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The influence of work motivation and compensation on employee performance PT. Bank mega, Tbk Bandung Main Branch Office Personal Card and Loan Officer Division

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Abstract. This research was conducted to analyze the influence of work motivation and compensation on the performance of employees of PT Bank Mega, Tbk Bandung Main Branch Office Personal Card, and Loan Officer Division. Employee Performance is researched to create a work ecosystem that can improve employee performance and company performance to consumers. In this study, the sample used was employees of the Personal Card and Loan Officer Division as many as 36 respondents. Multiple linear regression analysis methods are used to partially and simultaneously find an influence on employee performance variables processed using SPSS 25 for Windows software. The main data from the study used questionnaire surveys, and secondary data was obtained through journal publications, articles, and theory books. These results showed the researchers that two free variables yaoti work motivation (X1) and compensation (X2), had a significant influence on the performance of employees at PT Bank Mega, Tbk Bandung Main Branch Office Personal Card, and Loan Officer Division.

Keywords. Work Motivation; Compensation; Employee Performance

Introduction

At the moment, competing with competitors to gain hearts in the company's market share must have a different advantage over other competitor companies. For example, having employees who are motivated to work productively and also the role of the company provides compensation smoothly. Because by having employees who have high motivation, the company can beat its competitors. But employees who have high motivation can only be with the application of the right concepts and techniques of human resource management.

In general, every company has high expectations so that its employees can improve their performance and be effective in carrying out their responsibilities to their work. The Company may award compensation to employees who have performed the best for their company.

PT. Bank Mega, Tbk is an Indonesian company in the form of a limited liability company and engaged in banking financial services. The bank was founded in 1969 based in Jakarta and is part of CT Corp. The running of the company's business cannot be separated from a variety of problems that must be faced. The company must be able to compete with the development of this modern era. Besides, the company must also be able to compete with other banking companies. PT. Bank Mega, Tbk must also have qualified and competent human resources to provide the best performance for the company.

The tight competition and progress of the times require companies to be able to manage existing resources. In the face of the progress of the times and competition requires employees who have a high level of performance. The company's goal to get high results and achieve maximum targets requires good performance from the company's employees.

One of the factors that affect employee performance is work motivation. Work motivation is a process where the need encourages a person to perform a series of activities that lead to the achievement of a certain goal. The goal that is successfully achieved will satisfy or meet these needs (Ira Rahmadita, 2013). The more appropriate the motivational effort, the higher labor productivity, as a result of benefiting both companies and employees (Ayoe Permatasary and Rostiana D. Nurdjajadi, 2008:182).

In addition to work motivation, another factor that affects employee performance is compensation. Compensation is one of the important factors and a concern for many organizations in maintaining and attracting qualified human resources.

Various organizations compete to obtain quality human resources because the quality of the work is determined by the competence of their human resources. This reason makes many organizations spend a relatively large amount of funds to develop their human resources to have compensation as needed, Bangun (in Kadarisman, 2012:43).

Motivation and Compensation are very important in improving employee performance. Compensation becomes the driver of activity to get the best results, employee work motivation needs to be raised so that employees can carry out the best performance, on the contrary employees who do not have high motivation in doing the job will be difficult to work well and tend not to be responsible even if the employee has good operational capabilities. If the employee's work motivation can be built, then the employees can have better performance in the company.

Based on the description, then this study is poured in the title of the study: "The Influence of Work Motivation and Compensation on Employee Performance PT. Bank Mega, Tbk Bandung Main Branch Office Personal Card and Load Officer Division"

Problem Formulation

Based on the background of the above problems, this study is proposed to examine the extent of the influence of work motivation and compensation on employee performance. The formulation of problems in this study is, [1] The influence of work motivation on employee performance at PT. Bank Mega, Tbk Bandung Main Branch Office Personal Card and Load Officer Division, [2] Effect of compensation on employee performance at PT. Bank Mega, Tbk Bandung Main Branch Office Personal Card and Load Officer Division, [3] The influence of work motivation and compensation on employee performance at PT. Bank Mega, Tbk Bandung Main Branch Office Personal Card and Load Officer Division.

