

The Influence Of Compensation And Work Motivation On Employee Performance At Pt Pos Branch Palopo

Nur Elisa^{1*}, Ilham Tahier², Sapar³

¹Management, Faculty of Economics and Bussines, University of Muhammadiyah Palopo,91922, Indonesia

² Management, Faculty of Economics and Bussines, University of Muhammadiyah Palopo,91922, Indonesia

³ Management, Faculty of Economics and Bussines, University of Muhammadiyah Palopo,91922, Indonesia

Corresponding Author Email: nurelisa@student.umpalopo.ac.id

Abstract

This study aims to determine and test how much influence Compensation, Work Motivation, on employee performance at PT Pos Palopo Branch. Research using quantitative methods supported from each respondent (questionnaire) with a sample size of thirty-five respondents of PT Pos Palopo Branch employees .The testing technique used is multiple linear analysis using the SPSS application program. Based on the test results using data analysis shows that the Compensation variable has a positive and significant impact on employee performance at PT Pos Palopo Branch. While the Motivation variable has a positive and significant impact on employee performance at PT Pos Palopo Branch. Employee performance variables have a significant influence on employee performance at PT Pos Palopo Branch. This means that the higher the value of the two independent variables, the higher the employee performance at PT Pos Palopo Branch. The relationship between compensation, motivation and employee performance is very important for employees if the right compensation and motivation are given to employees. then the level of performance and employee productivity will increase.

Keywords: Compensation; Employee Performance; Motivation

1. Introduction

Human Resources (HR) are the main factor in achieving company goals. If the company has potential and competent human resources who can improve the quality and quality of the company, the company's goals will be more easily achieved. In particular, human factors play a very important role in the implementation of company activities. Therefore, companies must always consider human or workforce factors that can determine success in achieving goals. The company's performance and human resources or employees can determine the company's success.

Apart from human resources, improving employee performance also involves family, digital assistance and IT training. Apart from that, one of the pillars of the organization must be management support [1]

One of them can be motivated and compensated to achieve good performance. The process of providing compensation to employees is to improve their performance and encourage them to work sincerely. Motivation is a force within a person that influences the

direction, intensity and sustainability of voluntary actions to realize a common goal. Compensation according to [2] (Kurniawan, 2022) is the achievement of the company towards its employees due to the use of energy or services by employees to the industry.

According to [3] (Asir et al., 2022) The individual and group or organizational performance of an employee who receives appreciation from his or her leadership, whether in the form of material or non-material, is one form of result of the individual performance that has been carried out. Where individual performance is the result of an employee's work which is measured in quality and quantity based on company operational standards.

According to [4] (Hakim & Muhdi, 2020), Compensation can be defined as any type of reward given to workers as recognition for their work for the organization.

PT Pos Indonesia is an Indonesian state-owned company which operates in the postal services sector. Currently it is in the form of a Limited Liability Company and is usually called PT Pos Indonesia. Republic of Indonesia Government Regulation Number 5 of 1995 stipulates this Pos Indonesia business form. This government regulation changed the initial form of Pos Indonesia from a public company (perum) to a private company. Pos Indonesia shares, which were founded in 1746, are fully owned by the Indonesian government. Pos Indonesia currently offers a variety of services, including courier and postal services, as well as finance, retail and property, with support from more than 4,000 post offices and 28,000 postal agents spread throughout Indonesia.

One of the branches of PT Pos Indonesia is then located in South Sulawesi, precisely in the city of Palopo, namely the PT Pos Palopo branch which is located on Jl. Ahmad Yani No.15, Batupasi, North Wara, Palopo City, South Sulawesi. The state-owned logistics office PT POS Indonesia is located in Palopo, South Sulawesi. Delivery of goods, documents, Express Mail Service (EMS), and domestic packages can be done by this post office via Indonesian international post. Apart from having the ability to view Indonesian postal rates on the official website, postal customers can also use the official POS Indonesia website to track or trace their postal shipments online. To do this, customers can use the barcode number listed on the Indonesian postal receipt when the package is sent

