The Effect Of Compensation And Job Training On Employee Performance Of Pt. Nectars Natura Karya

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Abstract

This study aims to determine the effect of Compensation and Job Training on Employee Performance at PT Nectars Natura Karya. This type of research is quantitative. The population of this study was employees of PT Nectars Natura Karya. The analysis used is a quantitative technique using a saturated sampling technique with a population of 30 respondents. This research instrument is in the form of a questionnaire. The test results of the research instrument used multiple regression analysis tests, t tests, and f tests. The results of the analysis show that Compensation and Job Training have a significant effect on Employee Performance with multiple regression analysis test results of $Y = 20.358 + 0.286 X1 + 0.259 X2$. The results of the Compensation t test obtained the results of t calculated> t table $(2.722 > 1.708)$ means that Ho1 is rejected, and Ha1 is accepted, the Job Training t test results are obtained $(2.241 > 1.708)$ means that Ho2 is rejected and Ha2 is accepted, and the f test result of $(22, 401 > 3.54)$ means that Ho3 is rejected and Ha3 is accepted. Based on the results of these data, it can be concluded that Compensation and Job Training affect the Work Performance of PT Nectars Natura Karya Employees.

Keywords : Compensation, Work Training and Employee performance

Introduction

Management is how to plan, coordinate, implement, and control the work activities of others. So that later the work implementation activities can be carried out effectively and efficiently and provide maximum results. Human resources (HR) are a major part of the company's activities. Although it is the century that technology and human activities have been replaced by machines, human resources remain the most important factor in every organization. This is because no matter how sophisticated the equipment used by the company for production will be meaningless without humans operating it. Human Resources (HR) is an important aspect in improving employee performance in an organization, which needs to be explored and built in order to obtain employees who excel at work. Quality human resources have good attitudes and skills, so as to produce good quality work results as well. Human Resource Management is the science and art of managing the relationship and role of the workforce to effectively and efficiently help the realization of the company, employees, and society (Malayu, 2018: 132). Therefore, managers must ensure that the company or organization has the right workforce in the right place and at the right time, capable of completing tasks that will help the company perform its overall capabilities effectively and efficiently. HR management is very necessary for the effectiveness of HR in an organization. The purpose of this is to provide the organization with an effective work unit to achieve the objectives of the study of organizational management, how the organization should be able to develop, use and maintain its members in a fixed quality and quantity. For employees, a high level of job performance can provide its own benefits such as increasing salary, expanding opportunities for careers or promotions, decreasing the possibility of being demoted, and making them more expert and experienced in their field of work. Conversely, a low level of employee performance indicates that the employee is actually incompetent in his job, as a result he is difficult to be promoted to a higher level of work, increases the possibility of being demoted, and in turn can also cause the employee to experience termination.

Workreassurance is the level of task execution that can be achieved by a person, unit, or division using existing capabilities and limitations. According to Anwar Prabu (Mangkunegara, 2018: 67) the term performance comes from the word job performance or actual performance (work performance or actual achievement achieved by someone). Understanding performance (work performance) is the result of work in

quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. To achieve a work performance which is adjusted to the workplace includes indicators from all sources, namely: Quality of Work, Quantity of Work, Work Discipline, Cooperation, Initiative, Leadership, Effectiveness

The way to improve employee performance is to give an encouragement to employees so that they can work as desired. In this case, compensation can be one way to improve employee performance. Compensation is very important for employees as individuals, because wages are a measure of their value or work among the employees themselves, their families and society. The relationship between compensation and work performance can be explained like this, if the compensation (satisfaction) he receives is more satisfying, then one's morale and employee work performance will increase. Giving wages in accordance with the *effort* expended by employees and if it is also given intensively if employees do work outside of their working time, then this can be interpreted by employees as a form of company concern for employees, because the work they do is appreciated. Not to mention the various other compensations given to employees who do have the same criteria so that compensation can be useful and help shape employee work performance.

