

The Influence of Compensation and Commitment on Employee Performance at the Immigration Office Class I TPI Jambi

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Abstract. The purpose of this study is to describe and investigate employee compensation and performance initiatives in Immigrant Class I Jambi. The analysis methods used here are quantitative analysis methods, observation, questionnaire, and documentation data collection techniques. In this study, the total population and sample of employees at Jambi Immigration Office was 81 people. This study uses a saturation sampling technique. The data analysis techniques used in this study included descriptive range analysis and multiple linear analysis using SPSS 21 software, and the results of the statistical analysis showed that compensation (X1) has a positive significance on employee performance. It shows that it has a significant impact. Personal commitment (X2) has a positive and significant impact on employee performance. At the same time, rewards and engagement have a positive impact on employee performance. Therefore, the results of this study show that improving employee performance is closely linked to rewards (direct and indirect rewards) and commitment, especially the highly compensated work itself (affective commitment, continuance commitment, normative commitment). We can conclude that they are related. It becomes easier to improve employee performance.

Keywords: Compensation, Commitment, Employee Performance.

INTRODUCTION

The main element in the organization is HR, Human Resources work to achieve organizational goals. Sutrisno (2017) defines HR as ideas, ideas, thoughts, competent and experienced energy for the smooth running of organizational activities. An effective organization ensures that employees are able to work together to achieve organizational goals (performance).

Performance is the success of an organization's work and contributes to the success of its employees and organization. In an organization, it is the result of employees' work that realizes the organization's vision, mission, and organizational goals (Nurwin and Frianto, 2021: 2).

One of the variables that influence execution is remuneration, stipend can make strides organizational execution and is anticipated to make a positive relationship between the office and representatives where representatives will work with their bosses, stipend within the sense of this inquire about is everything that's gotten by representatives since workers have contributed their vitality, time, and contemplations to the organization.

One shape of recompense in this case is compensation. Compensation is an extra remunerate gotten by workers for their work within the shape of honorarium settled

remittances, motivations, rewards for accomplishment, severance pay, or benefits gotten by representatives in understanding with the execution comes about accomplished (Hariandja, 2017).

A few considers clarify that remuneration (compensation) incorporates a positive impact in making strides representative execution. It is suspected that the organisational performance of Jambi Class I TPI Immigration Office is still not optimal because there are activities that have not reached 100%, namely: Service & Law Enforcement Program 90.38%, Implementation of the Function of Coordinating Immigration Services & Law Enforcement in the Region 90.38%, Management Support Program 96.87%, Management Support & Other Technical UPT Immigration 96.87%.

It is known that out of 10 representatives of the Jambi Course I TPI Migration Office, there are still those who unequivocally oppose this idea 14.3% on the receipt of remuneration, but there are representatives who state that the stipend they get is adequate 30%, this appears that the stipend gotten by workers is thought to be palatable.

And as for the commitment of employees at the Jambi Class I TPI Immigration Office, it is thought to be quite good because it can be seen that a high percentage of commitment of 40% of employees answered strongly agree that they were proud to be employees of the Jambi Class I TPI Immigration Office.

Based on the above phenomena described in the background, the author is interested in studying the research entitled: **"The Effect of Compensation and Commitment on Employee Performance at the Jambi Class I TPI Immigration Office"**.

Problem Formulation

Based on the foundation over, it can be seen that the execution at the Jambi TPI Lesson I Migration Office is purportedly still not ideal, as well as stipend (compensation) is purportedly still not ideal. But when looking at worker commitment, it is suspected that their dependability to the Jambi Course I TPI Movement Office is tall. Based on this, the taking after issues can be defined:

1. How is the description of employee performance, compensation (remuneration), and work commitment at the Jambi TPI Class I Immigration Office?
2. How does compensation (remuneration) affect employee performance at the Jambi TPI Class I Immigration Office?
3. How does work commitment affect employee performance at the Jambi TPI Class I Immigration Office?

4. How does compensation (remuneration) and work commitment affect employee performance at the Jambi TPI Class I Immigration Office?

Research Objectives

The objectives to be fulfilled in this study are:

1. To decide the depiction of representative execution, emolument (compensation) and work commitment at the Jambi Lesson I TPI Movement Office.
2. To decide the impact of emolument (compensation) on representative execution at the Jambi TPI Lesson I Migration Office.
3. To decide the impact of work commitment on worker execution at the Jambi TPI Lesson I Migration Office.
4. To decide the impact of stipend (compensation) and commitment on representative execution at the Jambi TPI Course I Migration Office.

