



THE INFLUENCE OF WORK MOTIVATION AND COMPENSATION ON EMPLOYEE PERFORMANCE AT PT. HONEST JAYA SAKTI MAKASSAR

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Abstract

This study aims to (1) determine the effect of work motivation on employee performance, (2) determine the effect of compensation on employee performance, (3) determine the effect of work motivation and compensation jointly on employee performance at PT. Jujur Jaya Sakti Macassar. The data used in this study are primary and secondary data with a total sample of 61 respondents who are located as salespeople. This study used a quantitative approach and was analyzed using multiple linear regression analysis with the help of SPSS 25 data processing to prove the four hypotheses. The results of this study prove that the variable work motivation has a significant effect on employee performance by 0.005. The compensation variable has a significant effect on employee performance of 0.000. Based on the results of this study it is also known that the independent variables jointly or simultaneously have a significant effect on the dependent variable, namely the performance of employees at PT. Jujur Jaya Sakti Makassar. Therefore, if work motivation and compensation continue to be improved, then of course it will improve employee performance to be more optimal.

Keywords: Work Motivation, Compensation, Performance

INTRODUCTION

A successful and productive company is not only supported by modern facilities and equipment, but also by competent and high-performing employees. Employee performance is a very important factor in determining the success and sustainability of a company. Therefore, company management needs to pay attention to the factors that affect employee performance. Among the various factors that affect employee performance, motivation and compensation are considered as two important factors that can have a positive influence on employee performance. Motivation is

internal state that encourages individuals to achieve certain goals or desires. Meanwhile, compensation is a form of reward or remuneration given to employees for the work they do. At PT. Honestly Jaya Sakti Makassar, employee performance is an important factor in maintaining the company's position in the market. PT. Honest Jaya Sakti Makassar is a company engaged in the automotive sector. As a company engaged in this field, employee performance is very important in influencing the success of the company.

It is very important for employees to be motivated; Motivated employees will feel happier, healthier, and more interested in work. Unmotivated employees can negatively impact employee absenteeism and engagement rates. Low employee morale can have a negative impact on the achievement of company goals and its profitability. As a result of a Mazars survey conducted in Ireland, only 58% of workers felt motivated to do their best, and 42% experienced decreased or greatly demotivated (McCarthy, 2013). Therefore, companies must pay attention to employee motivation so that the relationship between the company and employees can run smoothly without disturbing each other

LITERATURE REVIEW

Work motivation

Work motivation is a person's mental state and attitude that motivates action (movement) and directs or channels actions to meet needs whose purpose is to produce satisfaction or reduce imbalances (Rivai & Sagala, 2013: 547).

Work Motivation Indicator

Work Motivation has indicators including: Achievement, responsibility, discipline, service and activeness of leaders (Robbins, 2013: 143).

- a) Responsibility, that is, people who carry out a job seriously without expecting reward, dare to take all risks and everything, be it from words, actions or attitudes. Responsibility is something that is obliged to bear everything, meaning that if there is something it can be prosecuted, blamed, sued and so on.
- b) Discipline, namely obedience and adherence to trusted values, including doing certain jobs that are their responsibility.
- c) Tough, namely an attitude that never gives up, continues to try even though it is difficult, strong and steadfast in facing trials and obstacles in achieving something you want or aspire to.

Compensation

Compensation is a remuneration carried out by the company to employees, both financial and outside or non-financial (Kasmir, 2018: 235).

Compensation Indicator

According to (Afghoni & Wahyudi, 2011:43) compensation indicators are:

- a) Wages and Salaries, namely payments given to workers or employees in terms of production and maintenance. In general, wages and salaries relate to hourly, daily, weekly and annual salary rates.
- b) Allowances, namely in the form of health and life insurance, pension programs, and others borne by a company related to employment.
- c) Facilities, which relate to facilities such as company cars or access to companies that are given to employees in a company.

Employee performance

According to Rivai (2010: 856) job satisfaction This is a rating that expresses a person's feelings of pleasure or discomfort, satisfaction or satisfaction at work.

Performance Indicator

The employee performance measurement indicators used in this study refer to (Ekhsan, 2020) by taking into account the performance measurement indicators are:

- a) The quality of work of employees in carrying out their duties,
- b) The quantity of work based on the amount of time needed to complete a job in a day,
- c) Optimizing the implementation of tasks based on how optimal the time needed by employees to complete their work.

