

## **The Role of Compensation in Improving Work Performance of Mattampa Bulu Village Officials, Lamuru District, Bone Regency**

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### **ABSTRACT**

Compensation is one of the important components in Village Governance. This study aims to determine the role of compensation in improving the work performance of village officials in Mattampa Bulu Village, Lamuru District, Bone Regency. The type of research used is descriptive qualitative research. The research subjects to be investigated were all seven Mattampa Bulu Village officials. The object of the research studied was how big the role of compensation was in improving the work performance of the Mattampa Bulu Village apparatus, Lamuru District, Bone Regency. Determination of informants in this study using purposive techniques, namely techniques that are based on certain considerations from the researcher. The research data were obtained from various sources, namely: primary data and secondary data using data collection techniques, namely: interview techniques, observation techniques, and documentation techniques. This research was conducted with a qualitative interactive model from Miles, Huberman, namely: data condensation, data display, and conclusion drawing/verification. Based on the results of the research for all of the above aspects ranging from salaries, initiatives, and health and fitness benefits, it can generally be concluded that the role of compensation in improving the work performance of the Mattampa Bulu village apparatus, Lamuru District, Bone Regency is considered to be running well.

Keywords: Village, compensation, performance, work

### **INTRODUCTION**

Human resources are the main actors driving the governance of an organization, both private and state organizations (Alfian et al. 2019; Arhas and Suprianto 2020; Niswaty et al. 2019; Peng et al. 2020). Then of course it must be filled by the chosen people. In other words, those who can sit and carry out the task are more capable than others (Ayub et al. 2020; Niswaty, Wulandari, and Saleh 2019). Every organization will always strive to improve its organizational capabilities, one of the ways taken is by increasing the capabilities of its employees (She et al. 2020; Tomczak, Lanzo, and Aguinis 2018; Waris 2015). Providing proper compensation is an important effort made by an organization because it will encourage employees to improve their performance (Kanapathippillai et al. 2019; Lin et al. 2020; Voghera and Giudice 2020).

The provision of adequate and fair compensation is the keyword to improve work performance (Oehmichen, Jacobey, and Wolff 2020; Zhu et al. 2021). If this does not get serious attention from the leadership of an organization, then there is a possibility of change or decreased work performance (Niswaty et al. 2019; Sari et al. 2020). Likewise with the village government, which in the implementation of organizational operations is very much determined

by the village apparatus. The village apparatus is an assistant element to the Village Head in implementing village government by their respective fields of duty.

Have village officials worked at the Mattampa Bulu Village Office so far received compensation for their respective responsibilities? The compensation they receive is in the form of fixed income, allowances, and other income as stipulated in the Mattampa Bulu Village Income and Expenditure Budget. With this compensation, it is hoped that the performance of the village officials can increase in providing services to the community.

## **METHOD**

The type of research used is qualitative research with a qualitative approach to describe and examine the role of compensation in improving the work performance of the Mattampa Bulu Village apparatus, Lamuru District, Bone Regency. This research is located in Mattampa Bulu Village, Lamuru District, Bone Regency. The location selection was based on the consideration that Mattampa Bulu Village, Lamuru District is one part of the local government that has an important role in regional development.

Determination of informants in this study using purposive techniques, namely techniques that are based on certain considerations from the researcher. The research data were obtained from various sources, namely: primary data and secondary data using data collection techniques, namely: interview techniques, observation techniques, and documentation techniques. This research was conducted with a qualitative interactive model from Miles and Huberman (Saleh et al. 2019) In qualitative data analysis, three streams of activity occur simultaneously. Activities in data analysis, namely: condensation data, display data, and conclusion drawing/verification.

## **RESULT AND DISCUSSION**

In providing compensation, it can be realized in various forms according to the existing provisions in an organization. The form of compensation given between one organization may be different from other organizations by considering the ability of the organization to provide compensation and the performance burden of employees in an organization. The results of research in Mattampa Bulu Village, Lamuru District, Bone Regency obtained from interviews to reveal the role of compensation in improving the work performance of the Mattampa Bulu Village officials are presented based on the definition of the research concept, namely: salary, incentives, health benefits, facility allowances can be seen through the responses from informants who are considered representative and observations obtained in the field.

### **Salary**

Salary is the remuneration that a person has as an imbalance of energy and is received which is given to the organization and the payment mechanism for wages has been stipulated in the organizational regulations on a monthly or periodic basis which is given to employees and has a definite guarantee and will still be paid even if the worker does not come to work. The payroll system in Mattampa Bulu Village, Lamuru District, Bone Regency has been implemented according to the provisions of the village expenditure budget that has been earmarked for Mattampa Village. With a clear salary given to village officials in carrying out

their duties and functions, of course, this will have an impact on the productivity and work performance of village officials. Also, it is understood that each village already has a budget stipulation that is given by the central government every year and that everything has been regulated regarding budget items and their allocation.

Providing compensation to Mattampa Bulu village officials in the form of salaries is something that should be paid attention to by the district and central government because village development can occur optimally if all village officials can maximize their performance properly, and to create work performance for village officials. So we need a boost that can motivate them to work well, one of which is by providing a salary that is in line with the workload conditions in the village of Mattampa Bulu.

The efforts made by the village head of Mattampa Bulu to improve the discipline of his subordinates are the awareness and responsibility that the village head has for all the duties assigned to him. The village head's efforts were also carried out because he saw that since the issuance of the new village regulation for the welfare of village officials, which is currently sufficient to meet the needs of life, apart from that the salary given to village officials has always been carried out on time.

