

THE EFFECT OF WORK MOTIVATION AND COMPENSATION ON THE PERFORMANCE OF PT TAMACO GRAHA KRIDA EMPLOYEES MOROWALI DISTRICT

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ABSTRACT

This study aims to 1) determine the effect of work motivation and compensation on the performance of employees of PT Tamaco Graha Krida Morowali Regency. 2) determine the effect of motivation on the performance of employees of PT. Tamaco Graha Krida Morowali Regency. 3) determine the effect of compensation on employee performance of PT. Tamaco Graha Krida Morowali Regency. The object of this research is Motivation, compensation and employee performance. The results of the study concluded that together they had a significant effect on the performance of employees of PT Tamaco Graha Krida Morowali Regency. Thus motivation and compensation at the company PT. Graha Krida Morowali Regency, will provide an increase in employee performance. This shows that if motivation and compensation undergo changes, in relation to motivation, and compensation, will have a positive impact on employee performance, reflecting motivation and compensation can have a positive influence, on improving employee performance. This shows that if the company PT Graha Krida Morowali Regency makes changes to motivation and compensation will have a positive impact on improving employee performance.

Keywords: Motivation, Compensation, and Employee Performance

INTRODUCTION

One of the factors that can encourage increased productivity of human resources is efforts to increase adequate work motivation, such as meeting needs both external (fulfillment of primary needs, food, clothing, and adequate housing and environment) and internal needs (employee's desire to place himself in a satisfying career position). It is realized that one of the main factors for a person to become an employee or work in an organization is the desire to fulfill his daily needs or in other words his economic needs and achievement needs that are recognized by the community. The certainty of receiving the wages or salaries as an actor means that there is a guarantee of "economic security" and the families who are dependents, as well as the development of career as a need to actualize their abilities and potential.

According to Husein (2002), providing better external and internal work motivation can encourage employees to work more productively. With high work productivity, the cost of employees per unit of production will be even lower. In addition, providing opportunities for each employee to develop, meet their needs based on individual abilities and competencies is the most important part of efforts to provide fulfillment of needs for employees, especially in efforts to foster employee work motivation higher productivity actors, because with the fulfillment of needs that are higher in accordance with employee expectations, especially financial rewards in the form of salaries and bonuses for their work performance, it allows employees to fully concentrate on their work.

A Human Resources manager must understand the important role of motivation so that it always places motivation on the main variable in approaching subordinates. The approach referred to here, such as delegation of authority, control and direction, is always based on motivation.

Simamora, (2004) states that motivation is a psychological drive that directs a person towards a goal. Motivation itself has two sides, namely movement and motive, there are two conditions that must be met if employees are desired to feel that rewards as motivation are related to performance. First, the relationship between performance and rewards must be clearly visible to all members of the organization. Both adequate levels of trust must exist between employees and the organization's management.

There are also two types of motivation proposed by Gibson and Donnelly (Simamora, 2004), namely:

1. Positive Motivation

Managers motivate subordinates by rewarding those who perform well. With this good motivation, the morale of subordinates will be high because humans generally like to accept things that are fine.

2. Negative Motivation

Managers motivate their subordinates by giving punishment to those who do not work well (low performance). In this negative motivation, morale in the short term will increase. Because they are afraid of being punished, but in the long term it will be bad.

In practice, these two types of motivation are often carried out by managers and companies. Its use must be appropriate and balanced in order to increase employee motivation.

Employee performance is the result or work performance of employees whose value in terms of quality and quantity is based on work standards determined by the organization. Good performance is optimal performance, namely performance that is in accordance with organizational standards and supports the achievement of organizational goals. A good organization is an organization that seeks to improve the capabilities of its human resources, because this is a key factor to improve employee performance.

High employee performance is expected by the company. The more employees who have high performance, the overall company productivity will increase so that the company will be able to survive in global competition. According to Simamora, there are three actors used in performance measurement, namely: quantity of work, quality of work, and timeliness.

Besides work motivation, increasing employee performance can also be done by giving compensation, because of the provision of compensation, employees become more enthusiastic to work as much as possible. One of them is by improving employee performance through the provision of compensation in accordance with remuneration to employees for their efforts to the company. Compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company. The compensation program reflects the organization's efforts to maintain its resources.

The forms of compensation are divided into several forms, namely direct financial compensation, consisting of salaries, commissions and bonuses, indirect financial compensation consisting of allowances, insurance, facilities, vacation leave, and non-financial compensation (Darsono et al., 2011). The compensation provided by PT. Tamaco Graha Krida in the form of salaries, incentives, awards and allowances. Where the salary is based on educational background and years of service in the classification of employee salary groups. The benefits are in the form of health and old age benefits.

