

The Effect and Compensation on Employee Performance

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ABSTRACT

Kinerja karyawan sangat penting bagi keberhasilan perusahaan mana pun. Kinerja karyawan dapat dipengaruhi oleh banyak variabel, seperti kecerdasan intelektual dan kompensasi. Penelitian ini bertujuan untuk menganalisis pengaruh kecerdasan intelektual dan kompensasi terhadap kinerja karyawan di Kantor Perencanaan, Penelitian, dan Pengembangan Daerah. Metode penelitian ini menggunakan pendekatan kuantitatif. Populasi dalam penelitian ini adalah karyawan di Kantor Perencanaan, Penelitian, dan Pengembangan Daerah, yang berjumlah 35 orang. Seluruh populasi diambil sampelnya menggunakan teknik pengambilan sampel jenuh (sensus). Artinya, dengan teknik ini, seluruh populasi, sebanyak 35 orang, digunakan sebagai responden penelitian. Pengumpulan data dilakukan melalui beberapa tahapan, dimulai dari observasi, kuesioner, dan dokumentasi. Selanjutnya, analisis data dilakukan menggunakan statistik deskriptif dan regresi linier berganda. Hasil penelitian menunjukkan bahwa kecerdasan intelektual dan kompensasi berpengaruh terhadap kinerja karyawan di Kantor Perencanaan, Penelitian, dan Pengembangan Daerah, dengan pengaruh yang besar sebesar 32,9%.

Employee performance is critical to the success of any company. Employee performance can be influenced by many variables, such as intellectual intelligence and compensation. This study aims to analyze the effect of intellectual and compensation on employee performance of coworkers at the Regional Planning, Research, and Development Office. This research method uses a quantitative approach. The population in this study were employees at the Regional Planning, Research, and Development Office, which amounted to 35 people. The entire population was sampled using a saturated sampling technique (census). This means that with this technique, the entire population, as many as 35 people, is used as research respondents. Data was collected through several stages, starting from observation, questionnaires, and documentation. Furthermore, data analysis using descriptive statistics and multiple linear regression. The results showed that intellectual and compensation had an effect on employee performance of coworkers at the Regional Planning, Research and Development Office, with a large effect of 32.9%.



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INTRODUCTION

In every company or organization, competent employees are needed. Both are competent soft skills and hard skills. So that the goals of the company can be easily achieved. There are various resources that must be appropriately managed in a company, including human resources. Human resources are valuable assets for the company. Human resources are also the main engine of a company's success and development. Employee success in providing good performance is indeed determined by intellectual intelligence [1].

Employee performance is a crucial element for a performance company as a manifestation of the work integrity of an employee who is displayed as a work performance by his role in a company within a certain time frame [2]. Achieving maximum performance can be influenced by the level of awareness of their main duties as an employee. Achieving good employee performance is a dream for companies, and many companies spend a lot of funds on training to achieve better performance [3].

One way to produce good employee performance is to have adequate intellectual intelligence [4]. Intellectual intelligence is crucial to measuring employees' ability to work because it can determine a person's capacity to learn, solve problems, and make the right decisions. This means that intelligence will improve individual performance in supporting the achievement of company goals [6];[5].

In addition to intellectual intelligence, there are other factors that affect employee performance, namely compensation, which is in line with previous research that states that compensation on lecturer performance has been proven to have a positive and significant effect [7]. Compensation is one of the most effective ways for personnel departments to improve employee performance, motivation, and job satisfaction; not only is compensation one of the most complex tasks, but it is also one of the most meaningful aspects for both the employee and the organization [8]. If employees are given good and adequate compensation, employee welfare can be guaranteed, and this will have an impact on improving performance [9]. Based on the explanation stated, this study aims to analyze the effect of intellectual and compensation on employee performance of coworkers at the Regional Planning, Research and Development Office.

