

What Is The Influence Of Compensation And Workload On Employee Performance

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Abstract. Previous research states that job satisfaction is one of the most complex areas that managers face today in terms of managing their employees (Komariyah, 2023). Some factors affecting employee satisfaction are workloads and compensation (Komariyah, 2022). Workload has a negative impact on job satisfaction, and compensation has a positive impact on work satisfaction and has a strong relationship. The research was conducted using descriptive and verification methods, and calculations were performed using the SPSS 20.0 program. Data collection was obtained through observations and questionnaires. Sampling is purposive random sampling. The respondents in this study were employees of a textile company in Subang City. The results of this study conclude that: 1) Compensation in the category is excellent. 2) The workload in the category is sufficient. 3) Job satisfaction in the good category has a significant impact on job satisfaction. Thus, it can be concluded that there is an influence of compensation and workload on job satisfaction.

Keyword: Influence, Employee Performance, Compensation And Workload

INTRODUCTION

The level of employee satisfaction within an organization can serve as a gauge of its success. (Komariyah, 2023). In order to achieve an optimal level of job satisfaction, the human resources in the organization must be managed and observed as well as possible, so that they feel comfortable performing their duties and obtaining maximum results, and employees get satisfaction from working within their company. According to Komariyah (2022), employee satisfaction is an employee's emotional condition where there is a point of encounter between the return of services received by the employee from the company and the value of the rate of return of service expected by the employer. Laelawati (2023) said that when employees' satisfaction occurs, it is usually reflected in their feelings towards the company, which is embodied in a positive employee attitude toward the job. On the object studied, it is known that employee job satisfaction has not been well realized because some employees feel dissatisfied with the facilities received. Employees in one part of the organization feel a huge workload because each employee has a high individual sales target and a total of 197 units in a month. Employees work under pressure with so much demand that they need to work longer to find customers who are interested in buying products from the company to be able to reach the target. Then, from the point of view of the mental burden, employees get high mental stress if they can't reach the company's target. Further from the physical workload, if an individual working overtime can lower their physical condition, they

need time, mind, and energy to be able to work well in accordance with the company goal, which sometimes makes them work overtime, which makes their physical condition decrease due to exhaustion.

LITERATURE REVIEW

Employment satisfaction is an individual thing, where each employee has a different level of satisfaction according to the value system as well as their needs and desires. The level of satisfaction will be higher if more and more aspects of the work are in line with the wishes and values of an employee. When an employee feels satisfaction at work, he will work as hard as he can with all his abilities to complete his tasks and responsibilities in the company. Similarly, on the contrary, the more aspects of his work that do not conform to the system of values followed by a person, the lower the level of satisfaction obtained. (Komariyah, 2022).

Based on the Laelawati study (2022) it is known that the workload is one of the factors affecting job satisfaction. In addition to the statement, Komariyah (2023) stated that disproportionate workloads can affect job satisfaction. The workload can be defined as a difference between the capacity or ability of the worker and the demands of the work to be met. (Laelawati, 2023).

In addition to the workload, another factor that affects job satisfaction is compensation. In his Kushendar study, Dkk (2022) stated that compensation has a significant impact on job satisfaction. Compensation is what employees receive in exchange for their contributions to the organization. (Komariyah, 2022). Giving compensation is important because it can stimulate employees to do more work than the company wants. Giving better compensation will make employees feel appreciated by their leaders so affect their satisfaction in the work. According to Saepudin (2022) compensation is something that is considered as something comparable to what is done.

RESEARCH METHOD

The method used in this research is a descriptive method and a verification method with a quantitative research approach. A descriptive approach is used to determine the existence of independent variable values, either one or more variables (independent) without making comparisons or connecting them with other variables. The descriptive method used in this

research is to find out and examine employee compensation, workload and job satisfaction. The verification method is used to show the influence of the variables used to test the hypothesis using statistical calculations. The verification method was used in this research to determine and answer the hypothesis of the influence of workload and compensation on employee job satisfaction. The population in this study was all employees of the sales operations division, totaling 57 people using a survey method and using the entire population as respondents.

RESULT AND DISCUSSION

The calculation results from the questionnaire given to 57 respondents showed that the compensation variable for the object under study had a total score for all items of 88%, which was in the very good category. This means that employees have received compensation in the form of good salaries, incentives, or bonuses. This can be seen in employees receiving compensation every month on a regular basis and given directly to employees without other intermediaries. Fairly and transparently, employees receive a basic salary that is in accordance with the regional minimum wage. In this case, employees receive more compensation, which is obtained from the length of time the employee has worked at the company; employees receive a salary or wage in accordance with the level of their respective positions, which have different workloads; employees receive compensation in accordance with the competencies possessed by each employee; employees receive appropriate additional incentives or bonuses if employees receive additional duties and working hours; they always receive compensation at certain times that have been established by the company in accordance with applicable regulations; and the company has provided its obligations regarding compensation to all employees properly.

