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Boosting Employee Performance : Compensation and Motivation

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Abstract: Many companies believe that income, salary or wages are the main factors that influence employee performance apart from bonuses, incentives, health benefits, holiday allowances, meal allowances, leave allowances and so on. Apart from providing compensation to employees, employee performance is also influenced by work motivation. The method used in this research is to use a descriptive and verification method approach. Data collection techniques were obtained from primary data through interviews, observations and questionnaires. Meanwhile, secondary data was obtained from library data, document review and data acquisition from Bapusipda. For statistical analysis, use correlation coefficient analysis, path analysis, coefficient of determination and hypothesis testing. To make analysis easier, use the software application system 16.0 for Windows. Based on the research results, it is known that Compensation got an average score of 3.20 in the quite good category, Work Motivation got an average score of 3.20 in the quite good category and performance got an average score of 3.26 in the quite good category. Meanwhile, the correlation between Compensation and Work Motivation obtained a close relationship of 0.790. The direct and indirect influence of compensation on employee performance is 0.391 and the direct and indirect influence of work motivation is 0.210. So the total effect is 0.601. Based on the calculation results, the coefficient of determination received a score of 60.1% and the remaining 39.9%, namely other variables that influence employee performance (Case Study at PT. Tiara Payung Putra, Tangerang Regency).

Keyword: Competence, Motivation, Commitment, Performance.

INTRODUCTION

The company's success in achieving this target can be influenced by several factors, one of the important factors is human resources, because human resources are actors from all levels of planning to evaluation who are able to utilize other resources owned by the organization or company. The existence of human resources in a company plays a very important role. The workforce has great potential to carry out company activities. The potential of every human resource in the company must be utilized as well as possible so that it can provide optimal output.

Optimal and even maximum performance from each employee has a positive impact on the company being able to survive the current COVID-19 pandemic situation, including

being able to compete with other companies. Performance itself has an important role both for the company and for the individual employees themselves. An important role that can be felt by the company is that employee performance can help the company to realize the company's vision and mission and be able to complete every existing target both in terms of work and service. However, in reality, employee performance is still relatively low, which hampers the company's service to consumers.

Decrease in employee performance at PT. Tiara Payung Putra Tangerang Regency this year was marked by the achievement of the duties of PT employees. Tiara Payung Putra Tangerang Regency often does not comply with the work standards that have been determined to complete the work. Gas delivery standards to each base that have been implemented at PT. Tiara Payung Putra Tangerang Regency has as many as 45 gas bases every week in 1 working day, but often new employees' complete deliveries to each base it takes 2 working days. Based on interviews with the owner of PT. Tiara Payung Putra, Tangerang Regency, there are several problems that can affect employee performance at PT. Tiara Payung Putra Tangerang Regency, including compensation and work motivation. Based on these problems, it is known that employees have not been able to use working hours efficiently. In the performance assessment that has been set by the company, many targets are not realized properly, causing the company's performance to be disrupted. The company has determined that the number of gas bases that must be sent is 45 gas bases in Tangerang Regency every Monday of every week, but in reality, only 30 gas bases are sent every Monday and the rest will continue tomorrow. Then, the delivery time set by the company was around 8 am but in reality, it was only 11 pm that delivery could be made. These two problems can occur due to delays in preparations made by warehouse employees and drivers and also the transportation of goods to vehicles which takes a long time, making the preparation time for delivery longer and hampered.

The next problem that occurs is that the weekly report has been set at a maximum of 1 pm on Saturday, but in reality, the weekly report has only just been completed and reported. The company needs to pay more attention to providing appropriate compensation, because compensation really supports employees to perform well. If employees feel that the compensation provided by the company is not appropriate to the work they provide, it will make employees lazy at work, resulting in a decrease in employee performance, which will then have a negative impact on the continuity of the company. Apart from providing compensation to employees, employee performance is also influenced by work motivation. At 4 pm on the same day, then the next problem is the monthly report.