It is now considered that the development of digital post in Indonesia is in progress. PT Pos Indonesia (Persero) has begun implementing digital transformation to celebrate its 276th anniversary. This oldest BUMN in Indonesia is considered to have carried out digital transformation. Basically, digital transformation is an effort to change an organization in a better direction in the future because of the benefits of communication. The ultimate goal is to provide value to customers and clients. Digital transformation is not the same as style. Rather, it's because organizations can grow faster, serve customers better, and perform better thanks to digital technology. part of the development of PT POS Indonesia which is highly appreciated because of the presence of the Pospay application. The Pospay application has the ability to meet people's demand for safe and fast financial services. This app shows three products when purchasing goods. The first product is product flow, which means the product is shipped to your home from the warehouse. Second, cash flow, also known as the way money is given to companies that sell products. Third, information flow, which includes information about whether the product has been sent and who sent it. After that, the three were united into one application which is now known as the Pospay super apps. Pospay is a

new financial service from Pos Indonesia. It is hoped that this service can meet the greater financial needs of everyone, especially those who are loyal to Pos Indonesia. The Pospay application shows Pos Indonesia's commitment to changing its system from conventional to digital. This also answers the problems of the digital era which has invaded many industries, including the financial sector, which really needs it.

According to [5] (Rini Astuti & Suhendri, 2020) in the journal shows that compensation has a positive and significant effect on employee performance. Meanwhile, according to [6] (Rozali & Kusnadi, 2020) in his journal that motivation variables have no effect on employee performance. Based on this gap theory, researchers are interested in conducting this research with the title "The Influence Of Compensation And Work Motivation On Employee Performance At Pt Pos Branch Palopo"

2. Methodology

This research uses a quantitative approach using the questionnaire distribution method. To identify certain variables, observations are made on several variables. with research variables divided into independent variables (X1) and independent variables (X2) and dependent variables (Y). The sampling technique in this research used the Saturated Sampling Technique.

3. Result & Discussion

3.1. Results

Validity test

This validity test is used to evaluate the validity of a questionnaire. A questionnaire is said to be valid if it can measure what is desired and can reveal data from the variables studied accurately. As for the explanation of the validity test results on the variables compensation (X1), motivation (X2), and employee performance (Y).

Table 1. Table 1 Validity Test Results

Variable		Rcount	Table	Information
Compensation (X1)	X1.1	0.651	0.324	Valid
	X1.2	0.491	0.324	Valid
	X1.3	0.485	0.324	Valid
	X1.4	0.800	0.324	Valid
	X1.5	0.656	0.324	Valid
	X1.6	0.608	0.324	Valid
	X1.7	0.746	0.324	Valid
	X1.8	0.728	0.324	Valid
Motivation (X2)	X2.1	0.426	0.324	Valid
	X2.2	0.553	0.324	Valid
	X2.3	0.585	0.324	Valid
	X2.4	0.790	0.324	Valid
	X2.5	0.358	0.324	Valid
	X2.6	0.505	0.324	Valid
	X2.7	0.563	0.324	Valid
	X2.8	0.701	0.324	Valid
Employee	Y.1	0.680	0.324	Valid

performance (Y)	Y.2	0.562	0.324	Valid
	Y.3	0.611	0.324	Valid
	Y.4	0.622	0.324	Valid
	Y.5	0.675	0.324	Valid
	Y.6	0.460	0.324	Valid
	Y.7	0.575	0.324	Valid
	Y.8	0.493	0.324	Valid

Source: Spss Data Analysis

Based on Table 1, it can be seen that all statement items measuring the variables Compensation (X1), Motivation (X2), Employee Performance (Y), and all indicator items are declared valid. This result is because the calculated R value is greater than R table. So it can be said that all indicator items that have been prepared can be used in research

Reliability Test

The reliability test is used to determine whether the respondent's answer is reliable or trustworthy. The reliability test is to assess the answer in more than two Cronbach's Alpha tests, the value of which will be compared with the minimum reliability coefficient value. If the Cronbach's Alpha value is > 0.6 , it means that the research instrument can be said to be reliable. However, if the Cronbach's Alpha value is < 0.6 then the research instrument is said to be unreliable (Gozhali, 2016: 47).

The reliability test results show that the Cronbach's Alpha value All variables including Compensation (X1), Motivation (X2), Employee Performance (Y) have values above 0.6, which means they can be said to be reliable.

