

**THE EFFECT OF COMPENSATION, JOB SATISFACTION AND
WORK MOTIVATION ON THE PERFORMANCE OF
EMPLOYEES IN THE FINANCIAL SECTION**
BESTARI MULIA KRIAN

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ABSTRACT

The function of this particular examine was actually towards analyze the impact of payment, task complete fulfillment, as well as worker inspiration on business efficiency at PT. Bestari Mulia Krian. Certainly there certainly are actually a number of elements that trigger higher or even reduced worker efficiency, within this particular situation the business have to offer comments that will certainly have actually an effect on business efficiency. The elements that impact worker efficiency within this particular examine are actually payment, task inspiration and complete fulfillment. The information utilized within this particular examine are actually main information acquired coming from dispersing questionnaires. Participants are actually workers of the financing division at PT. Bestari Mulia Krian, utilizing a sampling method. The analytical evaluation utilized is actually several direct regression evaluation. The outcomes of this particular examine suggest that the variables that impact the efficiency of workers of the monetary division at PT Bestari Mulia Krian are actually payment, task function inspiration, and complete fulfillment. Payment, task complete fulfillment, as well as function inspiration are actually variables that impact the efficiency of workers in the monetary division at PT. Bestari Mulia Krian.

Keywords : Compensation; Job Satisfaction; Work Motivation; Employee Performance

INTRODUCTION

An adequate compensation system, especially in relation to job satisfaction and employee motivation, should be owned by a business unit with higher environment uncertainty. Payment is actually anticipated towards have the ability to inspire to ensure that workers can easily finish their function effectively. Along with sufficient payment as well as a boost in inspiration that's performed effectively, a worker will certainly be actually inspired towards perform the function designated towards him as well as attempt to refix the issues that happen. Task complete fulfillment likewise participates in an essential function in the business. Complete fulfillment is actually a psychological condition, where there's or even doesn't happen a conference factor in between the worth of remuneration coming from the business or even company as well as the degree of remuneration that's preferred due to the worker worried. The performance that

companies are looking for also depends on employee motivation. Motivation is a desire in someone that causes that person to take action (Rivai, 2014). Someone often takes action for something, namely to achieve goals. So, motivation is the driving force that leads to the goal.

Worker efficiency in a business is actually extremely important since if the employee's efficiency isn't great, after that it is actually specific that the business will certainly certainly not have the ability to take on various other business (Abdullah, 2014). Along with great worker efficiency, it is actually anticipated that the business will certainly have the ability to take on various other business. Performance can be improved through increasing job satisfaction, because job satisfaction gives enthusiasm to employees. Job satisfaction with jobs, superiors, subordinates, compensation, and opportunities to develop into the motivation concerned to improve performance. There are several factors that cause high or low employee performance, within this particular situation the business have to offer comments that can help the organization in making decisions that will have an impact on company performance, the higher the feedback response made by the company, the better the company's performance. In this study, the researcher wanted to discuss three factors that might affect the level of employee performance.

LITERATURE REVIEW

Employee Performance is emplo defined as a result or achievement that has been achieved by someone in carrying out their duties according to the size or standard set by the company where they work.

Compensation is a form of return, both financial and non-financial. Compensation can be used to motivate work performance, also under certain conditions there must be a reward intended to motivate good work, namely the reward must be related to the level of work performance to be motivated. On the other hand, according to William B. Werther and Keith Davis in Zulkarnaen and Herlina (2018, p.96) defines: "Compensation is what an employee receives in return for a given job, either hourly wages or periodic salaries designed and managed by the personnel department. Compensation (compensation) is also a direct and indirect service in the form of goods or goods to employees as compensation for services provided to the company "

Measured using a scale with a score of 1 to 6, on the following indicators:

a. Salaries and wages,

- b. Allowances,
- c. Recognition
- d. Promotion

Job satisfaction is defined as the level of individual satisfaction in the organization relative to other colleagues, this variable is measured using a job satisfaction instrument.

Measured using a scale with a score of 1 to 6, on the following indicators:

- a. Service colleagues,
- b. Time available for creation,
- c. Known superiors,
- d. Attractive work

Work motivation is defined as giving motives, hoarding motives or things that give rise to an impetus to carry out a task well. Measured using a scale with a score of 1 to 6, on the following indicators:

- a. Job security,
- b. Intensive determination,
- c. Awarded prizes,
- d. Opportunities for skills development,
- e. Opportunities to learn new things,
- f. Opportunities to be promoted,
- g. Respected by colleagues,
- h. Doing something useful.