So, factors such as providing appropriate compensation and work motivation for every human resource in the organization can improve an employee's performance effectively and efficiently. Because if these two factors work as they should, the costs and time used for productivity can be reduced so that you don't spend a lot of energy and costs that shouldn't be used.

METHOD

Method used

In general, there are two methods for conducting research, namely: quantitative and qualitative, the definition of a research method itself is a method used to collect data that will be needed in a study. A researcher first conducts research to formulate real evidence in social, historical and cultural phenomena. Research methods help a researcher to focus more on a study so as not to deviate from a problem that was formulated by the researcher in the previous chapter.

In this research, this research uses descriptive methods and verification methods with a quantitative approach, where this research discusses the employee performance of PT. Tiara Payung Putra and to find out how important the influence of Compensation and Work

Motivation is on PT Employee Performance. Men's Umbrella Tiara. This is in line with the opinion of Sugiyono (2011:14), namely: Research methods are methods based on philosophy.

Variable Operationalization

In accordance with the title of the research, the variables contained in this research are:

1. Independent Variable (Independent Variable) A free or independent variable is a variable that influences or is the cause of the emergence or change in the dependent variable (dependent variable). In this research, the independent variables are compensation as "X1" and work motivation as "X2". According to Wicaksono (2014:18), the dimension of variable What is meant by direct compensation in this research is a payment in the form of nominal money made by the company, in this case PT. Tiara Payung Putra Tangerang Regency to its employees in the form of salaries that employees receive every month, bonuses that employees receive if they complete work that exceeds targets and incentives that they receive when employees have to work beyond normal operational hours (overtime).
2. Dependent Variable A dependent variable is a variable that is influenced or is a result of the existence of a free (independent) variable. In this research, the dependent variable is performance as "Y". The dimensions or performance indicators used in this research according to Mangkunegara in Sinambela (2016:67),

Sources and Methods of Determining Data

What is meant by data source in research is the subject from which data can be obtained. If the researcher uses a questionnaire or interview in collecting data, the data source is called the respondent, namely the person who responds or answers the researcher's questions, both written and verbal. If researchers use observation techniques, the data source can be objects, movements or processes (Arikunto, 2013: 172). According to Sugiyono (2013:187), based on the source, data is divided into two, namely primary data and secondary data.

Population

Population is not only people but also objects and other natural objects. Population is also not just the number of objects being studied, but includes all the characteristics or traits possessed by the subject or object and the sample is part of that population. Population according to Sugiyono (2009:73) is: "A generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn."

This research was conducted by collecting data from respondents. The data taken is from a sample that represents the entire population. So, the sample taken from the population must be truly representative. The population of this research is the number of employees of PT

Data collection technique.

Data collection is a very important step in the scientific method. Because, in general, the data collected is used to test hypotheses that have been formulated, except for exploratory research (Nazir, 2014: 153). In research activities, the way to obtain data is known as the data collection method (Arikunto, 2013: 192). Data collection techniques are a way to collect the data needed to answer the research problem formulation (Noor, 2014:15).

RESULTS AND DISCUSSION

Results

Understanding Management

The term management has been interpreted by various parties with different perspectives, for example management, coaching, administration, administration, leadership, leaders, management, administration, and so on. But the term management is more synonymous with managing. Management and management have the same goal, namely achieving the goals of the institutional organization. Management is a cooperative activity carried out by a group of people to achieve goals.

Management comes from the word Manage which means to organize. Arrangements are carried out through processes and are arranged based on the sequence and management functions (Planning, Organizing, Directing, Controlling). So, Management is a process to realize the desired goals. To get a clearer picture of management, the following will be expressed by experts. According to Stoner and Wankel quoted by Siswanto (2008; 22) is: "Management is the process of planning, organizing, leading, and controlling, the effort or organizing members and of using all other organizational resources to achieve stated organizational goals". (Management is the process of planning, organizing, leadership, and efforts to control organizational members and the use of other organizational resources in order to achieve organizational goals that have been achieved).

