

The Effect of Compensation and Leadership Style On The Performance of Employees of PT. ZTE Indonesia

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Abstract

This study aims to determine the influence of influence and leadership style on employee performance at PT. Zte Indonesia. This type of research is quantitative. The population of this study are employees of PT. Zte Indonesia. The analysis used is a quantitative technique using a quota sampling technique with a population of > 200 respondents and a sample of 50 respondents. The research instrument is a questionnaire. Instrument test results using multiple linear regression test, t test, f test. Compensation t test results obtained t count > t table (4.899 > 2.011) which means Ho1 is rejected, and Ha1 is accepted, leadership style t test results are obtained (12.682 > 2.011) which means Ho2 is rejected, and Ha2 is accepted, f test results are (90.018 > 3.195) which means Ho3 is rejected, and Ha3 is accepted. Based on the results of these data it can be interpreted that sensors and leadership style have a significant effect on the performance of employees of PT. Zte Indonesia.

Keywords : Compensation, Leadership Style, Employee Performance

Introduction

ZTE is one of the five largest smartphone manufacturers in China. So, from the inside out, companies especially companies that have failed to get intellectual recognition need good management in their companies in order to create qualified and highly qualified employees in order to be able to maintain or improve the company's standards in the industry. international.

In an organization or company the management of human resource resources is very important. This can be seen because without human resources, organizational structure or the company will not run. Basically, the goal of managing human resource resources is to provide the elective workforce for the organization to achieve the goals that have been previously set. In the achievement of company goals, the actual role of employees in carrying out their duties will greatly help accelerate the company's progress or organization to achieve its goals. Employee performance can be seen from the aspects of quality, quality, working time, and cooperation to achieve goals that have been set by the organization or company.

The way to increase work performance, work motivation and employee performance is to provide compensation. Compensation results are one of the reasons for people to work and as one of the forms of concern from the company to its employees. But it should be noted that not a few of the employees who experienced a decrease in performance were caused by compensation that did not meet expectations for certain reasons from the company. One element that has significant importance in the corporate management system as well as compensation is skill. The relationship between an individual with expertise and those who are trained is a process of skill, because each person with an education certainly gives rise to education, and the relationship between people must lead to education. Each leadership style has different leadership styles from one to another, therefore there are still some leaders who have a leadership style that is not good according to their subordinates and a lack of communication between leaders and their subordinates which can cause a decrease in employee performance and have a negative impact on the company.

Method

The type of data used is quantitative data in the form of numbers obtained from the results of the questionnaires given to respondents. Then the settlement is carried out quantitatively to produce conclusions on a parameter in general.

This data collection technique is carried out by distributing several questionnaires to respondents with the aim of collecting data regarding the effect of compensation and leadership style on employee performance. The questionnaire used is a questionnaire with a Likert scale where each answer is given a number score.

Table 1 : Likert Scale

Evaluation	Score
Strongly Agree	5
Agree	4
Neutral	3
Disagree	2
Totally Disagree	1

Result

Reliability Test

Based on the analysis that has been carried out regarding the effect of compensation and leadership style on the performance of employees of PT. ZTE Indonesia by using one of the reliability tests obtained the following test results

Table 2 : Reliability Test Result

Variabel	<i>Cronbach's Alpha</i>	Ket
Compensation (X1)	0,884	Reliabel
Leadership Style (X2)	0,904	Reliabel
Employee Performance (Y)	0,891	Reliabel

Source : Analysis Result

From the results of the reliability test above, it shows that each variable has Cronbach's alpha with a value above 0.60 so that it can be concluded that each variable variable concept of culcilonery is relilible.

Normality Test

The normality test aims to test whether in the regression model the dependent variable and independent variable have a normal distribution or not. A good regression model has normal or close to normal data distribution.

Promoting data normality using the Kolmogorov-Smirnov test in the SPSS application program with a probability level (sig) of 0.05. Criteria is the exact probability value (sig) > 0.05, so the data is normal, where as the exact probability value (sig) is < 0.05, so the data is not normal.

Table 3 : Normality Test Result

One-Sample Kolmogorov-Smirnov Test

		Unstandardize d Residual
N		50
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.27595584
Most Extreme Differences	Absolute	.119
	Positive	.092
	Negative	-.119
Test Statistic		.119
Asymp. Sig. (2-tailed)		.073 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.

Source : Analysis Result

From the research above, it can be seen that the significance level of the Kolmogorov-Smirnov obtained a significance level of 0.73. So it can be concluded that the three variables that have been studied are normally distributed, because it is known that the significance level is $0.73 > 0.05$.

Multiple Linear Regression Test Results

The data technique used to solve problems in scientific research is to use the regression algorithm, the complete test results can be seen in the following figure.

Table 4 : Multiple Linear Regression Test Result

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.865	2.955		.969	.337
Compensation	.152	.067	.176	2.277	.027
Leadership Style	.767	.075	.788	10.215	.000

Source : Anlysis Test

Based on the figure above, a regression equation is obtained with the formula $Y = a + bx_1 + bx_2$ so that the result is $Y = 2.865 + 0.152 + 0.767$. From this equation it can be concluded that: The a value of 2.865 is a constant or condition when the employee performance variable has not been influenced by other variables, namely the compensation variable (X1) and the leadership style variable (X2). If the independent variable does not exist, the employee's performance variable will not change.