Theoretical Studies

Work Motivation

Motivation means the giving of encouragement, the giving of motives or things that cause motivation or circumstances that cause encouragement. It can also be said that motivation is a factor that encourages people to act in a certain way. According to T. Hani Handoko (2013:252), motivation is a person's circumstances that encourage the individual's desire to perform certain activities to achieve the goal. According to David Mc. Clelland with the theory of motivational achievement in Edy Sutrisno (2016:128) explains three basic components that can be used to motivate working people, namely: Need for achievement, Need for affiliation, and Need for power.

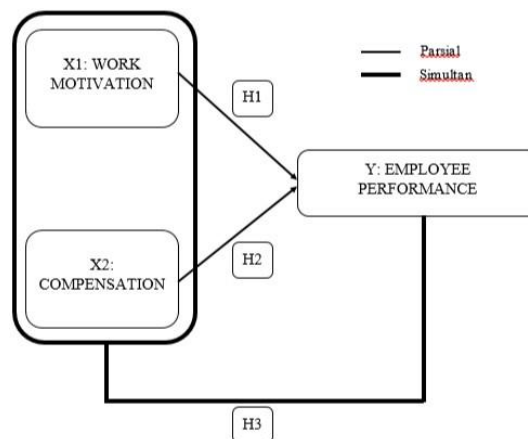
Compensation

Compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company. The establishment of an effective compensation system is an important part of human resource management as it helps attract and retain talented jobs. According to Handoko (2014:155) Compensation is everything that employees receive in return for their work. According to Marwansyah (2016:278) explains 7 basic components can be used to measure the value of compensation, namely: Satisfied with wages/ salaries, Satisfied with incentives/bonuses, Satisfied with the benefits of office, Holiday allowance, Retirement allowance, Health allowance, Transportation allowance.

Employee Performance

Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties by the responsibilities given to him. According to Mondy and Martocchio (2016:187), performance management is a goal-oriented process directed at ensuring that organizational processes are in place to maximize the productivity of employees, teams, and ultimately organizations. According to Rue (2016:237), employee performance indicators are as follows: Quality, Quantity, Timeliness, Effectiveness, Self-reliance.

Research Conceptual Framework and Hypothesis Development



From the above frame of mind, it can be known, that what becomes an independent variable is the motivation of work (X1) and compensation (X2), while the dependent variable is the performance of employees (Y).

The hypotheses proposed in this study are as follows:

- H1: It is suspected that there is an influence between work motivation (X1) partially on the performance of employees (Y) in PT. Bank Mega, Tbk Bandung Main Branch Office Personal Card, and Load Officer Division.*
- H2: It is suspected that there is an effect between partial compensation (X2) on the performance of employees (Y) at PT. Bank Mega, Tbk Bandung Main Branch Office Personal Card, and Load Officer Division.*
- H3: It is suspected that there is an influence between work motivation (X1) and compensation (X2) simultaneously on the performance of employees (Y) at PT. Bank Mega, Tbk Bandung Main Branch Office Personal Card and Load Officer Division.*

Research Methods

This study will use a descriptive quantitative approach to explain the influence of independent variables of work motivation and compensation on dependent variables of employee performance with multiple linear regression analysis processes and processed using SPSS25 for windows applications. The sampling technique in this study purposive sampling is a type of sampling with attention to the considerations made by researchers. Because the population is known to be 36 people in PT. Bank Mega, Tbk Bandung Main Branch Office Personal Card and Load Officer Division so that the calculation of total samples taken as many as 36 people were asked to fill out a research questionnaire. Each individual taken as a sample will be asked to fill out a questionnaire according to the Linkert scale with a scale of 1-5 (strongly disagree – strongly agree). Multiple linear regression techniques are used to determine the magnitude of the impact of work motivation variables (X1) and compensation (X2) on employee performance variables (Y).

