

The Influence of Motivation, Compensation, and Physical Work Environment on The Performance of Kumun Health Employees

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ABSTRACT

This study aims to examine the motivation, compensation, and physical work environment on the performance of the employees of the Kumun Health Center in Sungai Penuh City, a total of 43 respondents. Collecting data in this study's primary data was collected by distributing questionnaires to respondents. This research method uses quantitative methods, while the analysis technique used is multiple linear regression analysis, t-test, f-test, and test the coefficient of determination. Partially, there is an influence between motivation (X1) on employee performance (Y) at the Kumun Health Center in Sungai Penuh City as evidenced by the value of $t \text{ count} \geq t \text{ table}$ ($2.874 \geq 2.02269$) with a significant value = $0.007 < 0.05$. Where is the magnitude of the influence of motivation on the performance of employees of the Kumun Health Center in Sungai Penuh City is 0.072%. There is a positive and significant influence between compensation (X2) partially on employee performance (Y) Kumun Health Center in Sungai Penuh City as evidenced by the value of $t \text{ count} \geq t \text{ table}$ ($4.484 \geq 2.02269$) with a significant value = $0.000 < 0.05$. The compensation amount for the performance of the Kumun Health Center employees in Sungai Penuh City is 32.3%. There is a positive and significant influence between the physical work environment (X3) partially on the performance of employees (Y) at the Kumun Health Center in Sungai Penuh City as evidenced by the value of $t \text{ count} \geq t \text{ table}$ ($3.228 \geq 2.02269$) with a significant value = $0.003 < 0.05$. The magnitude of the physical work environment on the performance of the Kumun Health Center employees in Sungai Penuh City was 19.3%. There is a simultaneous influence between motivation (X1), compensation (X2), and physical work environment (X3) on employee performance (Y) which is 51.7%. The remaining 48.3% is explained by other causal factors not examined in this study.

Keywords: Motivation; Compensation; Physical Work Environment

INTRODUCTION

Human resources are a valuable asset in an organization and are a driving factor in achieving organizational goals. Therefore the roles and functions cannot be replaced by other resources. This situation encourages management to continue to improve in managing human resources to produce output quality. So that it can achieve the goals that have been set, Bintoro and Daryanto (2017) state that "Human resource management, abbreviated HRM is a science or method of how to regulate the relationship and role of resources (labor) owned by individuals

efficiently and effectively and can be used optimally so as to achieve the common goals of the company, employees and society to the maximum” The operational functions of HRM include maintenance which focuses on maintaining the physical condition of employees, occupational health safety and maintenance of a pleasant attitude, namely harmonious relationships.

Government Regulation 30 of 2019 concerning Civil Servant Performance Evaluation defines employee performance as the work achieved by each civil servant in the organization/unit according to employee performance targets and work behaviour. The development of human resources in health services is significant to be improved, such as the Puskesmas. Puskesmas is one of the services that has essential meaning for the community because it directly comes into contact with the community. Many factors influence human resources, such as work motivation. According to McClelland, cited by Hasibuan (2012), states that motivation is a potential energy reserve owned by a person to be used and released, which depends on the strength of the drive and the opportunities that exist where employees will utilize this energy because of motive power and basic needs, expectations and incentive values. In addition to motivational and compensation factors, the physical work environment where the employee works is equally important in improving employee performance.

The aims of this research are (1) partially to determine the effect of motivation on the performance of employees of the Kumun Health Center in Sungai Full City, (2) partially to determine the effect of compensation on the performance of employees of the Kumun Health Center in Sungai Penuh City, (3) to determine the effect of the physical work environment on the performance of employees of the Kumun Health Center in the City of Sungai Penuh partially,(4) to determine the effect of motivation, compensation and physical work environment on the performance of employees of the Kumun Health Center in Sungai Penuh City simultaneously.

LITERATURE REVIEW

Employee Performance

According to Bangun (2012), the definition of performance is the result of work achieved by a person based on work having job requirements (job standards), so work standards are the expected level. A particular job is to be completed correctly by employees in an organization. According to Irianto (Sutrisno, 2016), performance is an achievement someone obtains in carrying out a task. And the organization's success depends on the performance of the relevant organizational actors.

Performance comes from the word job performance or actual performance, which means work performance or actual achievement achieved by a person. Performance means the quality of work an employee achieves in carrying out his

functions by the responsibilities given. Factors that influence employee performance are discipline. Discipline is a crucial attitude that must be possessed by employees in an organization. Work motivation, compensation, leadership style, work environment, employee training, technology development, delegation and communication. Then there are also performance indicators, according to PP 30 of 2019, measured through service orientation, integrity, commitment, discipline, cooperation, and leadership.

