



The influence of compensation on employee achievement

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ABSTRACT

The purpose of this research is to determine the effect of compensation on employee work performance at PT Bank Syariah Indonesia, Tbk Cabang Soppeng. Determining the sample used a saturated sampling technique, which is a sampling technique by taking the entire population as a sample, so that the sample in this study was all employees of PT Bank Syariah Indonesia, Tbk, Cabang Soppeng, totaling 32 people. To determine the effect of compensation on work performance, simple linear regression analysis was used. The results of the research show that the significance value is $0.049 < 0.05$, so it can be seen that compensation has an effect on employee work performance at PT Bank Syariah Indonesia, Tbk Cabang Soppeng.

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1. INTRODUCTION

Human resources are a moving factor that carries out activities in an organization. With the presence of human resources, activities in the organization can run well so that the organization will also be able to achieve the goals that have been set. Company goals include growth, profit and employee welfare productivity and so on (Sudiardhita et al., 2018). Human resources as the main factor in an organization make organizations need human resources to support the achievement of organizational goals. The role of employees in achieving company goals is so important that a leader or manager must be able and clever in managing the company well, especially in improving human resources to make them more effective and efficient, for this reason the company must pay special attention to employees. (ALI, 2019)

Human resources carry out a job or work in a company with the hope of getting remuneration or money to meet their needs. Apart from money, there are many things that human resources, in this case employees, can get when they work. Although the nature of a person's work varies from one to another, money and goods are important compensation for the services they have provided to the Company, because money and goods are a means of meeting needs. (Arianty, 2018). Someone who works will feel more appreciated by the community around them, compared to those who don't work. So it can be seen that employees' willingness to devote their knowledge, skills, time and energy actually expects a reward from the organization that can satisfy their needs. So it can be seen that it is not only organizations or companies that need human resources, but also human resources that organizations or companies need.

The success or failure of a company is determined by the human element doing the work, so there needs to be compensation for employees according to their nature and circumstances.

The remuneration referred to in this research is compensation. Compensation received by employees reflects how much work has been done by the employee and provided by the company, so this is related to the value of the work for the company. To obtain compensation in accordance with expectations, employees are required to have good potential to achieve company goals. In achieving these goals, employees must have maximum work performance. To ensure the achievement of goals, company leaders can pay attention by providing compensation, because compensation is remuneration for the work performance that employees have for the company. The impact of compensation and benefits on employee performance and organizational effectiveness depends on the existing compensation and performance management programs in the organization. (Naidu & Satyanarayana, 2018)

Compensation needs to receive special attention and be carried out based on the interests of the agency and the needs of employees. (Simangunsong et al., 2022). Every employee is required to provide maximum service so that to be able to provide maximum service, maximum employee work performance is also required. Employee work performance is not optimal, which can be seen from the fact that several employees are unable to complete their work on time, apart from that there are several employees who are unable to achieve the targets that have been given, and there are also still complaints from several customers regarding the services provided by employees. Based on initial observations made by researchers, problems found in the company is the work performance of employees has not been optimal, this can be seen from the fact that several employees are unable to complete work on time and also that there are still complaints from several customers regarding the services provided by employees. This research is expected to be a consideration for companies in paying attention to the performance of company employee.

2. RESEARCH METHOD

The population in the study were all employees of PT Bank Syariah Indonesia, Tbk Cabang Soppeng. This research uses a non-probability sample, namely a saturated sample, where the entire population is sampled. So the sample in this study was 32 respondents.

To obtain data relating to employee compensation and work performance, an instrument in the form of a questionnaire was used with measurements using a Likert scale which has five levels which is an ordinal type scale. By using these two instruments, they are then developed into several questions or parameters that will be measured. Strongly Agree = score 5, Agree = score 4, Netral (N) = score 3, Disagree = score 2, Strongly Disagree = score 1.

