

The Influence of Compensation, Motivation, and Workload on Employee Performance at PT Matesu Gotty Abadi

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ABSTRAK

Latar belakang pada penelitian ini dalam tiga tahun terakhir kinerja karyawan mengalami penurunan. Penelitian ini bertujuan untuk melakukan pengujian Pengaruh Kompensasi, Motivasi, Dan Beban Kerja Terhadap Kinerja Karyawan PT Matesu Gotty Abadi. Penelitian ini menggunakan metode kuantitatif. Populasi pada penelitian ini seluruh karyawan tetap pada PT Matesu Gotty Abadi yang berjumlah 65 karyawan, sedangkan pengambilan sampel yang digunakan adalah dengan menggunakan teknik nonprobability sampling yaitu dengan menggunakan Sample Jenuh. Alasannya adalah mengambil seluruh jumlah populasi maka sampel yang digunakan selain itu sampel bersifat homogen adalah 65 seluruh responden karyawan tetap. Teknik analisis menggunakan uji instrumen, uji asumsi klasik, dan uji hipotesis. Untuk alat bantu uji menggunakan Statistical Package for the Social Sciences (SPSS). Hasil dari penelitian ini menunjukkan bahwa kompensasi berpengaruh positif dan signifikan terhadap kinerja, motivasi berpengaruh positif dan signifikan terhadap kinerja, dan beban kerja berpengaruh positif dan signifikan terhadap kinerja.

Kata Kunci : Kompensasi, Motivasi, Beban Kerja Dan Kinerja

ABSTRACT

The background to this research is that in the last three years employee performance has decreased. This research aims to test the influence of compensation, motivation and workload on employee performance at PT Matesu Gotty Abadi. This research uses quantitative methods. The population in this study were all permanent employees at PT Matesu Gotty Abadi, totaling 65 employees, while the sampling used was using a nonprobability sampling technique, namely using Saturated Samples. The reason is that taking the entire population, the sample used is also a homogeneous sample, namely 65 permanent employee respondents. The analysis technique uses instrument testing, classical assumption testing, and hypothesis testing. For testing tools, use the Statistical Package for the Social Sciences (SPSS). The results of this research show that compensation has a positive and significant effect on performance, motivation has a positive and significant effect on performance, and workload has a positive and significant effect on performance.

Keywords: Compensation, Motivation, Workload and Performance

INTRODUCTION

According to Mangkunegara (2016:67), the term performance comes from the word job performance or actual performance (work performance or actual achievement achieved by someone), namely the work results (output) in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Poor company output can be caused by a decrease in employee performance, and this can be seen when employees cannot complete work with the quality and quantity targets determined by the company.

PT. Matesu Gotty Abadi is a company that provides Industrial Gas, Industrial Gas Equipment, Medical Equipment, and CNG/LPG Equipment for vehicles & industry. Our principle is to provide products & services with quality that we can guarantee, which means products with quality that has passed internal standards. The following is the performance data of PT Matesu Gotty Abadi in the last three years.

Table 1 PT Matesu Gotty Abadi Performance Data 2020 – 2022.

Hasil Kerja	Bobot (%)	Tahun					
		2020		2021		2022	
		Nilai Capai	Skor (%)	Nilai Capai	Skor (%)	Nilai Capai	Skor (%)
1. Kuantitas Kerja	20%	75	15	75	15	71	14,2
2. Kualitas Kerja	20%	74	14,8	71	14,2	70	14
3. Keterampilan Kerja	20%	72	14,4	73	14,6	73	14,6
4. Ketepatan Waktu	20%	73	14,6	70	14	69	13,8
5. <i>Teamwork</i>	20%	71	14,2	70	14	65	13
Jumlah	100%		73		71,8		69,6

Keterangan :

100 - 90 = SB (Sangat Baik) 69 - 50 = K (Kurang)
 89 - 70 = C (Cukup) 50 - 0 = SK (Sangat Kurang)

Based on table 1 Recapitulation of the performance of PT Matesu Gotty Abadi employees totaling 65 employees, that the performance assessment indicators are work quantity, work quality, work skills, punctuality, and teamwork with a standard weight target determined by the company of 20% of each performance assessment indicator, with the Very Good (SB) assessment category from a value of 100-90%, the Sufficient (C) value category from a value of 89-70%, the Less (K) value category from a value of 60-50%, and the Very Less (SK) value category from a value of 50-0%. In 2020 the total score of the performance assessment indicators, namely work quantity, work quality, work skills, punctuality, and teamwork reached 73% with a Sufficient assessment category, in 2021 the total score of the performance assessment indicators, namely work quantity,

work quality, work skills, punctuality, and teamwork reached 71.8% with a Sufficient assessment category, and in 2022 the performance assessment indicators, namely work quantity, work quality, work skills, punctuality, and teamwork reached 69.6% with a Less assessment category. The conclusion from this data is that in the last three years the performance of PT Matesu Gotty Abadi employees has decreased.

Based on the background description, the researcher found a problem that occurred in the field, namely employee performance in the last three years has decreased, while the company has provided compensation even though the salary is still below the UMK, providing motivation in the form of a bonus reward of one salary per year, but the workload is still quite high for that the researcher is interested in conducting research with the title "The Effect of Compensation, Motivation, and Workload on Employee Performance at PT Matesu Gotty Abadi"

LITERATURE REVIEW

According to Moehariono (2014:268) compensation payments based on skills, actually in certain conditions can improve employee performance, besides it can also frustrate employees, for employees who do have skills and can be relied on, then compensation based on skills will improve performance, conversely for employees who do not have skills and do not have the ability to improve their skills, then this compensation system causes frustration for employees. In line with Arifudin's research (2019) which states that compensation is significantly related to employee performance.