Management Function

Management According to Zulaini (2010; 10) management functions consist of: planning, organizing, directing and controlling.

1. Planning (Planning) Planning is the basic process used to select goals and determine the scope of their achievement. Planning means making efforts to use human resources, natural resources and other resources to achieve goals.
2. Organizing, an organization is a group of people who interact and work together to realize common goals.
3. Directing (Actuating), Directing is determining what work should and should not be done by subordinates. Directions must be carried out firmly so that the work can be completed on time.
4. Supervision (Controlling), Among several management functions, planning and supervision have a very important role because supervision not only takes place during implementation but also during planning and organizing.

From the explanation above, it can be concluded that planning is a fundamental process of management activities and is very important in a management activity. Furthermore, organizing is related to the implementation of plans that have been determined. Meanwhile, close supervision is highly recommended so that undesirable things do not happen. Then, with evaluation, you can see directly the process of monitoring the activities of individuals or groups, whether they obtain and use their resources effectively and efficiently in achieving the organization's goals.

Based on the description above, it can be concluded that management and management are the same, namely a series of activities that have as their core planning, organizing, mobilizing and supervising the aim of exploring and utilizing the natural resources they have effectively to achieve predetermined organizational goals.

Human Resource Management

Management consists of various types, including Financial Management, Strategy Management, Information Management, Human Resources Management. In this topic, the author will explain one type of Management, namely Human Resource Management.

HR management can be defined as the management and utilization of the resources available to individuals. Furthermore, it is stated that HRM is planning, organizing, implementing and supervising the formation, development, provision of services, integration, maintenance and separation of the workforce in order to achieve organizational goals. (Mangkunegara in Sinambela, 2016: 8).

In essence, HRM is a movement that recognizes the importance of the human element as a resource that is quite potential and very dominant in every organization. Therefore, HRM is the entire process of planning, organizing, directing and supervising the activities of selecting, training, placing, providing compensation, developing, integrating, maintaining and releasing human resources to achieve the goals of individuals, society, government customers and the organization concerned. (Sihotang in Sinambela, 2016: 8).

Compensation

Compensation is also one of the most effective ways for the personnel department to increase employee work performance, motivation and job satisfaction. A good compensation system will be able to provide satisfaction for employees and enable companies to acquire, employ and retain employees. The following is the definition of compensation according to several experts: According to Garry Dessler in Subekhi (2012: 175), states that: Employee compensation is any form of payment or reward given to employees who work in a company. According to Wibowo (2012:348) states that: In compensation there is an incentive system that links compensation with performance, with compensation to workers being rewarded based on performance and not based on seniority or number of hours worked. Henry Simamora (2014:442), states that: "Compensation is what employees receive in exchange for their contribution to the organization." Based on several definitions above, it can be concluded that compensation is remuneration received by employees for their services to achieve organizational goals. in the form of money, direct or indirect goods.

History of PT. Tiara Payung Putra

PT Tiara Payung Putra was founded in 1996. Initially PT Tiara Payung Putra was a kerosene agent company that partnered with PERTAMINA to distribute kerosene to kerosene bases spread across communities in the area around Tangerang Regency. In 2007 kerosene was phased out by the government and converted to 3Kg LPG Gas. Based on these government regulations, PT Tiara Payung Putra registered and repeated their partnership with PERTAMINA to obtain LPG gas quotas and lobbied bases that had partnered with PT Tiara Payung Putra to receive supplies of 3Kg LPG Gas as a basic fuel in the community instead of oil. land.

