

THE INFLUENCE OF COMPENSATION AND THE SATISFACTION OF WORKING ON LABOR PRODUCTIVITY EMPLOYEES OF THE OFFICE OF REGENT SOUTH MINAHASA

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Abstract

This research aims at analyzing the influence of compensation, work satisfaction and work performance toward work productivity of the employee Regent office at Minahasa Selatan Regency. The data were collected from a randomly selected 86 sample from the total population unit of 125 employees. Survey method was applied with path analysis to analyze data descriptively and inferentially.

The findings show that: (1) a positive direct influence of compensation toward employee work productivity, (2) a positive direct influence of work satisfaction toward employee work productivity, (3) a positive direct influence of work performance and work satisfaction toward employee work productivity.

The findings recommend that to improve the quality of employee work productivity, needs to intensify compensation and work satisfaction.

Keywords: compensation, work satisfaction and work productivity.

INTRODUCTION

The success of any organization in achieving the purpose of which has been set, especially very much determined by the human factor. Although the organisation have the funds and materials and facilities are sufficient, but without supported by human resources who qualified for managing them definitely will not succeed.

The quality of human resources will be to encourage the productivity of a person in carrying out tasks work in an organization , because it is supposed to be any any organization should give serious attention to the problem the quality of human resources .Must realize that productivity an organization or business entity is not something which incidentally have , but basically is a result of the terms of employment must be fulfilled by the workers or members of the organization and should be tried by their organizations or business entities.

Many people today highlights about the problem there is an organization that productivity , productivity is generally considered that the organization in need of improvement to the purpose of which have set can be achieved .

Productivity organization can be measured from the efficiency of the use of personal labor. Personal organization is one of the employees who were recruited and placed on each part in the organization .Someone officials can be said to be productive , in certain period of time if he could finish in good and right job assigned to him .Instead of unproductive employees can be said , if she could not finish with good and true over time it works in the task.

A problem the low labor productivity at the organization today , are considered to be caused by a factor of civil servants is capable of and satisfaction do not have good working mainly as a factor in addition to other factors .For that reason then top of an organization should be able to understand cause of the low labor productivity civil servants and find solutions countermeasures.

Government organizational dilingkungan adult is much highlighted by the public about labor productivity employees which it says has not been as expected .It seems on the services provided to the public is not optimal, often from residents complaining discontent from service rendered because not in accordance with what they came there for.

Today both the provincial and the government town and district that includes the district government minahasa south to do is refreshment employees through rolling officials and employees good mutation in a neighborhood the local government work unit (skpd) certain and across the local government work unit (skpd) with each other.Perhaps this is an indication of labor productivity is very low organisational environment the government and at the same time in an attempt to increase labor productivity employees remain low.

Special observation on the office of regent south minahasa, shows that there is still low productivity of employees working. In fact seen from the background of education there, assumed they were capable of performing the task of working in good because generally have a background of formal education high school senior high school to the upper level (over. Low labor productivity employees at the office of regent minahasa south, looks from symptoms: there is no civil servants often

absent in the office, there are often late in the office of civil servants, there are civil servants often go home before office hours, there are civil servants often left his job, there is delay the completion of the work of civil servants, often the case of error and a mistake in finish the job.

From a list of present employees, can be seen that from time kewaktu there are employees do not go to the office .The results of interviews with the head of the office about reasons the hadiran employees in the office, obtained information not clear it is because at the time questioned the employee do not tell. Depart from thoughts and the problems that have been in uraikan above, hence writers interested did an experiment on the issue of the low labor productivity officer at the office of a regent kabupaten minahasa the south with the assumption that it was influenced by a factor of the appearance of work , compensation and the gratification of employees work.

