THE INFLUENCE OF COMMUNICATION AND COMPENSATION TOWARD SPIRIT AT WORK OF UNIVERSITAS NEGERI JAKARTA LECTURER

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Abstract: The purpose of this research are: 1) to know job description of compensation and spirit at work of lecturer of Faculty of Economics, Universitas Negeri Jakarta, 2) to know the influence of communication to spirit at work of lecturer of Faculty of Economics, Universitas Negeri Jakarta; 3) to know the effect of compensation On spirit at work of lecturer of Faculty of Economics, Universitas Negeri Jakarta, 4) to know communication and compensation can predict increase of spirit at work of lecturer of Faculty of Economics, Universitas Negeri Jakarta. The research model used in this research is regression analysis. This research will be conducted on 67 lecturers of Faculty of Economics, Universitas Negeri Jakarta. This research uses descriptive and explanatory analysis. Data collection techniques using SPSS statistical application program version 22.0 The results in this study are: 1) compensation has a positive and significant impact on spirit at work of FE UNJ lecturers. 2) the communication has a positive and significant impact on the spirit at work of FE UNJ lecturer. 3) the result of model feasibility test shows that communication and compensation can predict spirit at work of FE UNJ lecturer.

Keyword: Communication, Compensation, Spirit at work

INTRODUCTION

According to some experts the spirit of work is an important thing to be fulfilled by the company, because the morale of work if fulfilled will affect the outcome of their work, further symptoms or behaviors that they show on their work is a picture of one's morale, be considered in order to achieve the goals that have been made.

The symptoms found in the lecturers' behavior are, the lecturers who are late into the class or not in accordance with the lecture hour from the beginning have been established,

the next symptom is to complete the lecture faster than the time should be, the next symptom of some lecturers who often do not attend without notice to students. Here is the attendance data of lecturers:

Table 1. Lecturer's attendance FE UNJ

Semester	Number of Courses	< 16 encounters	≥16 encounters	Encounters <16	Encounters ≥16
105	409	139	270	33,99	66,01
104	390	282	108	72,31	27,69
103	461	220	241	47,72	52,28
102	469	97	372	20,68	79,32

From the data obtained above in 4 semesters of 102 to 105 is known there are some lecturers who do not provide ideal lectures set by the dictation of 16 meetings. In addition, the lecturers also expressed dissatisfaction in terms of journal publication, in this case the final value of their performance derived from the study was only given an assessment of (0,5) for national journals and (0,6) for Scopus journals or international journals. Some lecturers argue that it is caused by the compensation they receive and also the communication they feel.

In terms of compensation, some lecturers complained about the remuneration system which was considered to be complicated and not open. This causes confusion that lecturers feel each time they get income from remuneration. In addition to that often happens revenue from the BLU is not on time, thus creating a sense of upset among the lecturers FE UNJ. The lecturer also complained about the inconsistency of the income earned by lecturers because the remuneration system provides the calculation through the burden of teaching which is not always the same every semester.

Whereas in terms of communication, the lecturer explains the dissatisfaction of the lecturers' room which is not in one place, but spread in IDB building and N building. This makes the lecturer difficult to meet with other lecturers so that the relationship happened only to the lecturers who are on One room. In addition, because of the busyness and the

burden of different teaching, it is very difficult to meet all the lecturers at the meeting so that the relationship back and communication processes become obstructed.

Research indication

Many factors that can affect morale include compensation, communication, interpersonal communication, intrapersonal communication etc., but in this study will only discuss morale is only influenced by compensation and interpersonal communication on the object of the Faculty of Economics, State University of Jakarta.

Research problem

1. What is the description of compensation, communication and morale on the lecturer at the Faculty of Economics, Jakarta State University?
2. Is there any influence of compensation to the morale of faculty of economics of state university of Jakarta?
3. Is there any influence of communication on morale on lecturer of Faculty of Economics, State University of Jakarta?
4. Can compensation and communication predict the rise of the morale of Faculty of Economics of Jakarta State University?

Research purpose

1. To know the description of compensation, communication and morale on lecturer of Faculty of Economics, State University of Jakarta.

2. To determine the effect of compensation on the morale of faculty of economics faculty of state university Jakarta

3. To know the effect of communication on morale at the lecturer of Faculty of Economics, State University of Jakarta.

4. To know the compensation and communication can predict the increase of morale of lecturer of Faculty of Economics, State University of Jakarta.

LITERATURE REVIEW
Spirit at work

Guba (2012: 83) argues that morale is the condition of a group where there is a clear and fixed goal that is felt to be important and integrated with the individual goals. Malayu

S.P. Hasibuan (2012: 89) said that the spirit of work is the desire and sincerity of a person doing his job well and disciplined to achieve maximum performance.

