



The effect of financial compensation on employee performance at pt. Bank btpn sungguminasa branch, gowa district

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Article Info

Article history:

Received Jan 29, 2023

Revised Feb. 20, 2023

Accepted March 30, 2023

Keywords:

Financial;
Employee performance;
Compensation.

ABSTRACT

Financial compensation is one of the factors that can affect the level of employee performance. Compensation is an additional base salary that is not expected by employees, but only a part of it can be given only if they have certain achievements or certain skills and are not profitable if asked to complete it as soon as possible, such as reports or receipts that must be reported. This research was conducted using a simple linear regression analysis tool, f-test and t-test to analyze the closeness of a variable relationship. The purpose of this study was to determine the effect of financial compensation on employee performance at pt. bank btpn branch sungguminasa gowa district.

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1. INTRODUCTION

PT. Bank Btpn Sungguminasa Branch, Gowa Regency in the management concept, humans are expected to be able to utilize the workforce fully or as optimally as possible to increase work productivity, which is followed by the creation of full quality relationships and a sense of responsibility and mutual development. Utilization of these human resources and skilled in their respective fields contains the notions of the structure and development of the quality of the workforce related to the development of Human Resources both actual and potential.

The problem of labor compensation has become a national problem since the eighties. In efforts to increase work productivity it is discussed everywhere and it is suggested that 1996 be the year of national productivity. Improving employee work productivity is the responsibility of every company. Through its leaders, this agency is trying its best and in various ways to further maximize the potential of employees to achieve predetermined goals.

Regarding increasing employee work productivity, it is not the monopoly of this institution that seeks profit only, but also is in the interests of organizations that sell their services to the community. Overcoming a growing problem that must be faced at this time is the lack of qualification standards for certain skills, so it is very difficult to obtain a suitable workforce to fill the available vacancies.

Solving this problem, a leader or part of the main leadership of the personnel manager needs to understand the meaning and functions of Human Resource management, to gain effectiveness and efficiency in the company in utilizing a proportional workforce. One can also see the government's efforts to participate in increasing employee productivity, namely by building training centers.

Another aspect that needs to be considered in increasing productivity is the involvement of all members in the agency because in this case it is impossible to achieve it if it is only carried out in certain areas, so that every manager must be consciously invited in the task of increasing the effective use of labor.

It is clear that the use of human resources in increasing productivity is a system problem, because many aspects of work and office activities have an impact on increasing productivity. In this regard, as an agency in this area, PT. BANK BTPN, Sungguminasa Branch, Gowa Regency, has also taken on a role in providing services to the community with an interest in financial matters and other needs. One thing that needs to be considered by PT. BANK BTPN, Sungguminasa Branch, Gowa Regency, these are ways to get a workforce that can provide achievements to support the continuation and development of PT. BANK BTPN, Sungguminasa Branch, Gowa Regency.

Based on the previous background, the authors try to see how increasing compensation in the management of workers can support operations at PT. BANK BTPN Sungguminasa Branch, Gowa Regency, with the title "The Influence of Financial Compensation on Employee Performance at PT. BANK BTPN, Sungguminasa Branch, Gow Regency.

2. RESEARCH METHOD

This research was conducted in Gowa Regency, South Sulawesi, where PT. BANK BTPN, Sungguminasa Branch, Gowa Regency was used as the research object. To collect the data and information needed in this study, the case study method was used and data collection through research, library research, namely research conducted by conducting a direct review of several books (materials literature), and scientific essays that are closely related to the issues discussed. Field research (field research), namely research carried out by way of direct visits to research sites that have been determined. Types of quantitative data, namely data obtained from the office under study in the form of numbers.

obtained directly from the company through observation and interviews. Secondary data, namely data sourced from the company in the form of documentation and written reports that are made periodically.

3. RESULTS AND DISCUSSIONS

Research result

Respondent description

This study describes the effect of financial compensation on improving the performance of employees of PT. BANK BTPN, Sungguminasa Branch, Gowa Regency. It aims to determine how much influence financial compensation can improve employee performance at PT. BANK BTPN, Sungguminasa Branch, Gowa Regency. In this study, using 32 employees as research samples.

