



The Role of Compensation in Improving the Performance of Lecturers and Employees of the University of Madura Pamekasan

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ABSTRACT

Human resource development program is a force that is expected to create new nuances in an effort to improve work performance, one of which is the provision of compensation, where this can motivate employees to improve their performance. This study aims to determine the effect of compensation on the performance of lecturers and employees at the Madura University. Compensation itself is generally divided into direct and indirect compensation. But it can be expanded further into salaries, benefits, incentives and facilities. These variables that want to reveal their influence on the performance of lecturers and employees of the Madura University. The method in this study is a quantitative method using multiple linear regression. The results of the study found that incentives and facilities had a significant effect on the performance of Madura University lecturers and employees. Meanwhile, salary and benefits have no significant effect.

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INTRODUCTION

Performance appraisal of lecturers and employees is essential for universities. Performance appraisal of lecturers and employees has an important role in achieving the objectives of the learning process (Atika, 2010). Performance appraisal for lecturers and employees is a common activity carried out by a university, where universities evaluate the performance of lecturers and employees with the aim of improving their performance. related to human resource management (Aljardali et al., 2012) Evaluation of lecturers and employees is a good unit of teaching and learning activities, if the learning process and services are carried out well, student learning will be of quality (Kusumadewi, 2004).

Madura University was founded by the Madura University Foundation (YUM) on May 2, 1978, is one of the Private Universities in Pamekasan with the Vision of Madura University being: "By the end of 2036 to become a National Reputable College of human resources based on science, technology, and humanities". with one of its missions, namely to develop scholarly and noble academics through the creation of a conducive, adaptive, dynamic, and democratic academic atmosphere, to make it happen routinely monitoring and evaluating the performance of lecturers

and employees. The performance evaluation is carried out by students, colleagues, and direct superiors, under the coordination of the Higher Education Quality Assurance Agency.

As in other institutions at the University of Madura, the working relationship between the University and lecturers and employees is regulated in regulations both in the Madura University Statute which is the basic regulation of University management as well as staffing regulations that technically regulate the working relationship between the University and NIDN lecturers as many as 159 lecturers and 52 employees. The working relationship created is mutually beneficial so that lecturers, employees and the University can jointly realize sustainable prosperity.

Human resources in an organization is one of the determining elements in the organization because it has a very important role in the implementation of administrative tasks and implementation, so that the organization/company is increasingly encouraging about how to utilize these human resources in order to achieve optimal conditions, namely achieving organizational goals. which was proclaimed. Various approaches and strategies are carried out in managing human resources for the benefit of the organization in the future.

Compensation is something that employees receive in exchange for their service contribution to the company. Every employee in an organization has a desire to get compensation in accordance with their expectations. If these expectations are met, then the employee will always be enthusiastic about working. Seeing that one of its functions is to motivate employees, the company as the party providing compensation should pay serious attention to this. Every employee who gives his best of course must be rewarded with the commensurate thing. The company's management must provide appropriate rewards so that employees continue to show increased performance.

Financial Compensation In implementing the compensation policy, it is necessary to study the existence of regulations regarding compensation with the aim of being able to compensate employees fairly, (Nainggolan, 2022), (Christian et al., 2022) (Anshori et al., 2022) (Syamputri et al., 2022). Compensation provided by the agency to employees have a lot of influence on morals, discipline and work performance (Sarboini & Mariati, 2020) (Fauzan, 2018) (Achmad Fauzan, 2022) (Lubis & Sari, 2021).

Provision of appropriate compensation will have a positive effect on employee performance. The provision of compensation in the form of bonuses, prizes, and awards will also have a positive impact on employees (Sutarmiyati & Astuti, 2019) (Muhtarom et al., 2022) (Karawang et al., 2022)

A good compensation system is a compensation system that is responsive to the situation and a system that can motivate employees to increase competence so that work performance will increase. In this case, the compensation system should satisfy the needs of employees, ensure fair treatment of them and reward their performance. If the company's employees are satisfied with the compensation provided, then the employees will always fulfill their obligations by working optimally. Higher employee performance can be achieved by providing adequate compensation to employees by the company. Compensation is an award for service, attention, hard work, and the ability of human resources given to the company. Nugroho & Prasetyo, 2022) (Supriyono, 2021) (Dinata & Talim, 2022) (Robby & Angery, 2021)

Madura University also faces a dilemma regarding compensation for lecturers and employees because sometimes compensation does not support the performance of lecturers and employees. Lecturers and employees who do not have valid information related to compensation at the University of Madura are still looking for additional income outside the campus, so they often do not fulfill attendance according to the provisions. This is the basis of interest in conducting research with the title "The Role of Compensation in Improving the Performance of Lecturers and Employees of the University of Madura Pamekasan".