Alex S. Nitisemito (2012: 89) states that morale is to do the job more actively, so that the work will be expected faster and better. Wahyuni (2015: 1505) argues that morale is an individual's sense of work and organization. If morale is low, the likelihood of participation will be limited to what is ordered. Conversely, if the high morale will reflect that the individual will participate with the antigian and with full commitment.

From some definitions can be concluded that morale is the attitude or feeling of a worker like or dislike, happy or not happy with his work. This can imply on the work done, if high morale then the workers work diligently, persistent and full of sincerity of heart.

Compensation

Veithzal Rivai (2013: 103) argues that compensation is something that employees or employees receive as a substitute for the contribution of their services to an agency or agency.

Wibowo (2013: 104) provides understanding of compensation as counter-achievement to the use of labor or remuneration that has been provided by the workforce. Mutiara Pangabean (2016: 853) compensation is any form of award given by employees as a consideration for the contribution they provide to the organization.

Garry Dessler (2002: 127) argues that employee compensation is any form of payment or remuneration given to employees and timbil from the employee's employment. From some definitions it can be concluded that compensation is anything that is given from a company or agency to someone over their contract.

Communication

Ivancevich (2007: 54) argues that Communication can be defined as the transition of information and understanding through the use of common symbols from one person or group to another. The symbols can be either verbal or non-verbal.
Veitzal Rivai (2010: 49) communication is defined as the process of delivering information or delivery to the recipient of information by using the mediums of communication as an intermediary.

Thomas and Scott (2012: 1220) argues that communication is the transfer of information and meaning from one party to another through the use of symbols together. Good communication will minimize the conflict between employees so as to improve employee morale for the better.

From the definition it can be concluded that communication is a process of delivering information or a message from its message to the recipient with a message through communication media as an intermediary between the recipient and the giver of the message.
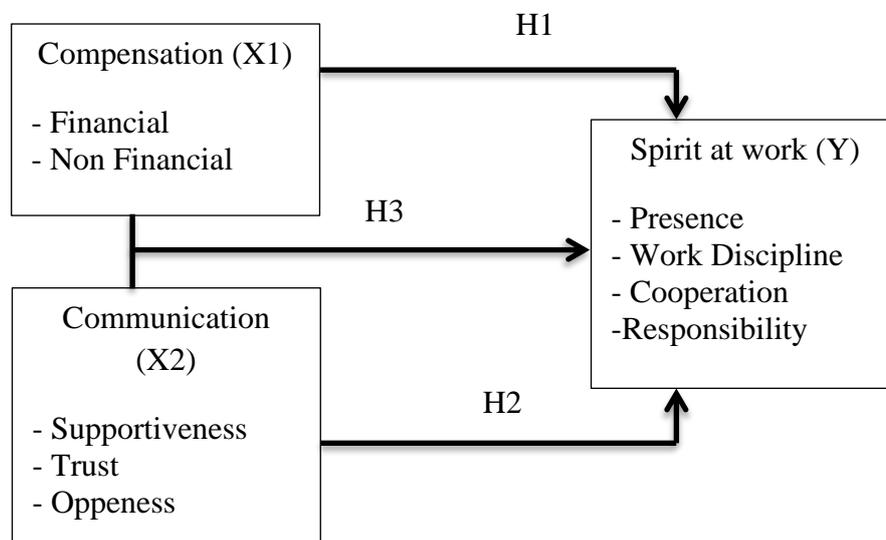
Research model

Figure 1. Research model

Source: Data processed by author, 2017

Hypotesis

Based on the study of the theories and frameworks above, then the translation of the hypothesis as follows:

Hypothesis 1 (H1):

Ho: Compensation has no effect on the Spirit of Lecturer of Faculty of Economics, State University of Jakarta.

Ha: Compensation affects the Spirit of Lecturer Faculty of Economics, State University of Jakarta.

Hypothesis 2 (H2):

Ho: Communication has no effect on the Spirit of Lecturer of Faculty of Economics, State University of Jakarta.

Ha: Communication affects the Spirit of Lecturer Faculty of Economics, State University of Jakarta.

Hypothesis 3 (H3):

Ho: Compensation and Environment Physical Work Can not predict the rise of morale of lecturer of Faculty of Economics, State University of Jakarta.

