



Payroll Information System Effect on Teacher and Staff Satisfaction In Smk Wirasaba

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ABSTRACT

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Information systems are developing in the current global era. It really needs human resources who can develop within one scope of a company. By changing the performance of employees, the influence on the compensation of a company is needed because it affects the level of employee satisfaction at work. This study aims to determine the effect of compensation and job satisfaction on employee performance at Wirasaba Vocational School by collecting data using descriptive and narrative methods with a quantitative approach and conducting observations by giving questionnaires to teachers and staff to support the theories needed in this journal. Suggestion which are given by adding employees in filling out questionnaires to increase data accuracy with the conclusion that there is a positive and significant influence between compensation variables on job satisfaction in performance. By providing additional facilities for teachers and staff to increase the level of job satisfaction and will have an impact on performance teachers and staff.

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1. Introduction

Information systems always evolve until now, used by many agencies and companies and used to help work both internally and externally, to save time and effort for companies and agencies.

Human resources are the key to determine the development of a company in order to achieve company goals (Sofyandi, 2016). Human resources consist of the thinking power and physical power of human being. It means that the ability of human being is determined by the power of thought and physical power. Human resource is the first element and important in every activity carried out.

Compensation is income received by a worker or employee in the form of money or goods as a reward or service provided to the company. Compensation is divided into two, financial and non-financial compensation. This compensation will be used by employees to meet their daily needs. In a school, teachers and staff not only are working.

They face various situations, such as connection with colleague, good policies, rewards received, and opportunities believe that job satisfaction can affect work behavior, work productivity, attendance, labor and employee turnover (Affandi 2016). Based on this background, it can be concluded that the effect of compensation on employee performance has connection and very influential.

2. Method

2.1 Location and Time

This research was conducted at Wirasaba Vocational School with the address at Jalan Syeh Quro No. 74 RT. 12/10 Pasirjengkol Village, Majalaya District, Karawang Regency. The research was carried out for 1 month from June 2021 to July 2021.



2.2 Population and Sample

Population and sample of this research are all employees of SMK Wirasaba with 59 employees including teachers and staff. Sampling is done by interviewing and looking of the calculation of salaries with the previous manual process

2.3 Data Collection Method

This research was conducted by conducting field work with the method of description of the analyst on the resource person with the aim of testing the relationship between compensation and job satisfaction on employee performance. After the data regarding the problem is obtained, then the analysis process is carried out to find the best solution to overcome the problem.

2.4 Validity and Reliability Test

The results of the study were produced by using validity and reliability tests with verification methods carried out by interviewing and providing questionnaires by applying the constraints and lack of the problem at the research site. So it was concluded that the validity and reliability tests were carried out between the compensation variable on employee performance and had a positive value so that it would affect the level of satisfaction at work.

TABLE 1
VARIABLE X VALIDITY TEST RESULTS (COMPENSATION)

No.	Statement	coefficient	Criteria	Description
1	The salary I receive is in line with expectations	0.641	> 0.3	Valid
2	The wages I receive are balance with the workload given.	0.621	> 0.3	Valid
3	The compensation provided by the company referred to the regulations of	0.502	> 0.3	Valid
4	The allowance I received was as expected	0.628	> 0.3	Valid
5	You are satisfied with the facilities provided by the company	0.682	> 0.3	Valid
6	The company pays attention to meeting employee needs and facilities	0.816	> 0.3	Valid
7	I get sick leave and sick rights from the company	0.747	> 0.3	Valid

From the table above shows that the value of the coefficient of validity of each statement is greater than the critical value of 0.30. The results of this study indicate that all statements for the Compensation variable are declared valid. Therefore, the Compensation variable questionnaire in this Study has met the validity requirements and is appropriate to be used as a tool to collect data regarding compensation in this study.

2.5 Y Variable Validity Test (Employee Performance)

Validity according to (Sugiyono 2016:177) shows the degree of accuracy between the data that actually occurs on the object and the data collected by researchers to find the validity of an item; we correlate the item score with the total of these items. The basis for making decisions on the validity test used according to (Sugiyono 2016:177) is as follows:

- a. If the coefficient value is above 0.3 then the statement items in the questionnaire are declared valid.
- b. If the coefficient value is below or equal to 0.3 then the statement items in the questionnaire are declared valid.

