THE EFFECT OF MOTIVATION, TRAINING AND COMPENSATION ON EMPLOYEE PERFORMANCE AT THE DEPARTMENT OF LOGISTICS

Muhammad Kosim[1]; Prasetyo Harisandi[2]; Fiqih Maria Rabiatul Hariroh[3]; Purwanto[4]

[1]*Universita Pelita Bangsa, muhammadkosim@pelitabangsa.ac.id*
[2]*Universita Pelita Bangsa, prasetyoharisandi@pelitabangsa.ac.id*
[3]*Universita Pelita Bangsa, fiqihmariarabiatulhariroh@pelitabangsa.ac.id*
[4]*Presdient University, purwanto@president.ac.id*

ABSTRACT

The purpose of the study was to determine and analyze the effect of motivation, training and compensation on the performance of employees of PT. Hulane Pacific delta, either partially or simultaneously. The population of this study were all employees of the Engineering department at PT. Hulane Pacific delta, which numbered 10 people. The method of data collection was carried out by questionnaires and documentation studies. The data analysis model used is multiple linear regression using SPSS software. The results showed that motivation,training and Compensation had an effect on employee performance either partially or simultaneously.

Keywords: Motivation, Training, Compensation, Employee Performance

1. Introduction

In the world of business and industry, Human Resources is one of the most important factors that cannot even be separated from an organization, both an institution and a company. Human resources are also the key that determines the development of the company. In essence, human resources are individuals who work as drivers of an organization, both institutions and companies and function as assets that must be trained and developed to achieve the goals of the organization.

(Hasibuan, 2009: 167). Performance is very important in a company to achieve its goals. Employee performance is a very dominant factor in improving company performance. Employee performance is very necessary, because with this performance it will be known how far the employee's ability to carry out the tasks assigned to him. For this reason, it is necessary to determine clear and measurable criteria and jointly set them as a reference. In this case to improve employee performance, there are several factors that are very dominant including; motivation, training, and compensation.

Work motivation is owned by every human being, but there are some people who work more actively than others. Most people who want to work harder if they do not encounter obstacles to realize what is expected. As long as the work motivation is strong, the greater the individual's opportunity to be more consistent with work goals. There are also those who like the urge to work without expecting anything in return, because he finds pleasure and happiness in obtaining the conditions faced and in overcoming difficult situations. Motivation is also something that needs to be considered by the company, because if it is reviewed further, there is a tendency that employees who have high motivation are able to achieve high work performance, whereas those who have low

motivation are less able to meet the targets set by the company. The performance of an employee will be good if their needs for achievement, to gain power and for affiliation are met. If these needs are met in an employee, then the employee will be motivated to work and willing to carry out work activities with good performance.

Someone who is highly motivated, namely people who carry out optimal efforts to achieve their performance. A person who is not motivated, only gives minimum effort when it comes to work. If a group of employees and their superiors have good performance, it will also have an impact on good company performance (Robbins, 2006: 117).

Training (training) is a learning process that involves acquiring skills, concepts, rules, or attitudes to improve workforce performance. . Training will provide an opportunity for employees to develop skills and abilities at work so that what is known and mastered can help employees to understand what should be done and why it should be done, providing opportunities to increase knowledge and expertise. Everyone has their own abilities, but the abilities possessed are not necessarily in accordance with the specifications sought and needed by the company, therefore it is important for the company to carry out training so that employees know what to do and how to do it. Training means the process of helping employees to master special skills or to correct deficiencies in carrying out work (Nawawi, 2003: 112).

Compensation is all types of awards in the form of money or non-money that are given to employees properly and fairly for their services in achieving company goals. Compensation is very important for employees, because the size of compensation is a measure of employee performance, so if the compensation system provided by the company is fair enough for employees, it will encourage employees to do their jobs better and be more responsible for each task that is assigned. given by the company. (Hasibuan, 2009: 110). Compensation is often also referred to as rewards and can be defined as any form of reward given to employees in return for the contributions they make to the organization.

