



Effect Of Work Satisfaction, Financial Compensation And Work Competency Of Employee Performance In PT Inter Wahana Nusantara Medan

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ARTICLE INFO

ABSTRACT

Article history:

Received: 02/01/2020

Revised: 10/01/2020

Accepted: 01/02/2020

Keywords:

Job Satisfaction,
Compensation,
Work Competence.
The performance.

This research was conducted at PT Inter Wahana Nusantara Medan. The research objective is to obtain job satisfaction, financial compensation and competence on employee performance at PT Inter Wahana Nusantara Medan. The population and sample in this study were 82 employees. The research method uses multiple linear regression analysis. The results of this study indicate the simultaneous work results of job satisfaction, financial compensation and work competence on employee performance at PT Inter Wahana Nusantara Medan. Partially job satisfaction, financial compensation and work competence on employee performance at PT Inter Wahana Nusantara Medan.

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1. Introduction

Performance is one of the capital for the company to achieve its goals. Job satisfaction plays an active role in employee attitudes at work. Financial compensation is the main impetus for employees in working within the company. Work competency also affects employee performance at the company. Competence shows a rational action that can achieve its objectives satisfactorily based on established conditions

PT Inter Wahana Nusantara is a company engaged in the field of customer goods distributors, located on Pancing Street, West V Block I-5, Warehousing Warehouse II MMTC Complex. In this company there is a decrease in employee performance as seen from the decline in the quality of work of employees and the timeliness of employees in carrying out work that has an impact on not achieving the company's targets.

Employee job satisfaction of PT Inter Wahana Nusantara has decreased, as can be seen from the attitude of employees who have not been able to comply with company regulations and the more severe level of employee turnover that occurs quite frequently each month. This is caused by a management system that has not been satisfactory, career paths lack support from companies and so on.

Financial compensation also plays an active role in decreasing the performance of employees of PT Inter Wahana Nusantara. Where the financial compensation received has not satisfied employees because the increase that occurred was uneven, especially salary where the increase in salary was minimal, besides the time of receipt also often experienced delays. This resulted in employees not wanting to work more optimally.

In terms of employee work placement at PT Inter Wahana Nusantara, it is still not in accordance with the work competencies of the employees, especially in terms of experience and education that employees have is still lacking.





The company PT Inter Wahana Nusantara lack of employee work placements in accordance with work competencies held by employees is still not good in terms of experience and education owned by employees. The number of employees who have education that is not in accordance with their current position so it is less able to support employees working quickly, precisely and efficiently.

Based on the background of the problems that occur in the company, then with the title "The Effect of Job Satisfaction, Financial Compensation and Work Competence on Employee Performance at PT. Inter Wahana Nusantara Medan".

2. Research Methodology

According to Sujarweni (2015: 12) the quantitative approach focuses on the phenomena that have certain characteristics in human life which are called variables. Researchers took the population in this study as many as 82 employees. The sample in this study amounted to 82 people. In this study, data collection related to the problems studied by researchers was carried out by:

- Questionnaire, the questionnaire in the study was distributed to all employees in the company.
- Interviews, interviews conducted with employees at the company.
- Documentation studies, documentation studies used in this research are books, journals, company profiles.

2.1. Data Types and Sources

Research data sources consist of:

- Primary data sources, primary data in this study include the results of filling out questionnaires and interviews.
- Secondary data sources, secondary data in this study include company profiles, organizational structure and data obtained from books, theories and data relating to the problem under study.

2.2. Identification and Operational Definition of Research Variables

The operational definitions for each independent variable and the dependent variable are as follows:

Tabel 1

Definisi Operasional dan Pengukuran Variabel

Variable	Definition	Indicator	Measurement Scale
Job Satisfaction (X ₃)	Always associated with how employees respond to what they receive and the organization because they have done their work or role. Source: Triatna (2015: 110)	1. Discipline 2. Work morale 3. Turnover is small then relatively good employee satisfaction Source :: Hasibuan (2013: 202)	Skala Likert
financial compensation (X ₃)	Rights for employees and the company's obligation to pay. Source: Hasibuan (2013: 118)	1. Wages / Salaries 2. Bonus 3. Incentives Source: Siagian (2013: 268)	Skala Likert
Competence (X ₃)	An ability (skill & knowledge) to carry out or carry out activities or jobs or tasks. Source: Torang (2014: 53)	1. Nature 2. Self-concept 3. Knowledge 4. Skills Source: Wibowo (2014: 273)	Skala Likert
Employee Performance (Y)	The concept is very abstract and requires certain definitions to mention its attributes in detail and in full. Source: Amir (2015: 81)	1. Effective 2. Timeliness 3. Productivity Source: Moeheriono (2014: 113-114)	Skala Likert

3. Results And Discussion

3.1. Classic assumption test

a. Normality test

There are two ways to detect whether residuals are normally distributed or not:

- Test the graph.