Respondent Profile

Gender in this study influences the productivity of PT Tiara Payung Putra employee performance, shown by a percentage value of 86% or as many as 30 people. and the lowest was women at 14% or as many as 5 people. Work process at PT. The majority of Tiara Payung Putra is dominated by men because apart from being warehouse staff and drivers delivering LPG gas to gas stations, while 5 other people serve as admin. shows that the majority are aged 30-40 years with a total of 18 people, then continued with 40-50 years old with a total of 12 people, then aged 20-30 years with a total of 5 people and <20 years old with a total of 0. Based on table 4.2 it is known that the majority are aged 30-40 years due to working directly in the field, such as warehouse staff and also LPG gas delivery drivers.

Validity and Reliability Test Results

Based on validity testing of the 10 questionnaire items for variable Then testing the validity of the 10 questionnaire items for variable X2, namely Work Motivation, showed that

10 items were declared valid. So, the questionnaire used to collect data on the Work Motivation variable consists of 10 items. Furthermore, testing of the 10 questionnaire items for variable Y, namely Employee Performance, showed that 10 items were declared valid. So, the questionnaire used to collect data on the Employee Performance variable is 10 items.

Reliability is the level of precision, precision or accuracy of an instrument. Reliability testing in this research is internal reliability which is tested by analyzing the consistency of the existing instrument items. Internal reliability testing will use the Cronbach Alpha technique. An instrument is internally reliable if the Cronbach Alpha coefficient is greater than 0.60. The following table will present the results of the reliability test for the Compensation (Variable X1), Work Motivation (X2) and Employee Performance (Variable Y) questionnaires.

The results of the reliability test for variables X1, X2 and variable Y show that all three are declared reliable. After paying attention to the three instrument tests above, the author concluded that the instrument was declared valid and reliable. That means this research can continue.

Discussion

Can be described as the respondent's statement: I deserve to get a salary for the work I do, namely 12.5% said they strongly agree, 40% said they agree, respondents said I deserve to get a salary for the work I do, 42.5% said they quite agree, 5% stated that they did not agree and no one stated that they strongly disagreed. The average score obtained was 3.43 in the good category. Thus, it can be concluded that respondents feel worthy of getting a salary for the work they have done.

The respondent's statement: I get my salary on time, namely 12.61% said they strongly agree, 53.78% said they agree, respondents said I get my salary on time, 22.69% said they quite agree. 10.08% said they disagreed and 0.84% said they strongly disagreed. The average score obtained was 3.40 in the good category. Thus, it can be concluded that the respondents felt that most of them got their salaries on time and the rest got their salaries late.

Respondent's statement: I get decent operational facilities from the company when I work, namely 8.33% say they strongly agree, 56.67% say they agree, respondents say I get decent operational facilities from the company when I work, 27.50% say quite agree. 6.67% said they disagreed and 0.83% said they strongly disagreed. The average score obtained was 3.46 in the good category. Thus, it can be concluded that respondents feel that the company has provided adequate operational facilities for its employees so they can work well and can increase productivity at work.

Based on the score interval in this study, the total score for the Compensation variable is 1,156 in the interval 910-1,190 and is included in the "Good Enough" assessment criteria. This means that compensation at PT. The Tangerang Regency Men's Umbrella Tiara is not yet optimal. Based on the results of data analysis of statement items, it can be concluded that responses regarding compensation are based on dimensions at PT. Tiara Payung Putra Tangerang Regency job safety guarantee from the company, namely 13.64% said they strongly agreed, 43.64% said they agreed, respondents said I got a job safety guarantee from the company, 24.55% said they quite agreed. 16.36% said they disagreed and 1.82% said they strongly disagreed. The average score obtained was 3.14 in the Fairly Good category. Thus, it can be concluded that the respondents felt that they had received good job safety guarantees from the company.

proper safety equipment when I work, namely 23.44% said they strongly agree, 46.88% said they agree, respondents stated that I get proper safety equipment when I work, 23.44% said they quite agree. 6.25% said they disagreed and no one said they strongly disagreed. The average score obtained was 3.66 in the good category. Thus, it can be concluded that

respondents feel that the company has provided appropriate safety equipment to each employee to avoid accidents while working