RESEARCH METHOD

This research is a quantitative research conducted with random sampling methods and purposive sampling techniques, namely sampling techniques based on certain criteria with consideration (Supriadi, 2020), where what is meant here are employees of the finance department at PT Bestari Mulia Krian. The questionnaire was distributed to respondents who were financial employees at PT Bestari Mulia. Of the 40 questionnaires distributed, only 30 questionnaires can be processed using SPSS statistical software to be tested for validity, reliability, multiple linear regression, classical assumption test, F test and T test.

FINDINGS

Reliability Test

The reliability test of the questionnaire in this study used the alpha coefficient or Cronbach's alpha with the criteria that the value must be greater than 0.60.

Table 1 shows that the reliability value with the alpha coefficient of each variable in each variable is declared reliable because it is greater than 0.60. Thus the question items on each research variable were declared reliable and could then be used in research.

Classic assumption test

Normality test, in regression analysis is used to detect whether the residual or error value of the model has spread according to the normal distribution with the average value close to zero. The normality test with a normal probability plot (P-P Plot) is as follows: (see at Figure 1).

Multicollinearity Test

Multicollinearity test is conducted to determine whether there is a significant relationship between one independent variable and another in the regression model. The following are the results of the multicollinearity test: (see at Table 2)

Multiple Linear Regression Analysis Model

Complying with are actually the outcomes of several regression evaluation towards identify the impact of payment variables, task complete fulfillment as well as function inspiration on the efficiency of workers of the monetary department of PT Bestari Mulia which exist in Dining table 3.

The multiple linear regression equations generated after calculations with SPSS Statistic Version 26 are:

$$\text{Performance} = 1.079 + 0.266 \text{ Compensation} + 0.235 \text{ Job Satisfaction} + 0.305 \text{ Work Motivation} + e$$

The equation above means that if the compensation increases by one unit of measure, then the performance of the employees of the financial department of PT. Bestari Mulia will also experience an increase of 0.266 on the condition that job satisfaction and motivation do not change. If job satisfaction increases by one unit of measure, then the performance of employees of the finance department of PT. Bestari Mulia will also experience an increase of 0.235 units on the condition that the compensation variable and work motivation do not change or be constant. If the work motivation variable

increases by one unit of measure, then the employee performance of the financial division of PT. Bestari Mulia will also experience an increase of 0.305 units with the assumption that the compensation and job satisfaction variables do not change or be constant

The R worth of 0.800 implies that the connection in between the private variables of payment, task complete fulfillment as well as function inspiration along with worker efficiency is actually extremely solid. This is actually suggested due to the R worth over 0.fifty which amounts to 0.800. On the other hand, the coefficient of decision (R square) of 0.641 implies that the variant of respondents' reactions concerning payment, task complete fulfillment as well as function inspiration in discussing worker efficiency is actually 64.1% while the staying 35.9% is actually affected through various other variables certainly not analyzed.

F test

Testing of the resulting regression model using the F test is as follows: (see at Table 4) Multiple linear regression calculation yields the value Prob. Fcount of 0,000 which is smaller than 0.05. Thus it is concluded that the resulting regression model is feasible to use or in another sense there is a significant joint influence on the variable compensation, job satisfaction and work motivation on the performance of employees in the financial department of PT. Bestari Mulia.

T test

The t examination is actually utilized towards identify the impact of each private adjustable utilized on the reliant adjustable. Within this particular examine, the t examination was actually utilized towards identify the impact of payment, task complete fulfillment as well as function inspiration on the efficiency of workers of the monetary division of PT. Bestari Mulia. (see at Table 5)

The outcomes of the t examination for the payment adjustable on worker efficiency led to a t worth of 2.187 along with a importance of 0.038. The importance worth of the t-test for the payment adjustable of 0.038 is actually smaller sized compared to the worth of $p = 0.05$, therefore it could be wrapped up that payment has actually a considerable impact on the efficiency of the workers of the monetary division of PT. Bestari Mulia.

The outcomes of the t examination for the adjustable task complete fulfillment on worker efficiency led to a t worth of 2.095 along with a importance of 0.046. The

importance worth of the t-test for the payment adjustable of 0.046 is actually smaller sized compared to the worth of $p = 0.05$, therefore it could be wrapped up that task complete fulfillment has actually a considerable impact on the efficiency of the workers of the monetary division of PT. Bestari Mulia.