Low labor productivity organization essentially determined by many factors.The factors which affect employees labor productivity among others can be identified as the following:

1. The compensation received by staff in accordance with the needs of life, causing officials seek additional income outside and consequently disrupt the concentration of employees to work both in office.
2. The the satisfaction of working of civil servants a determiner labor productivity high less attention
3. The appearance work of civil servants not disturbing the completion of the task of maximum working properly .
4. The award on work performance employees less get attention.
5. Leery about the lack of discipline that employees clearly not conducted in accordance with rules.
6. Support facilities for the implementation of adequate employees work not yet available
7. Culture and cultural work of civil servants not solidly supporting the performance of the organization leaders not being serious attention.
8. System empowerment of civil servants not optimal.
9. The attitude of employees against labor productivity.

10. Employees to his technical ability is not optimal.
11. Low motivation of employees work.

From the identification of problem, evident that there are so complex factors that affect employees labor productivity .To that restriction of issues need to do this research study. This restriction in addition to be done with limited capabilities researchers consideration, this research also intended to really focus on the dominant factors affecting labor productivity south minahasa regent office employees. With the consideration, then bounded on two factors of this research is given as compensation for the work it services employee satisfaction and employees work.

RESEARCH METHODOLOGY

This study using methods survey by the use of analysis technique lane. The analysis was aimed to examine the significance of any path of which there are on the model of the constellation variables research to be researched. The population of this study is employees the office of a regent kabupaten minahasa south 125 employees .Sample size set berdasarkan the rules put forward by slovin in umar (2000: 76) obtained the total sample as many as 86 respondents.

Data collection techniques do is use instruments poll .An instrument of this research includes four variables research i.e. 1.the an instrument for variable labor productivity , 2.the an instrument for variable compensation .An instrument for variables 3.the work satisfaction .Compiled using research instruments each variable likert scale of measurement that is the scale .Each statement submitted to each have five items expected to answer the possibility of respondents were selected by each in accordance with the condition of respondents felt

Construction items prepared in the form of statement favorable (positive and negative) (not favorable .Each answer to a statement given the score 5,4,3,2,1 positive .The negative statement to score in contrast namely 1,2,3,4,5 kesian and the reliability of instruments to determine research compiled , first conducted the trial to 30 of respondents who is not the respondents research set as the sample .The trial is intended to investigate the validity and reliability research instruments

The validity of testing done to test whether the device is actually measuring an indicator variables researched .Analysis of the formula used to test the validity of the correlation pearson product moment .The criteria used to test the validity of grain is by comparing r table $\alpha = 0.05$ and degrees of freedom since respondents n . by the pilot about 30 degrees of freedom and council of $28 \ 30-2 = r$ table = 0,361 so obtained .If r count greater r table = 0,361 and the questionnaire is considered a valid point items .In contrast if r count smaller or equal to r^2 table and grains considered invalid and then disposed or not used

Reliability testing was aimed to examine whether the device had offer the same results .A measuring instrument said to be reliable if the device had in measuring a phenomenon at a time that is different from in always indicating the same results .So a measuring instrument that it 's reliable it was always consistent and give the results and the same size .To test used a formula reliability alpha cronbach .For testing the consistency of internal used a coefficient cronbach's alpha that has the range from 0 to 1. Test the validity of reliability and committed with the assistance of spss program.

Data analysis techniques used are descriptive statistical analysis techniques and inferensial. Descriptive statistical analysis was used to analyze the data that is associated with a score of each variable and the results will be presented in the form of a list of frequency distribution and histogram. Inferensial statistical analysis using path analysis (path analysis) is used to test the hypothesis that have been formulated with $\alpha = 0.05$. Prior to testing the hypothesis testing requirements analysis done, namely the ujia normality and linearity of the data. To test the direct and indirect influences between variables in the model teorik can be seen on the path coefficients. Path analysis (path analysis) is performed with the help of a computer program SPSS 17

RESEARCH RESULT

The result analysis of the trial data and labor productivity normality the variables, compensation and satisfaction employment and working for the satisfaction of normality variable variable compensation been recorded in the 4.5 the following: according to the results of an analysis of data on a chart 4.5

apparently the variables in all these studies berdistribusi normal. It 's looked at the thitung for all the smaller than the value of one variable (thitung < ttabel).

