

ANALYSIS THE EFFECT OF COMPENSATION AND MOTIVATION ON EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION IN PT. BERSIH BIJAK SEJAHTERA

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ABSTRACT

Basically an employee in implementing obligations is charged with expected to show a performance the best that could shown by the employee. Performance should be measured by the that it can be seen the extent to which the development of the performance of a clerk in particular and organization in general. The purpose of this research that is as follows: 1) To test the influence of compensation on job satisfaction in PT. BBS. 2) To test the influence of motivation on job satisfaction in PT. BBS. 3) To test the influence of job satisfaction on performance in PT. BBS. 4) To test the influence of compensation on performance in PT. BBS. 5) To test the influence of motivation on performance in PT. BBS and 6) To test the influence of compensation and motivation for the employee performance with satisfaction work as variable intervening in PT.BBS Approach research used in this research was quantitative. A population in this research were 105 people, who is an employee production line on PT. BBS are having tenure on the 1 year with total sample are 52 samples. Analysis techniques using path analysis. Based on the research done and discussion has been done so conclusions research results degradable as follows: 1) Compensation influences work satisfaction employees means that a compensation obviously may increase or decrease work performance, job satisfaction 2) Motivation influences an employee job satisfaction in PT. BBS. 3) Job satisfaction influences employee performance in PT. BBS, that means that higher satisfaction work in those things hit conformity of work, wages, promotion, colleagues and that supervision by company hence employee performance to increase. 4) Compensation influences employee performance in PT. BBS, that means that the more improved material compensation, social compensation and activity compensation, so the employee performance increased. 5) Motivation influences employee performance in PT. BBS are means that higher thrust in meeting the needs of physiological, a security needs, impulse social needs, encouragement of the needs of self esteem and encouragement soul actualitation and employee performance to increase. 6) Compensation and motivation impact on the employee performance with job satisfaction as variable intervening in PT. BBS.

Keywords: Compensation, Motivation, Employee Performance and Job Satisfaction

INTRODUCTION

A good performance will encourage moral a clerk to do better that he had high achievement (Robbins, 2014:78). Performance is benchmark for its success employees in working company, in which the performance and improved they by itself the good company short term as well as the long term for maximum. The often done in an effort to the measurement of the employee performance by indicators both in quality, the quantity and period of completion work done employees. The performance of the employees can be achieved through a planning precisely in accordance with the provisions and hope employees in working company. This condition is making a reciprocal relation between employees and companies are important in the process of increasing employee performance.

Research results Wahyono (2009) shows that simultaneously there are significant impact, variable extrinsic motivation for employee performance. A partial variable free of the external motivation and corporate culture significant on performance employee with variable dominant variable motivation external dominant influence on the performance of sugar factory workers Kebonagung, Malang. Research results Abdulloh (2006) shows that work satisfaction employees be important to increase employee performance and its effect in research is directly, but the work satisfaction, namely work itself has influence the most powerful compared with other indicators, namely the opportunity promotion, colleagues, and supervision.

Performance achievement in an employee is not only a coincidence but a lot of factors affect, any one of them that give compensation. Company policy relating to compensation is part of a reciprocal relation between organization or company with human resources. The employees would be motivated to do the responsibility for their work if it understand and seen right will the needs of employees that fundamentally they work for get the money. For when compensation is provided precisely and right, so the employees will have performance and motivated to toward the goals company. But if compensation is provided inadequate or inaccurate, so employee performance will decline. Compensation be rights of the employees about what for workers as exchange over contribution to organization.

In compensation there are system connecting it with performance. By compensating to workers awarded based on performance and not based on seniority or the number of working hours (Wibowo, 2007:134). The importance of compensation as one of indicators satisfaction in working hard estimated, because employees views about money or recompense directly seems very subjective and maybe is something that is distinctive in a job. Compensation important for employees as individuals because the size of the compensation reflect size value their work of employees itself, the family and social. Then compensation program also companies is important, with it reflects efforts organization to maintain human resources. Besides satisfaction work and compensation is one factor again that influence the performance that is motivation.

In terms of occupation , motivation is one important factor in encouraging an employee to work. Motivation reflect thrust for someone to contribute by might by the organization to achieve its objectives. Motivation is also the driverwho created the excitement work for them to cooperate, perform effectively, and is integrating in all of an effort to reach satisfaction.

