), diploma education is 33 respondents (53%), undergraduate education is 22 respondents (35%), while other educated respondents (S2 ,S3) as many as 2 respondents (3%).

The author is of the opinion that most of the employees of Tuan Rondahaim Hospital are undergraduate graduates, because the current hospital prioritizes the education of each employee.

4. Conclusion

In this study, the researcher intends to find out whether compensation has an effect on performance. The results obtained after completing all research are the results of simple linear regression analysis concluded that compensation has an effect on performance. This is evidenced by the results of the hypothesis test (t test) which is $8.382 > 1.99897$ then H_0 is rejected and H_a is accepted. The effect of this compensation is positive with a significance value (Sig) of 0.000 which is smaller than 5% ($0.000 < 0.025$). Then, the performance of employees who work at RSUD Tuan Rondahaim Pamatang Raya is included in good performance. It is proven in table 1.1.

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