The t examination outcomes for the adjustable function inspiration on worker efficiency led to a t worth of 2.111 along with a importance of 0.045. The t-test importance worth of the 0.045 function inspiration adjustable is actually smaller sized compared to the p worth = 0.05, therefore it could be wrapped up that function inspiration has actually a considerable impact on the efficiency of the monetary division workers of PT. Bestari Mulia.

CONCLUSION AND SUGGESTION

Conclusion

The regression leads to screening within this particular examine intends towards identify the connection in between the influent of the research study variables. The outcomes of screening the impact of the payment adjustable on worker efficiency reveal that the payment adjustable impacts the worker efficiency adjustable. This is actually suggested due to the importance of payment on worker efficiency $0.038 < 0.05$, which implies that the very initial hypothesis is actually approved that there's an impact of payment on worker efficiency. Where payment is actually the gain of solutions offered through personnels towards the company, or even the worth that the business put on the proficiency as well as capcapacity of personnels, or even the honor that the business offers to individuals that have actually added. The payment offered due to the business should be actually really experienced relatively through workers as well as the quantity of payment is actually very little various coming from exactly just what workers anticipate. Payment is actually affected through numerous elements, like Income as well as salaries, Advantages, Acknowledgment, Promo. This outcome could be viewed coming from the greatest typical rack up for payment in the declaration, "the chance towards take part in a pension plan course is actually an important benefit". This suggests that the retired life course offered due to the business is actually an important benefit for workers. Therefore the outcomes of this particular examination could be wrapped up that the higher the payment offered due to the business, the greater the employee's efficiency.

The outcomes of screening the impact of task complete fulfillment variables on worker efficiency suggest that task complete fulfillment variables have actually an impact on worker efficiency variables. This is actually suggested due to the importance of task complete fulfillment on worker efficiency $0.046 < 0.05$, which implies that the 2nd hypothesis is actually approved, that there's an impact of task complete fulfillment on worker efficiency. Task complete fulfillment is actually a sensation that sustains or even doesn't sustain a worker that belongs towards function or even his problem. Job-related sensations include elements like salaries or even incomes got, profession advancement chances, connections along with various other workers, task positioning, kind of function, business business framework, high top premium of guidance. Task complete fulfillment is actually affected through numerous elements, like income, connections along with superiors, colleagues, function policies and atmosphere.

Higher task complete fulfillment signifies a well-managed company as well as is actually essentially the outcome of efficient habits administration. Workers will certainly feeling pleased at the office if elements of the task as well as elements of on their own sustain as well as the other way around if these elements don't sustain, workers will certainly feeling dissatisfied. This outcome could be viewed coming from the greatest typical rack up for payment in the declaration, "I can possibly do much a lot extra operate in a provided opportunity compared to others". This suggests that generally if workers can possibly do much a lot extra function compared to various other colleagues, workers will certainly be actually pleased. Therefore the outcomes of this particular examine could be wrapped up that the higher the task complete fulfillment acquired through workers, the much a lot better the efficiency created through workers.

The outcomes of screening the affect of the function inspiration adjustable on worker efficiency reveal that the inspiration adjustable impacts the worker efficiency adjustable. This is actually suggested due to the importance of function inspiration on worker efficiency $0.045 < 0.05$, which implies that the 3rd hypothesis is actually approved, that there's an impact of function inspiration on worker efficiency. Inspiration is actually the wish to perform as a determination towards invest a higher degree of initiative for business objectives, which is actually conditioned due to the capacity of that initiative towards satisfy a private require.

Coming from the conversation as well as the outcomes of the hypotheses that have actually been actually evaluated, that the variables that impact worker efficiency are actually payment, task function inspiration, and complete fulfillment.

The outcomes of the F examination, discovered proof that the design within this particular examine readies. Going by its own importance worth (possibility 0,000), the regression design could be utilized towards anticipate worker efficiency or even it could be stated that the private variables, specifically payment, task complete fulfillment, as well as function inspiration with each other have actually an impact on worker efficiency. T-test screening, the very initial hypothesis states there's an impact in between the payment adjustable on worker efficiency. This is actually suggested due to the importance of payment for worker efficiency of $0.038 < 0.05$, which implies that the payment offered to workers of the financing division at PT Bestari Mulia suffices towards have actually a favorable impact on their efficiency. The 2nd hypothesis states there's an impact in between task complete fulfillment variables on worker efficiency. This is actually suggested due to the importance of task complete fulfillment on worker efficiency of $0.046 < 0.05$, which implies that workers of the financing division at PT Bestari Mulia are actually pleased at the office. The 3rd hypothesis conditions that there's an impact in between function inspiration variables on worker efficiency. This is actually suggested due to the importance of inspiration on worker efficiency of $0.045 < 0.05$, which implies that function inspiration has the ability to have actually a favorable impact on the efficiency of workers of the financing division at PT Bestari Mulia.

