

## **Influence Giving Compensation Financial, Non-Financial Compensation, And Motivation Work To Spirit Work Employee Perum Damri Medan**

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### **ABSTRACT**

*This study aims to seek and provide compensation, the amount of non-financial compensation, and work motivation related to the morale of the employees of Perum Damri Medan. In this study, a population of 125 employees and 95 as a sample used a simple random sampling technique to become respondents in this study. Therefore, quantitative and descriptive approach methods are methods that can provide an overview, with questionnaire and interview techniques as the initial stage. SPSS software becomes a tool to test some analysis. get the results Based on that financial compensation, non-financial compensation, and work motivation has a number greater than the partial provision of 1986 and simultaneously valued at 16,348 greater than, 2.70 and a significantly less than 0.05. So financial compensation, non-financial compensation spirit, and work motivation have a positive influence on employee work.*

**Keywords : Financial compensation; Non-financial compensation; Work motivation;  
Spirit at work**

### **INTRODUCTION**

Perum Damri is a BUMN which is one of the provider facilities and infrastructure transportation public that provides transportation in the form of buses. In 1984 it became a Public Company (Perum) DAMRI based on PP no. 30 of 1984, and in 2002 the status Perum Damri Medan was perfected with PP No. 31 of 2002 until the moment this. Perum Damri Medan gave compensation financial to employees consisting of from salary based on given rank and class starting from Rp.1,300,000-Rp.4,964,000, allowances based on the position given start from Rp. 2,000,000-Rp. 4,000,000, bonus or jasprod (service production) given depend on income company. Besides that the company also provides allowance day highway, insurance health, insurance employment, the guarantee is given a pension by voluntarily, the company also provides severance pay laid-off employees by respect, company no give compensation financial in the form of incentives and severance pay to laid-off employees by no respect. A happening drop in passengers during the covid-19 pandemic resulted in an income company decrease so which impacted on what should be received by employees.

Temporary that for non-financial compensation provided company not yet comparable to hope employees, compensation the only in the form of promotion office and leave annual as much as 12 days work in a year. For promotion position that alone no there is working period requirements forgetting, just employee must have results good job. So from that many complaining employees because non-financial compensation felt not enough noticed by the company. For example, just non-financial compensation the in the form of providing training

for workers to improve skills so that makes it easy for employee in increase performance and also provide entertainment and vacation for employees so that employees enthusiastic complete their job.

because that's motivation work by the company is also felt less by employees. Like lack of equipment available jobs in the engineering and operations company, lack of power work that causes accumulation work so that employee become overworked due to stop partner work as well as subtraction power contract. That thing make employee motivation the more decrease for work. Due to dense timetable work and lack facility company in support job.

## **LITERATURE REVIEW**

### **Management Source Power Man**

According to researchers (2021) that Management Source Power Man is one aspect important in the a organization for realize the goals that exist in each organization.

### **Compensation Financial To Spirit Work**

Compensation financial on relationship work is one very vulnerable part. Compensation financial is authority and origin income tree, because the amount that must be could sufficient necessity for self employee that alone along with his family, apart from there is also guarantee certainty recipient (Wita, I, Made; Kartika, I, 2018) . According to (Ganandy et al., 2020) distribution compensation financial Required observed because compensation financial have numbers that are not same for every individual who obtains, circumstances this caused because every personal have diverse needs, ambitions and opinions.

### **Theory Influence Non -Financial Compensation To Spirit Work**

(Wibowo, Gabriella; Setiawan, 2014) non - financial compensation which includes there is reply career and social general could appreciated by every employee from results achievement her job. (Yolanda, 2017) think that distribution distributed non - financial compensation by fair could adapt personality employee in achieve company targets.

### **Theory Influence Motivation Work To Spirit Work**

Based on (Afrida et al., 2014) employee companies that have motivation high work for work in accordance with skills and knowledge that exist in each employees are needed for complete every work, this is one factor for see results achievement company is motivation work employees. (Manihuruk & Tirtayasa, 2020) think that leader at a organization is needed skill in motivate members to be excited in work.

### **Theory Influence Compensation Financial, Non -Financial Compensation And Motivation Work To Spirit Work**

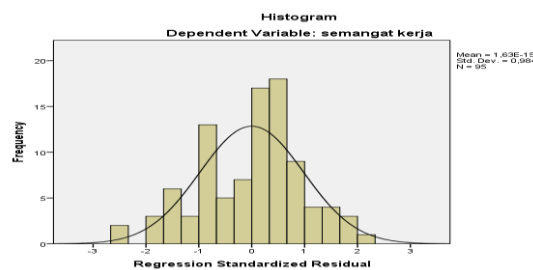
who became encouragement for employee for work and implement her job more good is spirit the work that is in each of them employee (Danti & Moch Djudi Mukzam, 2014) . Spirit work is situation work positive on organization and attitude personal nor helpful group aspect work that includes environment, participation with others by balanced with needs and purposes organization (Ganandy et al., 2020).