Results and discussions

Profile of Respondents

Data from the responses of 36 respondents indicated that the results were obtained as follows:

Table 1 Profile of Respondents

Respondent Profile		Percentage
Gender	Men	52.8%
	Woman	47.2%
Age	<25 years old	44.4%
	26 - 30 years old	41.7%
	31 - 35 years old	8.3%
	> 35 years old	5.6%
Education	Senior High School	5.6%
	Associate Degree	19.4%
	Bachelor	75%
Long Work	<3 months	8.3%
	4 - 6 months	19.4%
	7 - 12 months	44.4%
	>1 year	27.8%

Based on the table above, For male gender has a greater percentage than women with a percentage of 52.8%. Based on the age of respondents <25 years have the highest percentage of 44.4% this indicates that this age is the productive age. As for the level of education S1 has a percentage of 75%, and for the duration of work 7-12 months has the largest percentage of 44.4%.

Validity test

The validity test of each variable is shown in. Table 2, which shows that each statement is valid

Table 2 Validity test

Variable	Sub Variables	Statement	Count R	Table R	Information
Work Motivation	Need for achievement	Q1	0.728	0.3202	Valid
		Q2	0.769	0.3202	Valid
		Q3	0.846	0.3202	Valid
	Need for affiliation	Q4	0.833	0.3202	Valid
		Q5	0.834	0.3202	Valid
		Q6	0.773	0.3202	Valid
	Need for power	Q7	0.791	0.3202	Valid
		Q8	0.347	0.3202	Valid
		Q9	0.697	0.3202	Valid
		Q10	0.828	0.3202	Valid
Compensation	Satisfied with salaries	Q11	0.824	0.3202	Valid
		Q12	0.785	0.3202	Valid
	Satisfied with incentives	Q13	0.765	0.3202	Valid
		Q14	0.684	0.3202	Valid
	Satisfied with the benefits of office	Q15	0.763	0.3202	Valid
		Q16	0.549	0.3202	Valid
	Holiday Allowance	Q17	0.681	0.3202	Valid
		Q18	0.636	0.3202	Valid
	Retirement Allowance	Q19	0.500	0.3202	Valid
		Q20	0.734	0.3202	Valid
	Health Allowance	Q21	0.779	0.3202	Valid
		Q22	0.638	0.3202	Valid
	Transportation Allowance	Q23	0.401	0.3202	Valid
		Q24	0.480	0.3202	Valid
Employee Performance	Quality	Q25	0.715	0.3202	Valid
		Q26	0.830	0.3202	Valid
	Quantity	Q27	0.590	0.3202	Valid
		Q28	0.702	0.3202	Valid
	Timeliness	Q29	0.718	0.3202	Valid
		Q30	0.646	0.3202	Valid
	Effectiveness	Q31	0.761	0.3202	Valid
		Q32	0.746	0.3202	Valid
	Self-reliance	Q33	0.839	0.3202	Valid
		Q34	0.672	0.3202	Valid

Validity Test is used $N=36$, so known $Df = N-2$, then table r of 0.3202 as the limit of the value of the statement is considered valid. For all variables can be declared valid, because it has passed the minimum limit according to the table r.

Reliability test

The reliability test on each variable shows that the statement items are reliable.

Table 3 Reliability test

Variable	Cronbach Alpha (>0,60)	Information
Work Motivation	0.914	Reliable
Compensation	0.901	Reliable
Employee Performance	0.940	Reliable

Table 3, shows that the result of Cronbach Alpha variable X1 is 0.914, variable X2 is 0.901 and variable Y is 0.940, According to Ghozali (2011), if the value of Cronbach Alpha is greater than 0.6, then the instrument of this study is said to be Reliable.

Multicollinearity Test

Based on the results of calculations using SPSS 25, it can be seen that the value shows that there is no problem in terms of multicollinearity between the variables, this can be seen in the table below.