Based on the information obtained from several informants and the results of observation researchers, it can be understood that in general the provision of salaries given to the village apparatus of Mattampa Bulu has been carried out by following the provisions of the provision of salaries stipulated in government regulations. Also, the existence of a fixed salary received by village officials makes them more eager to carry out all their duties and responsibilities by producing maximum performance, both for the task of serving the community and the task of implementing every village program.

### **Incentive**

Incentives are an award in the form of material or non-material which is given to village apparatus so that they work with high motivation and achievement in achieving village development goals. One form of incentives given to village officials is activity incentives

The incentives were given by the head of the Mattampa Bulu village, Lamuru sub-district, Bone district, so that village officials can be more motivated to work and complete the work that has been assigned to him effectively. Incentives are also known to be a form of income that can be obtained by a person when generating work performance. The form of work performance shown by Mattampa Bulu village officials is the desire to be involved in an activity carried out by the village and sub-district and the ability to complete this task well.

The implementation of compensation from the aspect of the initiative has been carried out well, this is indicated by the provision of incentives given to Mattampa village officials in every village activity implementation. The purpose of providing incentives by the village of Mattampa is none other than to provide more welfare so that village officials can be more motivated to produce effective performance.

### **Health Benefits and Facilities**

Health and fitness allowances are part of the support for village officials to be more confident and enthusiastic in carrying out their tasks and answers. Health allowances, which are allocated for village officials, all of which have been regulated in Presidential Regulation No.

82/2018. Providing health benefits in the form of protection. Protection is work protection in the form of compensation that is not in the form of compensation but the form of insurance. The provision of protection aims to provide a sense of security both from the financial, health, and physical safety sides for every government apparatus so that they can carry out activities calmly and can make a positive contribution to the organization.

Health insurance, through BPJS, is insurance that protects every Mattampa Bulu village apparatus if there are village officials who have health problems that must receive medical treatment. The insurance provision provided by this village can be said to be smooth because in general, village officials get health insurance. This will provide a sense of security for the officials because they do not need to spend fully on the healing process.

The importance of providing this health allowance is given to every village apparatus because considering that the tasks they are developing are inseparable from the stress and fatigue factors that affect the health conditions of village officials, and when their health conditions are automatically insured it will have an impact on their work. Mattampa Bulu village apparatus, Lamuru Subdistrict, Bone Regency has received health benefits, both in the form of BPJS and personal assistance from the village head whose goal is that village officials can feel more cared for and encourage them to feel comfortable and calm in carrying out all their duties.

While allowances in the form of facilities are a form of material services provided by the government to village officials to facilitate the implementation of their duties. In general, the Mattampa Bulu village office has provided several facilities for village officials to support administrative work in the form of laptops, printers, and internet network facilities. Apart from that, there is also a facility allowance in the form of a motorbike, of which two units are currently used by the village head and the village secretary. However, of the two vehicles, all village officials can use it or use it when there are matters that must be resolved at the sub-district office.

## **Discussion**

The compensation provided by the Mattampa Bulu village office, Lamuru District, Bone Regency is considered to have been well felt, so this also has an impact on the high increase in the work performance of the Mattampa village officials. The provision of compensation through the salary aspect received by Mattampa Bulu village officials is included in the category of being able to produce more optimal village apparatus work performance which is shown by the completion of several village activity programs that have been determined in the village development planning meeting, besides that, the creation of an increase in the work performance of village officials is seen from the process of providing services provided to the community by completing all the needs of the community it serves quickly and precisely.

The salary received by Mattampa Bulu village officials is remuneration for their energy and thoughts as feedback from the village office and the central government. Receiving a fair and timely salary is a factor that can improve the work performance of village officials at work. This is in accordance with the informant's answer that the salary for Mattampa Bulu village officials is always given fairly and on time.

The progress and retreat of an organization cannot be separated from the level of performance of the village apartment in realizing optimal village development. Therefore, an award was given in the form of incentives for village officials to be motivated to further improve their performance. Incentives in this case are in the form of finance so that the interests of the Mattampa Bulu village apparatus can be fulfilled, such as transportation incentives, as well as incentives as an activity committee. The provision of transport and personnel allowances is given to village officials on a per activity basis aimed at accommodating the needs of village officials in carrying out their duties and this provision is aimed at providing additional welfare to village tools.

Many people think that compensation is only in the form of money that someone receives for his services. This is actually wrong because the provision of compensation can be in the form of protection (work protection). This protection aims to reduce workers' anxiety in the event of a work accident. The provision of protection in the form of health insurance which is intended for all village officials and the provision of this health allowance at the Mattampa Bulu village office has been running smoothly and every Mattampa village official has the right to get it according to the class that has been arranged and determined by the Mattampa village head.

## CONCLUSION

Based on the results of the research for all of the above aspects ranging from salaries, initiatives, and health and fitness benefits, it can generally be concluded that the role of compensation in improving the work performance of the Mattampa Bulu village apparatus, Lamuru District, Bone Regency is considered to be running well. This is indicated by the provision of salaries that have provided a standard for fulfilling life for village officials, providing additional incentives to complement the welfare of village officials, and providing health allowances to provide a sense of security and comfort for village officials in carrying out their duties. By giving compensation, of course, will provide high motivation and enthusiasm for the village apparatus to carry out and complete all the tasks assigned to them.

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