2. Literature Review

a. Concept Development

Employee Motivation and Performance

Motivation is a stimulus from outside in the form of objects or non-objects that can foster encouragement in people to own, enjoy, control or achieve these objects or non-objects. Someone's motivation to do work is because they have a goal to fulfill their life needs. A person will feel worried if his life needs are not met so that this will affect the individual to further increase his motivation. According to Robbins (2002) motivation is the desire to do something and determines the ability to act to satisfy individual needs. With all these needs, a person is required to work harder and be active at work, because with someone who has high motivation in doing his job then one's performance within the company will increase and the company's targets can be achieved. Abdul Hakim (2006) mentions one of the factors that influence employee performance, namely the motivation factor, where motivation is a condition that moves a person to try to achieve goals or achieve the desired results. Baharuddin Latief (2012) argues that with the formation of strong motivation, it will be able to produce good results or performance as well as the quality of the work it carries out. This means that any increase in motivation possessed by employees in implementing work will increase performance. Based on the description above, the hypothesis proposed in this study is that motivation has a positive effect on employee performance.

H1: Motivation has an effect on Employee Performance

Employee Training and Performance

Training (training) is a learning process that involves acquiring skills, concepts, rules, or attitudes to improve the performance of the monkeys. (Simamora: 2006: 273). According to article I paragraph 9 law No.13 of 2003. Job training is the whole activity to provide, obtain, improve, and develop work competence, productivity, discipline, attitude, and work ethic at a certain level of skill and expertise in accordance with the level and position and job qualifications.

The training is more focused on improving the capabilities and expertise of the organization's HR related to the

position or function that is currently the responsibility of the individual concerned (current job oriented). The target to be achieved by a training program is to increase individual performance in the current position or function.

H2: Training has an effect on Employee Performance

Employee Compensation and Performance

Compensation is everything that employees receive as compensation for their work (Handoko, 2008:15). For employees, compensation in tangible forms such as basic compensation and variable compensation is important, because with this compensation they can meet their needs directly, especially their physiological needs. Employees have expectations that the compensation they receive is comparable to that given by the company to other employees, who in their opinion these other employees have the same abilities and performance as themselves. If employee expectations regarding such compensation can be realized by the company, then employees will feel that they are treated fairly by the company. According to Siagian (2003:79), a sense of justice can make employees satisfied with the compensation they receive. Conversely, the company also hopes that the satisfaction felt by employees will be able to motivate these employees to improve their performance, so that company goals can be achieved. According to Agung et al (2019) compensation has a significant effect on employee performance. According to Agustinus (2020) compensation and motivation have a significant influence on employee performance.

H3: Compensation has an effect on Employee Performance
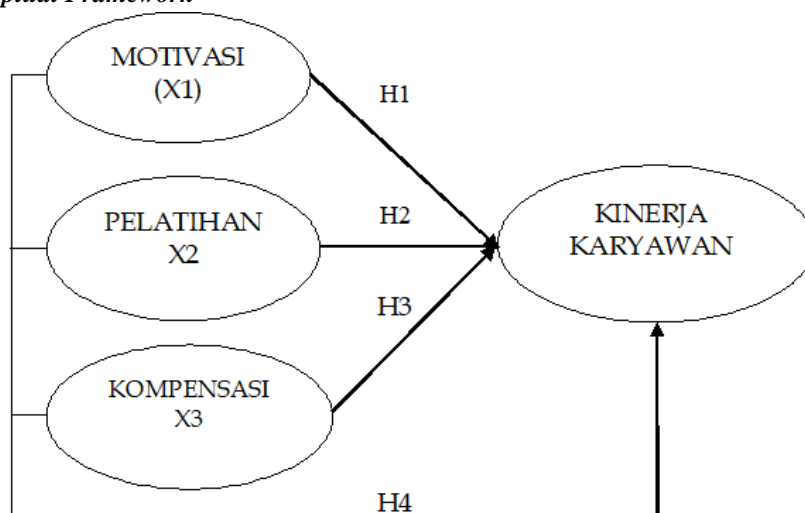
3. Method

3.1 *Conceptual Framework*

Figure 1. Conceptual Framework

Table 1. Variable Operationalization

Variable	Definition	Dimension	Indicator	Measurement
Motivation (X1)	Motivation is the process that explains the intensity, direction, and perseverance of an individual to achieve his goals. (Robbins, 2012)	Motivation	a. Economical Necessity b. A sense of security at work c. Satisfaction in carrying out work d. Develop yourself for a career e. Curiosity about work f. Using new ways g. Teamwork	Using an interval scale of 1-5