METHODS

1. Type of Research

This research is a type of survey research with a quantitative approach. Where, the data collection technique used a questionnaire containing statement items containing elements related to research variables, namely employee compensation and performance. The measurement scale used in the questionnaire is a Likert scale with a value of 1 to 5.

2. Population

Sugiyono, (2014) states that the population is the whole individual or certain objects or sizes obtained from all certain objects. The population of this study were lecturers and employees of Madura University as many as 211 people.

3. Sample

The sampling technique used in this study is a simple random sampling technique. Simple random sampling technique is a technique in which sample members from the population are taken randomly regardless of the strata that exist in the population. The size of the sample used refers to the formula of Slovin

$$n = \frac{N}{1 + Ne^2}$$

Description:

n= number of samples

N= population size

e= margin of error

1. Data Source

Sources of data are objects, things, or people where the researcher observes, reads, and asks about the data that will be used as a data source. Sources of data used are:

a. Primary data

Primary data is data obtained directly by data collectors from the object (Sugiyono, 2014). In this study, primary data were obtained from distributing questionnaires to all employees and lecturers at Madura University.

b. Secondary Data

Secondary data is data obtained indirectly from the object under study, for example data on a person's income level obtained from other researchers who are not obtained directly from the person concerned, or from office records or from anywhere, which has been processed or has not been processed (Sugiyono, 2014).

2. Data Analysis

The data analysis technique used in this study is an instrument test consisting of validity and data reliability tests, classical assumption tests consisting of normality tests, heteroscedasticity and multicollinearity tests, hypothesis testing and models using t test, f test with a degree of confidence or level 95% significance and multiple linear regression. The analytical tool used is SPSS version 22 which is used for data processing.

RESULTS

Data collection was distributed through a google form questionnaire which was distributed by the team on the Whatsapp group of lecturers and employees of the University of Madura. The research data obtained were 75 samples. The data is then processed with SPSS.

1. Data Analysis with Statistics

Several tests will be carried out before multiple linear regression analysis is performed, including validity and reliability tests and classical assumption tests (normality test,

heteroscedasticity and multicollinearity). It aims to obtain an estimator that is BLUE (Best Linear Unbiased Estimator).

a. Data Validity and Reliability Test

Table 1. Validity Test Table

No	Indicator	r count	r table	Description
1	X1.1	0.837	0.227	Valid
2	X1.2	0.845	0.227	Valid
3	X2.1	0.934	0.227	Valid
4	X2.2	0.930	0.227	Valid
5	X3.1	0.929	0.227	Valid
6	X3.2	0.937	0.227	Valid
7	X4.1	0.839	0.227	Valid
8	X4.2	0.866	0.227	Valid
9	X4.3	0.887	0.227	Valid
10	X4.4	0.850	0.227	Valid
11	Y1.1	0.758	0.227	Valid
12	Y1.2	0.661	0.227	Valid
13	Y1.3	0.758	0.227	Valid
14	Y1.4	0.746	0.227	Valid
15	Y1.5	0.661	0.227	Valid
16	Y1.6	0.692	0.227	Valid
17	Y1.7	0.655	0.227	Valid
18	Y1.8	0.592	0.227	Valid

Sumber: Data diolah

In general, the calculated r value is greater than the r table value so that all variable indicators in the study can be said to be valid research data. Furthermore, reliability tests can be carried out to measure the consistency or reliability of the questions used in the research questionnaire.

