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Analysis of Wage Levels and Job Satisfaction on Employee Performance of PT. Adira Dinamika Multi Finance Tbk, in the City of Tebing Tinggi

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ABSTRACT

This study aims to determine the effect of Wage Levels and Job Satisfaction on Employee Performance. The effect that we want to know is whether there is an effect of each independent variable on the dependent variable. This type of research is explanatory research that explains the relationship between variables through hypothesis testing. This study uses a sample of 62 respondents who work as employees of PT. Adira Dinamika Multi Finance Tebing Tinggi City. This study uses quantitative research with the help of the IBM SPSS 25.00 application. The results of hypothesis testing use multiple linear regression analysis with one equation that makes Y the dependent variable and the conclusion shows that H1 is accepted, that is, there is a positive influence between the Wage Level variables (X1) on the Employee Performance variable (Y). This means that H1 in this study is accepted because there is a positive influence between the Wage Level variable (X1) on the Employee Performance Variable (Y) on the employees of PT. Adira Dinamika Multi Finance. H2 is also accepted, namely there is a positive influence between the variable job satisfaction (X2) on the employee performance variable (Y). This means that H2 in this study is accepted because there is a positive influence between the Job Satisfaction variable (X2) on the Employee Performance Variable (Y) on the employees of PT. Adira Dinamika Multi Finance. And H3 in this study is also accepted, which shows that the Wage Level (X1) and the Job Satisfaction variable (X2) simultaneously affect Employee Performance (Y). This means that H3 in this study is accepted because the Wage Level (X1) and the Job Satisfaction variable (X2) simultaneously affect Employee Performance (Y) on employees of PT. Adira Dinamika Multi Finance Tebing Tinggi City.

1. Introduction

Human Resource Management is a science and art that regulates the relationship and the role of the workforce so that it is effective and efficient in helping the realization of company goals. Management that regulates the human element is often called personnel management or personnel management which is applied to a company to achieve the desired goals. According to Nawawi (2014), Human Resources are people who work and function as organizational/company assets that can be counted (quantitatively), and Human Resources are the potential that drives the organization. Quality human resources can be seen from the level of maximum employee performance, employee loyalty at work, the level of employee welfare increases, the level of employee job satisfaction increases, increased employee productivity and income. The quality of employees will be better if they have high performance. High performance can be seen from a positive assessment of work results, placing the view of work as a noble thing, work as a meaningful activity (Sinamo, 2011). Thus, good quality employees will realize high employee performance as well.

Based on the results of interviews with one of the employees at PT. Adira Dinamika Multi Finance in Tebing Tinggi City, there are still employees who receive wages below the UMK in Tebing Tinggi City.

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However, for some positions or employees who receive relatively small wages or below the UMK Tebing Tinggi it is not enough to meet the daily needs of themselves and their families. Where the Tebing Tinggi City UMK is IDR 2,537,875.72, marked by the Head of the Tebing Tinggi City Manpower Service, Ir. Iboy Hutapea reports that the Tebing Tinggi City Minimum Wage (UMK) in 2021 is based on the Governor's Decree Number: 111.44/574/ KPTS/2020, regarding the determination of the Tebing Tinggi City Minimum Wage which is the lowest wage and is effective from January 1, 2021. In this case, employees who receive wages below the UMK feel that the abilities or performance they provide are not in accordance with the wages given. Thus causing a decrease in the percentage level of employee performance, this can be seen from not achieving employee performance targets.

And other factors that affect employee performance according to previous research, Tri Ebel Ezra (2017) confirms that job satisfaction is related to a person's feelings or attitudes about the work itself, salary, promotion or educational opportunities, supervision, co-workers, workload and others. In this case, what is meant by this attitude is all things related to work such as supervision, salary, working conditions, experience with skills, fair and non-discriminatory work assessments, good social relations in work, prompt resolution of complaints and complaints. good treatment from the leadership towards employees. However, employee job satisfaction can be seen from the results of the targets achieved by employees per month.