Table 4 Multicollinearity Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	17,640	9,296		1,898	0,067		
	Total_X1	0,268	0,193	0,256	1,390	0,174	0,445	2,245
	Total_X2	0,557	0,207	0,496	2,692	0,011	0,445	2,245

a. Dependent Variable: Total_Y

Determination Coefficient Test

Table 5 Determination Coefficient Test

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.708 ^a	0,501	0,471	3,74548

a. Predictors: (Constant), Total_X2, Total_X1

b. Dependent Variable: Total_Y

Based on the results of the Kuefisiensi Determination Test obtained R Square of 0.501. This means that there is a 50.1% effect of work motivation variables (X1) and compensation variables (X2) on employee performance variables (Y), and a 49.9% influence by other variables not studied in this study.

Conformity Test (F test)

Based on table 6 below, the conformity test (test F) uses statistical test F with research model $Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$ using SPSS 25 application in windows application. F test result obtained F count at 16,562 with a significance level of 0.000. Since the significance value obtained is $0.000 < 0.05$, it can be concluded that the model has met the conformity requirements. Thus the model is ready to use.

Table 6 Goodness of Fit Test Results
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	464,694	2	232,347	16,562	.000 ^b
	Residual	462,945	33	14,029		
	Total	927,639	35			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X2, Total_X1

Multiple Regression Analysis

Based on the calculation results obtained from the questionnaire using SPSS 25, it can be seen that the test results of multiple regression analysis can be seen in the table below:

Table 7 Multiple Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	17,640	9,296		1,898
	Total_X1	0,268	0,193	0,256	1,390
	Total_X2	0,557	0,207	0,496	2,692

a. Dependent Variable: Total_Y

As a result of the calculation, the Constant value (a) is 17,640 and the Work Motivation value (X1) is 0.268 and the Compensation value (X2) is 0.557. The regression equation formula is obtained as follows:

$$Y = 17,640 + 0,268X_1 + 0,557X_2$$

This means that the Work Motivation variable (X1) positively affects the Employee Performance variable (Y) also has an insignificant impact because the significant value is less than that ($<$) $\alpha = 0.05$ and the Compensation Variable on the other hand (X2) has a positive effect of 0.557. Influences Employee Performance (Y).

Kolmogorov-Smirnov Normality Test

The normality test is used to determine whether the data in the study is normally distributed or not.

Table 8 Kolmogorov-Smirnov Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		36
Normal Parameters ^{a,b}	Mean	0,0000000
	Std. Deviation	3,63689467
Most Extreme Differences	Absolute	0,136
	Positive	0,136
	Negative	-0,133
Test Statistic		0,136
Asymp. Sig. (2-tailed)		.089 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

In the table above, Kolmogorov-Smirnov normality test results have a significance score of $0.089 > 0.05$. This indicates that the data is normal for the distribution process.

Discussions and conclusions

1. F test results showed that the score was $17,640 > F$ table 3,280, which means two independent variables, Work Motivation (X1) and Compensation (X2) have a significant effect on Employee Performance (Y).
2. From the results of previous regression tests, the following equations are obtained:

$$Y = 17,640 + 0,268X_1 + 0,557X_2$$

From the test results, F shows that Employee Performance (Y) PT. Bank Mega, Tbk Bandung Main Branch Office Personal Card and Load Officer Division will be 17,640 without additional research variables namely Work Motivation (X1) and Compensation (X2). However, this value is influenced by other variables outside of research. Variable Work Motivation (X1) has an impact on Employee Performance (Y) PT. Bank Mega, Tbk Bandung Main Branch Office Personal Card and Load Officer Division of positive 0.268 means significantly affect. Compensation (X2) had an effect of 0.557 on Employee Performance (Y) which was more influential than Work Motivation (X1). So focusing more on the X2 variable will have a bigger impact.

3. Test Table F shows the value that both Work Motivation variables (X1) and Compensation Variables (X2) simultaneously have a significant effect on Employee Performance (Y).
4. Multiple Regression Tests show the Compensation variable (X2) has a greater coefficient than the Work Motivation variable (X1) meaning the company must prioritize Compensation (X2) to improve employee performance variables (Y).

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