Table 1. Correlation Coefficient

		Compensation	Motivation	Performance
Compensation	Pearson Correlation	1	.790**	.753**
	Sig. (2-tailed)		.000	.000
	N	35	35	35
Motivation	Pearson Correlation	.790**	1	.708**
	Sig. (2-tailed)	.000		.000
	N	35	35	35
Performance	Pearson Correlation	.753**	.708**	1
	Sig. (2-tailed)	.000	.000	
	N	35	35	35

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

Source: Primary data that has been processed in 2020

Based on the correlation results between the variables above, it shows that there is a positive relationship and influence between the independent variables.

It can be explained that the relationship between the Compensation variable (X1) and Work Motivation (X2) can be assessed at 0.790 so that when linked to the r value (correlation) interpretation table, it has a very strong and unidirectional level of relationship because the value is positive. The correlation X1 and X2 is significant because the significance figure of 0.000 is smaller than 0.01. The above statement can be interpreted as an increase in the amount of Compensation (X1) increasing by one unit, followed by an increase in the amount of Work Motivation (X2) of 0.790.

CONCLUSION

Based on the description of the discussion and research results on the influence of Compensation and Work Motivation on Employee Performance at PT. Tiara Payung Putra Tangerang Regency, the author can draw the following conclusions

1. Compensation at PT. Tiara Payung Putra Tangerang Regency received the interpretation criteria as Fairly Good. This means that PT Compensation. Tiara Payung Putra was responded to as "Quite Good" by respondents. In this research, the statement "The incentives I get are in accordance with the work I do" received the lowest score response, this shows that there are problems with the incentives received by employees which influence the performance of PT employees. Men's Umbrella Tiara. The statement "I get a Holiday Allowance equal to 1x my salary for a month of work" gets a low score, this shows that the amount of THR that employees get is different for working employees. The statement "I get accident benefits if I have an accident while working" gets a low score. This shows that the majority of accident benefits are obtained by employees who come into direct contact with LPG gas. The statement "I get health benefits when I work for the company" gets a low score. This shows that health benefits will be obtained by employees if the employee is officially working at the company and not on an internship status.
2. Work Motivation at PT. Tiara Payung Putra Tangerang Regency received the interpretation criteria as Fairly Good. This means that the work motivation of PT employees. Tiara Payung Putra was responded to as "Quite Good" by respondents. In this research, the statement "I received good treatment from my colleagues and the company" received the lowest score, this shows that within the scope of employee work there is still a seniority factor that gives different treatment to fellow employees. The statement "I get a bonus if my performance at work is satisfactory" gets the lowest score, this shows that the company gives bonuses to its employees but not everyone gets a bonus when the work they do is satisfactory. The statement "I get a guarantee of work safety from the company"

- gets a low score. This shows that not everyone is guaranteed job safety, this is felt by additional seniors who work outside the company.
3. Employee performance at PT. Tiara Payung Putra Tangerang Regency received the interpretation criteria as Fairly Good. This means that the performance of PT employees. Tiara Payung Putra was responded to as "Quite Good" by respondents. In this case, the statement "I have worked at this company for more than 5 years" received the lowest score, this shows that there are employees who have worked for less than 5 years while the rest have worked for more than 5 years. The statement "I can complete the work according to the targets given" gets a low score. This shows that many work targets cannot be completed according to company targets. The statement "I have participated well in carrying out my work so far" received a low score, this shows that in several situations many employees are individualistic when working, besides burdening them indirectly and also slowing down their performance.
 4. Based on the calculation results, it is known that Compensation and Work Motivation have a simultaneous and partial effect on Employee Performance at PT. Tiara Payung Putra Tangerang Regency, between the two X variables in this research, compensation has the greatest influence on PT employee performance. Tiara Payung Putra Tangerang Regency.

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