Motivation

According to Sedarmayanti (2017), motivation is a force that encourages a person to take action or not, which is essentially positive or negative internally and externally; work motivation gives rise to encouragement/enthusiasm for work/enthusiasm for work. Motivation is an action or power obtained from someone to do everything with passion and enthusiasm. The influence of motivation on employee performance is one of the best tools to improve employee performance. Therefore, companies must pay attention to employee motivation so that employees and the company can run smoothly without harming each other.

According to Mc Clelland in Hasibuan (2012), indicators of work motivation are as follows: 1. The need for achievement, a form of creative development from employees in enthusiasm for high achievement. 2. The need for affiliation, a form of feeling accepted by others in the environment where he lives and works, 3. The need for power is a desire in the best position to be desired to be able to direct abilities to achieve power.

Compensation

According to Hasibuan (2017), compensation is all income in the form of money, goods directly or indirectly received by employees as compensation for those given to the company. Compensation can be physical or non-physical and must be calculated and given to employees according to their sacrifices to the organization/company where they work. The effect of compensation on employee performance is an element of work relations that often causes problems in industrial relations. Management considers wages because they are a significant part of the production and operating costs, reflecting the performance to be paid and affecting its ability to recruit a workforce of a certain quality. Singodimedjo (2018) states that compensation indicators to measure employee performance are salaries, benefits, incentives and facilities.

Physical Work Environment

According to Kasmir (2016), the physical work environment is the facilities, infrastructure, or conditions around the work location. The work environment can be in the form of rooms, layouts, facilities, infrastructure, and working relationships with co-workers. The physical work environment is everything

around the employee at work, both physical and non-physical, which can affect him in carrying out his daily tasks and work. The effect of the physical work environment on employee performance Good physical work environment conditions can support employee performance in carrying out their work so that the work results can be achieved optimally. According to Sedarmayanti (2011), the work environment indicators are 1) A good workspace will support the creation of good working relationships between fellow employees, and 2) Lighting or light is of great benefit to employees to obtain safety and smooth work. 3) Air circulation by creating proper air ventilation.

RESEARCH METHOD

Design and Sample

This type of research is descriptive causality research which belongs to qualitative research. The research was conducted to explain how a variable affects other variables, namely explaining the influence with the dependent variable (Y) is employee performance; the independent variable (X1) is motivation, (X2) is compensation; and (X3) is the physical work environment. The method used in this research is a complete sampling technique; the sampling technique in this study is Saturated Sampling. Saturated sampling is a sample research technique in which all population members are used as samples. As for the sample in this study, 43 civil servants worked at the Kumun Health Center.

Instrument and Procedure

The data sources in this study were obtained from (1) primary data from the distribution of questionnaires to the Kumun Health Center in Sungai Full and (2) Secondary data from the profile of the Kumun Health Center in Sungai Penuh City, references, books and journals. In collecting the data, the researcher used the following procedure:

1. Library Research, namely conducting a library study by studying previous literature and research that has something to do with the problem under study as the theoretical basis in the discussion.
2. Field Research is data collection carried out by going directly to the object under study to obtain data by direct interviews with respondents and the parties concerned and conducting questionnaires, namely data collection techniques using a list of questions answered by the employee related to the variable.

Data Analysis

1. Qualitative Descriptive, the qualitative descriptive method used in this study, is an analytical tool that includes an object in the current condition or event; the purpose of this analysis is to make a systematic and actual description, picture, or painting of the facts in the field with theories, concepts - existing concepts in related literature.

- Quantitative Descriptive is an analysis carried out using statistical analysis using formulas in existing data processing.

RESULT AND DISCUSSION

Test the Validity of the Employee Performance Questionnaire

Items	No	R-Count	R-table	Information
Motivation (X1)	1	0.436	0.3610	Valid
Motivation at the Kumun Health Center in Sungai City	2	0.597	0.3610	Valid
Complete is a form of encouragement or	3	0.736	0.3610	Valid
giving the driving force that creates	4	0.731	0.3610	Valid
enthusiasm for employee work so that employees want	5	0.400	0.3610	Valid

Source: Data Processed with SPSS

Based on the table above, the calculation results of rcount are all greater than rtable. It means that the measuring instrument of the Compensation variable with 12 instruments is valid. In the table below, you can see the results of the physical work environment variable validity test. Based on the table above, the calculation results of rcount are all greater than rtable.