Tabel 4.5 Rangkuman Hasil Uji Normalitas Data

No	Data galat taksiran	L_{hitung}	L_{tabel} ($\alpha = 0.05$)	Keterangan
1	X ₁ terhadap Y	0.083447	0.0955	Normal
2	X ₂ terhadap Y	0.087835	0.0955	Normal
3	X _{1, x2} terhadap Y	0.083446	0.0955	Normal

The significance and linearity test significance and linearity in the regression done to detect whether a model regression obtained worthy and fit in with the state of the data collected. Couples hypothesis to testing significance the regression equation is as follows .

Ho: the coefficients direction regesi does not mean ($\beta = 0$)

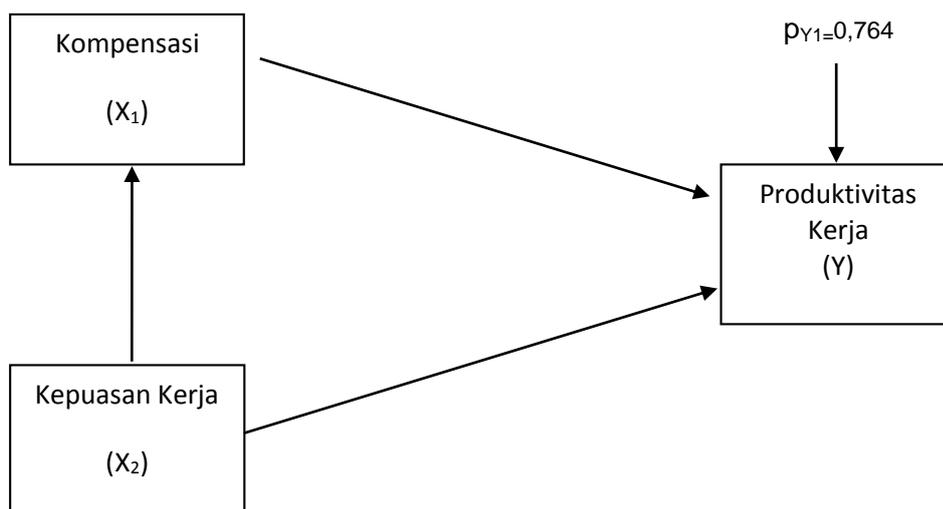
H1: the coefficients direction regesi means ($\beta \neq 0$)

Test criteria are turning ho if fhitung larger than the price with a chance ftabel degree of freedom and council a numerator 1 and degrees of freedom council of the denominators n -2. In this study the sample size (n)is 86 degrees of freedom so that council denominator is 84 .The couple to test the hypothesis of linearity is as follows .Ho: is linear regression h1: not linear regression the criteria is good that linear regression if fhitung statistics suitable for the greater than the price of ftabel degree of freedom with a numerator k-2 on a mistake that was chosen

Testing The Hypotesis

Testing the hipotesis done to test the hipo thesis research respectively :

1. The there is a direct influence on labor productivity employees positive compensation , there is a direct influence
2. The positive work on labor productivity employee satisfaction , there is a direct influence
3. The positive compensation and the satisfaction of employees working on labor productivity



Gambar 4.5. Model Koefisien Jalur Dalam Diagram Jalur

Based on the models influence, may be prepared a model the trajectory of influence as is apparent in figure 4.5 follows: the results of the testing of hypotheses concluded in table follows

Tabel 4.15 Rekapitulasi Hasil Pengujian Hipotesis

No	Hipotesis	Uji Statistik	Keputusan	Kesimpulan
1	Kompensasi terhadap Produktivitas kerja	$H_0 : \beta_{Y2} \leq 0$ $H_1 : \beta_{Y2} > 0$	H_0 ditolak	Berpengaruh langsung secara positif
2	Kepuasan Kerja terhadap Produktivitas kerja	$H_0 : \beta_{Y3} \leq 0$ $H_1 : \beta_{Y3} > 0$	H_0 ditolak	Berpengaruh langsung secara positif
3	Kompensasi dan kepuasan Kerja terhadap produktivitas kerja	$H_0 : \beta_{31} \leq 0$ $H_1 : \beta_{31} > 0$	H_0 ditolak	Berpengaruh langsung secara positif