And one of the factors that affect employee performance is training (Malayu, 2018: 117). Where the training provided can be a provision for employees to carry out their work and improve the quality of their resources. (Dessler, Gary., 2019:175) explains training is a process to teach new or current employees the basic skills they need to do their jobs. Because PT. Nectars Natura Karya is engaged in beauty skincare pieces, so job training must indeed be given to employees so that later employees can produce quality skincare products. Because in the midst of widespread business competition, the role of technology is increasingly rapid, every employee must have more skills to support their performance.

And therefore based on the background that has been stated above, the author is interested in raising the title of the study **"The Effect of Compensation and Job Training on the Work Performance of PT. Nectars Natura Works"**

Metode

Validity Test

Validity test is an analytical technique to measure the extent to which measuring instruments can measure the construct in question accurately and consistently Azwar S, (2018: 43). The validity of measurement instruments is very important in research because it determines the validity of the research results obtained. According to Sugiyono, (2019: 23) shows the degree of accuracy between the data that actually occurs in objects and the data collected by researchers. Invalid questionnaire items mean that they cannot measure what they want to measure so that the results obtained cannot be trusted, so invalid items must be discarded or corrected. The validity test is used to measure whether or not a questionnaire is valid. The technique used for this validation test is pearson's "product moment correlation" with a confidence level of 95% (α = 0.05) done by correlating the score of each item with its total score.

Reliability Test

According to Sugiyono, (2019: 42) states that reliability tests are the extent to which measurement results using the same object, will produce the same data. Questionnaire instruments that are not reliable are not consistent for measurement so that the measurement results cannot be trusted. Reliability can be tested using a variety of techniques, one of which is the Cronbach alpha test. The alpha formula is used to find the reliability of the instrument. Croncbach Alpha method, where a questionnaire is said to be reliable if Croncbach Alpha is greater than 0.60. Thus, it can be said that the reliability coefficient value ranges from 0 to 1, the closer to 1, indicating that the item is more reliable. This means that the question item used will be able to obtain consistent data in the sense that if the question is asked again it will obtain an answer that is relatively the same as the first answer.

$$r_{ii} = \left[\frac{k}{k-1}\right]\left[1\frac{\sum_\sigma \ \ 2}{\sigma_1^2}\right]$$

$$Rumus \ \sigma^2 = \frac{\sum_x \ \ 2 - (\sum \ \ X)^2 \ \ \underline{N}}{N}$$

r_{ii} = Instrument reliability

K = number of question items

Σ^2 = Number of question items σ

σ_1^2 = Total variance

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Classical Assumption Test

According to Ghozali, (2018: 36) the classical assumption test is the initial stage used before multiple linear regression analysis. A linear regression model can be called a good model if it satisfies some classical assumptions i.e. normally distributed residual data, absence of multicollinearity, and heteroscedastic. Classical assumptions must be fulfilled because in order to obtain regression models with unbiased estimates and reliable testing.

1. Data Normality Test

According to Sugiyono, (2019: 114), the normality test is used to examine the normality of the variables studied whether the data is normally distributed or not. A good regression model has residual values that are normally distributed. Data normality testing using Kolmogorav-Smirnov test in SPSS application program with probability level (sig) 0.05. The criterion is that the exact probability value (sig) > 0.05 then the data is normally distributed, while the exact probability value (sig) < 0.05 then the data is not normally distributed.

2. Heterokedasticity Test

According to Duli, (2019: 122) Heteroscedasticity test with Glejser SPSS: This test basically aims to test whether in the regression model there is an inequality of variance from the residual of one observation to another. If the variance from the residual of one observation to another is fixed, it is called homokedasticity. And if variance is different, it is called heteroscedasticity. If the probability value (sig) > from 0.05, heteroscedacity does not occur.

3. Multicollinearity Test

Multicollinearity or Double Collinearity is the existence of a linear relationship between X-free variables in the Multiple Regression Model. If the linear relationship between free variables X in the Double Regression Model is a perfect correlation, then the variables have a perfect double collinearity According to (Ghozali, 2018) the multicollinearity test aims to test whether the regression model found a correlation between independent variables. A good regression model has a model in which there is no correlation between independent variables. The multicollinearity test is seen from the tolerance value and *Variance Inflation Factor* (VIF). If the value of VIF<10 means there is no multicollinearity. If the value is VIF>10 then there is multicollinearity in the data.