LITERATURE REVIEW

Employee Performance

Concurring to Mangkunegara (2013), execution is characterized as the sum and calibre of comes about that a worker can accomplish whereas carrying out his obligations in line with the commitments that have been given to him. The taking after are illustrations of execution markers:

1. Quality of Work
2. Work Quantity
3. Responsibility
4. Co-operation
5. Initiative

Compensation

According to Rivai and Sagala (2016), the compensation indicators that are the main focus are:

1. Salary
2. Wages
3. Intensive
4. Fringe benefit or indirect compensation

Commitment

According to (Busro, 2018) Commitment consists of the following indicators:

1. Affective Commitment (Affective Commitment)
2. Continue Commitment (Continuing Commitment)
3. Normative Commitment

FRAME OF MIND

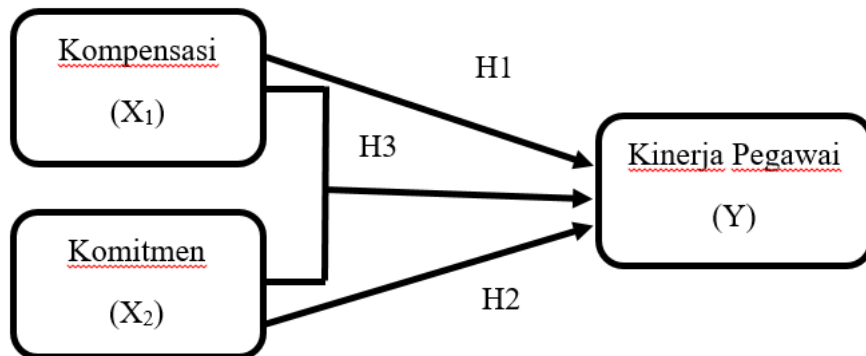


Figure 1: Framework for Thought

Hypothesis

H1: It is suspected that Compensation (X1) has a significant positive effect on Employee Performance (Y) at the Jambi Class I TPI Immigration Office.

H2: It is suspected that Commitment (X2) has a significant positive effect on Employee Performance (Y) at the Jambi TPI Class I Immigration Office.

H3: It is suspected that Compensation (X1) and Commitment (X2) have a significant positive effect on Employee Performance (Y) at the Jambi TPI Class I Immigration Office.

RESEARCH METHODS

Research Design

This investigate employments quantitative investigate strategies, this investigate is conducted to clarify and portray the impact of two free factors, specifically stipend and commitment to one subordinate variable, to be specific worker execution. The populace in this consider was 81 individuals by utilizing the whole existing populace as a test (immersed test strategy). The strategy used is by collecting information employing a survey measured by a Likert scale and utilizing expressive examination, where information handling employments SPSS 21.

RESULTS AND DISCUSSION

Validity Test

Table 1: Employee Performance Validity Test (Y)

Statment	Dimension	r Count	r Table	Conclusion
1	Work Quality	0,544	0,219	Valid
2		0,514	0,219	Valid
3	Work Quantity	0,450	0,219	Valid
4		0,403	0,219	Valid
5	Responsibility	0,514	0,219	Valid
6		0,378	0,219	Valid
7	Cooperation	0,482	0,219	Valid
8		0,453	0,219	Valid
9	Initiative	0,396	0,219	Valid
10		0,605	0,219	Valid

From the comes about of measurable legitimacy test information handling, none of the explanations are not demonstrated redress, on the opposite, all 10 explanation things are substantial since $r \text{ number} > r \text{ table}$.

Table 2: Compensation Validity Test (X1)

Statment	Dimension	r Count	r Table	Conclusion
1	Direct Compensation	0,560	0,219	Valid
2		0,588	0,219	Valid
3		0,437	0,219	Valid
4	Indirect Compensation	0,451	0,219	Valid
5		0,603	0,219	Valid
6		0,580	0,219	Valid
7		0,606	0,219	Valid

From the comes about of the measurable legitimacy test information, none of the articulations are not demonstrated to be genuine, something else all 7 explanation things are substantial since $r \text{ tally} > r \text{ table}$.

Table 3: Commitment Validity Test (X2)

Statment	Dimension	r Count	r Table	Conclusion
1	Affective Commitment	0,542	0,219	Valid
2		0,575	0,219	Valid
3		0,526	0,219	Valid
4	Continue Commitment	0,523	0,219	Valid
5		0,667	0,219	Valid
6	Normatif Commitment	0,619	0,219	Valid
7		0,583	0,219	Valid
8		0,528	0,219	Valid

From the comes about of measurable legitimacy test information preparing, none of the articulations are not demonstrated adjust, something else all 8 explanation things are substantial since $r_{check} > r_{table}$.