Table 1

Two-wheeled Vehicle Financing at PT. Adira

The Dynamics of Multi Finance in the City of Tebing Tinggi in 2019 – 2020

No	Month	2019	2020
		Unit	Unit
1	January	155	115
2	February	110	120
3	March	125	137
4	April	170	140
5	May	131	157
6	June	115	129
7	July	196	160
8	August	220	158
9	September	146	121
10	October	168	126
11	November	148	132
12	December	215	157
Amount		1,919	1,652

Source: Processed Data (2021)

Looking at the table above, it can be seen that there has been a decrease in the quantity of financing carried out by individual employees of PT. Adira Dinamika Multi Finance in Tebing Tinggi City who did not reach the financing target which showed less than optimal work results where for 2 years, it was seen in 2019 the number of desired financing targets. must reach 1,919 units while in 2020 the number of financing targets decreased from the estimated 1,652 units. In general, the form of this target is determined in product units or rupiah, but there are also companies that determine the target in the form of the amount of profit in a predetermined period (time).

2. Methods

2.1 Location and Time of Research

The research location of PT. Adira Dinamika Multi Finance Kota Tebing Tinggi is located on Jln. Ahmad Yani, Kel. Durian, district. Batipe Kota Tebing Tinggi, North Sumatra 20614, Indonesia.

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2.2 Sample

The sample is part of the number and characteristics possessed by pthe population (Sugiyono, 2012).Based on the information aboveSampling with this method allows the author to perform statistical calculations to determine the two variables to be studiedkuncoro (2012). The method used in this study is a saturated sample, that is, the entire population in the study is sampled, Sugiyono (2012), the sample is the same as the populationsi as much as 62person.

3. Results and Analysis

3.1 Validity test

Testing the validity using SPSS version 25.00 with criteria based on the calculated r value as follows:

a. If r count > r table or – r count < - r table then the statement is declared valid.
b. If r count < r table or – r count > - r table then the statement is declared invalid.

This test was carried out on 30 respondents, then df = 30-k = 30-2 = 28, with = 5%, the r table value was 0.3610 (Ghozali, 2016), then the calculated r value will be compared with the r value table as in table 4.7 below:

Table 2
Validity Test Results

Employee Performance Variable (Y)			
Statement	**rcount**	**rtable**	**Validity**
1	0.559	0.361	VALID
2	0.555	0.361	VALID
3	0.626	0.361	VALID
4	0.758	0.361	VALID
5	0.538	0.361	VALID
Wage Rate Variable (X1)			
Statement	**rcount**	**rtable**	**Validity**
1	0.641	0.361	VALID
2	0.613	0.361	VALID
3	0.748	0.361	VALID
4	0.760	0.361	VALID
Job Satisfaction Variable (X2)			
Statement	**rcount**	**rtable**	**Validity**
1	0.524	0.361	VALID
2	0.565	0.361	VALID
3	0.626	0.361	VALID
4	0.457	0.361	VALID
5	0.605	0.361	VALID

Source: Processed data (2021)

Table 2 shows that all statement points, both variable Y, variable X1 and variable X2 have an r value that is greater than the value of r table, so it can be concluded if all statements of each variable are declared valid.

3.2 Reliability Test

Reliability is an index that shows the extent to which a measuring instrument can be trusted or reliable. According to Sugiyono (2013) a factor is declared reliable if the Cronbach Alpha is greater than 0.6. Based on the results of data processing using SPSS 25.00, the following results are obtained:

Table 3
Reliability Test Results

Variable	***Cronbach Alpha***	**constant**	**Reliability**
Employee Performance Variable (Y)	0.740	0.6	Reliable
Wage Rate Variable (X1)	0.774	0.6	Reliable
Job Satisfaction Variable (X2)	0.707	0.6	Reliable

Source: Data processed from attachment 3 (2021)

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Based on the reliability test using Cronbach Alpha, all research variables are reliable because Cronbach Alpha is greater than 0.6, so the results of this study indicate that the measurement tool in this study has met the reliability test (reliable and can be used as a measuring instrument).