One of the easiest ways to see residual normality is to look at a histogram that compares observational data with distributions close to the normal distribution.



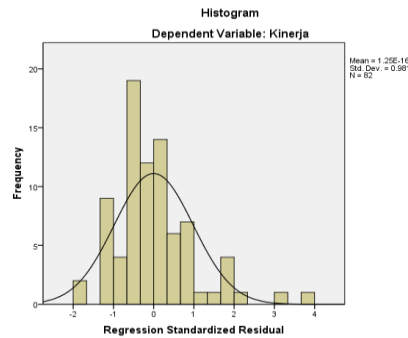


Fig 1. Histogram Normality Test

Source: Research Results, 2019 (Data processed)

The histogram graph in Figure 1 shows that the real data forming a curve line tend to be symmetrical (U) not deviating to the left or right, so it can be said that the data is normally distributed.

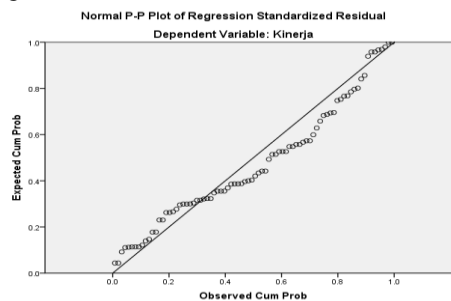


Fig 2. P-P Plot Normality Test

Source: Research Results, 2019 (Data processed)

Figure 2. P-P Normality Chart The plot shows the data spread around the diagonal line, the spread is mostly close to the diagonal line. This means that the data is normally distributed. The following is a statistical normality test using Kolmogorov Smirnov.

Tabel.2.

Kolmogorov Smirnov Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		82
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	4.45792285
Most Extreme Differences	Absolute	.133
	Positive	.133
	Negative	-.075
Kolmogorov-Smirnov Z		1.201
Asymp. Sig. (2-tailed)		.112

a. Test distribution is Normal.

b. Calculated from data.

Source: Research Results, 2019 (Data processed)

Table.2. shows the results of the normality test using the Kolmogorov Smirnov test showing a significant value of $0.112 > 0.05$. Thus the results of the Kolmogorov Smirnov test showed that data were normally distributed.

3.2. Multicollinearity Test

Multicollinearity can also be seen from the value of tolerance and variance inflation factor (VIF). The following multicollinearity test results are:





Table 3.
Multicollinearity Test
Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	KepuasanKerja	.924	1.082
	KompensasiFinansial	.922	1.085
	Kompetensi	.889	1.124

a. Dependent Variable: ABSUT

Source: Research Results, 2019 (Data processed)

Table.3 shows that the tolerance value for the independent variable in this study is job satisfaction of $0.924 > 0.1$, financial compensation of $0.922 > 0.1$ and work competence of $0.889 > 0.1$ while the VIF value for the independent variable in this study namely job satisfaction of $1,082 < 10$, financial compensation of $1,085 < 10$ and work competence of $1,124 < 10$. Thus in the multicollinearity test there was no correlation between the independent variables in this study.

3.3. Heteroscedasticity Test

The way to detect the presence or absence of heteroscedasticity by observing a scatterplot graph is

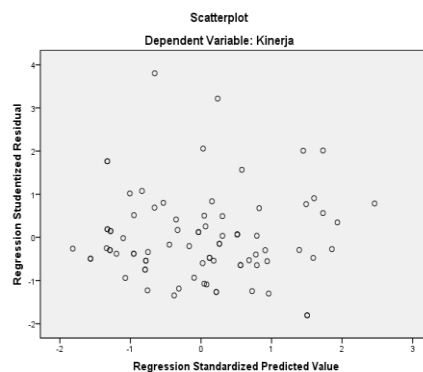


Fig 3. Heteroscedasticity Test

Source: Research Results, 2019 (Data processed)

From the scatterplot graph it is seen that the points spread with unclear patterns both above and below the zero (0) on the Y axis, not gathered in one place, so that from the scatterplot graph it can be concluded that there was no heteroscedasticity in the regression model.