Tabel 2. Uji Reliabilitas

No	Variabel	Cronbach's Alpha	Keterangan
1	Salary (X1)	0.860	Reliabel
2	Incentive (X2)	0.909	Reliabel
3	Allowance (X3)	0.909	Reliabel
4	Facilities (X4)	0.832	Reliabel
5	Performance (Y)	0.769	Reliabel

Sumber: data diolah

Cronbach's Alpha value > 0.60 so it can be said that the research data is reliable. This means that the questions in the research questionnaire are consistent or reliable to explain the variables studied.

b. Normality test

Table 3. Normality Test

N		75
Normal Parameters, b	Mean	,0000000
	Std. Deviation	2,66289174
Most Extreme Differences	Absolute	,103
	Positive	,103
	Negative	-,049
Test Statistic		,103
Asymp. Sig. (2-tailed)		,059

Sumber: Data diolah

Based on the Kolmogorov-Smirnov test value, it can be said that the data in this study is normally distributed because the significance value is more than 0.05.

c. Heteroscedasticity and Multicollinearity Test

Tabel 4. Uji Multikolinearitas

No	Variabel	Nilai VIF
1	Salary (X1)	1.848
2	Incentive (X2)	2.460
3	Allowance (X3)	2.793
4	Facilities (X4)	2.233

Sumber: Data diolah

The results of the multicollinearity test show that all VIF values < 10. This means that the data is considered to have no multicollinearity. Heteroscedasticity test can be done by comparing t count and t table in the following way.

H0 is accepted if $-t \text{ table } t \text{ count} \leq t \text{ table}$

H0 is rejected if $t \text{ count} < -t \text{ table}$ or $t \text{ count} > t \text{ table}$

Tabel 5. Uji Heteroskedastisitas

No	Variabel	t count
1	Salary (X1)	1.859
2	Incentive (X2)	-0.171
3	Allowance (X3)	-2.625
4	Facilities (X4)	0.693

Sumber: Data diolah

With t table = 1.67 then all variables do not have heteroscedasticity problems.

d. Multiple Linear Regression Hypothesis Test

- t test

The statistical analysis used in this study is multiple regression analysis).

Table 6. Multiple Linear Regression Estimation Results

No	Variabel	Koefisien	t hitung	Signifikansi
1	Salary (X1)	15.054	6.411	0.000
2	Incentive (X2)	0.248	0.673	0.503
3	Allowance (X3)	0.990	2.847	0.006
4	Facilities (X4)	-0.285	-0.715	0.477
5	Performance (Y)	0.533	3.044	0.003

Sumber: data diolah

The results of the t test indicate that incentives and facilities have a significant effect on the performance of lecturers and employees of Madura University. Meanwhile, salary and benefits have no significant effect.

- F test

Tabel 7. ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	440,253	4	110,063	14,683	,000b
Residual	524,733	70	7,496		
Total	964,987	74			

Sumber: Data diolah

The F test can be done by looking at the ANOVA table above. The significance value is 0.000 which indicates that salaries, incentives, allowances and facilities have a simultaneous effect on the performance of lecturers and employees of Madura University.

DISCUSSION

The results of the study found that incentives and facilities had a significant effect on the performance of Madura University lecturers and employees. Meanwhile, salary and benefits have no significant effect. These results are the same as previous research conducted by (Gunawan & Amalia, 2015) that salary has a negative effect on performance. However, these results contradict the research of Haeruddin (2017) where salary has a positive and significant effect on employee performance. So far, the basic salary and allowances provided by Madura University can be said to be better than other private campuses. Comfort zones can sometimes make people careless so that it can have an impact on decreased performance.

The incentives provided by Madura University are quite diverse, both for lecturers and employees. In addition, the facilities available are not inferior to other private universities. This can motivate lecturers and employees to maximize their performance. For example, incentives for publication of research results are given to lecturers who are able to publish with certain criteria. The higher the criteria achieved, the greater the incentive obtained. In addition, there are also internal grants for research and service. These incentives are expected to encourage lecturers' enthusiasm to continue implementing the Tri Dharma of Higher Education.

CONCLUSION

Based on the results of the study, the following conclusions can be drawn. The results of the t test show that incentives and facilities have a significant effect on the performance of lecturers and employees of Madura University. Meanwhile, salary and benefits have no significant effect. The F test can be done by looking at the ANOVA table above. The significance value is 0.000 which indicates that salaries, incentives, allowances and facilities have a simultaneous effect on the performance of lecturers and employees of Madura University.

Based on the conclusions above, the suggestions that can be given in this study are as follows. Incentives have a significant effect on the performance of Madura University lecturers and employees so that lecturers and employees can take advantage of the incentives provided at Madura University to maximize their performance. Madura University should be able to determine what kind of incentives can encourage the performance of lecturers and employees to be better. So that further research is needed to find out which types of incentives are more effective to support the performance of lecturers and employees. Facilities have a significant effect on the performance of Madura University lecturers and employees. So that with adequate facilities, it can support the performance of lecturers and employees to continue to work and serve at Madura University.

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