The performance employees did not regardless of the company to create satisfaction work. Satisfaction own work can be defined as an emotional fun and loved her other good deeds with the discipline benchmarks, moral work and turnover employees. Satisfaction is basically general attitude towards their job someone, showing a difference between the amount of appreciation for workers and the amount they believed they were due to receive. Satisfaction employment was driving key moral work, discipline and work performance employees in

support of the realization of the company. A clerk who work well and produce a good performance would be satisfied, for he has been able to provide hasi the best.

Job satisfaction employees are the targets important in human resources management, because directly or indirectly will affect work productivity. A phenomenon can make damage to the companies condition is the low satisfaction work employees where arising such symptoms of them are lazy, many complaints, low work performance, training employees and other symptoms negative. But high satisfaction sought by companies from can be linked to a positive outcome for them. Job satisfaction high indicates a company has managed well and management effective

Job satisfaction also reflects the emotional state employees where occurred and does not happen the common ground or between the gained employment services an employee of the company or organization by degree of value for services is desirable by employees concerned. Job satisfaction employees to reflect on the emotional state employees can be shown of the company in support of satisfaction at work, for example by giving appropriate salary for them, on the promotion clearly and variously shaped facilities support efforts to create satisfaction at work.

PT. BBS for have employees performing good, motivated and compensation good, so that the employees would be satisfied in working and will give the best in the process of work. To get satisfaction work from the staff of this then the PT. BBS must be able to provide compensation according to work, in addition the performance of work also must be created to give flavor satisfied for employees that would give the results of the process work good.

LITERATURE REVIEW

According Simamora (2011:540) compensation is “What accepted by the employees instead of their contribution to the organization”. According Mangkunegara (2011:83) “Compensation too be defined as a process administration wage or salary involving consideration or balance calculation”. So it can be concluded that compensation is considered as something similar. In human resources management, a reward that money is in the form of compensation given to employees as the award of their services. Besides the prize wage or salary also classified as a form of compensation is provided for employees.

Motivation deriving from latin movere, word is basically a motive which means encouragement, cause or reason someone do something. Thus motivation mean a condition that push or being because someone do a deed or activities (Nawawi, 2009). According Mangkunegara, (2012:61) defines that motivation is a condition or energy that drives self employees who directed or were loyal to achieve the purpose of the organization. While motive itself is an encouragement in self needs employees who need to be fulfilled so the employee can conform to its environment. So we can conclude that motivation is things that encourage somebody to perform a certain action in achieving the purpose.

According Luthans (2011:243), job satisfaction is the result of perception employees about how well their work gives thing that is considered important. Locke in Luthans (2011:243), give a definition of satisfaction comprehensive work which includes a reaction or cognitive attitude, affective, and evaluative and states that employment is satisfaction. “The state of emotion which is excited or positive emotion derived from the assessment of work or work experience someone.” According Handoko (2011:193) job satisfaction is the emotional state of pleasant or unpleasant with which employees looked at their work. According Robbins (2014:101) stated that satisfaction of work as a general attitude of an individual against his job. Someone with the level of satisfaction that high employment has a positive attitude towards his job, someone who is not satisfied with his work has a negative attitude towards the job. Waldman in Koesmono (2005:170); performance was a combination behavior to the

accomplishment of what is expected and his choice or part the terms of an existing task in each individual in the organizations. According Mangkunegara (2012:67); performance can be defined as a result of a work as the quality and quantity of that can be attained by someone an employee in work in accordance with the responsibility of who is given. Cascio in Koesmono (2005:170) claim that performance is achievement employee of its duties that has been set. Soeprihantono (Koesmono, 2005:170) claim that performance is the result of the work of a employees over pereode certain compared to various the possibility, for example standard, target as specified first and had been mutually agreed upon. Another argument said performance be a function of motivation and the ability. To complete duty or work someone duly having degrees willingness and the level the ability certain (Rivai, 2013:309).

RESEARCH METHODS

Approach research used in this research was quantitative, to express influence two variables or more, where the value of masing-masing variable held by an individual. The application of the research is seeking variable influence the Job Satisfaction (Y), Compensation (X1), Motivation (X2), with variable bound the Performance (Z), and to examine and analyze some hypotheses which was formulated. All the data will be processed and uncultivated with a quantitative analysis. Focus on this research is to influence analysis was conducted either directly or indirectly between variables satisfaction, compensation, motivation and employee performance. Data analysis techniques used in research is path analysis. The analysis is a form of the application of multiple regression using the chart a guide to the testing of hypotheses complex. The path analysis used to test causation based on knowledge, the formulation theory and assumptions, can also be used to test hypotheses the study and menafsir the relationship.