In addition to using scatterplot graphs, to prove the occurrence of heteroscedasticity in this study is the glacier test.

Tabel 4.
Uji Gletjer
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.774	1.113		1.594	.115
	KepuasanKerja	-.032	.044	-.084	-.732	.466
	KompensasiFinansial	.105	.056	.215	1.883	.063
	Kompetensi	.028	.041	.079	.675	.502

a. Dependent Variable: ABSUT

Source: Research Results, 2019 (Data processed)

Table.4. above shows the significant value of the free variable job satisfaction of 0.466 above 0.05, the free variable financial compensation of 0.063 above 0.05 and the independent variable of work





competence of 0.502 above 0.05. The results of the Gletjer test can be concluded that there was no heteroscedasticity problem.

3.4. Research Model

The regression model used is as follows:

Tabel 5.
Results of Multiple Linear Regression Analysis
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.861	1.688		1.103	.273
KepuasanKerja	.349	.066	.457	5.266	.000
KompensasiFinansial	.271	.084	.279	3.211	.002
Kompetensi	.153	.063	.216	2.443	.017

a. Dependent Variable: Kinerja

Source: Research Results, 2019 (Data processed)

Employee Performance = 1,861 + 0,349 Job Satisfaction + 0,271 Financial Compensation + 0,153 Competencies.

A constant of 1.861 states that if the independent variable in this study is job satisfaction, financial compensation and work competence does not increase by one unit or constant, the dependent variable is the performance of employees of PT. Inter Wahana Nusantara Medan at 1,861 units. The regression coefficient of the job satisfaction independent variable is 0.349 and has a positive value, this states that if every increase of 1 job satisfaction free variable will increase the dependent variable of the performance of the employees of PT. Inter Wahana Nusantara Medan of 0.349 units assuming other variables are fixed. The regression coefficient of the financial compensation free variable is 0.271 and has a positive value, this states that if every increase of 1 financial compensation free variable will increase the dependent variable of the performance of the employees of PT. Inter Wahana Nusantara Medan of 0.271 units assuming other variables are fixed. The regression coefficient of the work competent independent variable is 0.153 and has a positive value, this states that if every increase of 1 work competent independent variable will increase the dependent variable of the performance of the employees of PT. Inter Wahana Nusantara Medan of 0.153 units assuming the other variables are fixed.

3.5. Hypothesis Determination Coefficient

The following results of testing the coefficient of determination in the study are:

Tabel 6.
Determination Coefficient
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
dimension0 1	.676 ^a	.458	.437	4.543

a. Predictors: (Constant), Kompetensi, KepuasanKerja, KompensasiFinansial

b. Dependent Variable: Kinerja

Source: Research Results, 2019 (Data processed)

Table 6. The coefficient of determination test results can be seen from the value of Adjusted R Square of 0.437 or 43.7% of the variation of the dependent variable that is the employee's performance which can be explained by the variation of the independent variables that are free of compensation, supervision and work discipline while the remaining 56.3% (100 % - 43.7%) explained by other variables not examined in this study, such as work placement, promotion, work environment and so on.

3.6. Simultaneous Hypothesis Testing (Test F)

The F statistical test basically shows whether all independent variables entered in the model have a simultaneous influence on the dependent variable.





Tabel 7.
Simultaneous Hypothesis Testing
ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1358.000	3	452.667	21.934	.000 ^a
	Residual	1609.719	78	20.637		
	Total	2967.720	81			

a. Predictors: (Constant), Kompetensi, KepuasanKerja, KompensasiFinansial

b. Dependent Variable: Kinerja

Source: Research Results, 2019 (Data processed)

Table 7. free degrees 1 ($df_1 = k - 1 = 3 - 1 = 2$), and free degrees 2 ($df_2 = nk = 82 - 4 = 78$), where n = number of samples, k = number of variables, then the value of F table at the level the significance of 0.05 is 2.72. The test results obtained calculated F value ($21,934 > F$ table (2.72) and a significance probability of $0,000 < 0,05$, meaning that H_0 is rejected and H_a is accepted, that is simultaneously Job Satisfaction, Financial Compensation and Work Competence has positive and significant effect on performance Employees at PT. Inter Wahana Nusantara Medan.