The research hypothesis is:

H1: Work motivation has a positive influence on the performance of employees of PT. Honest Jaya Sakti Makassar.

H2: Compensation has a positive influence on the performance of employees of PT. Honest Jaya Sakti Makassar.

H3: Work motivation and compensation have a positive influence on the performance of employees of PT. Honest Jaya Sakti.

METHOD

This study aims to investigate the causality relationship between the independent variable and the dependent variable. This research uses quantitative methods. To obtain the necessary data for this study, the researchers distributed questionnaires to respondents about the variables of work motivation, compensation, and employee performance. The purpose of the interview, apart from collecting data from the questionnaire, is to ensure that the respondent's answers do not deviate from the questionnaire questions.

DISCUSSION & RESULT

a. Descriptive Statistical Test Results

The variables used in this study are job satisfaction, work motivation and employee performance. These variables will be tested with descriptive statistics.

Table 1. Descriptive Statistical Analysis

Descriptive Statistics					
	N	Minimum	Maximum	Means	std. Deviation
Work motivation	61	31.00	44.00	37.6721	3.63649
Work Compensation	61	29.00	45.00	36.4426	4.28379
Employee Performance	61	31.00	45.00	37.8361	3.86514
Valid N (listwise)	61				

Source: Processed primary data, 2023

Table 1. explains the results of descriptive statistics regarding the variables in this study, including:

1) Work Motivation (X1)

Based on table 4.3 above, X1 has a minimum value of 31, a maximum value of 44 and a mean of 37.6721 with 9 question items, so $(37.6721 : 9 = 4.1858)$ so that 4.1858 is on the value scale indicating the agreed answer choices. The standard deviation value indicates a deviation of 3.63649 from the average value of the number of respondents' answers.

2) Work Compensation (X2)

Based on table 4.3 above, X2 has a minimum value of 29, a maximum value of 45 and a mean of 36.4426 with 9 question items, so $(36.4426 : 9 = 4.0492)$ so that 4.0492 is on the scale of values indicating the answer choices agree. The standard deviation value indicates a deviation of 4.28379 from the average value of the number of respondents' answers.

3) Employee Performance (Y)

Based on table 4.3 above, X2 has a minimum value of 31, a maximum value of 45 and a mean of 37.8361 with 9 question items, so $(37.8361 : 9 = 4.2040)$ so that 4.2040 is on the value scale which indicates the answer choices strongly agree. The standard deviation value indicates a deviation of 3.86514 from the average number of respondents' answers.

a. Normality Test Results

Classical Assumption Test Results

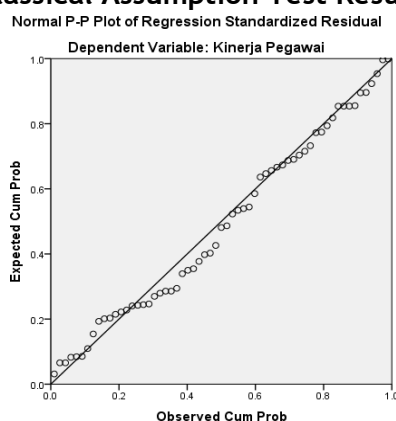


Figure 1. Normality Test Results

Data normality test to find out whether in a regression model the resulting error has a normal distribution or not. In this study, the Normal PP Plot of Regression Standardized Residual chart was used as a test for data normality, the results of which can be seen in the picture below:

Based on Figure 1. it can be seen that the points spread around the diagonal line and its direction follows the diagonal line. Because it meets the assumption of normality, the regression model is feasible to use.

b. Multicollinearity Test results

The purpose of the multicollinearity test is to determine whether there is a significant correlation between the independent variables in the multiple linear regression model. If it is proven that there is a significant correlation between the independent variable and the dependent variable, then the relationship between the two will be disrupted. The tolerance value and inflation variability factor (VIF) can be used to evaluate multicollinearity. If the VIF value is not more than 10 and the tolerance value is not less than 0.1, then the model is considered to have no multicollinearity (Sunjoyo, et al., 2013). The following table shows the results of the multicollinearity test:

Table 2. Multicollinearity Test Results

Coefficients ^a		
Model	Collinearity Statistics	
	tolerance	VIF
1 (Constant)		
Work motivation	.602	1,662
Work Compensation	.602	1,662