Multiple Regression Analysis

Multiple regression analysis is a statistical technique used to study the relationship between two or more independent variables (X) and one dependent variable (Y). In multiple regression analysis, the independent variable has an influence on the dependent variable in different numbers and it can be determined how much influence it has. Multiple regression analysis is used to measure how far the effect of Compensation and Job Satisfaction on employee job loyalty, using the SPSS program it can be formulated as follows:

$$Y = \beta 0 + \beta 1 X 1 + \beta 2 X 2 + e$$

Where:

$\hat{Y}$ = Work Performance

a = Variable Coefficient

ß1 ß2 = Variable Coefficient

X1 = Compensation

X2 = Job Training

In multiple regression analysis there are the following tests:

1. T-test

According to Ghozali, (2018: 57) Partial hypothesis testing can be tested using the t test formula t-statistical testing aims to test the presence or absence of the influence of each independent variable (X) on the dependent variable (Y). By using a significant level of 5% and degree of freedom (df) to test the effect of df = n – 2, it can be seen the value of ttable to test 2 (two) parties, then set the calculated value. Meanwhile, if t count $\leq$ t table (t count is smaller or equal to t table) then Ho is accepted and Ha is rejected From the results of the calculation of the t test, then the hypothesis tested can be determined accepted or rejected with the following conditions:

If t count > t table and then H1 is accepted

Ha : ß1, ß2 > 0 shows that there is an effect between Compensation and Job Satisfaction on Employee Performance at PT. Nectars Indonesia.

2. F-Test

Test F in multiple linear regression analysis aims to determine the influence of independent variables simultaneously, which is shown by in the ANOVA (Analysis of Variance) table using the significance level α = 0.05 Basuki, (2015) with the following test criteria:

According to According to Ghozali, (2018: 72) the F test basically shows whether all independent or independent variables included in the model have a joint influence on the dependent or bound variable.

Ha; ß > 0 shows that Compensation and Job Satisfaction together affect the Performance of PT. Nectars Indonesia.

Coefficient of Determination Analysis

According to Basuki, (2019: 54) The coefficient of determination is a coefficient that explains the relationship between the dependent variable (Y) and the independent variable (Y) in a model. Coefficient of determination to explain how much proportion of variation of the dependent variable is described by the independent variable. The value of this coefficient of determination lies between 0 and 1. 0 1. According to $\leq\leq$ Ali (2018: 190) that a small value means that the ability of independent variables to explain bound variables is very limited. A value close to 1 means that the independent variable provides almost all the information needed to predict related variables. The closer the number is to 1, the better the regression line is because it is able to explain the actual data. The closer to zero, the less good regression line it has (Basuki, 2019).

Result

Results of the Discussion of the Effect of Compensation on the Work Performance of PT Employees. Nectars Natura Works

Based on the results of the partial hypothesis test, it can be known that the value of 8.153 > 1.708, thus the first hypothesis is proven because the value of t Calculate > t Table. Thus, Ho1 is rejected and Ha1 is accepted and it can be concluded that compensation has a significant effect on the Work Performance of $t_{hitung} t_{tabel}$ PT Employees. Nectars Natura Works

Then the results of this study are in line with research conducted by Laras Guntur Santika, Dedi Walujadi, and Akhmad Bachtiar Journal of Management Science, (2019) with the results showing that employee job satisfaction has a positive effect on the performance of PT Solusi Energy Nusantara employees (H1accepted), Compensation has a positive effect on the performance / work results of PT Solusi Energy Nusantara employees with employee job satisfaction as an intervening/mediation variable (H1accepted). Anggada, Seta &; Denok Sunarsi (2021)The Effect of Training and Compensation on Work Performance that Has an Impact on Employee Performance at PT. Cipta Mega Sarana in Jakarta. Training has a significant effect on job performance with an influence contribution of 43.3%. Test the hypothesis obtained the value of t count > t table or (9.163 > 1.982). b. Compensation has a significant effect on work performance with an influence contribution of 33.6%. Test the hypothesis obtained t-value count > t table or (7.455 > 1.982). c. Training and compensation simultaneously have a significant effect on Bayu's job performance.