3.3 Classic assumption test

As for testing the classical assumptions with the SPSS 25 . program,00 carried out in this study include:

a. Normality test

Normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution (Ghozali, 2016). Testing the normality of the data can be done using two methods, graphs and statistics. The normality test of the graph method uses a normal probability plot, while the statistical method normality test uses the one sample Kolmogorov Smirnov Test.

Normality test using the graphical method can be seen in the following figure:

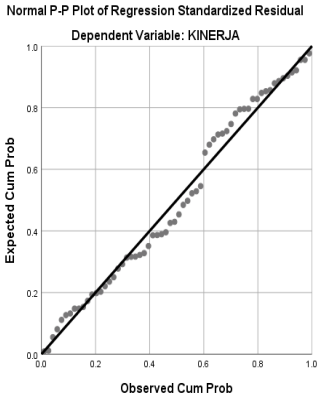

Fig 1. Normal P Plot

Data that is normally distributed will form a straight diagonal line and plotting residual data will be compared with a diagonal line, if the distribution of residual data is normal, the line that describes the actual data will follow the diagonal line (Ghozali, 2016).

The test results using SPSS 25.00 are as follows:

Table 4

Test

One Sample Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			62
Normal Parameters, b	mean		.0000000
	Std. Deviation		2.07949143
Most Extreme Differences	Absolute		.075
	Positive		.074
	negative		-.075
Test Statistics			.075
asymp. Sig. (2-tailed)			.200c,d
Monte Carlo Sig. (2-tailed)	Sig.		.903e
	99% Confidence Interval	Lower Bound	.807
		Upper Bound	1,000

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Based on 62 sampled tables with starting seed 2000000.

Source: Processed data (2021)

From the output in table 4.9, it can be seen that the significance value (Monte Carlo Sig.) of all variables is 0.903. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

b. Multicollinearity Test

The multicollinearity test aims to determine whether there is a correlation between the independent variables in the regression model. The multicollinearity test in this study is seen from the tolerance value or variance inflation factor (VIF). The calculation of the tolerance value or VIF with the SPSS 25.00 for windows program can be seen in Table 4.10 below:

Table 5
Multicollinearity Test Results

Coefficientsa			
		Collinearity Statistics	
Model		Tolerance	VIF
1	(Constant)		
	WAGE LEVEL	.803	1,245
	JOB SATISFACTION	.803	1,245
a. Dependent Variable: PERFORMANCE			

Source: Processed data (2021)

It can be seen that the tolerance value of the wage level variable (X1) is 0.803, the job satisfaction variable (X2) is 0.803 where all of them are greater than 0.10 while the VIF value of the wage level variable (X1) is 1.245, the job satisfaction variable (X2) is 1,245, all of which are smaller than 10. Based on the calculation results above, it can be seen that the tolerance value of all independent variables is greater than 0.10 and the VIF value of all independent variables is also smaller than 10 so that there is no correlation symptom in the independent variables. So it can be concluded that there is no symptom of multicollinearity between independent variables in the regression model.

c. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from the residuals of one observation to another observation. A good regression model is one with homoscedasticity or no heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is the Glejser test, in the Glejser test, if the independent variable is statistically significant in influencing the dependent variable, then there is an indication of heteroscedasticity. On the other hand, if the independent variable is not statistically significant in influencing the dependent variable, then there is no indication of heteroscedasticity. This is observed from the significance probability above the 5% confidence level (Ghozali, 2016).

