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Effect of Work Motivation, Work Stress and Compensation on Employee Performance at PT Prima Jaya Motorindo

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Abstract

The purpose of doing this research is to determine the reduced performance of employees of PT Prima Jaya Motorindo caused by work motivation, work stress and compensation. The theory to support the research is the theory according to experts related to work motivation, work stress, compensation and performance . 78 employees were used as the population and at the same time the sample in this study, but for validity and reliability tests were carried out at PT. Capella Medan using 30 workers. The results showed that partially work motivation and compensation had a significant effect on performance, while work stress had no significant effect on employee performance. Work Motivation, Work Stress and Compensation simultaneously have a significant effect on employee performance with a coefficient of determination of 19.7% and the remaining 80.3% is the influence of other independent variables not examined in this study such as training, recruitment, etc.

Keywords : Work Motivation, Work Stress, Compensation, Performance .

1. Introduction

Human Resources is a work business or service that is provided with the aim of carrying out the production process. In other words, human resources are the quality of the work that a person does within a certain period of time in order to produce services or goods where humans are able to work to produce services or goods from their work business. Being able to work means being able to carry out various activities that have economic value or in other words, these activities can produce goods and services to meet the needs of life. To produce good goods or services, good performance from employees is needed as well.

PT Prima Jaya Motorindo is one of the Honda brand motorcycle dealers in the city of Medan. The company having its address at Jl. Titi Pahlawan No. 43 – 49 , Medan, North Sumatra, Indonesia has a problem where the performance of its employees has decreased. This can be seen in the declining sales of the company and also the decrease in the work of the mechanic's service motors . There are several reasons for the decline in the performance of these employees, including work motivation

Work motivation is one of the supporting factors for employees at work where the work motivation of employees in this company has decreased. This is due to the lack of incentives provided by the company to employees, resulting in employees being lazy at work, besides the large targets given by the company make employees less enthusiastic in pursuing their targets because employees feel these targets are very difficult to achieve.

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In addition, the work stress that is owned by employees of PT. Prima Jaya Motorindo is classified as high where employees often do not reach the company's targets due to the high targets given by the company, besides the high workload where the responsibilities given by the company are not in accordance with their income so that it makes employee work stress increase.

Low compensation also makes employee performance decrease where the compensation provided by the company is low to its employees and also not in accordance with the workload provided by the company. This can be seen from the number of employees who work more than one type of work but the compensation given is the same as for other employees.

2. Literature Review

Work motivation

Motivation is an encouragement of needs in employees that need to be met so that employees can adapt to their environment and be able to achieve the goals that have been set. (Mangkunegara, 2014:93)

Work stress

Stress is a condition of tension that affects a person's emotions, thought processes and conditions. Too much stress can threaten a person's ability to deal with the environment. (Handoko, 2014:200),

Compensation

Compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company (Hasibuan, 2016:118).

Performance

Performance comes from the notion of performance. There is also a definition of performance as a result of work or work performance. However, actually performance has a broader meaning, not only the results of work, but including how the work process takes place. (Wibowo, 2016:7).

Framework

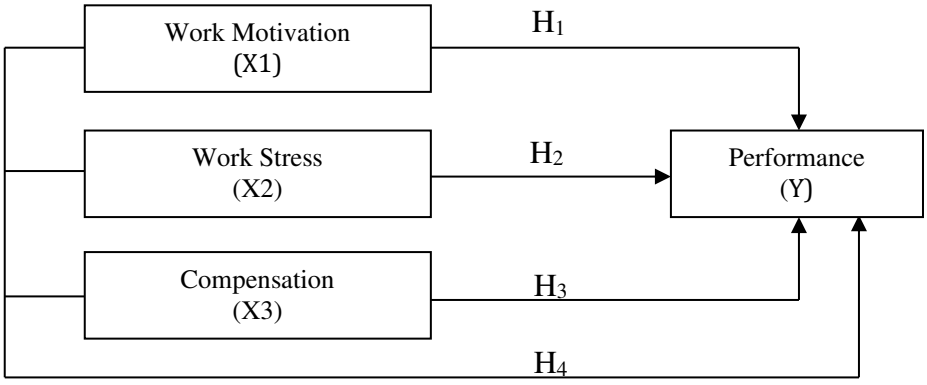


Figure 1. Conceptual Framework

Source : Study Literature (authors, 2022).

A hypothesis is a temporary answer to a research problem, until it is proven through the collected data.

The hypotheses of this research are:

H_1 : Work motivation affects employee performance at PT Prima Jaya Motorindo

H_2 : Work Stress Affects Employee Performance at PT Prima Jaya Motorindo

H 3 : Compensation affects employee performance at PT Prima Jaya Motorindo
H 4 : Work Motivation, Work Stress and Compensation affect Employee Performance at PT Prima Jaya Motorindo.

3. Methods

This research approach is based on a *quantitative approach.* According to Sugiyono (2012:13) the quantitative approach is a research method based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical with the aim of to test the established hypothesis. This type of research is a type of quantitative descriptive research. According to Sugiyono (2012: 35), the type of descriptive research is the formulation of problems relating to the question of the existence of or more variables (stand-alone variables) so in this study the researcher did not make comparisons of these variables to other samples. This kind of research is called descriptive research

According to Sugiyono (2012: 117) states that the population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. In this study, the population is all employees of PT Prima Jaya Motorindo from January to December 2020 ranging from 78 employees. The sampling technique in this study used *saturated sampling.* To test the validity of 30 respondents will be conducted at PT. Capella Medan .