Dependent Variable: Employee Performance

Source: Processed data, 2022

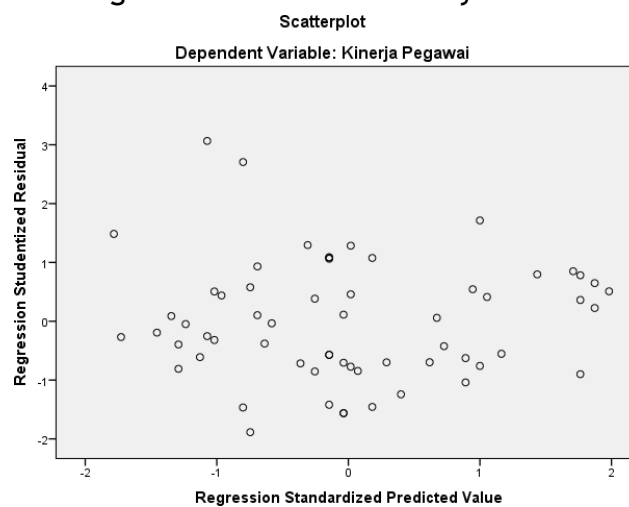
Based on table 2. it can be seen that the variables of work motivation and work compensation have a VIF of less than 10, and a tolerance value above 0.1. This shows that multicollinearity symptoms are not found in the regression equation model, so the

data from this study can be used.

c. Heteroscedasticity Test Results

The purpose of the heteroscedasticity test is to find out whether there is a difference in the variance in the residuals between observations. To identify heteroscedasticity, the scatterplot method can be used. In this method, the points generated are scattered randomly, do not form a specific pattern, and the direction of their distribution is both above and below the number 0 on the Y axis. The figure below shows the results of the heteroscedasticity test:

Figure 2. Heteroscedasticity Results



Source: Processed data, 2023

Based on Figure 2. the data do not form a clear distribution pattern and are scattered on the Y axis, as shown in the scatterplot graph. This shows that the regression model can be used to predict employee performance with influencing variables, such as job satisfaction and work motivation. This is because there is no heteroscedasticity in the regression model.

Multiple Linear Regression Analysis

The next stage is to evaluate and interpret the multiple regression model after the classical assumption test is performed, which shows that the regression model meets

the classical assumptions.

Table 3. Regression Equation Model
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	Q	\Sig.
		B	std. Error	Betas		
1	(Constant)	7,537	3,415		2,207	.031
	Work motivation	.328	.113	.309	2,905	.005
	Compensation	.492	.096	.545	5.129	.000

a. Dependent Variable: Employee Performance

Source: Processed data, 2023

The table above shows that the regression equation for this regression test is:

$$Y = 7.537 + 0.328 X1 + 0.492 X2 + e$$

One way to understand this model is as follows:

- a) This constant value of 7.537 indicates that, if the variable work motivation and work compensation is zero (0), then the value of the employee performance variable is 7.537 units.
- b) The regression coefficient of work motivation (b1) is 0.328 and has a positive sign, which indicates a unidirectional relationship between the job satisfaction variable (X1) and employee performance variable (Y) if the X1 variable value increases by one unit and the other independent variable values remain constant. If employees are more satisfied with their jobs, they will be more productive.
- c) The regression coefficient of work compensation (b2) is 0.492 and has a positive sign, which indicates a unidirectional relationship between the work motivation variable (X2) and employee performance variable (Y) if the value of the X2 variable increases by one unit and the values of the other independent variables

remain the same. Employee performance will be better if they have higher work motivation.

Hypothesis Test Results

Hypothesis testing is used to obtain the results of this study, by conducting a thorough test, F test and partially or self-test, namely the t test which is further explained as follows:

1) Partial Test Results (t test)

Testpartial is used to see the effect of each independent variable on the dependent variable. This is done using the t test, which means that if the t count significance value is less than 0.05, it can be concluded that the independent variable affects the dependent variable. The results of the inspection are as follows:

**Table 4. Partial Test Results (t test)
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Beta ^s		
1 (Constant)	7,537	3,415		2,207	.031
Work motivation	.328	.113	.309	2,905	.005
Work Compensation	.492	.096	.545	5.129	.000

Dependent Variable: Employee Performance

Source: processed data, 2023

Through the t-test statistics consisting of Work Motivation (X1) and Work Compensation (X2) it can be seen partially the effect on Employee Performance (Y).