Variable	Definition	Dimension	Indicator	Measurement
		Hope	a. The policy of superiors b. Fair in all areas c. A sense of security at work d. There is work achievement award	
		Incentive	a. Commensurate salary b. Health insurance c. Bonus Awarding d. Old age guarantee	
Training (X2)	Training is a systematic effort of the company to improve all knowledge, skills and work attitudes of employees through the learning process to be optimal in carrying out the functions and duties of their positions. Simamora (2004:344)	Skills Knowledge	a. Run errands b. Hold variations a. Flexible concept b. Skills c. Work hard d. Able to communicate e. Curiosity about knowledge f. Open to information and ideas g. His life direction is steady and independent h. Metal agility to think	Using an interval scale of 1-5
Compensation (X3)	Compensation is a form of appreciation given to employees in return for the contribution they provide to PT. Chubb Safes Indonesia (Lukmanul and John, 2012)	-On time -Bonus due to satisfactory work -Transport fees -Promotion increase rank - Award for Work Achievement	- Smooth payment of salaries - Frequent receipt of bonuses - Frequent receipt of bonuses -Fair promotion -Awarding	Using an interval scale of 1-5

Variable	Definition	Dimension	Indicator	Measurement
Performance	Performance is a result of work achieved by a person in carrying out the tasks assigned to him which is based on ability, experience and sincerity and time.	Working quantity Quality of work	a. Working process and working conditions Time required to complete the job work rigidity and quality of work b. Ability to analyze data c. Level of ability to work d. Ability/failure in using tool/machines Ability to cooperate with others Knowledge of the work to which the employee is assigned. Enthusiasm to carry out new tasks in enlarging responsibility.	Using an interval scale of 1-5
		Task Undestanding		

3.2 Hypotheses

A hypothesis is a short-term solution to a research problem that will be proven by the data collected (Arikunto, 2014). Based on theoretical studies, literature review, and conceptual framework, the following hypotheses can be proposed.

- H1: Motivation has an effect on Employee Performance
- H2: Training has an effect on Employee Performance
- H3: Compensation has an effect on Employee Performance

Research Design

This research was carried out using a quantitative research approach with a correlation descriptive design which aims to describe whether there is a relationship between work motivation, training and compensation on employee performance. The sample is part of the number and characteristics possessed by the population. To determine the size of the population, researchers used the census method. Furthermore, Sugiyono (2013: 85) states that saturated sampling is a sampling technique when all members of the population are used as samples. This is often done when the population is relatively small, less than 30 people, or research that wants to make generalizations with small errors. The term saturated sample is a census, where all members of the population are sampled.The data used in this study is to use the saturated sampling method or the census method, which is a method that takes the entire population for used as respondents in this study. Respondents were 20 employees in the Logistics department at PT. Chubb Safes Indonesia.

3.3 Population and Sample

The data collection technique used in this study is by using primary data. The primary data in this study is using data from questionnaires and then processed and analyzed then the data will be presented in the form of tables and narratives. In this study, the analysis technique used is Multiple Linear Regression Analysis. The reason for using this multiple linear regression analysis is because multiple linear regression analysis is a statistical technique that allows to determine the effect of the independent variables on the dependent variable (Ferdinand, 2014).

4. Results and Discussion

The results of the research are based on the results of the analysis used to test the model and test the hypothesis. These results were obtained from data processing using SPSS.

correlation analysis of motivation (X1) to performance (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.831	.733	.788	5.00155

a. Predictors: (Constant), Motivation

The relationship between the motivation variable (X1) and employee performance (Y) the R value in the table above 0.831 is high, meaning that the correlation between the variables x1 to Y is 0.831 (close to 1) this means that there is a very close relationship. This shows that motivation is a condition or energy that moves employees who are directed or focused on achieving maximum performance so that company goals are achieved. To state the size of the contribution (contribution) of the independent variable of motivation (X1) to the dependent variable of employee performance (Y) or coefficient is terminated. The R^2 value is 0.733, meaning that the percentage contribution of the influence of motivational variables on employee performance is 73.3% while the remaining 27.7% is determined by other variables.