Everyone works to earn an income in order to meet their daily needs. For that everyone works to get reciprocity according to the work done. So that employees work diligently and

responsibly in carrying out their duties properly in order to get an award for their work performance in the form of compensation. One way of management to increase productivity, creativity, work performance, motivation, and improve employee performance is by providing compensation. Compensation is something that employees receive as compensation for their achievements in carrying out their duties (Nurjaman, 2014). Every company must be fair in providing compensation in accordance with the workload received by employees. In addition, there are several definitions of compensation according to experts, including the following:

According to Sihotang (2007), compensation is "the overall arrangement of remuneration for employees and managers, both in the form of financial and goods and services received by each employee" Rivai, (2010), "compensation is something that employees receive as a substitute for contributions their services to the company. Desseler, (2012), compensation "is any form of payment or reward" given to employees who work in a company.

Hasibuan, (2014), compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company. From some of the definitions above, it can be concluded that the compensation given to employees is not only in the form of money, but can be in the form of goods and services. Compensation is given to every employee who has worked in a company in return for the work that has been done by the employee. The level of compensation given can affect employee performance in increasing productivity. The higher the compensation given to employees, the more motivated they will be to do their jobs better. If the compensation given is low, the employee's performance will decrease because the employee feels that the compensation given is not in accordance with his workload.

Based on the description above, and support the results of interviews with several employees of PT. Tamaco Graha Krida, Morowali district, obtained information related to the phenomenon of employee dissatisfaction with the compensation received, this was shown by employees protesting several times, and ended in demonstrations. This certainly has an impact on the company's activities, especially in the production department because employees support the demonstration activities.

Performance is the implementation of the plans that have been prepared. Performance implementation is carried out by human resources, who have the ability, competence, motivation, and interests. How the organization values and treats its human resources will affect its attitudes and behavior in carrying out performance. This will be maximized if there is initial information on employee performance to be developed. The performance appraisal function is very important to be carried out by a supervisor because the results of the research will be used to improve decisions to be taken and provide feedback to employees about their performance. Performance appraisal according to Manullang (2004) is a system used to assess or find out whether employees have carried out their respective jobs as a whole.

Miner (Ad, 2000) suggests performance as an individual's level of success in carrying out work. There are several variables used to assess employee behavior as indicated by: a) quality of work, b) quantity of work, c) punctuality of work, d) cost effectiveness. Meanwhile, according to Ad (2000), performance is the result achieved by a person according to the size applicable to the job in question. While performance is also the result of work that can be achieved by a person or group in an organization, in accordance with their respective authorities and responsibilities, in order to achieve the goals of the organization concerned legally, not violating the law and according to morals and ethics. Likewise, the formation of a good organizational culture is expected to support and improve maximum performance.

The phenomenon of employee dissatisfaction with the amount of compensation received has an impact on the work motivation of PT Tamaco Graha Krida employees, Morowali

District, where after the demonstrations and protests over the compensation received, employee work motivation decreases. Even though the absence of employees will have an impact on cutting the allowance for meals and transportation, this will also have an impact on disrupting the performance of PT Tamaco Graha Krida employees, Morowali District.

This type of research is explanatory quantitative research, by trying to prove whether there is a relationship and influence of work motivation and compensation variables on employee performance at PT. Tamaco Graha Krida, Morowali District.

METHODE

Research Location

This research was conducted at PT Tamaco Graha Krida, Morowali District, with the following considerations:

1. There are phenomena related to employment problems, namely work motivation and satisfaction with the performance of employees of PT. Tamaco Graha Krida, Morowali District.
2. There has never been a study that examines work motivation, and work environment, on the performance of employees of PT. Tamaco Graha Krida, Morowali District.

Population and Sampling Technique

The sample of this research were all employees at the company PT. Tamaco Graha Krida, Morowali District, amounting to 500 people. With a fairly large population size, the authors then reduce the sample by using the Slovin formula (Riduwan, 2005: 65) to 84 samples.

Data Collection Technique

The data collection and collection techniques used in this research are:

- a. Observation, namely the technique of collecting and collecting data by observing directly from close to the object under study by recording the activities of employees at the company PT. Tamaco Graha Krida, Morowali District.
- b. Interview, namely the technique of collecting and collecting data by holding a direct answer aria of employees of PT. Tamaco Graha Krida, Morowali District.
- c. Questionnaire, namely data collection techniques by distribute a list of questions to employees of PT. Tamaco Graha Krida, Morowali District.
- d. Documentation, namely the technique of collecting and collecting data by collecting documents or written reports about the company PT. Tamaco Graha Krida, Morowali District.