The data analysis technique used in this research is Simple Linear Regression analysis. The purpose of choosing this analysis is to determine the relationship between variables. Apart from that, this analysis can also show the direction and strength of the relationship between two variables together or with other variables.

The general equation of simple linear regression is:

$$Y = a + bX$$

Where :

Y is employee work performance PT.Bank Syariah Indonesia, Tbk Cabang Soppeng.

X is compensation

a is regression coefficie

b is constant

3. RESULTS AND DISCUSSIONS

3.1 Analysis of Respondent Descriptions

The description of the respondent's identity is a description of the identity of the respondents who were the sample in this research. In this research, respondents were described into 4 groups of respondents, namely: gender, age of the respondent, length of service, and marital status.

Table 1. Description of Respondents Based on Gender

No.	Gender	Frequency	
		Person	%
1.	Man	13	40.63
2.	Woman	19	59.38
	Total	32	100

Source: primary data, in 2022

Based on Table 1, namely the description of respondents based on gender, it can be seen that the majority of respondents were female, namely 19 people or 59.38%, while respondents who were male were 13 people or 40.63%.

Table 2. Description of Respondents Based on Age of Respondents

No.	Age	Frequency	
		Person	%
1.	< 20 years	0	0.00
2.	21 – 30 years	8	25.00
3.	31 – 40 years	11	34.38
4.	> 40 years	13	40.63
	Total	32	100

Source : Primary data, in 2022

Table 2 is a description of respondents based on age, which shows that employees at PT Bank Syariah Indonesia Tbk Cabang Soppeng has an average age of > 40 years, which is 13 people or 40.63%, then respondents aged 31 - 40 years are 11 people or 34.38%, then respondents aged 21 - 30 years are equal to 8 people or 25.00%, while there were no respondents aged < 20 years.

Table 3. Description of Respondents Based on Length of Work

No.	Length of work	Frequency	
		Person	%
1.	> 1 year	0	0.00
2.	1 – 5 years	2	6.25
3.	6 – 10 years	8	25.00
4.	11 – 15 years	16	50.00
5.	> 15 years	6	18.75
	Total	32	100

Source: Primary data, in 2022

Based on Table 3, which describes the condition of respondents based on length of work, it appears that the majority of respondents have worked for 11 - 15 years, namely 16 people or 50.00%, then respondents who have worked for 6 - 10 years are 8 people or 25.00%, while respondents who worked for > 15 years were 6 people or 18.75%, and then respondents who worked for 1 - 5 years were 2 people or 6.25%, and those who worked < 1 year were no There is. This means that most of the respondents have worked for a long time at PT Bank Syariah Indonesia Tbk Cabang Soppeng, which lasts 11 – 15 years.

Table 4. Description of Respondents Based on Marital Status

No.	Marriage Status	Frequency	
		Person	%
1.	Married	30	93.75
2.	Single	2	6.25
	Total	32	100

Source: Primary Data Processed Results, 2022

Based on respondents' responses regarding marital status, it appears that the majority of employees at PT. Bank Syariah Indonesia Tbk. Cabang Soppeng, the marital status of the respondents was married, namely 30 people or 93.75%, while the status of unmarried was 2 people, 6.25%. It can be concluded that the majority of employees at PT. Bank Syariah Indonesia Tbk is married.

3.2 Description of Research Variables

Description of respondents' answers regarding the influence of compensation on employee work performance at PT Bank Syariah Indonesia, Tbk Cabang Soppeng is an analysis that describes or describes respondents' answers regarding employee compensation and work performance.

