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## Influence of Compensation, Motivation, and Job Satisfaction Against Employee Performance in The Faculty of Teacher Training and Education University of Jember

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**ABSTRACT:** The purpose of this study is to know and analyze the effects of compensation, work motivation, and job satisfaction on the performance of employees partially and collectively. This type of research is quantitative by using purposive sampling method with a sample of 70 people respondents. Data collection using questionnaires with Likert scale using 5 points. The total number of questions is 16 items. Data analysis using SPSS application version 22 with multiple linear regression technique. The results of this study show that: 1) There is a positive influence and significant compensation to employee performance indicated from  $t$  count of 2.107 compared with  $t$  table 1.98; 2) There is a positive and significant influence of motivation on employee performance which is shown from result  $t$  count of 3.043 compared with  $t$  table 1.98; 3) There is a positive and significant job satisfaction on employee performance shown from  $t$  count result of 2.091 compared with  $t$  table of 1.90.

**KEYWORDS** - Compensation, Job Satisfaction, Job Performance, Motivation.

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### I INTRODUCTION

Human resources are the most important element in any organization, organizational success achieve goals and capabilities to face challenges, both external and internal are determined by ability managing human resources appropriately (Brito & Oliveira, 2016)[1]. Human Resources has an element in the organization that has an important role, which is advanced the retreat of an organization depends on the role run by those who is in it. The emphasis of attention on the human factor in the organization does not mean that other factors do not play an important role, due to various factors necessary within the organization to support and complement each other, or in other words synergize with each other. Man, aside from being the executing element rather than policies within the organization, they are also possessed thoughts, feelings, needs, and expectations. This is very necessary individual attention because these factors will affect performance, dedication, and job satisfaction (Bernadin, Joice & Russel 2013)[2]. Dessler (2000)[3]. states that human resource management is the process of acquiring, training, assessing, and provide compensation to employees, pay attention to their employment relationship, health, security and justice.

Human resource management function proposed by Mondy (2008: 04)[4] that is; function of staffing, development function, compensation function, function safety and health, the function of employment and labor relations. Institute Teacher's education and education at Jember University is one of the faculties which is under the auspices of Jember University. Human resources involved in the activities of the organization include; lecturers, employees, and students. Viewed from dimensions employee tasks are then grouped into three sub-sections namely; sub-section of academic student and alumni, general sub-section and equipment, and sub-section staffing and finance. (Baard, S.K., Rench, T.A., & Kozlowski, S.W.J.: 2014)[5], states that building employee performance can be done through several things, among others, the determination of the basic task of clear employees and measurable by associating with several things namely; salary determination, employee selection, orientation, performance appraisal, training and development, organizational description and planning.

### II REVIEW OF LITERATURE

#### 2.1 Job Performance

Performance is the quality and quantity of the achievement of the tasks well individuals, groups or organizations Vlaicu's (2015)[6]. Performance can be improved through the establishment of clear and measurable job description for each employee so that they understand what their functions and responsibilities

are states that performance is a theoretical implementation a balance that says someone will show an optimal accomplishment if he is get benefits , and there is inducement in the work and sanely (reasonably).

Job performance in the form of performance appraisal is an important development in human resource portfolio (Bateman & Snell, 2007; Fay & Luhrmann, 2004; He l legegel et.al 2004)[7]. Employee performance is a sign of individual job performance after a person does the work involved in the profile Dessler (2000)[3]. Performance is a fundamental multicomponent concept that can differentiate aspects of performance processes related to behavior and expected outcomes. Performance task is the effectiveness of one's work to fulfill the vision and mission of the organization. Adaptive performance is a person's ability to work efficiently in volatile work situations.

### **2.2 Compensation**

Compensation is all income in the form of money, goods directly or indirectly received by the employee in exchange for services rendered to company. Appropriate compensation will have a positive effect against employees, because it can not be denied that compensation becomes the main goal for most employees working within a company Odeoye (2014)[8] states that compensation aims to get employees interested in work so as to have good retention for the organization. Compensation is reviewed from shape, including financial and non financial, while viewed from the way of delivery consists of direct and indirect compensation. Odeoye (2014) [8] stated that compensation is divided into three types; ie, material, social, and activity. Compensation is all form of payment or gift given to employees and emerge from their work (Dessler, 2007: 46)[9]. Based on the description then the compensation can be interpreted as all income in the form of money, the direct or indirect goods the employee receives in return for that service given to the company.