Respondent characteristics are useful for describing the description of the respondent's identity according to a predetermined research sample. One of the objectives with the characteristics of the respondents is to provide an overview of the samples in this study. The characteristics of the respondents who became the sample in this study were then grouped according to age, gender, rank, level of education, and years of service.

Table 1. Characteristics of respondents based on age

No	Age	Frequency of Respondents' Answers	
		Person	Percentage
1	25 - 31	16	50.0%
2	34 - 38	8	25.0%
3	40 - 50	8	25.0%
	Amount	32	100%

In table 1 above of the 32 respondents, the age grouping is labeled with age group 1 (25-32 years) which results in 16 people or 50.0%. Age group 2 (34-38 years) as many as 8 people or 25.5%. Age group 3 (40-50 years) as many as 8 people or 25.5%.

Table 2. Characteristics of respondents based on Education

No	Education	Frequency of Respondents' Answers	
		Person	Percentage
1	D3	2	6.3%
2	S1	27	84.4%
3	S2	2	6.3%
4	SENIOR HIGH SCHOOL	1	3.1%

The results of processed data regarding the characteristics of respondents based on the level of education shown in the table above, of the 32 respondents there were 2 people or 6.3% who had D3 education. There are 27 people or 84.4% who have an undergraduate degree. There are 2 people or 6.3% who have master's degree. And there is 1 person or 3.1% who has high school education.

Table 3. Characteristics of respondents based on years of service

No	Years of service	Frequency of Respondents' Answers	
		Person	Percentage
1	1 - 8	22	69%
2	10-30	10	31%
	Amount	32	100%

Processed data regarding the characteristics of respondents based on respondent data in this study generally had 22 people (69%) with 1-8 years of service, and 10 people (31%) with 10-30 years of service.

Variable Description

In the previous chapter it has been described that the purpose of this research is to find out the effect of financial compensation on employee performance at PT. Bank BTPN Sungguminasa Gowa Branch. From the research results, it was obtained a collection of data through a questionnaire filling technique of 32 respondents. In this study, a description of the variables was used to reveal the conditions of the variables in this study.

1. Compensating Variable statement

Table 4. Responses of compensation respondents

Response Statement	Very Agree		Agree		Disagree		Don't agree		Very Don't agree		Score
	F	%	F	%	F	%	F	%	F	%	
X1.1	15	46,9	17	53,1	0	0	0	0	0	0	143
X1.2	5	15,6	16	50,0	7	21,9	4	12,5	0	0	118
X1.3	15	46,9	14	43,8	3	9,4	0	0	0	0	140
X1.4	4	12,5	13	40,6	8	25,0	7	21,9	0	0	110
X1.5	12	37,5	13	40,6	2	6,3	5	15,6	0	0	128
Average											127.8

From the data that has been processed in table 5.6 above, it can be concluded that the respondent's response to the compensation variable (X) is positive by looking at the average of the total score on this variable question of 127.8.

2. Description of employee performance variable (Y) and Bound Variable Score Calculation

Table 5 Respondents' responses to employee performance variables

Response	Very Agree		Agree		Doubtful		Don't agree		Very Don't agree		Score
	F	%	F	%	F	%	F	%	F	%	
Statement											
Y.1	25	78.1	5	15,6	2	6,3	0	0	0	0	151
Y.2	10	31,3	15	46,9	6	18,8	1	3,1	0	0	130
Y.3	7	21,9	8	25,0	15	46,9	1	3,1	1	3,1	115
Y.4	21	65,6	10	31,3	10	31,1	0	0	0	0	148
Y.5	26	81.3	5	15,6	1	3,1	0	0	0	0	153
Average											139.4

From the data that has been processed and presented in the table above, it can be concluded that the respondents' responses regarding employee performance arising from the consequences caused by the compensation variable (X1) are positive by looking at the average of the total score on this question of 139.4 and greater than the batten score variable (x).

Measurement Research Instruments

1. Validity test

The validity test was carried out to determine the level of validity of each question item in the questionnaire (questionnaire). The validity test was carried out on all questions in the instrument, namely by correlating the score of each item with the total score in each construct. The correlation technique used is t-Pearson product moment correlation with one-tailed test.