Ha: Compensation and Environment Physical Work can predict the rise of   morale of lecturer of Faculty of Economics, State University of Jakarta**.**

RESEARCH METHODS

This research uses descriptive and explanatory method. The data used in this study comes from the primary data obtained through interviews and questionnaires, while secondary data obtained from the Faculty of Economics, State University of Jakarta, books, journals and thesis from previous research. Sampling method using saturated sampling technique or also called census. The number of samples used in this study is 67 lecturers with the criteria of permanent lecturers who get the teaching load each semester and not being served at the faculty and university level from the data obtained.

RESULT AND DISCUSSION
Result of Test Instrument
Result of Validity Test

Validity test is used to find out whether there is a statement in the questionnaire that should be removed or replaced because it is considered irrelevant. The number of respondents for the validity test is 20% of the population, so there were 17 respondents as the sample of validity test. Validity test in this research, using correlation product moment. Where if the value rhitung> rtabel then the instrument is valid and if rhitung <rtabel then the instrument is invalid. Rtabel in this study amounted to 0.482.

Table 2. The result of the validity test

Variables	Item before being tested	Invalid item	Valid item
Spirit at work	17	0	17
Compensation	12	0	12

Communication	19	0	19

Source: Data processed by author, 2017

Based on Table 3 above note that all statement items of the three variables have been qualified rcount> rtabel (0.482) then it can be said that the research item is valid.

Result Reliability test

Reliability test is used to determine the consistency of a research variable instrument if used more than once with the same respondent. This study uses Cronbach's Alpha test with criterion if Cronbach's Alpha value> 0.6 then reliable instrument and if Cronbach's Alpha value <0.6 then instrument is not reliable.

Table 3. The result of the reliability test

Uji Reliabilitas	Cronbach's Alpha	Keterangan
Spirit at work (Y)	0,923	Reliabel
Compensation (X1)	0,941	Reliabel
Communication (X2)	0,897	Reliabel

Source: Data processed by author, 2017

Based on Table 4 above, it is known that the reliability test results for each variable with the value of Cronbach's Alpha> 0.6 then the three variables can be declared reliable.

Descriptive Analysis

Descriptive analysis is used to provide an overview of the distribution and distribution of research data through questionnaires distributed to 67 lecturers FE UNJ. Can be seen the results of descriptive analysis in the table below:

Table 4. The result of the descriptive analysis

	Spirit at work	Compensation	Communication
Strongly Agree	20,5%	16,4%	20,2%
Agree	20,9%	15,0%	19,1%
Disagree	31,0%	31,6%	33,5%
Strongly Disagree	27,6%	37,0%	27,2%

Source: Data processed by author, 2017

Based on Table 5, it can be seen the results of descriptive analysis of each variable that is for the morale variables respondents answered strongly agree and agree summed 41.4% when compared with the criteria score (26% -50%) then the spirit of lecturer work FE UNJ quite low. This is due to the dissatisfaction with the payroll system that the clarity of the payroll system used by the faculty for the lecturers, as well as the problem of not knowing well their bosses in the faculty.

Then for the respondent compensation variables answered strongly disagree and do not agree summed as much as 31.4% when compared with the criteria score (26% -50%) then compensation lecturers FE UNJ classified as not feasible. This is due to the income received by UNJ FE lecturers is not balanced with the expenses made by the lecturers ..

Communication variables respondents answered strongly agree and agree summed up by 39.3% when compared with the criteria score (26% -50%) then the communication lecturer FE UNJ classified as not feasible. This is due to the difficulty of several lecturers to meet with other FE UNJ lecturers due to the difference of the room and the different interests.

Classical Asumption Test Result

Normality Test

Normality test is used to determine whether the samples taken are normally distributed or not. The test was performed with one sample Kolmogorov-Smirnov Test and stated normally distributed if the value of significance> 0.05.

Table 5. The result of the normality test

One-Sample Kolmogorov-Smirnov Test		Spirit at work	Compensation	Communication
N		67	67	67
Normal Parameters[a,b]	Mean	27,10	19,55	14,00
	Std. Deviation	3,345	3,304	3,238
Most Extreme Differences	Absolute	,095	,072	,084
	Positive	,095	,059	,077
	Negative	-,087	-,072	-,084
Test Statistic		,095	,072	,084
Asymp. Sig. (2-tailed)		,200[c,d]	,200[c,d]	,200[c,d]
a. Test distribution is Normal.				
b. Calculated from data.				
c. Lilliefors Significance Correction.				
d. This is a lower bound of the true significance.				

Source: calculation SPSS 22, 2017

Based on Table 6 can be seen from the value of significance of each variable that is the spirit at work variable of 0.200, compensation of 0.200, and communication of 0.200. The

overall value of significance is greater than the significance level of 0.05. This shows that all variables are normally distributed and qualify multiple linear regression analysis methods.