correlation analysis of training (X2) to performance(Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.875	.676	.740	4.88874

a. Predictors: (Constant), training

The relationship between X2 and Y as much as the R value in the table above of 0.875 is high, meaning that the correlation between variables X2 to Y is 0.875 (close to 1) When viewed from the amount of correlation efficiency, it shows that the correlation shows that there is a relationship between training variables and employee performance (Amir, 2006: 135). This means, the effect of training is quite high on employee performance because training can help employees learn knowledge, skills and abilities related to a job so that employee achievement increases. To state the size of the contribution (contribution) of the independent variable of training (X2) to the dependent variable of employee performance (Y) or the coefficient R^2 value of 0.676, it means that the percentage of contribution of the influence of the motivation variable on employee performance is 67.6% while the remaining 32.4% is determined by other variables.

Correlation analysis of compensation (X3) to performance (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.838	.757	.761	4.93883

a. Predictors: (Constant),compensation

The relationship between X2 and Y as much as the R value in the table above of 0.838 is high, meaning that the correlation between variables x1 to Y is 0.838 (close to 1). This is that compensation is a condition or energy that moves employees who are directed or directed to achieve maximum performance so that company goals are achieved. To state the size of the contribution (contribution) of the independent variable compensation (X1) to the dependent variable of employee performance (Y) or coefficient, the R^2 value is 0.757, meaning that the percentage

of contribution of the influence of the motivation variable on employee performance is 75.7% while the remaining 23.3% is determined by other variables.

Correlation analysis for motivation, training, and compensation for employee performance

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	35.381	3	11.794	103.413	.005
	Residual	171.519	6	28.586		
	Total	206.900	9			

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

b. Dependent Variable: Performance

Based on the table above F count > F table (103,413 > 4,757) then Ho was rejected. So it can be said that motivation, training and compensation together affect employee performance.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations
		B	Std. Error	Beta			Zero-order
1	(Constant)	60.371	91.939		2.657	.536	
	Motivasi	10.845	1.343	.332	2.778	.006	.881
	Pelatihan	9.696	.882	.400	7.790	.003	.775
	Kompensasi	10.012	1.641	.003	8.007	.004	.838

Based on the Coefficients table that the magnitude of the influence between the motivation variable (X1) on employee performance (Y) calculated by the correlation coefficient is 0.881. This shows a high influence among motivation on employee performance with a significant level of two-sided (2-tailed) correlation coefficient of output yielding a figure of 0.006, because probabilities far below 0.01 or 0.05 indicate an influence and because the calculated t value > the value of the t table or 2.778 > 1.895, Ho is rejected, meaning that the significant regression coefficient or motivation turns out to have a significant effect on employee performance. Based on the Coefficients table that the magnitude of the influence between training variables (X2) on employee performance (Y) calculated by the correlation coefficient is 0.775 or r x1y = 0.775.This shows a high influence among training on employee performance with a significant level of two-sided (2-tailed) correlation coefficient of output yielding a figure of 0.003, because probabilities far below 0.01 or 0.05 indicate an influence and because the calculated t value > the table t value or 7.790 > 1.895, Ho is rejected, meaning that the significant regression coefficient or training turns out to have a significant effect on employee performance.

Based on the Coefficients table that the magnitude of the influence between the variables Compensation (X1), on employee performance (Y) calculated by the correlation coefficient is 0.838 or r x1y = 0.838. This shows a high influence among compensation on employee performance with a significant level of two-sided (2-tailed) correlation coefficient of output yielding a figure of 0.004, because probabilities far below 0.01 or 0.05 indicate an influence and because the calculated t value > the value of t table or 8.007 > 1.895, Ho is rejected, meaning that the significant regression coefficient or compensation turns out to have a significant effect on employee performance.

Discussion

Research obtains findings from research data that is valid and reliable. Research has also produced a feasible model because it shows that the variability of motivation, training and compensation has a significant effect on employee performance. With the contribution (donation) of motivation, training, and compensation to employee performance 81.4% while the remaining 28.6% is known by other factors that the authors did not examine. This research is in line with previous research (Khairul Akhir Lubis, 2008) showing that training and work motivation have a significant effect on employee performance. Then according to (Pudjo Wibowo, 2018) states that compensation and motivation have a partial positive effect on employee performance.