The relationship between work motivation and employee performance is based on a good assessment that will be realized with awards from the company such as bonuses, salary increases or job promotions according to Moehariono (2014:268) stating that if the award given by the company is in accordance with expectations and can satisfy employee needs, then the employee is motivated to improve his performance, on the other hand, the efforts made cannot be rewarded according to employee expectations, then the employee concerned will feel frustrated, so that he is not motivated to improve his performance. From the explanation above, the motivation variable is indeed one of the supporting factors for employee performance. and in line with research

conducted by Abdullah (2018) that work motivation has a significant effect on performance.

According to Hariyono (2015:39) states that excessive work conditions both quantitatively and qualitatively will cause employees to be stressed, uncomfortable, and bored in carrying out their work, so that it can result in decreased performance and vice versa if too little workload is given both quantitatively and qualitatively to employees will make employees comfortable, and accept happily when carrying out their work responsibilities so that they can improve performance. In line with Haris' research (2019) which states that workload has a significant effect on employee performance

METHODS

In this study, the researcher used a quantitative research type, This study was conducted on employees of PT Bumi Matesu Gotty Abadi located at Jl. KIG Raya Barat, Kav M, No. 5, Sekarsore, Kec. Manyar, Gresik Regency. East Java 61121, The population in this study were all permanent employees at PT Matesu Gotty Abadi totaling 65 employees, In this study the sampling used was by using the nonprobability sampling technique, namely by using the Saturated Sample. The reason is to take the entire population, then the sample used besides the homogeneous sample is 65 permanent employees of PT Matesu Gotty Abadi, The measurement scale in this study used the Likert scale, The data collection technique in this study was to distribute questionnaires, the questionnaire data was divided by researchers to employees of PT Matesu Gotty Abadi consisting of 65 permanent employees, The data analysis technique used multiple linear regression analysis and partial test (t).

RESULTS AND DISCUSSION

The results of the calculation and data processing using the SPSS program obtained the Coefficients table as shown in table 2 below. From the table, several conclusions can be drawn, one of which is multiple linear regression.

Table 2 Multiple Linear Regression Analysis Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.329	2.008		1.658	.103
	X1	.299	.119	.265	2.518	.014
	X2	.177	.085	.200	2.082	.042
	X3	.540	.106	.483	5.072	.000

a. Dependent Variable: Y

The results of the analysis can be explained as follows:

1. Constant value (a) = 3.329
This means that if compensation (X1), motivation (X2), workload (X3), have a value of 0 (no change), then the performance of PT Matesu Gotty Abadi (Y) employees is 3.329.
2. Compensation regression coefficient (X1) = 0.299
Has a positive direction, meaning that if compensation is high, the performance of PT Matesu Gotty Abadi (Y) employees increases.
3. Motivation regression coefficient (X2) = 0.177
Has a positive direction, meaning that if motivation increases, the performance of PT Matesu Gotty Abadi (Y) employees increases.
4. Workload regression coefficient (X3) = 0.504
Has a positive direction, meaning that if the workload increases, the performance of PT Matesu Gotty Abadi (Y) employees decreases.

Partial test (t) by looking at if the calculated $t > t$ table with a significance level of 0.05, and if the significance value is less than 0.05, then H_a is accepted and H_o is rejected, which means that the independent variable (X) has a partial effect on the dependent variable (Y).

Table 3 Partial Test Results (t)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.329	2.008		1.658	.103
	X1	.299	.119	.265	2.518	.014
	X2	.177	.085	.200	2.082	.042
	X3	.540	.106	.483	5.072	.000

a. Dependent Variable: Y

The results of this study indicate a significant value of the compensation variable of 0.014 smaller than the standard significance of 0.050, so H_o is rejected and H_a is accepted, which means that the compensation variable has an effect on performance. The results of this analysis show a positive direction, meaning that the higher the compensation, the higher the employee performance will be, while the

realization in the field is that the company has provided compensation in the form of salary, holiday allowances, health and employment allowances, but in the last three years employee performance has decreased.

The results of this study indicate the significance value of the motivation variable of 0.042 is smaller than the significance standard of 0.050, so H_0 is rejected and H_a is accepted, which means that the motivation variable has an effect on performance. The results of this analysis show a positive direction, meaning that the higher the motivation, the higher the employee performance will be, while the realization in the field, the company has provided a form of motivation in the form of awards to employees who excel, but in the last three years employee performance has decreased.

The results of this study indicate a significant value of the workload variable of 0.000 smaller than the significance standard of 0.050, so H_0 is rejected and H_a is accepted, which means that the workload variable has an effect on performance. The results of this analysis show a positive direction, meaning that the higher the workload, the lower the employee's performance, while the realization in the field of the workload imposed on employees seen from the working hours is quite high so that in the last three years it has had an impact on decreasing employee performance.

CONCLUSION

Based on the results of the discussion and interpretation of the results, it can be concluded as follows:

1. Compensation has a positive and significant effect on the performance of PT Matesu Gotty Abadi employees.
2. Motivation has a positive and significant effect on the performance of PT Matesu Gotty Abadi employees.
3. Workload has a positive and significant effect on the performance of PT Matesu Gotty Abadi employees.

Companies should pay attention to workload, especially on target indicators that must be achieved from an individual perspective so that employees can complete work targets with a sense of pleasure and have an impact on improving performance. Further researchers should be able to expand the research by obtaining more complete information about the factors that influence employee performance and

adding variables of organizational culture, leadership style, and career development.

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