DISCUSSION

1. The Influence of Compensation (x1) of Labor Productivity (y)

The analysis shows that compensation directly influence positive and significant impact on labor productivity. Influential positive that means that the higher compensation received will cause higher labor productivity employees .While significant it means that compensation is a factor / variables that cannot be

ignored in improving work productivity of employees. Rachmawati (2007: 145) suggested that the existence of a viable and fair compensation for employees can improve the attitude and behaviour that is not profitable as well as affect the productivity of work. The granting of this kompensasi is to improve the productivity of work. Susilo Martoyo (2007: 119) argues that in awarding compensation the good will encourage employees to work more productively.

Compensation can increase employee productivity and lower. Therefore, the Organization must be set up correctly and fair compensation. True meaning of high achievement and services so the price/value of high salaries. Fair value/price compensation means the A and the B is different because of the different achievements. According to John Greenwood (2010: 160) that the fairness of compensation can make labor more satisfied and motivated in work, which in turn positively impact the accomplishment of work. This is in line with that expressed by Robbins (2003: 211) that, if labor mempersepsi their efforts judged accurately, and if they then mempersepsi the compensation that they value associated with their evaluation, then the organization or company will be able to optimize your organization's pemotivasian means starting from the evaluation of the policies and procedures granting compensation or award. In other words , or award compensation menghsasilkan achievement will work work and motivation high if dipersepsi fair enough by labor , directly associated with work performance , and in accordance with the needs of each individual.

Compensation is an important factor influencing how and why people are working on this organization and not on the rest. According to robbertson (1971: 103) that managers must be quite competitive with some types of compensation for hire, maintain, and give in return for labor satisfaction in every individual organizations. Of understanding on moreover, it appears that the compensation is a firm for its employees and a binder the tugboat for employee candidates and a driving force somebody into an employee. Thus compensation have very important functions in the success of the way the organization / companies. According to martoyo (2007, 118) the compensation is:

- a. the allocation of human resources efficiently
- b. the use of human resources in a more efficient and effective.

c. promote stability and economic growth

As part of human resources management, according to the provision of compensation hani handoko (2010: 156) aims to:

- a) received qualified employees.
- b) retain employees that is
- c) to ensure justice
- d) appreciate desired behavior
- e) controlling costs
- f) meet legal regulations

2. The Influence of Work Satisfaction (x2) of Labor Productivity (y)

The analysis shows that satisfaction of working directly influence positive and significant impact on labor productivity .Influential positive work satisfaction that means that the higher labor productivity will cause higher civil servants. While significant it means that the satisfaction of working is the factor / variables that cannot be ignored in improving work labor productivity. The result a low achievement of this study affirms that employees determined by higher labor productivity low job satisfaction felt by officials in itself. Employees who apprehends and feel the satisfaction of high employment will tend to achieve labor productivity better, so also in contrast employees who apprehends and feel the satisfaction of low employment will tend to achieve labor productivity less. Hani Handoko (2010: 195) said that in many cases is often there is a positive relationship between high satisfaction and higher labor productivity , but not always strong enough and that means (significant). There are many employees work with the satisfaction of high not to be employees working high productivity.

James L. Gibson (2006:373), et all, argues : Job satisfaction is an individual's expression of personal well-being associated with doing the job assigned. Job satisfaction depends on the levels of intrinsic and extrinsic outcomes and how the job holder views the outcomes. These outcomes have different values for different people. Of these opinions clearly shows that satisfaction of employment is an expression of personal nature of the individual who has to do with the tasks assigned to him. Work satisfaction depends on the level of the

intrinsic and extrinsic and workers looked at how the results of such work. The results of this work will be different values for each one. The condition at an object of research showed that labor productivity employees different one with another. There are civil servants who work productively by doing in work completed the task given to him to think of that work today must be settled today. This was the embodiment of work satisfaction high that the employee owned, and there are employee who have low satisfaction of work that can be seen from a lack of creativity and initiative of civil servants work only carry out the task of working in accordance with orders and instructions of leaders. If there are orders or instructions new leaders of the employee carrying out tasks it works. There is no the initiative to do the job without great eagerness own.

