



**THE INFLUENCE OF COMPENSATION AND MOTIVATION ON EMPLOYEE PERFORMANCE (STUDY OF NAN TONGGA BEACH PARIAMAN HOTEL EMPLOYEES)**

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**ABSTRACT**

*The purpose of this study was to find the effect of compensation and motivation on employee performance. The object used is Nan Tongga Beach Pariaman Hotel, this paper uses a total sampling technique. Data obtained from the distribution of questionnaires to hotel employees nan tongga beach. This paper is included in the research explanation using a quantitative approach. The data analysis method used in this paper is multiple linear regression analysis. The results showed that partially compensation had a positive and significant effect on employee performance. Motivation has no influence and is not significant to employee performance.*

**Keywords:** *Compensation, motivation, employee performance*

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**INTRODUCTION**

Competition in the business world today is very tight. Companies compete to be the best. To become an advanced company, of course the company must have reliable human resources. These activities can take the form of managing the company's human resources as well as work implementation processes needed to achieve company goals. Human resources are one of the main factors that are very important in an organization, because humans are dynamic resources and are always needed in every organizational activity. The employees in an organization really determine whether the organization is running well or not.

Compensation is very influential on employee performance, providing compensation is expected to increase employee enthusiasm and performance in carrying out their duties. Sometimes problems occur where the compensation given by the hotel is sometimes not in accordance with the additional tasks or work assigned to employees, and compensation for salaries, wages and incentives is often late where the hotel should give more bonuses to employees who do work outside of working hours and It is a good idea for the hotel to provide compensation indirectly, which is why employee morale in completing tasks decreases and sometimes they are lazy in carrying out their tasks. And sometimes the division of working hours is sometimes placed too heavily on employees who want to do the work, but sometimes overtime pay is not given and sometimes it is not in accordance with what will be given.

"Motivation is the driving force that causes a member of an organization to be willing and willing to mobilize abilities in the form of expertise or skills,

energy and time to carry out various activities that are their responsibility and fulfill their obligations, in order to achieve the goals and various targets of the organization that have been determined previously" (Suwati, 2013). Motivation at work greatly influences an employee's performance, at the Nan Tangga Beach Pariaman Hotel, their employees' motivation at work is lacking due to the factors that exist in the hotel where sometimes employees are not motivated to work if there is other work given to them, and often procrastinate. postpone work if there are activities being held at the hotel.

Employee performance is a very important factor for a company. Performance is a manifestation of an employee's work behavior which is displayed as work performance in accordance with their role in a company within a certain period of time. This is because employee performance determines the success and survival of the company. In every organization, humans are one of the most important components in bringing the organization to life. Work discipline is an employee's conscious attitude or willingness to carry out and obey the rules set by the company. Employees with good work discipline are expected to be able to carry out and complete the work they are responsible for effectively, efficiently and on time. A person who has discipline tends to work according to the rules and obligations imposed on him. So discipline is obedience that is truly supported by awareness of carrying out one's duties and obligations and behaving in a certain way in a certain environment.

### **The Effect of Compensation on Employee Performance**

Compensation has a positive effect on employee performance, it can be seen that the better the compensation received by the employee, the higher the employee's performance, and vice versa, the worse the compensation received by the employee, the lower the employee's performance will be. Therefore, if employee compensation needs are met by providing compensation that suits employee needs, employee performance can increase.

According to research (Suwati, 2013), providing appropriate compensation that is accepted by employees will improve employee performance at PT. Samarinda Green Shoots. Such as direct compensation issues, including salary/wages and incentive wages. The problems that exist at PT. Tunas Hijau Samarinda is a delay in paying employee salaries/wages every month, resulting in employee performance decreasing and even resigning from the company. This means that salaries/wages must be paid on time, there should be no delays, so that employee confidence in the bona fides of the company will be greater, calm and concentration at work will be better. If compensation payments are not made on time, it will result in decreased employee discipline, morale and enthusiasm for work.

Research conducted by (Tanto Wijaya, 2015) states that compensation has a positive and significant effect on employee performance at UD Mente Bali Sejahtera. This means that the higher the compensation, the more employee motivation will increase in achieving high performance. Other research also states that there is an influence between compensation and employee performance. Every employee in a company is not necessarily willing to give their full capabilities, so there is still a need for encouragement from the company. Every company expects its employees to provide maximum performance, in order to

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have a positive impact on the company. Companies need to provide high compensation for employees, so that employees will provide reciprocity in the form of a positive influence on the employee's own performance. This will also have a positive impact on the company. Study

H<sub>1</sub>: It is suspected that compensation has a positive and significant effect on employee performance.