On the workload variable, respondents' responses produced a total score of 51%, which was in the sufficient category. In each indicator that measures workload, employees find it difficult to manage their time because it takes a long time to travel from home to the company, employees get a work space that has sufficient lighting so that it does not hinder them from completing work, even though employees get a work space that has good air condition with complete accommodation, employees get a working space that is close to noise, get an adequate work security system provided by the company to all employees, employees often get overtime, employees get burdens, pressures, demands while working which cause frustration , employees are required to prioritize their work matters even

though they spend more time as directors, employees must be ready and responsible for all their work.

Respondents' responses regarding the job satisfaction variable, which resulted in a total score of 77%, were in the good category. This means that it can be concluded that the employee is good, meaning that the employee gets good co-workers, promotions, salary/wages, work environment, physiology, the work itself is good, it can be seen how the employee gets the rights they should have, and superiors who care about all the conditions of their employees. . This can also be seen in employees not having any objections to completing their work, employees being able to achieve the work targets given, employees not feeling that their work is monotonous and the variety of work is in accordance with the employee's abilities and job description, the company providing complete facilities for employees when working in the office to help employees at work, and colleagues always being ready and willing to help in completing the work.

Testing Hypothesis 1: Positive Effect of Compensation on Job Satisfaction.

Table 1 Results of the t test on the influence of compensation variables on job satisfaction

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
(Constant)	5,795	2,502		2,288	,009
1 COMPENSATIO N	,225	.111	,221	4,229	,000

Table 2 Coefficient of Determination of Compensation Variables on Employee Satisfaction

Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.5915	.515	.518	5.77088	2,180

a. Predictors: (Constant), COMPENSATION

b. Dependent Variable:

SATISFACTION

The magnitude of the role of compensation variables on employee satisfaction variables can be known using analysis of the coefficient of determination (R²). The coefficient of determination (R Square) shows a value of 0.515 or 51.5%, meaning that the job satisfaction variable is influenced by compensation by 51.5%.

Hypothesis Testing 2: Negative influence of workload on job satisfaction

Table 3 Results of the t test for workload variables on job satisfaction

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	15,257	5,195	-.428	21,9	,000	1,000	1,000
	BURDEN	-1,285	,124		-5,107	,000		

DISCUSSION

Based on the calculation results presented in Table 1, the t value can be seen. The calculated value obtained is 4.229, and the ttable value is 2.019, which means the tcount > ttable or $4.229 > 2.019$, and the significant value is $0.000 < 0.05$. This means that H_0 is accepted and H_a is rejected, which means there is a significant positive influence between compensation and job satisfaction.

These results are in line with research by Teguh (2012), which states that compensation variables can influence job satisfaction. Providing compensation to employees can motivate them and provide job satisfaction. Compensation given to employees greatly influences the level of job satisfaction and work motivation, as well as work results. By providing compensation that is appropriate to the type of work and job position of employees, employees will feel satisfied at work. A company must know the factors that can create job satisfaction for employees and be able to provide compensation appropriately so that high employee job satisfaction can be achieved.

Table 2 presents the calculation results. From the t table, the t value is obtained. The table for $\alpha = 0.05$ is 2,019. t value The count of -5.107 is smaller than the negative table of -2.019. ($-5.107 < -2.011$), then the H_0 test results are rejected. The significant level value is $0.000 < 0.05$. This shows that there is a negative influence between workload and employee satisfaction.

This opinion is in line with Hamid (2014), who states that workload variables can influence job satisfaction. Disproportionate workloads will have an impact on feelings of stress, especially those that have exceeded moderate levels, so this can have a negative impact, namely that employee job satisfaction is not met, which in turn will have an impact on low satisfaction. Job satisfaction is considered to be the result of an employee's experience in relation to their own values, such as what they want and expect from their work.

This view can be simplified to mean that job satisfaction is an individual's attitude and feedback from their work. So from the explanation above, it has been stated that there is a negative influence of workload on job satisfaction.

The calculation results in Table 5 show a count value of 25.129 with a significance level of 0.000. Testing by comparing significance = 0.000 with $\alpha = 5\%$ (0.05), then $0.000 < 0.05$ means that H_0 is rejected and H_1 is accepted. Therefore, it can be concluded that there is a significant influence of compensation and workload together (simultaneously) on employee job satisfaction.

This opinion is in line with research by Komariyah (2022), which states that compensation variables and workload can influence job satisfaction. Workload has a negative influence on job satisfaction, and compensation also has an influence on job satisfaction and has a strong relationship. This indicates that a workload that is too heavy can result in decreased job satisfaction, and appropriate compensation can result in high job satisfaction as well.

CONCLUSION

The research results that have been analyzed and discussed can be drawn as follows:

- a. compensation for the object is in the very good category;
- b. employee workload is in the sufficient category;
- c. employee job satisfaction is in the good category;
- d. compensation has a positive and significant effect on employee job satisfaction;
- e. workload has a negative effect on employee job satisfaction;
- f. Compensation and workload simultaneously influence employee job satisfaction.

For further research, it is best to conduct it on a broader object and consider other variables that can also influence employee job satisfaction.

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