Table 6. Validity test

Items	Pearsons Correlation	R _{Table}	Information
X1.1	0.407	0.349	Valid
X1.2	0.721	0.349	Valid
X1.3	0.437	0.349	Valid
X1.4	0.824	0.349	Valid
X1.5	0.745	0.349	Valid
Items	Pearsons Correlation	R _{Table}	Information
Y.1	0.553	0.349	Valid
Y.2	0.775	0.349	Valid
Y.3	0.844	0.349	Valid
Y.4	0.564	0.349	Valid
Y.5	0.468	0.349	Valid

Based on the table of validity test results above, it is known that all of the question items used in this study are valid, which is indicated by the value of each question item having a positive Pearson Correlation value and greater than the R_{table} value.

2. Reliability Test

Table 7. Reliability test results

Variables	Cronbach's Alpha	Cronbach, Standard Alpha	Information
Compensation	0.653	0.60	Reliable
Employee performance	0.668	0.60	Reliable

Based on the table of reliability test results, fifteen variable items (questions) have an alpha coefficient greater than 0.60. Based on the provisions above, the variables in this study are reliable.

3. Test the Coefficient of Determination R^2

The coefficient of determination (R^2) is a coefficient that shows the percentage influence of all independent variables. This percentage shows how big the independent variable is (work discipline). The greater the coefficient of determination, the better the dependent variable is in explaining the independent variable.

The coefficient of determination above shows that the R Square value is 0.293, which means that the effect of financial compensation on employee performance is 29.3%, while the remaining 70.7% is influenced by other variables not included in this study.

Discussion

The regression equation can be concluded that there are other variables that affect employee performance outside of those examined by researchers at PT. Bank Btpn Gowa branch, South Sulawesi Province. The results of the validity test show that all rcount values are greater than rtable $n-2 = 30$ (0.349) at a significance level of 5%. This means that each question item/indicator variable of work discipline and employee performance is correlated with the total score and the data collected is declared valid and ready to be analyzed at PT. Bank Btpn, Sungguminasa Branch, Gowa Regency.

The reliability test results obtained a reliability coefficient value that was greater than 0.6. In accordance with the statement, declared reliable (reliable) if the Cronbach's alpha value is greater than 0.6. So, it can be stated that all statements in the questionnaire are reliable. Based on the coefficient of determination above, it can be seen that the R Square value is 0.293 which means that the effect of compensation on employee performance is 29.3% while the remaining 70.7% is influenced by other variables not included in this study.

Based on the results of the t test above, it is known that the regression coefficient value of the variable (X) or compensation is 0.458 so that it can be said that the compensation variable (X) has a positive effect on employee performance of 45.8%. From the results of the regression analysis, it was obtained that the t value was 3.524 > t table was 2.042 and the significance value (sig.) was 0.001 < 0.05. So it can be concluded that H_0 is rejected and H_a is accepted, which means that compensation (X) has a significant effect on employee performance. It is suspected that the existence of compensation has a significant effect on the performance of employees at PT. Bank Btpn, Sunggumisa branch, Gowa district. This means that the hypothesis is accepted, because together with the positive relationship between compensation and employee performance at PT. bank btpn sungguminasa branch gowa district.

4. CONCLUSION

Based on the results of research on the effect of financial compensation on employee performance at PT. Bank Btpn, Sungguminasa branch, Gowa Regency, South Sulawesi Province, it can be concluded that the compensation variable has a significant effect on employee performance. That is, there is employee obedience in the performance of employees of PT. Bank Btpn Sungguminasa gowa branch. Financial compensation is one of the factors that can affect the level of employee performance. Compensation is an additional base salary that is not expected by employees, but only a part of it can be given only if they have certain achievements or certain skills and are not profitable if asked to complete it as soon as possible, such as reports or receipts that must be reported. This research was

conducted using a simple linear regression analysis tool, *f*-test and *t*-test to analyze the closeness of a variable relationship. The purpose of this study was to determine the effect of financial compensation on employee performance at pt. bank btpn branch sungguminasa gowa district.

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