Linearity Test

Linearity test is done by finding the equation of regression line of compensation variable and communication toward spirit at work. This test uses test for linearity with a significance level of 0.05. The criterion is that two variables are said to have a linear relationship if the significance <0.05.

Table 6. The result of the linearity test between workload with spirit at work

			Sum of Squares	Df	Mean Square	F	Sig.
			ANOVA Table				
Spirit at work * Compensation	Between Groups	(Combined)	331,640	14	23,689	3,029	,002
		Linearity	213,108	1	213,108	27,252	,000
		Deviation from Linearity	118,532	13	9,118	1,166	,330
	Within Groups		406,629	52	7,820		
	Total		738,269	66			

Source: calculation SPSS 22, 2017

Based on the results of linearity test above between communication variable with spirit at work variable, it is known to have a linearity significance value of 0.000. That is, the significance value is less than 0.05 so it can be concluded that between the two variables there is a linear relationship.

Table 7. The result of the linearity test between compensation with spirit at work

			Sum of Squares	Df	Mean Square	F	Sig.
			ANOVA Table				
Spirit at work * communication	Between Groups	(Combined)	338,570	13	26,044	3,453	,001
		Linearity	259,792	1	259,792	34,448	,000
		Deviation from Linearity	78,778	12	6,565	,870	,581
	Within Groups		399,699	53	7,541		
	Total		738,269	66			

Source: calculation SPSS 22, 2017

Based on the results of linearity test between compensation variables with spirit at work variables in the table above, it is known that the value of linearity significance of 0.000. That is, the significance value is less than 0.05 so it can be concluded that between the two variables there is a linear relationship.

Multicollinearity Test

Multicollinearity test is used to determine whether the regression model found strong correlation between independent variables (independent). Measuring multicolinearity by calculating VIF (variance inflation factor) and correlation coefficient between independent variables. The criterion is that if the VIF value <10 or close, then there is no multicollinearity.

Table 8. The result of the multicllonearity test

Coefficients[a]

		Collinearity Statistics	
Model		Tolerance	VIF
1	Compensation	,941	1,062
	Communication	,941	1,062

a. Dependent Variable: job sarisfaction

Source: calculation SPSS 22, 2017

Based on Table 9 above multicollinearity test results, it is known that VIF value for communication is 1.062 and compensation is 1.062. Therefore, the independent variable does not occur multicollinearity because the VIF value of all independent variables is <10.

Heteroscedasticity Test

Heteroskedasticity test aims to find out whether in a regression model there is a variant inequality of the residual of an observation to another observation. In this study using Spearman's Rho test method, which is to correlate residual value (unstandardized residual) with each independent variable. The criterion, if the significance <0.05 then the problem of heteroscedasticity.

Table 9. The result of the heteroscedasticity test

			Correlations		
			Unstandardized Residual	Compensation	Communication
Spearman's rho	Unstandardized Residual	Correlation Coefficient	1,000	,017	,065

	Sig. (2-tailed)	.	,890	,602
	N	67	67	67
Compensation	Correlation Coefficient	,017	1,000	,316**
	Sig. (2-tailed)	,890	.	,009
	N	67	67	67
Communication	Correlation Coefficient	,065	,316**	1,000
	Sig. (2-tailed)	,602	,009	.
	N	67	67	67

**. Correlation is significant at the 0.01 level (2-tailed).

Source: calculation SPSS 22, 2017

Based on Table 10, it can be seen that the correlation between work stress with unstandardized residual yielded a significance value of 0.890 and the correlation between career development with unstandardized residual yielded a significance value of 0.602. This shows that in this regression model there is no problem of heteroscedasticity, because the value of correlation significance> 0.05.

Multiple Regression Linear Result
Result T Test

Table 10. The result of the t test

		Unstandardized Coefficients		Standardized Coefficients		
Coefficients^a						
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	28,266	2,453		11,523	,000
	Compensation	,423	,091	,418	4,667	,000
	Communication	,508	,093	,492	5,491	,000

a. Dependent Variable: spirit at work

Source: calculation SPSS 22, 2017

Hypothesis 1

Ho: Compensation has no effect on spirit at work.

Ha: Compensation affects work spirit at work.

Based on Table 11, the compensation variable has a tcount of 4.667. Then the value of tcount is compared with ttable value. Therefore, t count <-ttable (4,667 <1,997) with a significance value of 0.000 <0.05. This shows that hypothesis 1 Ho is rejected and Ha accepted. This means that the compensation variable has a positive and significant influence on morale. The results of this study support research that has been done previously by Putu Melati Purbaningrat Yo and Ida Bagus Ketut Surya (2015) and research conducted by I Gede

Mahendrawan and Ayu Desi Indrawati (2015) in which both studies stated that compensation has a positive and significant effect Against work morale.

