



The influence of work motivation and compensation on employee performance in Mandiri Pematangsiantar CU

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ABSTRACT

This study aims to determine and test the effect of the variables Work Motivation and Compensation on Employee Performance at the Mandiri Pematangsiantar CU. And the data used in the study The population used in this study were CU employees. Primary data were Mandin Pematangsiantar with a sample size of 45 respondents. The data analysis technique used is multiple linear regression analysis which aims to calculate the magnitude of the regression coefficient to show the magnitude of the influence of the variables Work Motivation and Compensation on Employee Performance. While the model feasibility test shows that the variables Work Motivation and Compensation together have a significant effect on employee performance at the Mandiri Pematangsiantar CU. . Meanwhile, the results of the partial determination coefficient test (2) show that compensation is the variable that has the dominant influence on employee performance at Mandiri Pematangsiantar CU.

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INTRODUCTION

A company has a goal to achieve excellence, both excellence to compete with other organizations and to survive. In the effort to survive in the midst of an unfavorable economic situation for every type of industry that exists, there is another very positive side for all parties, including companies in Indonesia. On this positive side, companies must create creative strategies and management policies, especially in the field of human resources (HR).

Human resources in an organization have a very important role, because without the support of good human resources an organization will face problems in achieving organizational goals. To reduce this problem, it is necessary for an organization to view humans no longer as an organizational burden but an asset for the company. If this can be achieved, a good relationship and synergy will be created between leaders and employees in the organization.

In today's global competition, the world of work really needs people who are used to thinking forward, smart, innovative and able to work with high enthusiasm in facing the progress

of the times. Various organizations carry out their duties to achieve organizational goals which have four elements in leadership, among others, a collection of people, power, influence, value

Leadership must respect the potential strengths and strengths of a person individually as well as their strengths working individually as well as their strengths working in mutual cooperation by understanding the strengths and weaknesses of a person later the leader is expected to be able to direct the potential of his subordinates to produce better performance. Their creativity should not be disturbed but directed to develop and appreciate their potential so that they can improve a better performance than before and create a job satisfaction.

Based on the problems that occur, the authors are interested in conducting research on leadership, motivational and compensation factors as well as their relation to the employee's performance above, so a study is conducted to determine the actual conditions that occur at CV Sahabat Mandiri Surabaya with the research title "The Influence of Work Motivation and Compensation On Employee Performance at Mandiri CU Pematangsiantar.

RESEARCH METHOD

The research that will be conducted by the author is a quantitative type research in which the data obtained are mostly in the form of numbers. According to Sugiono, quantitative research can be interpreted as a research method based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative or statistical in nature with the aim of testing predetermined hypotheses .

Population, Sample and Sampling Technique

a. Population

The population is the whole subject consisting of humans, objects, animals, plants, symptoms or events that occur as a source. The population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn.

b. Samples

The sample is part of the number and characteristics possessed by the population. If the population is large and it is impossible for the researcher to study all of them, for example due to limited funds, manpower and time, the researcher uses a sample from that population .

Data Types and Sources

The type of data used by researchers is quantitative data. Where the data is in the form of numbers. There are 2 data based on the source, namely:

a. Primary data

The type of data in this study is primary data, namely data collected directly by researchers or first parties. The primary data used in this study is employee responses obtained through questionnaires.

b. Secondary Data

Secondary data is data that is not directly obtained from the first source and has been arranged in the form of a written document. What is meant by the source of data in research is the subject from which the data can be obtained.

Employee performance

Employee performance is one aspect that must be considered in a company. The reason is, if the performance of employees in the company is not good, it will affect the development and progress of the company itself. There are several factors that influence the good or bad performance of a company employee.

Work motivation

Work motivation is a stimulus or incentive for every employee to work in carrying out their duties. With good motivation, employees will feel happy and enthusiastic at work resulting in significant development and growth within the organization. Motivation is carried out not only from superiors, but also from oneself where this motivation is interpreted as a situation within a person that encourages the desire to carry out certain activities in order to achieve the expected goals. There is no reason not to have passion at work, whatever the conditions at work. To foster self-motivation at work, start with the intention of worshipping, then be grateful for the existing work, and have a winning mentality so that you have high motivation to give your best.

Compensation

According to Hasibuan, the notion of compensation is any form of income in the form of money, direct goods, or indirect goods received or obtained by employees in return for services provided to the company.

RESULTS AND DISCUSSIONS

Correlation analysis is used to measure how much influence one variable has on other variables. As for the output correlation results Analysis: Of the three variables above, the relationship between the independent variables and the dependent variable calculated by the correlation coefficient is negative 0.341 or negative 34.1 percent and negative 0.859 or negative 85.9 percent. In other words, the coefficient relationship between employee performance variables and motivation is greater than compensation. The magnitude of the relationship between the independent variable and the dependent variable calculated by the correlation coefficient is 0.729 or 72.9 percent.

CONCLUSION

Based on the research results from the data that has been processed regarding the effect of work motivation and compensation on employee performance at Mandiri Pematangsiantar CU, namely as follows: The results of the model feasibility test show that the influence of the independent variables consisting of work motivation and compensation has a significant effect on improving employee performance at the Mandiri CU. Based on the results of partial testing that there is a positive and significant influence between the independent variables consisting of work motivation and compensation on the dependent variable, namely employee performance. This means that respondents stated that all of these independent variables were considered important in improving employee performance and achieving the vision and mission of the company. Based on the results of the calculation of the partial determination coefficient, it shows that the variable that has the most dominant influence is the compensation variable compared to the motivational variable because it has the largest partial determination coefficient of 6.770 with a GIS of 0.001 while motivation is 3.169 with a GIS of 0.025.

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