Reliability Test

Table 4: Reliability Test Results

Variable	Number of Items	Cronbach Alpha	Description
Employee Performance	10	0,614	Reliable
Compensation	7	0,610	Reliable
Commitment	8	0,693	Reliable

Based on table 4 over, it can be concluded that the esteem of Cronbach Alpha of all articulation things from each variable considered, specifically the worker execution variable (Y), remuneration (X1), and commitment (X2) with the by and large explanation is more prominent than 0.60 so it can be concluded that all factors in this ponder are dependable.

Coefficient Of Determination (R²)

Table 5: Coefficient of Determination

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,697 ^a	,486	,472	1,761
a. Predictors: (Constant), COMMITMENT(X2), COMPENSATION (X1)				
b. Dependent Variable: EMPLOYEE PERFORMANCE(Y)				

Based on the comes about of the table over, the coefficient of assurance ranges from to 1, the more noteworthy the coefficient of assurance near to 1, the more prominent the impact of the autonomous variable on the subordinate variable. The balanced R² test comes about in this consider of the coefficient of assurance (balanced R²) of 0.697. Appears the size of the impact of remuneration and commitment on worker execution by 69.7% whereas the remaining 30.3% is clarified by other factors not inspected in this think about.

Multiple Regression Analysis

Table 6: Multiple Regression Analysis

Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	12,681	3,322	
	COMPENSATION (X1)	,243	,089	,243
	COMMITMENT (X2)	,599	,094	,564
a. Dependent Variable: EMPLOYEE PERFORMANCE (Y)				

Based on the table of test results above, the multiple regression equation can be found as follows: $Y = 12.681 + 0.243X1 + 0.599X2 + e$

The regression equation above can be explained as follows:

1. The steady of 12.681 shows that in the event that the esteem of stipend (X1) and commitment (X2) does not exist or the esteem is 0, at that point worker execution will increment or increment in esteem by 12.681.
2. The relapse coefficient of the emolument variable is 0.243, which suggests that in case stipend increments by one-unit, representative execution will increment by 0.243.
3. The relapse coefficient of the commitment variable is 0.599, which implies that on the off chance that commitment increments by one unit, worker execution will increment by 0.599.

Classical Assumption Test

Normality Test

Table 7: Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		81
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,73914938
Most Extreme Differences	Absolute	,056
	Positive	,037
	Negative	-,056
Kolmogorov-Smirnov Z		,505
Asymp. Sig. (2-tailed)		,961
a. Test distribution is Normal.		
b. Calculated from data.		

The rule in deciding whether the information is ordinarily disseminated within the Kolmogorov-smirnov test is to see if the Sig esteem is more noteworthy than 0.05. Based on the columnogorv-smirnov test, the Asymp. Sig (2 - followed) of 0.961, more noteworthy than 0.05 so the information in this think about are regularly disseminated.

Multicollinearity Test

Table 8: Multicollinearity Test

Coefficients ^a				
Model		Collinearity Statistics		
		B	Tolerance	VIF
1	(Constant)	12,681		
	COMPENSATION (X1)	,243	,842	1,187
	COMMITMENT (X2)	,599	,842	1,187

a. Dependent Variable: EMPLOYEE PERFORMANCE (Y)

Rules in getting a choice on the nearness or nonattendance of multicollinearity indications, specifically in case the esteem is between 1-10 at that point there's no multicollinearity or in other words in case resilience 10 at that point it can be said to be multicollinearity. Based on the comes about of the multicollinearity test calculation, the VIF esteem of each Free variable 1.187 is less than 10 and the resistance esteem shaped is over 0.842 over 0.1. So it can be concluded that the relapse show is appropriate for further research and there's no multicollinearity.

Heteroscedasticity Test

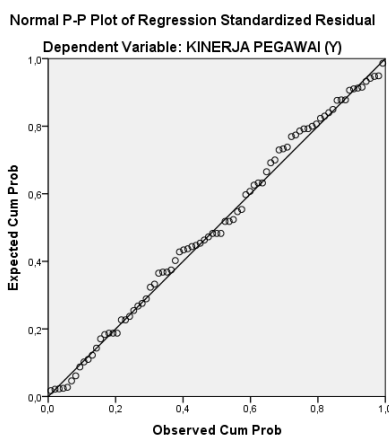


Figure 2: Scatter Plot

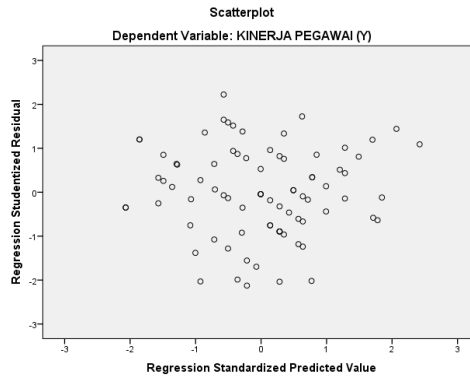


Figure 3: Scatter Plot

From the picture over, the test comes about appear that there's no distribution that features a design (dissemination happens haphazardly), it can be concluded that there's no heteroscedasticity issue.