### **2.3 Work Motivation**

According to Zlate & Cucui (2015) [10] motivation is an internal and external drive for doing work activities to achieve its goals. If someone has High motivation, they will work hard, maintain their hard work. With the high motivation an employee has at work will produce high employee performance. Robbin & Judge (2016: 127-128)[11] states that motivation is a process that explains about one's strength, direction and persistence in an effort to achieve the desired goals. Abraham Maslow's hierarchy of needs theory that is; physiology, security, social, respect, and self-actualization. Every need is more basic is met, then the next need becomes dominant. According to Mathis and Jackson (in Wilson, 2012: 312)[12] suggests that motivation is desire in a person causes the person to perform an action. Someone who take action for one thing in reaching the goal. Therefore, motivation is the driving force that leads to the goal and it rarely comes up in vain. Meanwhile, according to Hasibuan (2013: 143)[13] work motivation dalah Provision of driving power which create the excitement of one's work so that they will cooperate, work effectively, and integrated with all its efforts to achieve satisfaction. Motivation questioned how to encourage subordinate work passion, so they will work hard by giving all the skills and skills to realize company goals.

Motivation or encouragement is very crucial for the achievement of a goal. Therefore, leaders must be able to generate the highest motivation of work for the people employees and companies. Understanding motivation is closely related to the emergence of a the tendency to do something to achieve goals, there is a close relationship between needs, motivations, deeds or behaviors, goals and satisfaction, as each change always thanks to the motivation motivation.

Motivation arises because of a need and therefore the act directed towards the achievement of a particular goal. When the goal has been achieved, it will be achieved satisfaction and tend to be repeated again, making it stronger and steadier.

### **2.4 Job Satisfaction**

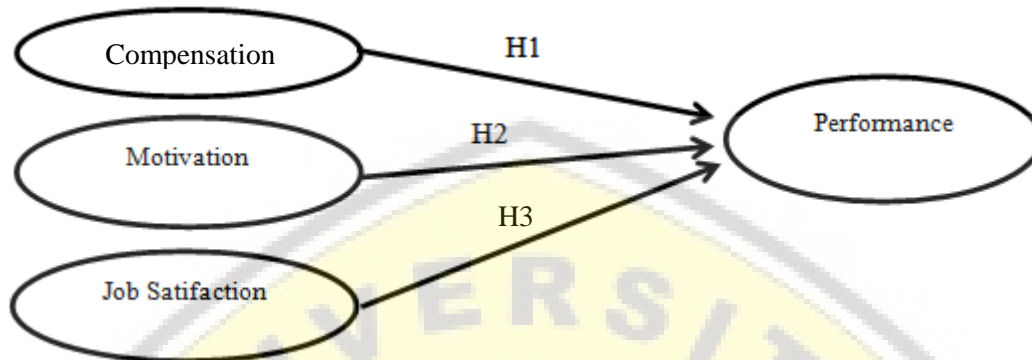
Khan, Khan, Nawas & Qureshi (2016)[14] stated that satisfaction work is a feeling of joy or displeasure with the work it relates to the attainment of his will. According Sinambela (2016: 303)[15] that job satisfaction is part of life satisfaction, the nature of one's environment outside of work affects feelings in the work. Because work is an important part of life, then job satisfaction affects the satisfaction of one's life. Khan, Khan, Nawas & Qureshi (2016)[14] states that job satisfaction is the level of positive affection of workers towards jobs and work situations. Job satisfaction as a general attitude the individual at his job, the difference between the amount of rewards a worker receives with the number of workers believed to be acceptable (Robbins, 2016)[11]. With so job satisfaction is the worker's attitude to his work. The attitude involves the cognitive and behavioral aspects.

Job satisfaction is essentially individual. Each individu has a level satisfaction varies according to the value system prevailing in him. More high assessments of the activities perceived in accordance with the wishes of individuals, then the more high satisfaction with the activity. In other words, satisfaction is evaluation that describes a person for his feelings of pleasure or displeasure, satisfied or dissatisfied in work (Aziri, 2011)[16]. Job satisfaction is defined as feeling happy or disappointed someone who emerges after comparing

between perceptions or works on the performance of a product and its expectations (Singhai, Dani, Hyde, & Patel, 2016) [17]. Job satisfaction factors are: timeliness of salary, safe work, compact colleagues, respect for work, meaningful work, and morale.

### III CONCEPTUAL FRAMEWORK FOR RESEARCH AND HYPOTHESE

Based on the literature review of some articles then the conceptual model research can be presented as follows.



**Figure 1. Model Conceptual Research Concept**

Based on the conceptual framework model above the research can be submitted research hypothesis as follows:

H1: The better the compensation system the better the positive effect and significant on the performance of teacher faculty and education sciences staff University of Jember.

H2: The better the work motivation system the better the positive effect and significant on the performance of teacher faculty and education sciences staff University of Jember.

H3: The better the job satisfaction system the better the effect also significant to the performance of teacher faculty and education sciences staff University of Jember.