TABLE 2
VARIABLE X VALIDITY TEST RESULTS (EMPLOYEE PERFORMANCE)

No.	Statement	coefficient	Criteria	Description
1	I have no difficulties or problems in carrying out the tasks assigned to me	0.523	> 0.3	Valid
2	The company provides an opportunity to take part in my training and self-development	0.594	> 0.3	Valid
3	I feel that awards or work achievements are important	0.622	> 0.3	Valid
4	Company tools and facilities support me at work	0.475	> 0.3	Valid
5	The company gives me the opportunity to work on new things	0.747	> 0.3	Valid
6	I always set a target at work	0.658	> 0.3	Valid

From the table above shows that the value of the coefficient of validity of each statement is greater than the critical value of 0.30. The results of this study indicate that all statements for the employee

performance variable are declared valid. Therefore, the employee performance variable questionnaire in this study has met the validity requirements and is appropriate to be used as a tool to collect data on employee performance in this study.

1.6 Reliability Test

The author also conducted a reliability test with the aim of knowing the consistency of the measuring instrument, whether the measuring instrument used (in this case the questionnaire) was reliable and remained consistent if the measurement was repeated. The basis for making decisions on the reliability test used according to (Sujarweni (2015:172) are as follows:

- a. If the value of Cronbach's Alpha > 0.60, then the question item or statement in the questionnaire is declared reliable.
- b. If Cronbach's Alpha value < 0.60, then the question item or statement in the questionnaire is declared unreliable.

TABLE 3
X1 VARIABLE RELIABILITY TEST RESULTS (COMPENSATION)

Research variable	Cronbach's Alpha	Criteria	Description
Compensation (X1)	0.792	> 0.60	Reliable
Job Satisfaction (X2)	0.604	> 0.60	Reliable
Employee Performance (Y)	0.648	> 0.60	Reliable

The results of the calculations in the test table 4.9 above show that the Cronbach's Alpha value for the Compensation instrument is 0.792; Cronbach's Alpha value for the Job Satisfaction instrument is 0.604; Cronbach's Alpha value for the Employee Performance instrument is 0.648. This shows that the measurement instrument for Compensation, Job Satisfaction, and Employee Performance has a Cronbach alpha value above 0.60 which means that the three instruments are reliable.

3. Results and Discussion



Figure 1. Standard Deviation

In the table above, it can be seen that the highest average value is owned by the Job Satisfaction variable of 30.70 and the lowest average value is owned by the Employee Performance variable of 20.58. Meanwhile, the average variable of Compensation, Job Satisfaction, and Employee Performance is 27.42.

3.1 Normality test

Based on the calculations that the author has done, the average value and standard deviation are presented in the form of a table as follows:

TABLE 3
DESCRIPTIVE STATISTICS

Research variable	N	mean	Std. Deviation
Compensation	50	22.88	3.114
Job satisfaction	50	30.70	2.712
Employee performance	50	20.58	2.167



In the table above, it can be seen that the highest average value is owned by the Job Satisfaction variable of 30.70 and the lowest average value is owned by the Employee Performance variable of 20.58. Meanwhile, the average variable of Compensation, Job Satisfaction, and Employee Performance is 27.42. The highest standard deviation value owned by the Compensation variable, which is 3.114 and the lowest standard deviation owned by Employee Performance of 2.167. This shows that the higher standard deviation value, the more unstable the variable is.

3.2 Math Equations

The calculations used to generate data on the verification method using validation and reliability tests using the Product Moment correlation formula developed by Karl Pearson (in Sambas Ali, 2010, p. 26), as follows:

TABLE 2
RESPONDENT PROFILE BASED ON PRODUCT CATEGORY PURCHASED

Work	Amount	Percent (%)
Productive Teacher	8	16.00
Normative Teacher	9	18.00
Administrative Staff	7	14.00
Foundation Staff	9	18.00
School Guard	1	2.00
Extracurricular Coach	9	18.00
Homeroom Teacher	7	14.00
Total	50	100.00

This validation test can use the product-moment correlation from Pearson. The person correlation formula is as follows (Sugiyono, 2017:267).

$$r_{xy} = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n(\sum x^2) - (\sum x)^2][n(\sum y^2) - (\sum y)^2]}}$$

Description :

r = coefficient of validity of the item sought

x = score obtained from the subject of each item

y = score obtained from the subject of all items

$\sum X$ = total score in distribution X

$\sum Y$ = total score in Y distribusi distribution

$\sum X^2$ = sum of squares on each score X

$\sum Y^2$ = sum of squares on each Y skor score

n = number of respondents

4. Conclusion

There is a positive and significant effect between the Compensation variable on Employee Performance, and job satisfaction on employee performance at Wirasaba Vocational School because it has a Sign value of $0.019 < 0.05$ so that H_0 is rejected or H_a is accepted, which means that if the facilities at the company can be provided properly, the level of performance will increase due to the increase in the level of job satisfaction for teachers and staff of SMK Wirasaba.

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