So based on the data analysis techniques that have been carried out in this study, there are three factors that affect the performance of financial employees at PT Bestari Mulia, namely compensation, job satisfaction and work motivation.

Suggestion

The suggestions are expected to have benefits and can be used as consideration for further research in the future. From the results of the analysis and the conclusions that have been obtained above, the researchers suggest the following: the use of instruments is not only in the form of a questionnaire, but also direct interviews with informants can be carried out so that the results obtained are more accurate, there is no different perception (view) between respondents and researchers and avoiding not returning the

questionnaire. The recommendation for future research is to increase the number of samples used in the study. In addition, the population of research respondents is expanded, not only to one company, but also to several companies. The next researcher can improve the employee performance questionnaire.

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TABLE AND FIGURE

Table 1. Reliability Test Results

| Variable | <i>Cronbach Alpha</i> | Critical Value | Note |
|------------------|-----------------------|----------------|----------|
| Compensation | 0,883 | 0,60 | Reliable |
| Job satisfaction | 0,892 | 0,60 | Reliable |
| Work motivation | 0,843 | 0,60 | Reliable |

| | | | |
|----------------------|-------|------|----------|
| Employee performance | 0,827 | 0,60 | Reliable |
|----------------------|-------|------|----------|

Source: processed data

Table 2. VIF and Tolerance Values

| Variable | Tolerance | VIF | Note |
|------------------|-----------|-------|-----------|
| Compensation | 0,597 | 1,674 | Fulfilled |
| Job satisfaction | 0,711 | 1,407 | Fulfilled |
| Work motivation | 0,528 | 1,892 | Fulfilled |

Source: processed data

Table 3. Results of Multiple Linear Regression Calculations

| Model | Unstandardized Coefficients | | Standardized Coefficients | R | R Square |
|------------------|-----------------------------|------------|---------------------------|-------|----------|
| | B | Std. Error | Beta | | |
| Constant | 1,079 | 0,454 | | 0,800 | 0,641 |
| Compensation | 0,266 | 0,122 | 0,333 | | |
| Job satisfaction | 0,235 | 0,112 | 0,292 | | |
| Work motivation | 0,305 | 0,145 | 0,341 | | |

Source: processed data

Table 4. Regression Model Test Calculation Results

| | Df | Mean Square | F | Prob. Sig. |
|------------|----|-------------|--------|------------|
| Regression | 3 | 1,991 | 15,458 | 0,000 |
| Residual | 26 | 0,129 | | |
| Total | 29 | | | |

Source: processed data

Table 5 Calculation Results of the t-test

| Model | T _{test} | Prob. Sign | Note |
|-------------------|-------------------|------------|-------------|
| Compensation | 2,187 | 0,038 | Significant |
| Work satisfaction | 2,095 | 0,046 | Significant |
| Work motivation | 2,111 | 0,045 | Significant |

Source: processed data

Normal P-P Plot of Regression Standardized Residual

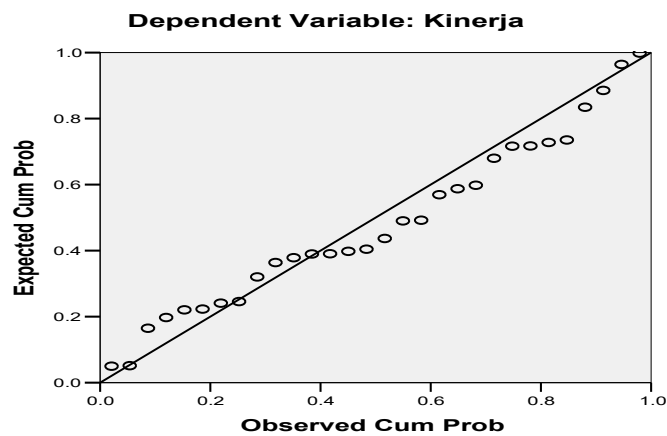


Figure 1. P-P Plot
Source: processed data