3.7. Partial Hypothesis Testing (t Test)

T test is used to determine whether there is a significant relationship or influence (significant) between the independent variables partially on the dependent variable.

Tabel 8.
Partial Hypothesis Testing
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.861	1.688		1.103	.273
	KepuasanKerja	.349	.066	.457	5.266	.000
	KompensasiFinansial	.271	.084	.279	3.211	.002
	Kompetensi	.153	.063	.216	2.443	.017

a. Dependent Variable: Kinerja

Source: Research Results, 2019 (Data processed)

The value of the table for probability 0.05 in degrees of freedom ($df = 82 - 3 = 79$) is 1.991. Thus the results of partial hypothesis testing can be explained as follows: The partial hypothesis test results obtained tcount value of $5.266 > t$ table of 1.991 and significant of $0,000 < 0,05$, meaning that H_0 is rejected and H_a is accepted that partially Job Satisfaction has a positive and significant effect on Employee Performance at PT. Inter Wahana Nusantara Medan. The partial hypothesis testing results obtained tcount value of $3.211 > t$ table of 1.991 and significant of $0,002 < 0,05$, means that H_0 is rejected and H_a is accepted, that is partially Financial Compensation has positive and significant effect on Employee Performance at PT. Inter Wahana Nusantara Medan. The partial hypothesis test calculation results obtained tcount of $2.443 > t$ table of 1.991 and a significance of $0,017 < 0,05$, meaning that H_0 is rejected and H_a is accepted, that is partially Work Competence has a positive and significant effect on Employee Performance at PT. Inter Wahana Nusantara Medan.

3.8. Discussion

a. Effect of Job Satisfaction on Employee Performance of PT. Inter Wahana Nusantara Medan

The results of calculation of hypothesis testing partially obtained tcount value of $5.266 > t$ table of 1.991 and significant of $0,000 < 0,05$, means that H_0 is rejected and H_a is accepted that partially Job Satisfaction has a positive and significant effect on Employee Performance at PT. Inter Wahana Nusantara Medan. Employee job satisfaction of PT Inter Wahana Nusantara has decreased, as can be seen from the attitude of employees who have not been able to comply with company regulations and the more severe level of employee turnover that occurs quite frequently each month. This is caused by a management system that has not been satisfactory, career paths lack support from companies and so on.





b. The Effect of Financial Compensation on Employee Performance of PT. Inter Wahana Nusantara Medan

The calculation result of hypothesis testing partially obtained tcount value of $3.211 > t$ table of 1.991 and significant of $0.002 < 0.05$, means that H_0 is rejected and H_a is accepted, that is partially Financial Compensation has positive and significant effect on Employee Performance at PT. Inter Wahana Nusantara Medan. Financial compensation also plays an active role in decreasing the performance of employees of PT Inter Wahana Nusantara. Where the financial compensation received has not satisfied employees because the increase that occurred was uneven, especially salary where the increase in salary was minimal, besides the time of receipt also often experienced delays. This resulted in employees not wanting to work more optimally.

c. The Effect of Financial Compensation on Employee Performance of PT. Inter Wahana Nusantara Medan

The results of calculation of hypothesis testing partially obtained tcount value of $2.443 > t$ table of 1.991 and a significance of $0.017 < 0.05$, means that H_0 is rejected and H_a is accepted, that is partially Work Competence has a positive and significant effect on Employee Performance at PT. Inter Wahana Nusantara Medan. In terms of employee work placement at PT Inter Wahana Nusantara, it is still not in accordance with the work competencies of the employees, especially in terms of experience and education that employees have is still lacking. The company PT Inter Wahana Nusantara lack of employee work placements in accordance with work competencies held by employees is still not good in terms of experience and education owned by employees. The number of employees who have education that is not in accordance with their current position so it is less able to support employees working quickly, precisely and efficiently.

4. Conclusion

Based on the results and discussion that can be collected ie

- a) Partially Job Satisfaction has a positive and significant effect on Employee Performance at PT. Inter Wahana Nusantara Medan.
- b) Partially Financial Compensation has positive and significant effect on Employee Performance at PT. Inter Wahana Nusantara Medan.
- c) Partially Work Competence has a positive and significant effect on Employee Performance at PT. Inter Wahana Nusantara Medan.
- d) Simultaneously Job Satisfaction, Financial Compensation and Work Competence have a positive and significant effect on Employee Performance at PT. Inter Wahana Nusantara Medan.

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