Hypothesis Testing

Table 9: Simultaneous Test (F)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	228,424	2	114,212	36,816	,000 ^b
	Residual	241,971	78	3,102		
	Total	470,395	80			
a. Dependent Variable: EMPLOYEE PERFORMANCE (Y)						
b. Predictors: (Constant), COMMITMENT (X2), COMPENSATION (X1)						

Based on the table with the assistance of the SPSS 21 factual examination program, the calculated F esteem is 36.816 with a critical F esteem of 0.000. This shows that the compensation and commitment variables together have a positive and significant effect on employee performance, because the significant value is small 0.005 ($0.000 < 0.05$) so that H_0 and H_a are accepted.

Table 10: Partial Test (T)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,681	3,322		3,818	,000
	COMPENSATION (X1)	,243	,089	,243	2,747	,004
	COMMITMENT (X2)	,599	,094	,564	6,369	,000
a. Dependent Variable: KINERJA PEGAWAI (Y)						

Based on the table with the help of the SPSS 21 analysis program, it can be said that the results of the hypothesis test carried out can be obtained:

1. Compensation (X1) on employee performance (Y)

According to the table above, work pay has a substantial effect on employee performance at a level of 0.05% (sig = 0.004, $p < 0.05$). H_0 gets rejected, whereas H_a is accepted.

2. Commitment (X2) to employee performance (Y)

The table above shows that commitment has a 0.05% effect on employee performance, with a significant value (sig) of 0.000 < 0.05 . H_0 and H_a are accepted.

Effect of Compensation on Employee Performance

The study found that compensation has a positive and significant impact on employee performance at the Jambi Class I TPI Immigration Office, with a t-test level of 0.004 (< 0.05).

According to the findings of this study, the compensation received by employees of the Jambi Class I TPI Immigration Office has four very high indicators: the remuneration I receive is commensurate with my rank and class of employment, the bonus given by the office increases my enthusiasm for work, I believe the facilities provided are adequate so that employees feel helped by them, and adequate supporting facilities and work equipment. Meanwhile, three other compensation indicators are rated as high: the intensive provided by the office boosts my enthusiasm for work, I feel safe with the insurance provided, and I believe that the standard implementation of employee benefits has paid attention to employee needs.

Fair and appropriate compensation can boost employee motivation, potentially increasing agency performance.

This is in line with the theory put forward by (Yulandri, 2020) Compensation, or any form of personal benefit obtained in exchange for performing organisational duties, is one of the tasks of HR management. An employee must be paid fairly and properly. Fairness and appropriateness require that salaries and benefits are commensurate with the risks and levels of responsibility associated with each job, and that salaries and compensation are sufficient to cover workers' living costs if possible to improve employee performance.

This study is congruent with recent research by Shintia and Afni (2020) entitled "The Effect of Compensation and Work Commitment on Employee Performance at PT Pandawa Karya Palembang" which also found that remuneration has a good value and a substantial effect on employee performance. Meanwhile, according to M. Fisdian Arismunandar and Hazmanan Khair (2020), it is inversely proportional entitled "The Effect of Position Analysis Compensation and Career Development Patterns on Employee Performance" which states that compensation has no significant effect on employee performance.

Effect of Commitment on Employee Performance

The research indicates that staff performance at the Jambi Class I TPI Immigration Office is positively and significantly impacted by dedication (t-test p-value < 0.05).

According to the findings of this study, employees at the Jambi Class I TPI Immigration Office are very committed, as evidenced by six indicators: the order of work values is a priority goal at work, I am emotionally attached to this office, loyalty is important for every employee, I have strong trust in the office where I work, I am very compatible with immigration work, and I am always taught to remain loyal to this office. Meanwhile, there are two markers of commitment: I would be extremely pleased to spend the rest of my life at the office, and I always perform my job with utmost responsibility.