Results of the Discussion of the Effect of Job Training on the Work Performance of PT Employees. Nectars Natura Works

Based on the results of the partial hypothesis test, it can be known that the value of 3.206 > 1.708, thus the second hypothesis is proven because the value of t Calculate > t Table. Thus, Ho2 is rejected and Ha2 is accepted and it can be concluded that job training has a significant effect on the Work Performance of $t_{hitung} t_{tabel}$ PT Employees. Nectars Natura Works

This is in accordance with the statement in the research of Ridho Rusti Sanpi Journal of Management Science, Journal Manager (2022) The Influence of Intensive and Work Discipline on Employee Performance at KSP Sehati Makmur Abadi. Showing the results of the hypothesis test partially, it can be known that the calculated value is 5.432 > ttable 1.703, then the results of the second hypothesis test are proven because the calculated value > ttable. And it can be concluded that job satisfaction has a significant effect on the quality of work at Ksp Sehati Makmur Abadi. The effect of training and compensation on employee performance at PT. Maan Ghodaqo Shiddiq Lestari Jombang Eky Nikmatul Rizki (2018) can be seen that the training variable (X1) has a significant effect on performance. This can be seen from the t test of 3.532 with a significance value of 0.001. Significance 0.000 < 0.05 this means that Ha is accepted and Ho is rejected, n it can be seen that the compensation variable (X2) has a significant effect on performance. This can be seen from the t test of 2.381 with a significance value of 0.020. Significance 0.000 < 0.05 this means Ha is accepted and Ho is rejected, The results of the ANOVA test showed that F count was 13.852 with a significance level of 0.000. So the significance is much smaller than 0.05. So Ho is rejected and Ha is accepted.

Results of the Discussion of the Effect of Compensation and Job Training on Employee Performance

Based on the results of the regression analysis is Y = 5.864 + 0.465 X1 + 0.371 X2 and the hypothesis test simultaneously it can be known that the probability value of the variables Compensation and Job Training is greater than the value of α (0.000 < 0.05) and the test results and 40.415 > 3.54. Thus the third hypothesis proved that Ho3 was rejected and Ha3 was accepted and it can be concluded that Compensation and Job Training have a significant effect on Employee Performance in $f_{hitung} f_{tabel}$ PT. Nectars Natura Works. This means that variations in the value of PT Employee Work Performance. Nectars Natura Karya of 62.4% is determined by Compensation and Job Training factors.

The results of this study are in line with previous research conducted by Mauli Siagan, The Effect of Compensation and Job Satisfaction on Employee Performance at PT Winsen Kencana Perkasa. Which shows that the variables of compensation and job satisfaction simultaneously have a positive and significant effect on employee performance at PT Winsen Kencana Perkasa. The Effect of Job Training and Compensation on Employee Performance Cv. Karya Mandiri Surabaya Moch (Al-bustomi, 2018)Busthomi (2018) Job training has a positive and significant effect on employee performance. Thus the job training given CV. Karya Mandiri can affect employee performance. b. Compensation has a positive and significant effect on employee performance. Thus, the compensation provided by CV.Karya Mandiri can affect employee performance

Conclusion

Based on the explanation of the results of the research analysis, the following conclusions were obtained: Partial variable calculation results Compensation affects the Work Performance of PT Employees. Nectars Natura Works. Partial Job Training affects the Work Performance of PT Employees. Nectars Natura Works. And simultaneously Compensation and Job Training affect the Work Performance of PT Employees. Nectars Natura Karya gets the value of PT Employees. Nectars Natura Karya of 62.4% is determined by Compensation and Job Training factors. The results of the ANOVA test showed that the F count was 13.852 with a significance level of 0.000. So the significance is much smaller than 0.05. So Ho is rejected and Ha is accepted.Test the hypothesis obtained the value of t count > t table or (7.455 > 1.982). c. Training and compensation simultaneously have a significant effect on job performance

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