3. The influence of compensation (X1) and work satisfaction (X2) toward Labor Productivity (y)

The analysis shows that compensation and the satisfaction of working directly influence positive and significant impact on labor productivity. Influential positive that means that the higher compensation and job satisfaction felt by employees will be accepted as well as causing the higher labor productivity employees. While significant it means work and satisfaction that compensation is a factor / variables that cannot be ignored in improving work productivity of employees. The result of this research stressed that high the low rate production work dipersepsi or perceived by officials determined by the height of the low or suitability the value of compensation received by employees itself and work satisfaction felt by employees that.

Kinicki & Kreitner (2008:208) argues : Rewards are an ever-present and always controversial feature of organization life. Some employees see their job as the source of a paycheck and little else, others derive great pleasure from their job and association with co-workers, volunteers walk away with rewards in the form of social recognitions and pride of having given unselfishly of their times. Opinion this means is that the compensation and there is always controversial features is always the organization of life. Some employees looked at a job as a source of money and other small stuff. The other workers get compensation of pleasure and satisfaction of the work of high of his work and socialize with fellow employees. There are civil

servants who work still have high satisfaction evidenced by high productivity even faithfully perform a task the work entrusted to him although he received compensation in the availability. But there are working low satisfaction of civil servants do the work seen in simple as just a routine, no creativity and the initiative to do the work can benefit both parties the organization for ourselves and place to work .

Ivancevich, Konopatke dan Matteson (2008:178) says : Rewards are classified in to two broad categories, extrinsic and intrinsic, an intrinsic reward is defined as one that is self – administered by the person. It provides a sense of satisfaction and often, a feeling of pride for a job well done. An extrinsic, reward is initiated from outside the person. Receiving praise from a supervisor is extrinsic or initiated by someone other than the person, a supervisor.

Compensation classified into two broad categories, which is intrinsic and extrinsic .Defined as something intrinsic compensation set itself by people. This creates a sense of satisfaction and proud to work on which ended with both. Extrinsic compensation from outside the self someone starts. Received praise from someone superintendent is the extrinsic or other things started by someone other than themselves a clerk as a supervisor.

In line with statements from above, Robbins S. Millet dan B. Waters Marsh (2008:84), bring up : Job satisfaction is a positive feeling about one's job resulting from an evaluation of its characteristics. Typical factors that would be included are the nature of the work, supervision, present pay, promotion opportunities, and relations with other fellow employees.

These opinions show that contentment employment is positive feelings about the work of someone who is the assessment towards karakteristik-karakteristiknya. Factors that influence that includes nature of the work, control, salaries now, chance of promotion and relations with a fellow worker.

IMPLICATION

Based on the findings through research and a conclusion that was formulated, can be thought of implication research as follows:

1. Research findings show that the compensation directly influence give a positive response to labor productivity employees. This means that to improve labor productivity employees to be done by improving compensation received by employees the performance of the form of salary / wages, incentives, and benefits that adequate in accordance with the contribution of employees to organizations
2. Research findings show that the work satisfaction directly influence give a positive response to labor productivity employees. This means that to improve labor productivity employees to be done by improving work satisfaction employees in the form of satisfaction on that job, the condition of it works, friend it works, the award / reward in full already and opportunities to advance/position promotion.
3. Research findings show that compensation and satisfaction work directly influence give a positive response to labor productivity employees. This means that to increase productivity of employees can be conducted by ways to improve compensation in the form of salary / wages, incentives and benefits that sufficient work and satisfaction in the form of satisfaction the top of the work, working conditions, the award, position promotion.

CONCLUSION

Based on the results of research and discussions, then be drawn conclusions as follows:

1. Compensation of labor productivity and positive effect on the employees, " if the employee compensation received quite sufficient to increase the productivity of its work.
2. The gratification of the positive effect on work productivity and employees this means that if employees feel satisfied with the work will increase the productivity of its work.
3. An indirect labor compensation and satisfaction positive effect on labor productivity employees.

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