The results of data processing using SPSS 25.00 show the results in the following table:

Table 6
Glejser Test Results

Coefficientsa			
Model		t	Sig.
	(Constant)	1,684	.097
1	WAGE LEVEL	.538	.593
	JOB SATISFACTION	-.911	.366
a. Dependent Variable: ABS_RES			

Source: Processed data (2021)

The results of the glejser test show that the significance value of the Wage Level variable (X1) is 0.593 and Job Satisfaction (X2) is 0.366, both of which are greater than 0.050 so that it can be concluded that there are no symptoms of heteroscedasticity in this research model.

3.4 Multiple Linear Regression Test

Multiple linear regression testing explains the magnitude of the role of the X1 and X2 variables on the Y variable. Data analysis in this study used multiple linear regression analysis using SPSS 25.00 for windows. The analysis of each variable is described in the following description:

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Table 7
Multiple Linear Regression Results

Coefficientsa

Model	Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta
1 (Constant)	5.147	2,668	
WAGE LEVEL	.383	.134	.339
JOB SATISFACTION	.418	.144	.344

a. Dependent Variable: PERFORMANCE

Source: Processed data (2021)

Based on these results, the multiple linear regression equation has the formulation: Y = a + b1X1 + b2X2 + , in order to obtain the equation: Y = 5.147+ 0.383X1 + 0.418X2.

The description of the multiple linear regression equation above is as follows:

a. The constant value (a) of 5.147 indicates the magnitude of the Y variable if the X1 and X2 variables are equal to zero.
b. The regression coefficient value of the X1 (b1) variable is 0.383, indicating the magnitude of the role of the X1 variable on the Y variable assuming that the variable X2 is constant. This means that if the X1 variable factor increases by 1 unit value, it is predicted that the Y variable will increase by 0.383 unit value with the assumption that the X2 variable is constant.
c. The value of the regression coefficient of the X2 variable (b2) of 0.418 indicates the magnitude of the role of the X2 variable on the Y variable with the assumption that the X1 variable is constant. This means that if the X2 variable factor increases by 1 unit value, it is predicted that the Y variable will increase by 0.418 unit value with the assumption that the X1 variable is constant.

3.5 Coefficient of Determination (R2)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. The greater the value of the coefficient of determination, the better the ability of the independent variable to explain the dependent variable. If the determination (R2) is getting bigger (closer to 1), it can be said that the influence of the X variable is large on the Y variable.

The value used to see the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The value of the coefficient of determination can be seen in Table 4.13 below:

Table 8
Coefficient of Determination

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics R Square Change	F Change	df1	df2	Sig. F Change
1	.580a	.336	.314	2.11444	.336	14,954	2	59	.000

a. Predictors: (Constant), JOB SATISFACTION, WAGE LEVEL
b. Dependent Variable: PERFORMANCE

Source: Processed data (2021)

Based on table 4.13 it can be seen that the adjusted R square value is 0,314 or 31.4%. This shows that variable X1 and variable X2 can explain Variable Y by 31.4%, the remaining 68.6% (100% - 31.4%) is explained by other variables outside this research model.

3.6 Hypothesis test

a. t test (Partial)

The t statistic test is also known as the individual significance test. This test shows how far the influence of the independent variable partially on the dependent variable.

In this study, partial hypothesis testing was carried out on each independent variable as shown in Table 4.14 below:

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Table 9.
Partial Test (t)

Coefficientsa

Model	Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	T	Sig.
1 (Constant)	5.147	2,668		1,929	.059
WAGE LEVEL	.383	.134	.339	2.865	.006
JOB SATISFACTION	.418	.144	.344	2,904	.005

a. Dependent Variable: PERFORMANCE

Source: Processed data (2021)

a) Hypothesis Testing the Effect of Wage Level Variables (X1) on Employee Performance Variables (Y)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

1) Reject the hypothesis if tcount< ttable or -tcount>- ttable or Sig. > 0.05
2) Accept the hypothesis if tcount ttable or -tcount≤- ttable or Sig. < 0.05