### **The Effect of Motivation on Employee Performance**

Motivation matters positive towards employee performance, this shows that the higher the employee's motivation, the employee's performance will increase and vice versa, the lower the employee's motivation, the lower the employee's performance will be. The work carried out by employees really requires expertise, because each employee does not necessarily master the various skills they have, learning about what they do can improve the employee's performance.

According to research (Suwati, 2013) suggests that there is a positive relationship between motivation and employee performance, high levels of employee motivation are related to the tendency to achieve a fairly high level of employee performance. Motivation is a psychological predisposition for behavior, namely that humans behave depending on their motivation. the driving force that causes a member of an organization to be willing and willing to mobilize abilities in the form of expertise or skills, energy and time to carry out various activities that are their responsibility and fulfill their obligations, in order to achieve the goals and various targets of the organization that have been determined previously.

Research conducted by (Damayanti & Sumaryati, 2013) states that there is a positive influence between motivation and employee performance at regional drinking water companies (PDAM) in Surakarta. The motivation you have should also be able to improve employee performance so that company goals are achieved. Companies also have leaders in the company who can create good motivation, so company leaders should be able to improve employee performance at work. The motivation that employees have should always remain with them when working so that employee performance will continue to improve and be good. Study

H<sub>2</sub>: It is suspected that motivation has a positive and significant effect on employee performance

### **RESEARCH METHODS**

The type of research used is quantitative research and takes the form of numbers and hypotheses. The population in this study were 43 employees of the Nan Tongga Beach Pariaman Hotel. The total sample of 43 people was taken using the census/total sampling technique. The data source for primary data is a questionnaire obtained from the hotel next to Pariaman Beach.

The operational definitions and indicators of each research variable are presented in table 1 below:

**Table 1**  
**Operational Definition of Research Variables**

No	Variable	Definition	Indicator	Source	Measuring Scale
1	<b>Performance (Y)</b>	Performance is the result or level of a person's overall success during a certain period.	1. Amount work 2. Quality of work 3. Punctuality 4. Presence 5. Ability cooperation	Suwati (2013a)	Likert scale
2	<b>Compensation (X<sub>1</sub>)</b>	Compensation is a form of income in the form of money, direct or indirect goods received by employees as compensation for services provided to them company	1. Wages 2. Incentive 3. Allowance 6. Facility	Posuma (2013)	Likert Scale
3	<b>Motivation (X<sub>2</sub>)</b>	giving individual encouragement to act which causes the person to behave in a certain way that leads to a goal.	1. Employee Behavior 2. Business Employee 4. Employee Persistence	Murty Hudiwinarsih (2012).	Likert Scale

Variables in this research are generally about something in form and have been determined by the researcher so that it can be understood so that it can be obtained so that information about these things can be obtained and conclusions can be drawn.

This research contains 3 variables, namely the dependent variable, independent variable and moderating measurement variable. The dependent variable in this research is Employee Performance (Y), the independent variables are Compensation (X<sub>1</sub>), Motivation (X<sub>2</sub>),

Data analysis techniques use research instrument tests (validity test and reliability test, normality test, multicollinearity test, heteroscedasticity test, descriptive count, multiple regression count, hypothesis test (T test)).

## RESULTS AND DISCUSSION

This research aims to obtain empirical evidence of the influence of compensation and motivation on employee performance (Hotel Nan Tongga Beach Pariaman). To prove this statement, a data information collection process is first carried out. Test this research instrument using the method:

Kolmogorov Smirnov Normality Test Results

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**Table 2**  
**Normality test**

		Standardized Residuals
N		43
Normal Parametersa	Mean	.0000000
	Std. Deviation	.97590007
Most Extreme Differences	Absolute	,091
	Positive	,091
	Negative	-.059
Kolmogorov-Smirnov Z		,594
Asymp. Sig. (2-tailed)		,872

Source: SPSS data

Based on table 2 above, the One Sample Kolmogorov Smirnov Test results show asymp. Sig Unstandardized residual is 0.827. It can be concluded that the significant value is greater than alpha 0.05, thus the normality test results show that the data is normally distributed.

Multicollinearity Test Results

**Table 3**  
**Multicollinearity Test**

	Tolerance	VIF
X1	0.941	1,063
X2	0.941	1,063

a. Dependent Variable: y

Source: SPSS data

Based on the multicollinearity test, it shows that the tolerance value of each variable is above 0.1 and the VIF value is below 10, so the conclusion is that there is no multicollinearity problem.

Heteroscedasticity Test Results

**Table 4**  
**Heteroscedasticity Test**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,948	3,375		0.577	0.567
	x1	0.007	0.066	0.016	0.098	0.922
	x2	0.062	0.133	0.076	0.466	0.644

Source: SPSS data

Based on the results Heteroscedasticity test above shows that the significant value of Compensation is  $0.922 > 0.05$  (X1) the significant value of Motivation (X2) is  $0.644 > 0.05$ , so this research is free from symptoms of heteroscedasticity and is worthy of research.