a) First Hypothesis Testing (H1)

Table 4. shows that the Work Motivation variable has a significant level of 0.005, lower than 0.05, and the coefficient is +0.328, indicating that the influence exerted on the dependent variable is positive. Because H1 is accepted and Ho is rejected, work motivation has a positive and significant impact

b) Second Hypothesis Testing (H2)

Table 4. shows that the compensation variable has a significant level of 0.000, which is lower than 0.05, and that its coefficient is +0.492 indicating that the influence exerted on the dependent variable is positive. Because H2 is accepted and Ho is rejected, it can be concluded that work compensation has a positive and significant impact on employee performance.

c) Simultaneous Test Results (Test F)

Simultaneous test to determine whether there is or not the influence of the independent variables as a whole on the dependent variable. This test uses an F value of 5% and is carried out with the assumption that the calculated significance of F is less than 0.05. This hypothesis is acceptable. The results of the inspection are as follows::

Table 5. Simultaneous Test Results (Test F)
ANOVAa

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	542,671	2	271,335	44,495	.000b
	residual	353,690	58	6,098		
	Total	896,361	60			

Dependent Variable: Employee Performance
 Predictors: (Constant), Work Motivation, Job Satisfaction
 Source: Processed data, 2023

Table 5. shows a significance level <0.05. This means that H3 is accepted, Ho is rejected, it is said that the variables of work motivation and work compensation simultaneously affect employee performance with a probability value of 0.000. Because the probability is much smaller than the significant value of 0.05, the regression model can be used to predict employee performance.

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R2 Test (Coefficient of Determination)

The coefficient of determination test is carried out to find out how much capacity the independent variables have to explain the dependent variable.

Table 6. R² Test Results

Summary model ^b				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.778 ^a	.605	.592	2.46943

a. Predictors: (Constant), Work Motivation, Work Compensation

b. Dependent Variable: Employee Performance

Source: **Processed primary data, 2023**

From table 6. it is found that the R number is 0.778 indicating a strong relationship between employee performance and the two independent variables, because it is close to a strong definition whose numbers are between 0.601 - 0.800. While the R square value of 0.605 or 60.5% indicates employee performance variables can be explained through work motivation and work compensation variables

Discussion

The variable of work motivation is the encouragement in a person to complete the task in the best way. In this case three dimensions are used to determine the work motivation of sales employees, namely: Responsibility, Discipline, and toughness proves that if implemented properly, the performance of 61 Sales employees at PT.Jujur Jaya Sakti Makassar will increase. This encourages PT Honest Jaya Sakti to improve the performance of its employees in the future.

As an employee who is responsible, has the capital to complete tasks and achieve goals. And can achieve this goal with a burning passion and extraordinary will. The passion for work comes from within everyone, driven by love for the work one is doing and achieving goals. By applying the principle of responsibility, one can encourage others who have the same responsibility to work together to complete tasks properly, which in turn can improve company performance.

One of the operational functions of human resource management and the company is to provide compensation to employees according to what they give to the company. Compensation is one way human resource management can increase productivity, enthusiasm, discipline, achievement and job satisfaction. Compensation, one of the most sensitive elements in labor relations, can increase employee morale so that they can contribute to better productivity for the company. Compensation for 61 sales employees of PT. Honestly Jaya Sakti Makassar, they are described in three dimensions, namely: wages or compensation, benefits, and facilities.

Timeliness of work is another factor that is considered to improve employee performance. Employees try to complete the task within the stipulated time. In addition, being able to increase the amount of work during breaks or have free time used to the fullest. Starting work earlier than the allotted time is another way to use time. Thus, increasing work motivation and work commitment of employees is very important. Of the 61 sales workers of PT. Jujur Jaya Sakti Makassar city who have helped improve the company's performance

CONCLUSION

This study aims to determine how the influence of work motivation, compensation on the performance of employees of PT. Honest Jaya Sakti Makassar. Based on the results of the analysis and discussion, the following conclusions can be drawn:

1. There is a positive and significant influence of work motivation on the performance of employees of PT. Honest Jaya Sakti Makassar. The higher the motivation of employees, it will make their performance increase.
2. There is a positive and significant effect of compensation on the performance of employees of PT. Honest Jaya Sakti Makassar. The higher the employee's work compensation, the higher his performance will be.

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