We can conclude that commitment is vital for improving employee performance because it fosters a sense of attachment and motivation to contribute optimally. Commitment fosters a steady work environment, which can boost employee productivity and loyalty.

This is consistent with Busro's (2018) thesis that commitment is an attitude toward the connection between employees and the agency in which employees believe in the agency's values and aims. Employees' trust and acceptance of the business's goals, as well as their willingness to remain with the organisation. Committed employees might see and feel more linked to their aims. Because commitment is a required work attitude, individuals may demonstrate that they are eager to work hard to achieve goals and have a strong desire to work for an agency in the long run.

This study is consistent with previous research by Slamet Yahya Sri Abdullah, Bedjo Sujanto, and Masduki Ahmad (2020), entitled "The Effect of Compensation and Commitment on the Performance of Private MTs Teachers in Jepara Regency," which found that organizational commitment has a positive impact on performance. Another study, titled "The Effect of Motivation Compensation and Organisational Commitment on Employee Performance of PT Odifa Jelajah Dunia" by Maris Suabdah (2021), demonstrates that organisational commitment has a significant effect and explains the direction of a positive relationship on the performance of PT Odifa Jelajah Dunia employees.

Effect of Compensation and Commitment on Employee Performance

The research indicates that compensation and commitment have a positive and significant impact on employee performance at the Jambi Class I TPI Immigration Office, with a significant level of profitability of $0.000 < 0.05$.

These findings show that compensation can have an impact on employee performance, implying that increasing employee compensation can improve employee performance. In

addition, commitment influences employee performance. Employee performance will improve if people are very engaged to their jobs and receive outstanding compensation. This is because employees will work more joyfully and receive feedback that will help them execute the tasks assigned to them more effectively. It can be read that each component can influence employee performance and, when combined, can have a stronger impact, ensuring that the agency's goals are met fast.

This is consistent with the theory proposed by Heryenzus and Laia (2018). Performance can be defined as the effective and efficient results obtained by an employee while carrying out his activities in accordance with the productivity worked on.

The findings of this study are supported by previous research conducted by A. Qadratunnisai Ramadhani Anwar, Agung Widhi Kuriawan, Burhanuddin, Romansyah Sahabuddin, and Uhud Darmawan Natsir (2023), who found that the variable compensation (X1) and work commitment (X2) have an influence on employee performance (Y) simultaneously. Next, compensation has a somewhat negative effect on employee performance, whereas job dedication has a good effect. PT BRI Kab. Sinjai places a higher value on employee compensation and job commitment, which benefits PT BRI Sinjai Regency and can be used to construct long-term development models and business strategic objectives.

CONCLUSION

Based on the research results that have been obtained, it can be concluded as follows:

1. The study's factors show high average ratings for remuneration and dedication, as well as employee performance. This demonstrates that the employee performance, remuneration, and commitment of personnel at the Jambi Class I TPI Immigration Office are satisfactory.
2. Compensation improves staff performance at the Jambi Class I TPI Immigration Office. This demonstrates that remuneration has a crucial role in enhancing employee performance. Due to the agency's provision of remuneration in accordance with expectations.
3. At the Jambi TPI Class I Immigration Office, staff performance is positively and significantly influenced by commitment. This demonstrates that if employees are extremely committed to their work, employee performance will be very high; if they are not very committed, employee performance will be quite low.
4. The combined effect of remuneration and commitment on employee performance is favorable and considerable. This demonstrates that remuneration and dedication are

good, and employees will feel comfortable carrying out duties and completing work on time.

SUGGESTIONS

Based on the research results and conclusions above, the authors put forward the following suggestions:

1. According to the responses in the employee performance variable, the responsibility dimension receives the lowest score compared to the other four dimensions. There are employees who have not acted professionally while working; consequently, leadership must pay attention to employees, particularly in terms of knowledge, skills (skills), and attitude (attitude) in their services, and improve supervision so that employees can operate more effectively.
2. Based on the respondents' answers in the compensation variable, it is known that the indirect compensation dimension in the indicator I feel safe with the insurance that has been given gets the lowest total score compared to the other indicators. Therefore, the agency must be involved in resolving insurance cases. Leaders need to consult with insurance agents to provide policies that suit their needs and pay compensation in accordance with the insurance agreement for their employees so that they are not worried about the insurance that has been provided.
3. Based on the respondents' answers in the commitment variable, it is known that the affective commitment dimension in the indicator I will be very happy to spend the rest of my career at the office and the continuing commitment dimension in the indicator I always do my job with high responsibility get the lowest total score compared to other dimensions. Therefore, the leadership needs to determine the clarity of the commitment variable.

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