### IV. METHODOLOGY

#### 4.1 Population and Sample

The purpose of this study is to examine the effect of compensation, motivation, and job satisfaction on employee performance. The data of this study were collected by questionnaire. The population of this research is all employees in faculty teacher and science education jember university which amounted to 103 people. Furthermore, the respondents of the study were employees who attended the questionnaires and submitted their own activities to the researcher amounted to 70 people. Questionnaires are self-developed to obtain data on compensation, motivation, job satisfaction, and employee performance. As a proof, that self-developed, self-distributed self-developed questionnaires are most suitable for many research.

#### 4.2 Data Analysis Instruments and Techniques

Required research data include compensation, motivation, job satisfaction, and job performance. The number of questionnaires developed is 16 questions. The 5-point Likert scale is used to evaluate the consent and disagreement of the respondents. The number of answer choices there are 5 choices; strongly agree (score 5), agree (score 4), less agree (score 3), disagree (score 2), strongly disagree (score 1). In general, many experts and researchers consider that statistical tests are a very suitable and consistent instrument choice to comprehensively analyze most of the data. Furthermore, statistical analysis is done with the help of the software package statistik for social science (SPSS) version 22 with the technique of s data analysis is multiple linear regression . Furthermore, the results of the analysis are tested for significance to test whether the research hypothesis is accepted or rejected.

### V. ANALYSIS

#### 5.1 Result

In this study will discuss the effect of independent variables on the dependent variable. The independent variable consists of compensation (X1) , work motivation (X2) , and job satisfaction (X3), besides the dependent variable of performance (Y) .

In this research to analyze data of research result used multiple linear regression method . This analysis is used to determine the effect of independent variable dependent variable that is influence of compensation (X1), work motivation (X2), and job satisfaction (X3), besides performance (Y). The result of the hypothesis in this research is done by multiple regression analysis as follows:

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27.075	3	9.025	5.301	0.002 <sup>a</sup>
	Residual	112.367	66	1.703		
	Total	139.443	69			

a. Predictors: (Constant), Compensation, Motivation, Staisfaction

b. Dependent Variable: Performance

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.414	2.086		4.512	0.000
	Compensation	0.091	0.082	0.126	2.107	0.272
	Motivation	0.283	0.093	0.349	3.043	0.003
	Satisfaction	0.107	0.098	0.125	2.091	0.279

a. Dependent Variable: Performance

The results of the Linear Multiple Regression equation are described as follows:

1.  $F_{count} > F_{table} > F_{count}$ ,  $4.08 > 5.301 > 4.08$ , influence simultaneously compensation, motivation, and job satisfaction on performance have a positive influence which is significant.
2.  $-t_{table} < t_{count} > t_{table}$ , compensation  $-1.980 < 2.107 > 1.980$  so the influence compensation for performance has a significant positive effect, motivation  $-1.980 < 3.043 > 1.980$  so that the influence of motivation on performance has an influence positive, and satisfaction  $-1.980 < 2.091 > 1.98$  so that the effect of satisfaction on performance has a significant positive effect.

## 5.2 Discussion

Based on the results of data analysis on the effects of compensation, motivation, and satisfaction on employee performance then can be described some things as follows.

1. The result of hypothesis testing of the effect of free variable compensation on employee performance was found in a significant positive position. Can be interpreted that the better compensation given to employees then the performance of employees will be better. The results of this study are consistent with Odeoye (2014)[8] study which states that compensation in the form of salary, incentives and others can improve the quality of performance.
2. The results of hypothesis testing the influence of motivation variable on employee performance was found to be positively significant. Can be interpreted that the better the motivation given the better the employee performance. This is consistent with the research of Chan, Song, Sarker, & Plumlee (2017) [18] which states that work motivation affects employee performance.
3. The result of hypothesis testing of the influence of job satisfaction on employee's performance was found that job satisfaction positively influential effect on employee performance. Can be interpreted that the higher job satisfaction will be the better employee performance. This is consistent with Vlaicu's (2015)[6] study which states that increasing the passion of job satisfaction within certain limits will affect employee performance.
4. The results of hypothesis testing the influence of jointly compensation, motivation, and job satisfaction on employee performance turned out in a positive positive category.

## VI. CONCLUSION

Based on the results of the analysis that has been done in this study, it can be drawn the following conclusions:

- a. The results of hypothesis testing together, proving there is influence and significant from the variable of compensation, work motivation and job satisfaction employee performance. This shows that with the compensation, motivation work and job satisfaction will improve employee performance.
- b. The results of hypothesis testing have proved there are positive and significant influence of the compensation variable on employee performance. It shows with the compensation given to the employees will increase employee performance.

- c. The results of hypothesis testing have proved that there are significant and significant effects variabel work motivation on employee performance. It shows with good work motivation, will improve employee performance.
- d. The results of hypothesis testing have proved that there are significant and significant effects variable of job satisfaction to employee performance. It shows with good job satisfaction, will improve employee performance.

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