RESULTS AND DISCUSSION

The analysis shows that the is the satisfaction of compensation to work employees in an employee of PT. BBS. Compensation is the whole of revenge services for employers and employees both pecuniary direct of money (financial) and indirect (non financial). By that definition, the more aware that something compensation obviously may increase or decrease work performance, job satisfaction, and motivation employees. "Therefore important that attention to the organization is right and fair, be further improved." (Martoyo, 2007:116). Each company of the opinion that the company had satisfaction high so the company can be achieved well. But that raises the high job satisfactio is when the hope of employees as it is that employees natural whether material and non material. In order to promote job satisfaction, companies can choose some way appropriate for the situation and the company, of is doing promotional programs office and compensation. This is because each employee have hope to have a better life appropriate places and the responsibility employees in do their job.

Compensation in recognition the success of some one which showed work performance high in pay the obligations in employment and post now, as well as recognition of the potential concerned in occupied a higher position in organization . The influence of compensation satisfaction to work with increased compensation is provided by the company, it will increase employment satisfaction employees. The compensation reflect status, recognition, and the meeting the needs of enjoyed by employees with his family. If it is accepted service employees bigger means more his the higher, status the better, and working needs will be enjoyed the more also . Thus satisfaction that is good. The significant influence and positive between compensation to work satisfaction employees in an employee of PT. Bersih Bijak Sejahtera show that under an increase of compensation and satisfaction verb be increased. Reality shows that amendments to compensation policy in this case of compensation material

in salaries, bonus, incentive and comfortable office, and various forms of pension benefits for example, health insurance and support for enhancing job satisfaction of employees. Besides social compensation in this status, recognition as an expert in the field, recognition achievement, promotion, certainty tenure, recreation support to create satisfaction in working company. As for the last is about compensation activity, where compensation can give support for aspects a job that is not out with provide the opportunity to do a certain activity so as to give support efforts to company created satisfaction work to an employee. The results of the study Yusron Rozzaid (2014) obtained the result that compensation have leverage a significant impact on satisfaction work employees. The analysis shows that the is the satisfaction of the incentives to work employees in an employee of pt .Sage prosperous clean .The analysis showed that with the creation motivation demonstrated by the connection employee in regard confidence , trust and openness is fundamental consideration .Climate such organization considered in line with the productivity high and implementation of the effective strategy .One of these targets important to human resource management in an organization that the work satisfaction employees an organization concerned , more advanced would increase work performance. With satisfaction work is expected to reaching its objectives organization will better and accurate.For it is very important to the organization to give the propelling or motivation to karyawan-karyawannya work, so what will be achieved. Often the terms of satisfaction and motivation used in turn. Satisfaction or dissatisfaction individually employees in subjective derived from conclusion based on the contrast between what passes employees of the employees compared to what to expect, desired or expected someone. Job satisfaction seem to be affecting the presence of someone in the workplace, and wanted to make changes work, and also influences willingness to work. The clerk to work usually shows its support activity leading on the objective. Thus what is called with the motivation employees is his behavior directed at organization purpose and having activities which easily can be interrupted .

The significant influence and positive shows that the work and motivation employees gratifications work employees in an employee of pt.Clean sage peace will increase.This shows that with an increase in on an impulse not need food, clothing, and housing, conducive to working, health insurance and benefits old age, relations with superior employees, cooperation with my work and a sense of responsibility, the potency advancement themselves, the ability to reach target and to complete the objectives and encouragement aktualisasikan themselves to support to create satisfaction work employees. Mangkunegara (2001:117) there are two factors affect satisfaction work, the factors that is myself employees and the job, which is complete degradable as follows: 1) Employees Factor, the intelligence (IQ), special skills, age, sex, the physical condition, education, work experiences, working time, personality, emotions, ways of thinking, the perceptions and attitudes of work. 2) Job factors, is a work, the structure of the organization, rank (group), position, quality supervision, financial security and ensure the labor, promotion of opportunity, social interactions, and working relationship.