Multiple Linear Regression Analysis

Multiple linear regression analysis aims to determine or analyze the influence of Compensation (X1), Motivation (X2), as an independent variable (Free) and Employee performance (Y) as a dependent (bound) variable. Multiple linear regression can manage data using SPSS as follows:

Table 2. Multiple Linear Regression Results

(t Test Results)					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
(Constant)	3,062	4,074		,752	,458
X1	,370	.104	,444	3,572	,001
X2	,529	.137	,478	3,847	,001

Based on Table 2, the multiple linear regression equation can be formed as follows:

$$Y = 3.062 + 0.370 (X1) + 0.529 (X2)$$

From the multiple linear regression equation it can be stated that: (1) the constant value is 0.370 with a positive value. This shows that the independent variables consisting of Compensation and Motivation are constant, so the value of the dependent variable, namely employee performance, is 3.062, (2) the coefficient The compensation regression is 0.370 which is positive. This coefficient shows that there is a unidirectional relationship between compensation variables and employee performance. This shows that the better the compensation, the better the employee's performance and vice versa, if compensation decreases, the worse the employee's performance will be, (3) the motivation regression coefficient is 0.529 which is positive. This coefficient shows that there is a unidirectional relationship between motivation variables and employee performance. This shows that the better the motivation, the better the employee's performance and vice versa, if motivation decreases, the worse the employee's performance will be.

F test

The f test is carried out to show the influence of each independent variable on the dependent variable. The criteria are (1) If the significant value is <0.05 on the F test then it can be said to be suitable for research use, (2) if the significant value is >0.05 on the F test then it can be said to be not suitable for research.

Table 3. F Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression on Residual	351,932	2	175,966	32,692	,000b
	172,240	32	5,382		
Total	524.171	34			

Table 3 states that the F test results have a value of 32.692 and a significant value of 0.000 or less than 0.05. So it can be said that this research is suitable for use.

Coefficient of Determination Test (R²)

The value of the Coefficient of Determination (R²) on compensation and motivation has an influence on employee performance as follows:

Table 4 Coefficient of Determination (R²) and Correlation

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.819a	,671	,651	2,320

Table 4 shows that the R value of square (R²) is 0.671, which shows that the contribution of compensation and motivation variables to employee performance at the Palopo branch post office has an influence of 67.1%. while the remainder (100% -67.1% =32.9%) is influenced by other factors. The multiple regression coefficient is used to measure

the simultaneous relationship between compensation and motivation variables on employee performance at the Palopo Branch Post Office. multiple regression coefficient with (R) of 0.819 which states that the correlation or relationship between independent variables together on employee performance has a close relationship of 81.9%.

3.2. Discussion

The Effect of Compensation on Employee Performance

Table 3 from the regression analysis shows the influence of compensation variables on employee performance. The calculated t value is greater than the t table, namely $3.572 > 1.696$, with a significance of 0.01, which indicates that the value is < 0.05 . This shows that the results of the compensation variable have a proven positive and significant impact on employee performance. The company will improve employee performance if the compensation given is in accordance with the contribution of energy and thought they have given.

The results of this research are in line with the research carried out by [7] (Rahmawati & Prijati, 2022) which states that employee performance will increase if the compensation provided by the company is in accordance with the contribution of labor and thoughts provided by the employee. However, if the compensation provided by the company does not match the contribution of labor and thought provided by the employee, employee performance will decline and the company will slow down in achieving its goals.

The Effect of Motivation on Employee Performance

Table 3 shows the influence of motivation variables on employee performance; The calculated t value $< t$ table, namely $3.847 > 1.696$, with a significance of 0.01, which means < 0.05 . This shows that the results of the motivation variable have a proven positive and significant impact on employee performance.

The results of this research are in line with previous research carried out by [8] (Zulfanni & Nugraha, 2021) which reveals that employee performance is influenced by motivation. If employee motivation is high, their performance will be better, which will help the company achieve its goals faster.

4. Conclusion

From the results of the research above regarding the Influence of Compensation and Motivation on Employee Performance at PT Pos Palopo Branch, the following conclusions can be drawn:

1. Compensation variables have a positive and significant impact on employee performance at PT Pos Palopo Branch. Therefore, increasing employee compensation will improve their performance.
2. The results of this research indicate that employee motivation variables have a positive and significant impact on their performance at PT Pos Palopo Branch. In conclusion, it can be concluded that employee motivation can influence their performance.

3. The Compensation and Motivation variables together have a positive and significant influence on employee performance, meaning that the higher the value of the two independent variables, the higher the employee performance at PT Pos Palopo Branch.

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8. Reference

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