5. Conclusion and Implications

There is a significant influence of motivation, training and compensation on the performance of Pt. Chubb Safes Indonesia employees. This means that the motivation and training that employees have received so far has been able to improve performance, besides that, the compensation provided by the leadership or the company also has an important role to increase employee morale and commitment to the company which in turn has also succeeded in improving employee performance..

References

A.A Anwar Prabu Mangkunegara, *Manajemen Sumber Daya Manusia Perusahaa*n,PT. Remaja Rosdakarya, Bandung,2001

A.A Anwar Prabu mangkunegara, *Evaluasi Kinerja SDM*, PT,Refika Aditama,Bandung, 2005

Deeprose, Donna, *Smart Motivation*, Elex Media Computindo, Jakarta,2003

Duwi Priyatno, *Belajar Cepat Olah Data Statistik SPSS,* Penerbit Andi, Yogyakarta,2011

Duwi Priyatno, *Analisis Korelasi,Regresi dan Multivariate dengan spss*, Gava Media,Yogyakarta, 2013

Guritno, Bambang dan Waridin. *Pengaruh Persepsi Karyawan MengenaiPerilaku Kepemimpinan, Kepuasan Kerja Dan Motivasi Terhadap* Kinerja.JRBI VoL1.No.1, 2005

Handoko. Martin, *Motivasi Daya Penggerak Tingkah Laku*, Kanisius, Yogyakarta, 1992

Handoko, Hani.. *Manajemen Personalia dan Sumberdaya Manusia*. Yogyakarta: BPFE, 2002

Hasibuan, Malayu S.P. *Organisasi dan Motivasi Dasar Peningkatan Produktivitas*. Jakarta : Bumi Aksara, 2003

Hasibuan, Malayu SP, *Manajemen Sumber Daya Manusia,* PT Bumi Aksara, Edisi Revisi, Jakarta, 2003

Henry Simamora,*Manajemen Sumber daya Manusia* Edisi III, STIE YKPN, Yogyakarta, 2003

Istijanto, *Riset Sumber Daya Manusia. Cara Praktis Mendeteksi Dimensi-Dimensi Kerja Karyawan,* PT Gramedia, Jakarta, 2005

Mangkunegara, A.A. Anwar Prabu, *Evaluasi Kinerja Sumber Daya Manusia,* PT Refika Aditama, Cetakan I, Bandung, 2005

Nasution, Mulia, *Manajamen Personalia: Aplikasi dalam Perusahaan,* Djambatan, Jakarta, 2000

Rivai, Veithzal dan Basri. *Performance Appraisal: Sistem Yang Tepat UntukMenilai Kinerja Karyawan Dan Meningkatkan Daya Saing Perusahaan*. PT RAJAGRAFINDO PERSADA. Jakarta, 2005

Robbins, P. Stephen, *Perilaku Organisasi. Konsep, Kontroversi, Aplikasi,* Prenhallindo, Jilid I. Edisi Kedelapan, Jakarta, 2001

Robbins, Stephen. P. *Perilaku organisasi. Edisi Bahasa Indonesia*. PT Indeks Kelompok GRAMEDIA. Jakarta, 2006

Sedarmayanti dan Syarifudin Hidayat, *Metodologi Penelitian*,CV.Mandar Maju, Bandung, 2002

Setiawan, Budi, *Smart Motivation Teknik Praktis Analisis data penelitian Sosisl & Bisnis dengan SPSS*, Penerbit

Andi, Yogkakarta, 2003

Sudarmanto, R. Gunawan, *Analisis Regresi Linear Ganda dengan SPSS,* Graha Ilmu, Edisi Pertama, Cetakan Pertama, Yogyakarta, 2005

Supiyanto, Yudi. *Hubungan Antara Kedisiplinan Kerja Dan Motivasi Kerja Karyawan Dengan Kinerja Karyawan Pada PT Industri Kemasan Semen Gresik . Prospektus,*.Oktober 2011

Suwati, Yuli. *Pengaruh Kompensasi Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT. Tunas Hijau Samarinda. ejournal.* Ilmu Administrasi Bisnis, 2013,