Hypothesis 2

Ho: Communication has no effect on morale.

Ha: Communication has no effect on morale.

Based on Table 11, career development variables have a t count of 5.491. Then the value of tcount is compared with ttable value. Therefore, thitung> ttable (5,491> 1,997) with a significance value of 0.00 <0.05. This shows that hypothesis 2 Ho is rejected and Ha accepted. This means that communication variables have a positive and significant influence on morale. This research supports previous research that has been done by Gurawan Dayona and Ridha Agus (2016) and research done by Quinerita Stevani Aruan and Mahendra Fakhri (2015) where from research result found that communication have positive and significant effect to work spirit, beside that The results of this study are also supported by other researchers namely Kadek Sujana, AA Sagung Kartika Dewi (2015) and research conducted by Sandi J, Djumadi, Anwar Alaydrus (2016) where the results of research conducted by them also found that Communication has a positive and significant effect on morale.

Result F test (feasiblity model)

The f test (Model feasibility test) according to Ken Black is used to test the overall model in which the independent variables contribute significantly in predicting the dependent variable.

Hypothesis 3 (H3):

Ho: Compensation and communication can not predict the rise of morale of   lecturer of Faculty of Economics, State University of Jakarta.

Ha: Compensation and Communication can predict the rise of morale of lecturer   of Faculty of Economics, State University of Jakarta.

Table 11. The result of the f test

Model		Sum of Squares	Df	Mean Square	F	Sig.
		ANOVA[a]				
1	Regression	381,301	2	190,651	34,181	,000[b]
	Residual	356,967	64	5,578		
	Total	738,269	66			
a. Dependent Variable: spirit at work						
b. Predictors: (Constant), compensation, workload						

Source: calculation SPSS 22, 2017

In table 12. F arithmetic obtained for 34.181. The value of F arithmetic is then compared with the value of F table sought with a 95% confidence level, $\alpha = 5\%$ with df 1 (number of variables-1) or 3-1 = 2, and df 2 (nk-1) or 67-2- 1 = 64. Based on these calculations, obtained F table of 3.14 thus F arithmetic> F table. Significance on the F test of 0.000; Thus less than 0.05. The conclusion is that the research model of compensation and communication can predict the increase of the dependent variable of morale. These results support the research of Mark Apriono (2014) which found the result that compensation and communication affect simultaneously to morale.

Determination Coefficient Analysis Result

Table 12. The result of determination coefficient

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
Model Summary[b]				
1	,719[a]	,516	,501	2,362

a. Predictors: (Constant), compensation, communication
b. Dependent Variable: spirit at work

Source: calculation SPSS 22, 2017

From Table 13, the value of Adjusted R2 is 0.516 or (51.6%). This shows that 51.6% spirit at work is influenced by workload factor and compensation. While the rest of 48.4% is explained by other variables outside this study.

CONCLUSIONS AND RECOMENDATIONS
Conclusion

Based on the results of research on "The Influence of Compensation and Communication to the Spirit of Lecturer Faculty of Economics, State University of Jakarta", it can be concluded as follows:

1. The description of compensation, communication and morale of lecturer of Faculty of Economics, State University of Jakarta are:
   a. Compensation to FE-UNJ lecturers is not feasible.
   b. Communication to FE-UNJ lecturers is not feasible
   c. The Spirit of Work on FE-UNJ lecturers is low.

2. Compensation has a positive and significant influence on the work spirit of FE-UNJ lecturers. If compensation is feasible then high morale, otherwise if compensation is not feasible then morale is low.

3. Communication has a positive and significant influence on the work spirit of FE-UNJ lecturers. If the lecturers get proper communication, it will make their morale work high. Conversely, if the lecturer gets communication that is not feasible, it will make their morale work low.

4. The feasibility of the research model as a whole shows that compensation and communication can predict the work spirit of FE UNJ lecturers.

Suggestion

Suggestions addressed to Universitas Negeri Jakarta:

1. Endeavor to increase morale by increasing compensation and communication by giving a directed promotion to lecturers who are able, including all Lecturers to follow Character Building training and hold family gathering of Faculty of Economics in order to establish closer communication, giving awards to lecturers who have Achievement, and provide seminars on morale to improve work ethic

2. In the communication variables, apply to the university to provide lecturers room located in one place or on one building just for the establishment of stronger and stronger lecturer relationship.

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