Table 5. Frequency of Respondents' Answers Regarding Compensation

Question Items	STS		TS		N		S		SS		Total
	F	%	f	%	f	%	f	%	f	%	
1 The salary or wages I receive are in accordance with my work abilities and the position I have	-	-	-	-	4	12,50	13	40,63	15	46,88	100%
2 The salary or wages I receive are in accordance with my work abilities and the position I have	-	-	-	-	1	3,13	16	50,00	15	46,88	100%
3 My work performance is rewarded with an annual bonus	-	-	-	-	2	6,25	15	46,88	15	46,88	100%
4 The wages I receive are commensurate with my work	-	-	-	-	-	-	17	53,13	15	46,88	100%
5 Premiums paid by the company are in accordance with applicable regulations	-	-	-	-	6	18,75	15	46,88	11	34,38	100%
6 Treatment provided by the company is in accordance with applicable company regulations	-	-	2	6,25	7	21,88	7	21,88	16	50,00	100%
7 The insurance I receive is in accordance with applicable company regulations	-	-	-	-	5	15,63	16	50,00	11	34,38	100%

Source : Primary data, in 2022

Based on the table above, namely the description of respondents' compensation answers, it can be seen that the respondents' descriptions regarding the statement that the salary or wages I receive are in accordance with my work abilities and position from 32 respondents, on average 15 people gave a strongly agree answer or 46.88 %, then respondents who answered agree were 13 people or 40.63%, then respondents who answered neutral were 4 people or 12.50%, while respondents who answered disagree and strongly disagree were none. The next statement is that incentives are given to me in accordance with applicable company regulations. Most of the respondents gave an affirmative answer of 16 people or 50.00%, then respondents who answered strongly agreed were 15 people or 46.88%, then respondents who answered neutral were amounted to 1 person or 3.13%, while there were no respondents who answered disagree and strongly disagree.

Then the statement regarding my work performance was rewarded with an annual bonus. The average respondent who answered strongly agree and agree was 15 people or 46.88% each, while the respondents who answered neutral were 2 people or 6.25%, and the respondent There

were none who answered disagree and strongly disagree. Then the statement about the wages I receive according to my work gave more agree answers of 17 people or 53.13%, while respondents who answered strongly agreed were 15 people or 46.88%, then respondents who answered neutral, disagreed and strongly disagree is none.

Furthermore, respondents stated regarding the premiums paid by the company in accordance with applicable regulations, the average respondent gave an agree answer, namely 15 respondents or 46.88%, while respondents who answered strongly agreed were 11 people or 34.38%, then respondents Those who answered neutral were 6 people or 18.75%, while there were no respondents who answered disagree and strongly disagree. Then, for the statement that the treatment provided by the company is in accordance with applicable company regulations, the average number of respondents who answered strongly agreed was 16 people or 50.00%, then respondents who answered agree were 7 people or 21.88%. Then there were 7 respondents who answered neutral or 21.88%, while there were no respondents who answered disagree and strongly disagree. Then the respondent's statement regarding the insurance that I received was in accordance with applicable company regulations, the majority of respondents answered agree, namely 16 people or 50.00%, then respondents who answered strongly agreed, namely 11 people or 34.38%, while respondents who answered neutral, namely 5 people or 15.63%, and there were no respondents who answered disagree and strongly disagree.

Table 6. Description of Respondents' Answers Regarding Employee Work Performance

Question Items	STS		TS		N		S		SS		Total
	f	%	f	%	f	%	f	%	f	%	
1 The quantity of my work exceeds the specified target	-	-	-	-	-	-	14	43,75	18	56,25	100%
2 The quality of work that I have is in accordance with my position	-	-	-	-	3	9,38	10	31,25	19	59,38	100%
3 The results of my work are reliable	-	-	-	-	6	18,75	14	43,75	12	37,50	100%
4 I always have initiative in work	-	-	2	6,25	-	-	14	43,75	16	50,00	100%
5 I diligently carry out the work given to me	-	-	-	-	2	6,25	14	43,75	16	50,00	100%
6 I have a responsible attitude towards my work	-	-	3	9,38	3	9,38	12	37,50	14	43,75	100%
7 I am always present at all work times	-	-	1	3,13	11	34,38	11	34,38	9	28,13	100%

Source : Primary data, in 2022

Based on table 6 above, namely the description of respondents' answers regarding employee work performance, it can be seen that the respondents' statement about the quantity of my work exceeds the specified target, so the majority of respondents gave answers that strongly agreed, namely 18 people or 56.25%, then respondents who 14 people or 43.75% answered agree, while there were no respondents who answered neutral, disagree and strongly disagree. Then the statement that the quality of work that I have is in accordance with my position, so the average respondent gave a strongly agree answer, namely 19 people or 59.38%, then respondents who answered agree were 10 people or 31.25%, while respondents who answered neutral, namely 3 people or 9.38%, then respondents who answered disagree and strongly disagree, namely none.