## Results of Multiple Regression Analysis

Table 5

### Results of Multiple Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13,677	6,292		2,174	0.036
	x1	0.379	0.124	0.436	3,065	0.004
	x2	0.233	0.248	0.134	0.941	0.353

Source: SPSS data

Based on the table above, the results of the multiple linear regression equation provide the assumption that:

1. The constant value is 13,677, which means that if the variables studied, in this case Compensation for Employee Performance, and Motivation for Employee Performance are assumed to be zero. So employee performance remains 13,677.
2. If the regression coefficient value of Compensation on Employee Performance is 0.379, which means that if Compensation for Employee Performance increases by one unit, it will increase Employee Performance by 0.379 assuming other variables are constant.
3. If the regression coefficient value is 0.233 for Motivation on Employee Performance, this means that the relationship between Motivation and Employee Performance increases by one unit, which will increase employee performance by 0.233 assuming other variables are constant.

### Partial Test (t Test)

Table 6

### Hypothesis Test (T-Test)

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	
	B	Std. Error	Beta			
1	(Constant)	13,677	6,292		2,174	,036
	x1	,379	.124	,436	3,065	,004
	x2	,233	,248	.134	,941	,353

Source: SPSS data

Based on the table above, it can be concluded as follows:

1. Test Hypothesis One  
From the calculation results, the Compensation variable has a calculated t of 3.065, which means it is bigger than the t table, which is 2.01954 and a sig value of 0.04, which means it is smaller than the significance level of 0.05. So it can be concluded that Ha is accepted, which shows that audit ethics partially influences employee performance.
2. Test Hypothesis Two  
From the calculation results, The Motivation variable has a calculated t of 0.941, which means it is smaller than the t table, which is 2.01954 and a sig value of 0.353, which means it is smaller than the significance level of 0.05. So it can be concluded that H0 is rejected and Ha is accepted, which shows

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that motivation partially influences employee performance.

## **DISCUSSION**

### **The Effect of Compensation on Employee Performance at the Nan Tongga Beach Pariaman Hotel**

Based on the test results of the first hypothesis in this research which states that compensation has a positive and significant effect on employee performance at the Nan Tongga Beach Pariaman Hotel, therefore the first hypothesis is accepted. It can be concluded that the first hypothesis is accepted which shows that compensation partially influences employee performance.

Compensation greatly influences employee performance. The results of this research show that there is a significant relationship between compensation and work performance. The better the compensation given to employees, the more the employee's performance will increase, where with good compensation it will encourage employees to do their work well and employees expect rewards from the results of their work. This research is the same as previous research conducted by (Tanto Wijaya, 2015) based on the results of the analysis carried out, it was stated that compensation had a positive and significant effect on employee performance at UD Mente Bali Sejahtera.

### **The Influence of Motivation on Employee Performance at the Nan Tongga Beach Pariaman Hotel**

Based on the results of testing the second hypothesis in this research which states that motivation does not have a positive and significant effect on employee performance at the Nan Tongga Beach Pariaman Hotel, therefore the second hypothesis is rejected. It can be concluded that the second hypothesis is rejected, indicating that motivation partially has no significant effect on employee performance.

Motivation does not affect employee performance, which means that motivation does not have a significant positive effect, namely the presence of punishments in the form of sanctions, suspensions, demotion or imposition of fines, etc. on employees. In this case, the company provides a warning letter to employees who are absent from work and if there is no change from the employee, they will be expelled from the company.

This result is the same as previous research (Suwati, 2013). Motivation has no positive effect significant Providing work motivation has no effect on employee performance at CV. Jamko Karya, which means that motivation is not the dominant factor in improving employee performance.

## CONCLUSION

From primary data obtained from distributing questionnaires, reliability testing is carried out to determine that respondents' answers to statements are consistent from time to time. And validity testing is carried out to measure whether a questionnaire is valid or not. The results of the reliability and validity tests show that all statements in each variable are reliable and valid.

The classical assumption test which includes the multicollinearity test, heteroscedasticity test and normality test shows that in the regression model there is no correlation between the independent variables and there is no heteroscedasticity and it has a normal distribution.

From the discussion that has been described, the following conclusions can be drawn:

1. The results of testing the compensation variable (X<sub>2</sub>) hypothetically have a positive and significant effect on employee performance at the Nan Tongga Pariaman Hotel, so that increasing compensation will also increase employee performance.
2. The results of testing the motivation variable (X<sub>2</sub>) hypothetically do not have a positive and significant effect on employee performance. In the sense that so far motivation has been quite good and Hotel Nan Tongga Pariaman is able to motivate employees well, such as giving awards, attention, and participation given fairly so that there is no social jealousy between employees and can improve employee performance so that it does not affect employee performance.

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