Multiple Linear Regression Test Results

Coefficients								
Model	Unstandardized Coefficients		standardized coefficient	t	Sig.	correlations		
	B	std. Error	Betas			Zero-order	partial	Part
1 (Constant)	31,830	19,193		1,658	,105			
Environmental	,970	,337	,360	2,874	,007	,002	,418	,320
Compensation	,657	,146	,551	4,484	,000	,586	,583	,499
Motivation	,661	,205	,412	3,228	,003	,469	,459	,359
Physical Work								

From the table above, the multiple regression equation model can be obtained as follows:

$$Y = 31.830 + 0.970 X1 + 0.657 X2 + 0.661 X3$$

The explanation of the equation above is as follows:

1. The constant value is the negative (+) direction of +31,830, meaning that if the variables of Motivation, Compensation, and Physical Work Environment are constant (fixed or no change), then Employee Performance is 31,830
2. The value of the motivation coefficient (X1) is + 0.970, which is positive, meaning that the influence of motivation is positive; the more motivation is developed, there is a tendency for an increase in employee performance.
3. The value of the compensation coefficient (X2) is + 0.657, which means it is optimistic that the effect of compensation is positive; the more compensation, the more there is the tendency for an increase in Employee Performance.
4. The coefficient value of the Physical Work Environment (X3) is + 0.661, which is positive, meaning that the influence of the Physical Work Environment is positive; the better the physical work environment, the tendency for an increase in the Performance of the Employees of the Kumun Health Center in Sungai Full City.

Coefficient of Determination

1. Coefficient of Determination Simultaneously To find out how much influence

Motivation, Compensation, and Physical Work Environment on the Performance of Employees of the Kumun Health Center in Sungai Penuh City can be explained in the table below:

Coefficient of Determination Simultaneously Summary models

Model	R	R Square	Adjusted R Square	Std. The error in the Estimate	Change Statistics				
					R Square Change	F change	df1	df2	Sig. FChange
1	,719	,517	,480	2,372	,517	13,936	3	3	,000

- a. Predictors: (Constant), Physical Work Environment, Compensation, Motivation

Based on the table analysis, there is R Square (Determination) which is 0.517,

which is the squaring of the correlation coefficient of 0.719 R Square. It can be stated that the coefficient of determination is as follows:

$$\begin{aligned}
 KD &= R^2 \times 100\% \\
 &= (0.719)^2 \times 100\% \\
 &= 51.7\%
 \end{aligned}$$

Coefficient of Determination means 51.7% influence of Motivation, Compensation, and Physical Work Environment variables on Performance - Employees of the Kumun Health Center in Sungai Full City. While the rest (100% - 51.7%), i.e., 48.3%, is explained by other causal factors not examined in this study.

2. Partial Coefficient of Determination

To find out how much influence Motivation, Compensation, and Physical Work Environment have on the Performance of Employees of the Kumun Health Center in Sungai Penuh City partially. Then it can be explained in the table below:

Partial Coefficient of Determination

Coefficients								
Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	correlations		
	B	std. Error	Betas			Zero-order	partial	Part
1 (Constant)	31,830	19,193		1,658	,105			
Motivation	,970	,337	,360	2,874	,007	,002	,418	,320
Compensation	,657	,146	,551	4,484	,000	,586	,583	,499
Physical Work Environment	,661	,205	,412	3,228	,003	,469	,459	,359

a. Dependent Variable: Employee Performance

An explanation of the Partial Determination coefficient is as follows:

a. Significant Influence of Motivation on Employee Performance

To find out how much influence motivation has on Kumun Health Center employees' performance in Sungai Full, partially. Based on the table can be determined by the following formula:

$$\begin{aligned} \text{KD} &= \text{Zero Order} \times \text{Beta Standardize Coefficient} \times 100\% \\ &= 0.002 \times 0.360 \times 100\% \\ &= 0.072\% \end{aligned}$$

It means that the significant effect of motivation on the performance of the Kumun Health Center staff in Sungai Penuh City is 0.072% partially.

b. Great Effect of Compensation on Employee Performance

To determine how much influence the compensation has on the Employee Performance of the Kumun Health Center in Sungai Penuh City partially. Based on the table can be determined by the following formula:

$$\begin{aligned} \text{KD} &= \text{Zero Order} \times \text{Beta Standardize Coefficient} \times 100\% \\ &= 0.586 \times 0.551 \times 100\% \\ &= 32.3\% \end{aligned}$$

It means that the partial effect of compensation on employee performance at the Kumun Health Center in Sungai Penuh City is 32.3%.

c. Significant Influence of the Physical Work Environment on Employee Performance

To determine how much influence the Physical Work Environment has on the Employee Performance of the Kumun Health Center in Sungai Penuh City partially. Based on the table 4.10 can be determined by the following formula:

$$\begin{aligned} \text{KD} &= \text{Zero Order} \times \text{Beta Standardize Coefficient} \times 100\% \\ &= 0.469 \times 0.412 \times 100\% \\ &= 19.3\% \end{aligned}$$

It means that the significant influence of the physical work environment on the performance of employees of the Kumun Health Center in Sungai Penuh City is 19.3% partially.