**METHOD**

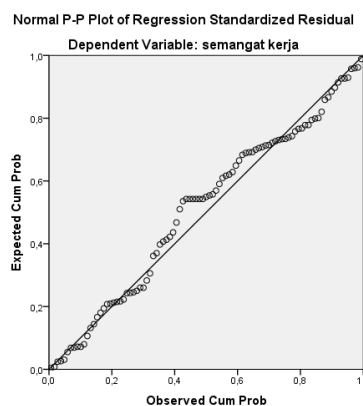
Study this will done at Perum Damri Medan Branch located at Jalan Dame No.19 Timbang Deli, District Medan Sandpaper, City Medan, Sumatra North. Time study started from April 2021. Research approach this based on study quantitative. Approach study quantitative according to (Lestari, Apriyana; Listyawati, 2019) is research used for see existence connection Among one variable with others, based on study quantitative we also know correlation Among two or more variable. The nature of the research carried out namely explanatory research. (Hidayanto, Agung; Hamid, 2014) explain that study the type of explanatory research used as method for explain influence from every variable and tested use hypothesis. Population moment study this is employee at Perum Damri Medan numbered 125 people. sample for study this totaled 95 people.

**RESULTS AND DISCUSSION**

**Normality Test**



Based on results on that curve on move normally and balance form a line of symmetry U and is at in the middle point 0, then from that Histogram curve of the data could said normally distributed.



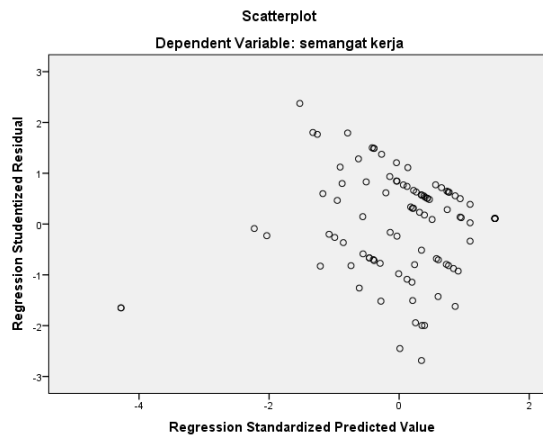
View from results chart on show that whole point the spread and follow direction of the diagonal line, then from that concluded that point the could said normally distributed.

**Multicollinearity Test**

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error		Tolerance	VIF
1	(Constant)	10,666	3,806		
	compensation financial	,523	,114	,417	,868
	no financial compensation	,154	0.056	,237	1.031
	motivation work	,239	,117	,188	1.182

Through the results of the above data in the Collinearity Statistics section, all Tolerance variable is 0.10 and VIF 10. Then third above variable proven that results obtained no effect on Multicollinearity.

**Heteroscedasticity Test**



Based on table on move cross and evenly and not a chart or form whatever as well as is at on point 0, the conclusion is Scatterplot table above free from heteroscedasticity or no occur heteroscedasticity.

**Glacier Test**

**Glacier Test**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	8,402	2,114		3,973	,000
1 compensation financial	-,137	,063	-,231	-2,167	,033
1 non- financial compensation	-0.059	,031	-,192	-1.904	0.060
1 motivation work	-,016	,065	-,027	-,249	,804

a. Dependent Variable: Aba\_Res

Based on results on that score from variable compensation financial (0.33), non- financial compensation (0.60) and motivation work (0.804) which means all variables above 0.05. With provision the so that Ho is accepted and Ha is rejected.

**Coefficient Determination**

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.592 <sup>a</sup>	,350	,329	2.79610

a. Predictors: (Constant), motivation work, non - financial compensation, compensation financial

b. Dependent Variable: spirit work

Where the value (R Square) = 0.350 proves 35% of the variable (Y) spirit work can combined in compensation financial (X1), non- financial compensation (X2), motivation work (X3), the rest component different variables no belongs to the writing process this.