From table 9 obtained the tcount value of2.865 With = 5%, ttable (5%; nk = 62-2 = 60) obtained tcount value of 2.865 With = 5%, ttable (5%; nk = 62-2 = 60) obtained ttable value of 2.030 From the description it can be seen that tcount (2.865) > ttable (2.030), as well as the significance value of 0.006 <0.05, it can be concluded that the first hypothesis is accepted, meaning that the wage level variable (X1) has an effect on the employee performance variable (Y). The results of this study are in accordance with the results of research conducted by (Naniek Suryanti, 2017) with the title "The Effect of Wages and Loyalty on Employee Performance on CV. Dwi Jaya Furniture Jepara.

b) Hypothesis Testing the Effect of Job Satisfaction Variables (X2) on Employee Performance Variables (Y)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

1) Reject the hypothesis if tcount< ttable or -tcount>- ttable or Sig. > 0.05
2) Accept the hypothesis if tcount ttable or -tcount≤- ttable or Sig. < 0.05

From table 9, the tcount value is 2,904. With = 5%, ttable (5%; nk = 62-2=60) the ttable value is 2,030. From this description it can be seen that tcount (2,904) > ttable (2,030), and the the significance of 0.005 < 0.05, it can be concluded that the second hypothesis is accepted, meaning that the job satisfaction variable (X2) has an effect on the employee performance variable (Y). The results of this study are in accordance with the results of research conducted by(Naniek Suryanti, 2017) with the title "The Effect of Wages and Loyalty on Employee Performance on CV. Dwi Jaya Furniture Jepara.

b. F Test (Simultaneous)

This basically shows whether all the independent variables included in this model have a joint effect on the dependent variable. The results of the F test can be seen in the following table 4.15:

Table 10
Simultaneous Test Results (F)

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	133,719	2	66,859	14,954	.000b
	Residual	263.781	59	4.471		
	Total	397,500	61			

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), JOB SATISFACTION, WAGE LEVEL

Source: Processed data (2021)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

1) The hypothesis is accepted if the calculated F value > F table or Sig. < 0.05.
2) The hypothesis is rejected if the calculated F value < F table or Sig. > 0.05.

From table 4.15 the Fcount value is 14,954 With = 5%, dk numerator: k=2 dk denominator: nk-1=62-2-1=59 (5%; 3; 59) obtained Ftable value of 3.15 from From the description it can be seen that Fcount (14.954) > Ftable (3.15), and a significance value of 0.000 <0.05, it can be concluded that the third hypothesis is

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accepted, meaning that the wage level variable (X1) and job satisfaction variable (X2) have a joint effect. - same (simultaneous) to employee performance variable (Y).

4. Conclusion

This study tries to answer the research objectives, namely to find out how the Analysis of Wage Levels and Job Satisfaction on the Performance of Employees of PT. Adira Dinamika Multi Finance Tbk, In the City of Tebing Tinggi. The results of hypothesis testing using multiple regression analysis with two independent variables and one dependent variable show that:

a. According to the data obtained or from the results of research conducted by researchers, it shows that there is a positive influence between the variablesWage Rate(X1) to variableEmployee performance(Y). This means that H1 in this study is accepted because there is a positive influence between the variablesWage Rate(X1) on Employee Performance Variables (Y)on employeesPT. Adira Dinamika Multi Finance.
b. According to the data obtained or from the results of research conducted by researchers, it shows that there is a positive influence between the variablesJob Satisfaction (X2) to the variableEmployee performance(Y). It means H_2in this study was accepted because there was a positive influence between the variablesJob Satisfaction (X2) to VariableEmployee performance(Y)on employeesPT. Adira Dinamika Multi Finance.
c. According to the data obtained or from the results of research conducted by the author, it shows thatWage Level (X1) and Job Satisfaction(X2) simultaneously affectsEmployee performance(Y). This means that H4 in this study is accepted becauseWage Rate(X1) andJob satisfaction(X2) simultaneously affectsEmployee Performance (Y) on employees PT. Adira Dinamika Multi Finance.

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