B1 (regression coefficient value X1) is 0.152, indicating that the compensation variable has a positive influence on employee performance, which means that every 1 unit increase in the compensation variable will increase employee performance by 0.152.

B2 (regression coefficient value X2) is 0.767, indicating that the leadership style variable has a positive influence on employee performance, meaning that every 1 unit increase in the leadership style variable will increase employee performance by 0.767, assuming that other variables were not studied in this research.

Simultaneous F Test

F statistical test is basically used to find out whether the regression model can be used to predict the dependent variable is fit/good or not. The following is a table of simultaneous F Test results

Table 5 : Simultaneous F Test Result

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	972.261	2	486.131	90.018	.000 ^b
	Residual	253.819	47	5.400		
	Total	1226.080	49			

a. Dependent Variabel: Kinerja Karyawan

b. Predictors: (Constant), Gaya Kepemimpinan, Kompensasi

Source : Analysis Test

In accordance with the picture above, it can be seen that the significance value for the influence of compensation (X1) and leadership style (X2) is 0.000 <0.05 and f count 90.018 > f table value 3.195. This proves that Ho3 is rejected and Ha3 is accepted. This means that there is an effect of compensation (X1) and leadership style (X2) on employee performance (Y) simultaneously.

Partial T Test

The t test is a test of the regression coefficient of each independent variable on the dependent variable to find out how much influence the independent variable has on the dependent variable

From the results of the t test counter, then the tested hypothesis can be determined to be accepted or rejected with the following conditions:

If t count > t table or sig < 0.05 then Ho1 is accepted by Ho1:

B1, B2 > 0 shows that there is an influence between compensation and leadership style on employee performance at PT. ZTE Indonesia.

Table 6 : Partial T Test Result (X1)

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.149	4.037		5.486	.000
	Kompensasi	.501	.102	.577	4.899	.000

a. Dependent Variabel: Kinerja Karyawan

Source : Analysis Test

In accordance with the picture above, namely the results of the t test (partial) show that the significance of the effect of compensation (X1) on employee performance (Y) is 0.000 <0.05 and the value of t count is 4.899 > t

table 2.011 then Ho1 is rejected and Ha1 is accepted. This means that there is a significant effect of compensation on employee performance.

Picture 7 : Partial T Test Result (X2)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized	T	Sig.
		B	Std. Error	Coefficients		
		Beta				
1	(Constant)	5.080	2.909		1.746	.087
	Gaya Kepemimpinan	.854	.067	.878	12.682	.000

a. Dependent Variabel: Kinerja Karyawan

Source : Analysis Test

In accordance with the picture above, the results of the (partial) t test show that the significant value of the influence of leadership style (X2) on employee performance (Y) is $0.000 < 0.05$ and the t value is $12.682 > 2.011$, so Ho1 is rejected and Ha1 is accepted. This means that there is a significant effect of compensation on employee performance.

Determination Coefficient Test

The coefficient of determination (R²) basically measures how far a model's ability to explain the variation of the dependent variable. The value of the coefficient of determination is between zero and one. The small value of R² means the ability of the independent variables to provide almost all the information needed to predict the dependent variation

Table 8 : Determination Coefficient Test Result

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.890 ^a	.793	.784	2.324

a. Predictors: (Constant), Gaya Kepemimpinan, Kompensasi

Source : Analysis Test

Based on the test above, it can be seen that the value of $R = 0.890$ explains that the compensation variable (X1) and leadership style (X2) have a very strong and unidirectional or positive correlation with changes in employee performance variables (Y) according to the results obtained, namely $R = 0.890$ it can be concluded that the independent variable, namely variable (X), has a very strong correlation with the dependent variable, namely variable (Y). It can be concluded that any change (increase) in the variable compensation and leadership style causes an increase in employee performance.

It can be seen where in the picture above the value of R square ($r^2 = 0.793$ or 79.3%). This value shows that the effect of the compensation variable (X1) and the leadership style variable (X2) on the performance of employees of PT. ZTE Indonesia is 79.3% and the remaining 20.7% can be influenced by other factors beyond this research

Conclusion

Based on the above explanation on the research results obtained. Conclusion as follows: 1) Compensation has a significant effect on the performance of employees of PT. ZTE Indonesia, 2) Leadership style has a significant effect on the performance of employees of PT. ZTE Indonesia, 3) Compensation and leadership style have a significant effect simultaneously on the performance of employees of PT. ZTE Indonesia. Based on the results of the discussion and conclusions above, the following suggestions can be put forward: 1) PT. ZTE Indonesia is

expected to be able to maintain the provision of compensation in accordance with current company standards, because the compensation provided is felt to be sufficient and satisfied by the employees of PT. ZTE Indonesia, 2) It is expected that PT. ZTE Indonesia can maintain the leadership style that is applied to the company today because the leadership style created is considered good enough because it does not have a negative impact on the company, 3) It is expected that PT. ZTE Indonesia can pay more attention to other factors besides compensation and leadership style which will have an impact on employee performance, for example by making an agenda sharing session to find out what other factors employees have and can find out what negative and positive impacts, especially on employee performance and against the company.

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