**Analysis Results Multiple Linear Regression**

**Multiple Linear Regression Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10,666	3,806		2,802	,006
1 compensation financial	,523	,114	,417	4,595	,000

no financial compensation	,154	0.056	,237	2,767	,007
motivation work	,239	,117	,188	2.042	.044

a. Dependent Variable: spirit work

Through results on research data analysis show that The constant ( $\alpha$ ) is 10,666 which is though variable free have score Zero so spirit work employees at Perum Damri Medan still of 10,666 units. So that compensation variable coefficient financial 0.523 worth positive, which means every existence the movement of the variable based on level, compensation variable financial increase worth 0.523, coefficient variable non- financial compensation 0.154 worth positive, meaning existence the movement of the variable based on level, non- financial compensation variable produce worth 0.154 and variable motivation 0.239 worth of work positive, which means every existence movement variable the based on level, variable motivation work increase worth 0.239.

$$Y (\text{Spirit Work}) = 10,666 + 0,523 \text{ Compensation Financial } (X_1) + 0.154 \text{ Non - Financial Compensation } (X_2) + 0.239 \text{ Motivation Work } (X_3)$$

**F Uji test**

**: ANOVA Test (F)**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	383,428	3	127,809	16,348	,000 <sup>b</sup>
Residual	711,456	91	7,818		
Total	1094,884	94			

a. Dependent Variable: spirit work

b. Predictors: (Constant), motivation work, non - financial compensation, compensation financial

Based on results on is known degrees independent 1 ( $df_1 = k - 1 = 4-1 = 3$ , and degrees independent 2 ( $df_2 = nk = 95-4 = 91$ , with description that  $n = \text{sum sample}$ ,  $k = \text{number of variables}$ , so that is known with level significance of  $0.05 = 2.70$ . And probability significance  $0.000$ . So score  $F_{\text{count}} (16.348) > F_{\text{table}} (2.70)$ , probability significance  $0.000 < 0.005$ .

So that  $H_a$  accepted and  $H_o$  rejected, then from it's a compensation variable financial, non-financial compensation, and motivation work have influence simultaneous and significant to spirit work at Perum Damri Medan.

**T Uji test**

**: T. test**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,666	3,806		2,802	,006
	compensation financial	,523	,114	,417	4,595	,000
	non- financial compensation	,154	0.056	,237	2,767	,007
	motivation work	,239	,117	,188	2.042	.044

a. Dependent Variable: spirit work

- a) Variable compensation financial have value 4,595 and value significance of 0.000, whereas  $t_{table}$  has 1.9863 with level 0.05 significance. so that  $t_{count} (4,595) > t_{table} (1.9863)$  and the significance is  $0.000 < 0.05$ , then the decision is  $H_0$  rejected and  $H_a$  accepted. Based on Partial variable compensation financial related to influence positive and significant good to spirit work employee Perum Damri Medan.
- b) Variable non- financial compensation have value 2,767 and value significance of 0.007, while  $t_{table}$  has 1.9863 with level 0.05 significance. so that  $t_{count} (2.767) > t_{table} (1.9863)$  and the significance is  $0.007 < 0.05$ , then the decision is  $H_0$  rejected and  $H_a$  accepted. Based on Partial variable non- financial compensation related to influence positive and significant good to spirit work employee Perum Damri Medan.
- c) Variable motivation work have value 2,042 and value significance is 0.044, while  $t_{table}$  has 1.9863 with level 0.05 significance. so that  $t_{count} (2.042) > t_{table} (1.9863)$  and the significance is  $0.044 < 0.05$ , then the decision is  $H_0$  rejected and  $H_a$  accepted. Based on Partial variable motivation work related to influence positive and significant good to spirit work employee Perum Damri Medan.

**DISCUSSION**

**Influence Compensation Financial To Spirit Work**

Through from the process we do, compensation financial (H1) effect positive to spirit work, proven seen from amount score  $t_{count} 4.595 > t_{table} 1.9863$ . Compensation corporate finance provide very influential to spirit work employees, if compensation financial services provided by the company to employees appropriate, then the more good spirit too the work of the employees, then from that employee could produce good job in accordance with vision & mission company.



### **Influence Non -Financial Compensation To Spirit Work**

Furthermore, non- financial compensation (H2) has an effect on positive to spirit work, proven based on amount score  $t_{count} 2.767 > t_{table} 1.9863$ . Non- financial compensation is also one of the conquering factor spirit work employees, such as facilities provided by the company, a sense of comfort in work, as well promotion definite position could increase spirit work employees.

### **Influence Motivation Work To Spirit Work**

Based on writing that we do, motivation work (H3) has an effect positive to spirit work, proven based on amount score  $t_{count} 2,042 > t_{table} 1.9863$ . Motivation work could made as encouragement to employees, with share motivation work and earn felt by each employee which resulted in spirit work positive employees.

## **CONCLUSION**

From all data with amount as well as acquisition with that concluded :

1. Compensation financial as Partial get influence positive and significant to spirit work employee Perum Damri Medan.
2. On non- financial compensation with provision Partial get influence positive and significant to spirit work employee Perum Damri Medan.
3. Motivation work by Partial get influence positive and significant to spirit work employee Perum Damri Medan.
4. Compensation financial, non- financial compensation, and motivation work take effect simultaneous and significant to spirit work employee Perum Damri Medan with value  $(16.348) > (2.70)$ , and level probability significance  $0.000 < 0.005$ .

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