RESULT AND DISCUSSIONS

Before conducting the hypothesis of the research, firstly it needs to describe the response results of the respondents on independent variable (motivation and compensation) and dependent variable (performance of then employees) at PT. Tamaco Graha Krida Morowali District using quantitative descriptive data analysis through frequency distribution. The hypothesis was tested using the Multiple Regression Analysis method. With Computer Program Statistics SPSS For Wind Realise 20.0, multiple linear regression analysis method.

The results of the discussion can be seen in the following table:

Table1
Multiple Linear Regression Analysis
Data Result

| No | Variable | Variabel Dependen Y = Kinerja Karyawan | | | |
|--|-----------------------|---|---|---------|-----------|
| | | Coefficient Regression (B) | t test | (Sig t) | R Partial |
| | Constant (α) | 3.115 | | | |
| 1 | (X_1) | 0.339 | 3.997 | 0.000 | 0.338 |
| 2 | (X_2) | 0.761 | 8.980 | 0.000 | 0.761 |
| Multiple Regression = 0,819 R. Square = 0,670 Adjusted R. Square = 0,656 | | | F hitung = 46.705 F tabel = 2.20 t tabel = 1,678 Sig. F = 0,000 α = 0,05 | | |

Source : Multiple Linear Regression Analysis Data Result

Table 1 shows the results of the determination test (model reliability) showing the value of R-Square = 0.719 or 71.9%. It means that 33.0% of the dependent variable (Employee Performance) is influenced by the two independent variables, the remaining 28.1 (100 – 71.9 = 28.1) the independent variable is influenced by other variables that are not included in this research model, namely leadership style and work environment.

The table if the data shows the results of the calculation obtained Fcount = 66,384 with a value of Ftable. = 2.72 95% confidence level (α = 5%) with a significance value of F = 0.000. Thus, it can be concluded simultaneously that the independent variables (motivation and compensation) have a significant effect on employee performance at PT. Tamaco Graha Krida, Morowali District.

The Effect of Motivation and Compensation on Employee Performance

The results showed that motivation and compensation had a significant effect on the performance of employees of PT. Tamaco Graha Krida. The findings of the research are based on high work motivation or motivation, and adequate compensation will encourage employees to work better, which in turn can improve performance.

The findings of this research are supported by previous research conducted by Wijaya (2015) and Wibowo (2018) which found motivation and compensation had a significant effect on employee performance. The results of previous studies with this study support each other, with the findings of the same results, where motivation and compensation simultaneously have a significant effect on the performance of employees of PT. Tamaco Graha Krida Morowali.

The Effect of Motivation on Employee Performance

The findings of the research results of work motivation have a significant effect on the performance of employees of PT. Tamaco Graha Krida, meaning that the better the employee's work motivation, the employee's performance will increase. The findings of this study explain the work motivation of employees of PT. A good Tamaco Graha Krida will improve employee performance.

The results of the research are supported by research by Garjdita (2014) which found that work motivation has a significant effect on employee performance. The findings of previous studies, with this study showing similarities, high work motivation will be able to improve the performance of employees of PT. Tamaco Graha Krida Morowali.

The Effect of Compensation on Employee Performance

Non-financial compensation is provided by the company in the form of holiday allowances (THR) given in accordance with company regulations at least once the basic salary received by the employee. The holiday allowance is given in accordance with the beliefs of each employee with the same amount of gift. In addition to employees, the company also provides work accident insurance and old-age and death insurance. In implementing insurance, the company cooperates with the Social Security Administering Agency, health and employment.

The findings of the research show that financial and non-financial compensation provided by the company to employees affect the performance of employees at PT. Tamaco Graha Krida. This means that the increased compensation provided by the company will improve employee performance. Dharmawan's previous research (2011) found that compensation had a significant effect on the performance of the employees of Hotel Nikki Denpasar, strengthened by the research of Satedjo and Kempa (2012) found that compensation had a significant effect on the performance of employees of PT. Modern Widya Technical Jayapura Branch. Previous research with the findings of this research have similarities and mutually reinforcing compensation has a significant effect on employee performance at PT. Tamaco Graha Krida Morowali.

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CONCLUSIONS

From the results of the research discussion, it can be concluded as follows:

1. Motivation and compensation simultaneously have a significant effect on employee performance at PT Tamaco Graha Krida.
2. Motivation partially has a significant effect on the performance of employees of PT Tamaco Graha Krida
3. Compensation partially has a significant effect on the performance of employees of PT. Tamaco Graha Krida.

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