The analysis shows that the is the of the incentives to performance employees in an employee of pt .Sage prosperous clean .These results suggest with an increase in motivation employees in working which includes a physiological need of encouragement , the safety , kebutuhan-kebutuhan social , the need for of self respect and aktualisasikan soul and employee performance to increase .The employee performance has shown with an increase in quantity work in this ability plan , ability to carry out the orders or instruction. The presence of in things hit activity the employee in of the routine activities company and cooperation that is the ability employees in doing cooperation

.Motivation formed from the attitude of a an employee in have a situation work

.Motivation are the condition of the that drives self employee who directed to reach organizational goals .Mental attitude are the condition of the mental pushing themselves employees to try to achieve work performance in full .(mangkunegara , 2000: 68) .A leaders should in motivate appropriate must be able to see behavior shown by employees and chosen the way of what can used that they motivated to work. The motivation appropriate and precise with employees needs to be preserved that employees menghasilkan achievement can work in the interests company.In implementing management a manager must be able to motivate orang-orang working in order to reach the work performance high.Orang-orang was its important in any organization (moekijat, 2005: 109).nMotivation have an important role in increase work performance employees.This is due to work performance employees directly a role in determining a desired goal by the company. The motivation must be able to move employees will work to work lebih good and right to reach work performance high.With the performance of high and the results obtained in accordance with desirable company will cause the employees .Will be used by workers needs fisiologisnya , then lead to the needs of higher.

The analysis shows that the is the work of satisfaction with the performance an employee at PT. Bersih Bijak Sejahtera. Thus it can be said that by changes worker satisfaction goes by it self have a positive impact on the performance. In other words more satisfied employees work in agency for this to maximize the capability of potential can be achieved in full. Satisfaction is basically condition of being felt employees in working in agency. Job satisfaction felt by employees to support in an effort to guarantee continuing to work company. Job satisfaction to support the company to maximize potentials so determine the performance employees.

Job Satisfaction was one of the elements important role in organization, this is because satisfaction work can be influence behavior of individuals in implementing a job. According Robbins (2003:30) define satisfaction experience the difference between many for received in an attitude to a behavior so that in this case was believed that employees with more productive of on employees are not satisfied. According Luthans (2006) job satisfaction is the result of perception employees about how good job they give it was important. Memburga and Larsena (2007), that pleasure work referring to individual satisfaction – individual overall or less satisfaction with the work they do now certain company.

The analysis shows that the is the compensation of the performance of employees in an employee of PT. Bersih Bijak Sejahtera. According to the analysis shows that the compensation in a company gonna be good if adjusted to the needs of employees. Having of different capabilities between one with another. To improve the ability of the employees, necessary role of a leader who have skills to coach, directing, and understand the desire – wishes and aspirations of its members. For work in an earnest manner, the orientation of a leader to influence and move its members deals very closely with style compensation is applied, as well as capable of propelling working spirit their employees to work in an earnest manner. Compensation based on their work is a program that is based on achievement in accordance with the responsibility of conducted by employees. The company would provide compensation either directly or indirectly to employees who can work with kind. To give a compensation given the company is a strategy company to motivate our employees to work better, and in addition, as an instrument for needs fulfillment. The greater the compensation

good salary, allowance, incentives and insurance accepted, able to meet the needs of employees are satisfied with the results obtained and work performance will increase.

The influence the also provides an overview of compensation material, compensation social and compensation the activity of giving support in an effort to create or increase of employee performance. Employees maybe the jobs work charged with good. And maybe not. That will happen if employees was not have the urge to work well for handle it, required leadership who able to move employee to excited in working. For that orientation a leader in influence and move inferiors are related to the compensation applied as said by Gibson, Ivancevich and Donnely (2009:5), that "How leader tend to meet a task theysubordinate, it most depends on compensation is provided in in order to improve performance the employees in the company."

CONCLUSION

Based on the research done and discussion has been done so conclusions research results degradable as follows: 1) Compensation influences satisfaction an employee at PT. Bersih Bijak Sejahtera which means that the better compensation policy which includes compensation material, compensation social and compensation activity given company hence satisfaction verb be increased.

2) Motivation influences satisfaction an employee at PT. Bersih Bijak Sejahtera which means that higher thrust in meeting the needs of physiological, a security needs, impulse social needs, encouragement of the needs of self esteem and encouragement soul actualitation and employee performance to increase. 3) Satisfaction work influences employee performance in PT. Bersih Bijak Sejahtera, that means that sekmakin tinggnya satisfaction work in those things hit conformity of work , wages , promotion , colleagues and that supervision by company hence kinerkja employees alan increased. 4) Compensation influences employee performance in PT. Bersih Bijak Sejahtera, that means that the more improved material compensation , compensation social and compensation activity and the employee performance increased 5) Motivation influences employee performance in PT. Bersih Bijak Sejahtera means that higher thrust in meeting the needs of physiological, a security needs, impulse social needs, encouragement of the needs of self esteem and encouragement soul actualitation and employee performance to increase. 6) The compensation and motivation for the employee performance work through satisfaction in PT. Bersih Bijak Sejahtera.

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