METHOD

This research uses quantitative methodology. This research was conducted at the Regional Planning, Research, and Development Office. The population in this study was 35 employees at the Regional Planning, Research, and Development Office, with a sample size of 35 employees using the sampling technique used saturated sampling technique (census). This means that with this technique, the entire population, as many as 35 people, is used as research respondents. The analysis methods used in this research are descriptive statistics analysis and linear multiple regression.

RESULTS AND DISCUSSION

Result

Results of Descriptive Statistics

The results of the descriptive statistical tests include variables of intellectual intelligence (X1), compensation (X2), and employee performance (Y). The results of descriptive statistics show that the intellectual intelligence variable has 12 statement items (X1.1-X1.12). Of all those items, items X1.1, X1.5, and X1.11 had the highest mean value, and the same mean value is 3.8571, and items X1.4, X1.6, X1.8, X1.12 had the lowest mean value, and the same mean value is 3.7143.

Meanwhile, the compensation variable is in items (X2.1- X2.9). Based on the results, item X2.2 has the highest mean value of 3.7429, and the lowest item is X2.5, with a mean value of 3.2286. Moreover, the employee performance variable (Y) of items Y1-Y6 shows that the highest mean is Y6, with a mean value of 3.9143. Meanwhile, the lowest item is Y1, with a mean value of 3.4000.

Result Multiple Linear Regression Analysis

Table 1. Results of F-test (simultaneous)

		Anova				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	99.976	2	49.988	7.829	.002 ^b
	Residual	204.309	32	6.385		
	Total	304.286	34			

a. Dependent Variable: Performance

b. Predictors: (Constant), Compensation, Intellectual Intelligence

Source: SPSS Results

The table above shows that the F_{count} value is 7.829, with a significance value of 0.002. The results show that the F_{count} value (7.829) is higher than F_{table} (3.29). It means that intellectual intelligence and compensation simultaneously affect the employee performance.

Table 2. Results of t-test (partial)
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10.971	3.405		3.222	.003
Intellectual Intelligence	.088	.084	.175	1.046	.303
Compensation	.228	.082	.466	2.790	.009

a. Dependent Variable: Performance

Source: SPSS Results

The table above shows that the t_{count} for the intellectual intelligence variable (X1) is 1.046 with a significance value of 0.303. The results show that the t_{count} value (1.046) is lower than the t_{table} (2.036).

Moreover, the results of the t-test on the compensation variable show that the t_{count} value for the compensation variable (X2) is 2.790 with a significance value of 0.009. The test results in the table show that the t_{count} value (2.790) is higher than the t_{table} (2.036). It indicates that compensation affects the employee performance.

Table 3. Relationship and Effect of X on Y
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.573 ^a	.329	.287	2.527

a. Predictors: (Constant), Compensation, Intellectual Intelligence

Source: SPSS Results

The table above shows the relationship between variables X and Y, which has an R-value of 0.573, while the effect is indicated by an R Square value of 0.329. These results indicate that the influence of intellectual intelligence and compensation variables on employee performance reaches 32.9%, while other variables outside of the study influence the rest.

Discussion

Emotional intelligence, ability, and compensation are crucial factors in improving employee performance [24]. Employees with high intellectual intelligence and the achievement of a compensation structure agreed upon by all parties will certainly positively impact employee performance [25]. The results of this study generally show that intellectual intelligence and compensation affect employee performance. This means that employees can show performance if they are intellectually intelligent and compensated accordingly.

Based on the results of this study, intellectual intelligence and compensation increase employee performance in a company or organization. Therefore, the company must consider increasing the intellectual intelligence and compensation provided to employees. By considering this, employee performance will increase to improve the performance of the company.

CONCLUSION

Based on the study results and discussion, intellectual intelligence and compensation affect employee performance at the Regional Planning, Research, and Development Office. The intellectual intelligence and compensation, which are 32.9%, affect the employee performance, while other variables outside the study influence the rest.

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