Furthermore, the respondent's statement about the results of my work is reliable, so the majority of respondents gave an agree answer, namely 14 people or 43.75%, then respondents who answered strongly agree were 12 people or 37.50%, then respondents who answered neutral were 6 people or 18.75%, while respondents who answered disagree and strongly disagree were none. Furthermore, the respondent's statement regarding I always have the initiative in working, the average respondent gave a strongly agree answer, namely 16 people or 50.00%, then respondents who answered agree were 14 people or 43.75%, while respondents who answered no

agree, namely 2 people or 6.25%, then respondents who answered neutral and strongly disagree were none

Then for the respondent's statement regarding me being diligent in carrying out the work given to me, some of the respondents gave the answer strongly agree, namely 16 people or 50.00%, then respondents who answered agree were 14 people or 43.75%, while the respondents who answered neutral, namely 2 people or 6.25%, then respondents who answered disagree and strongly disagree, namely none. Furthermore, the statement that I have a responsible attitude towards my work, the average respondent gave a strongly agree answer, namely 14 people or 43.75%, then respondents who answered agree were 12 people or 37.50%, while respondents who answered neutral and 3 people or 9.38% disagreed, and none of the respondents who answered strongly disagreed. The next statement is that I am always present at all work times, so the average respondent answered agree and neutral, namely 11 people or 34.38% each, while respondents who answered strongly agreed were 9 people or 28.13%, then respondents who answered that they disagreed, namely 1 person or 3.13%, and respondents who answered strongly disagreed, namely none.

3.3 Simple Linear Regression Analysis

After processing the data with the help of the SPSS program, the results obtained are as shown in table 7 below:

Table 7. Simple Result
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficient	t	Sig
	B	Std. Error	Beta		
1. (Constant)	28.580	6.743		4.239	.000
Compensation	.662	.310	.430	2.020	.049

Dependent Variable : Prestasi kerja

Source: Processed secondary data, 2022

Based on the calculation results in Table 7 above, the following equation can be created: $Y = 28.580 + 0.625X$. Constant value (a) = 28,580 with a positive value indicating that if the compensation variable is considered 0 (zero), then the employee's work performance is 28,580 points. Regression coefficient $X = 0.626$ Compensation Coefficient, showing a positive relationship. If it is assumed that other independent variables are constant, then for every 1% increase in compensation, work performance will increase by 62.6%. With a significance value of $0.049 < 0.05$, it can be seen that compensation has an influence on employee work performance at PT Bank Syariah Indonesia, Tbk Cabang Soppeng.

Regression coefficient value $X = 0.626$ Compensation coefficient, indicating a positive relationship. If it is assumed that other independent variables are constant, then for every 1% increase in compensation, work performance will increase by 62.6%. With a significant value of $0.049 < 0.05$, it can be seen that compensation influences employee work performance at PT Bank Syariah Indonesia, Tbk Cabang Soppeng.

4. CONCLUSION

From the results of a simple regression analysis, it can be concluded that compensation influences employee work performance at PT Bank Syariah Indonesia, Tbk Cabang Soppeng. Companies that provide appropriate compensation will be able to increase employee morale so that it will improve the employee's work performance. Dissatisfaction with giving felt by employees will have an impact on employee work performance which will also decrease. Employees who receive appropriate compensation will make their best contribution to the company. The limitation of this research is only examining the effect of savings on employee work performance without paying attention to other factors which may have more influence on employee work performance.

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