T-test

To test the significant effect of motivation, compensation, and physical work environment on the performance of employees of the Kumun Health Center in

Sungai Full City, partially use the t-test. Test t by comparing the value of t count > t table. With a significant level for the two-way test with $\alpha = 5\%$ (0.05), with the formula used according to Sugiyono (2010) obtained t table by:

$$Df = n - k = 43 - 4 = 39$$

With information where n = number of respondents and k = number of variables so that df = 39 and $\alpha = 5\%$ (0.05) obtained t table is 2.02269. Meanwhile, the t count can be explained in the table below

Test Summary Results t

Coefficient								
Model	Unstandardize		standardize	t	Sig.	correlations		
	dCoefficients		d			Zero-order	partial	Part
	B	std. Error	Betas					
1(Constant	31,830	19,193		1,658	,105			
) Physical	,970	,337	,360	2,874	,007	,002	,418	,320
Work	,657	,146	,551	4,484	,000	,586	,583	,499
Environme	,661	,205	,412	3,228	,003	,469	,459	,359
nt								
Compensat								
ion								
Motivation								

a. Dependent Variable: Employee Performance

In the table above it can be seen the results of the t-test as follows :

- a. **Motivation has a significant effect** on the Performance of Employees of the Kumun Health Center in SungaiFull City; t count evidence this \geq t table ($2.874 \geq 2.02269$) and with a significance value = $0.007 < 0.050$ then Ho is rejected, and Ha is accepted, meaning that there is a significant influence between Motivation on Performance Employees of the Kumun Health Center in Sungai Full City.
- b. **Compensation has a significant effect** on the Performance of Employees of the Kumun Health Center in SungaiFull City; t count evidence this \geq t table ($4.484 \geq 2.02269$) and with a significance value = $0.000 < 0.050$ then Ho is rejected, and Ha is accepted, meaning that there is a significant influence between Employee Performance Compensation Kumun Health Center, Sungai Full City.
- c. **Physical Work Environment has a significant effect** On the performance of employees at the Kumun Health Center in SungaiFull City; t count evidences this \geq t table ($3.228 \geq 2.02269$) and with a significance value = $0.003 < 0.050$ then Ho is rejected and Ha -accepted, rima, meaning that there is a significant influence between the Physical Work Environment on the

Performance of Employees at the Kumun Health Center in Sungai Full City.

F test

To test the significant effect of motivation, compensation, and physical work environment on the performance of the Kumun Health Center employees in Sungai Full City, simultaneously use the F test. The f test compares the calculated F value \geq F table. With a significance level for a two-tailed test with α

= 5% (0.05), Using the formula used according to Sugiyono (2010), we get an F table by:

$$df1 = k - 1 (4 - 1 = 3)$$

$$df2 = n - k (43 - 4 = 39)$$

With information where n = several respondents and k = several variables with $df1 = 3$ and $df2 = 39$, and $\alpha = 5\%$ (0.05), the F table is: 2.85. So the results of the F test can be seen in the table below:

F Test Summary Results

ANOVAa

Model	Sum of Squares	D f	MeanSquare	F	Sig
1 Regression	235,203	3	78,401	13,936	,000
Residual	219,401	39	5,626		b
Total	454,605	42			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Physical Work Environment, Compensation, Motivation

c.

Based on the table from the ANOVA test or F test, it turns out that F count is 13.936: where $F \text{ count} \geq F \text{ table}$ ($13.936 > 2.85$) and with a significance value = $0.000 < 0.05$, then H_0 is rejected, and H_a is accepted, meaning Motivation, Compensation, and Work Environment Physically has a significant effect on the performance of Kumun Health Center employees in Sungai Full City.

CONCLUSION

Based on the research results that have been collected in the previous chapter, the researchers can conclude as follows:

1. Motivation has a positive and significant effect on the Employee Performance of the Kumun Health Center in Sungai Kunci; this is evidenced by the count value that is greater than the table, namely $2.874 > 2.02269$, where the magnitude of the influence of Motivation on Employee Performance partially is 0.072%.
2. The count value is more significant than the table, namely $4.484 > 2.02269$, while the magnitude of the influence of Compensation on Employee Performance partially is 32.3%.

3. The Physical Work Environment positively and significantly affects the Employee Performance of the Kumun Health Center in the City of Sungai Kunci, where the count value is greater than the table, namely $3.338 > 2.02269$. At the same time, the magnitude of the influence of the Physical Work Environment on Employee Performance partially is 19.3%.
4. Motivation, Compensation, and Physical Work Environment simultaneously have a positive and significant effect on the Performance of Employees of Public Health Center Kumun City River Full, where the value of F_{count} is greater than F_{table} , namely $13.936 > 2.85$ with a significant value less than 0.05, is $0.000 < 0.05$. The magnitude of the influence of Motivation, Compensation, and Environment work Physique on Performance Simultaneous employees was 48.1%, and the remainder (100% - 51.7%), namely 48.3%, was explained by other causal factors not examined in this study.

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