According to Sugiyono (2012: 193), the data collection technique of this research is to use questionnaires, interviews and also the study of documentation to consumers. According to Sugiyono (2012: 194), the data sources used in writing this thesis are primary data and secondary data. This research model uses multiple linear regression analysis. According to Thoifah (2016: 220), regression analysis is used to determine or predict changes that occur in certain variables because they are influenced by changes in other variables. The formula used is as follows.

$$\mathbf{Y = a + b1X1 + b2X2 - b3X3 + e.}$$

Information
Y = Employee Performance
X1 = Work Motivation
X2 = Work Stress
X3 = Compensation
A = Constanta
b1,2,3 = regression coefficient
e = Error (5%).

Hypothesis Determination Coefficient

According to Ghozali (201 6 : 9 5) , the coefficient of determination (R2) essentially measures how far the model's ability to explain the variation of the independent variables . A small value of Adjusted R2 means that the ability of the independent variables in explaining the variation of the dependent variable is very limited, on the contrary, the value of adjusted R2 which is close to one means that the independent variables provide almost all the information needed to predict the variation of the dependent variable.

Simultaneous Hypothesis Testing

According to Ghozali (2013: 98), the F statistical test basically shows whether all independent or independent variables included in the model have a joint effect on the dependent variable. Simultaneous Test Requirements:

1. If Fcount > Ftable then Ha is accepted and H0 is rejected.
2. If Fcount < Ftable then H0 is accepted and Ha is rejected.

Partial Hypothesis Testing (t)

According to Ghozali (2013: 98), the t statistical test basically shows how far the influence of one explanatory/independent variable individually in explaining the variation of the dependent variable. Parial Test Terms with the following conditions:

1. If tcount > ttable or -tcount < -ttable then Ha is accepted and Ho is rejected.
2. If tcount < ttable then Ho is accepted and Ha is rejected)

4. Results and Discussion

Descriptive Statistics

Table 2. Results of Descriptive Statistics Test

Descriptive Statistics					
	N	Minimum	Maximum	mean	Std. Deviation
Work motivation	78	8.00	21.00	13.8462	2.88785
Work stress	78	7.00	27.00	18.1282	4.94216
Compensation	78	18.00	36.00	29.4231	4.15142
Performance	78	13.00	38.00	28.2051	4.80086
Valid N (listwise)	78				

Source: Results of data processing using SPSS, 2021

From Table 2 it can be seen that the amount of data used is 78 people who are employees of PT Prima Jaya Motorindo , the Work Motivation variable has a minimum value of 8 and a maximum value of 21 with an average of 13.8462 and a standard deviation of 2.88785 . The work stress variable has a minimum value of 7 and a maximum value of 27 with an average of 18.1282 and a standard deviation of 4.94216 . The compensation variable has a minimum value of 18 and a maximum value of 36 with an average value of 29.4231 and a standard deviation of 4.15142. The performance variable has a minimum value of 13 and a maximum value of 38 with an average value of 28.2051 and a standard deviation of 4.80086.

Normality Test

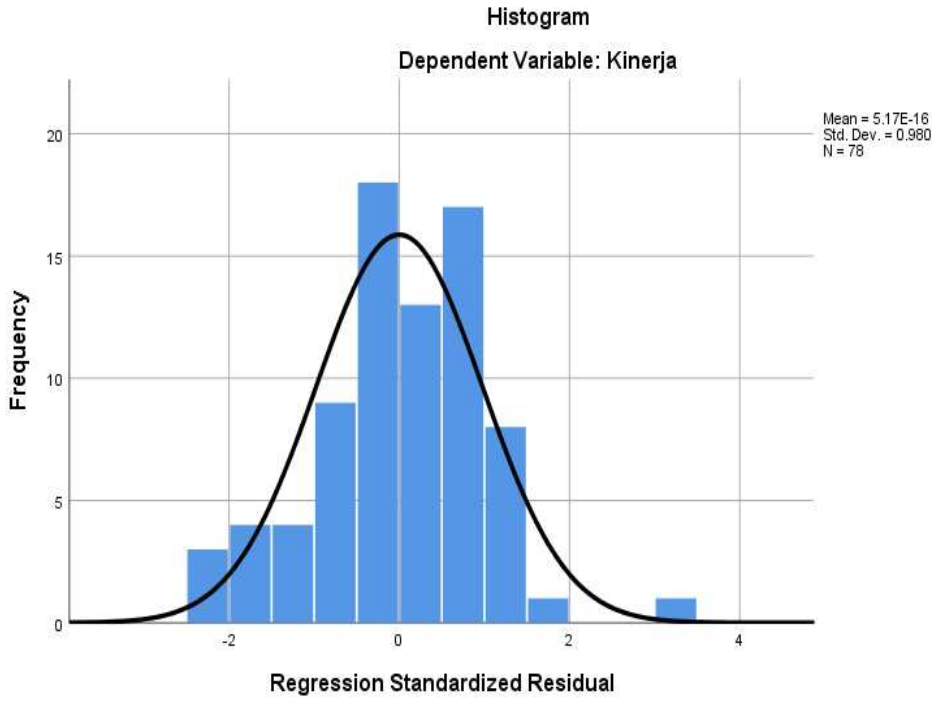
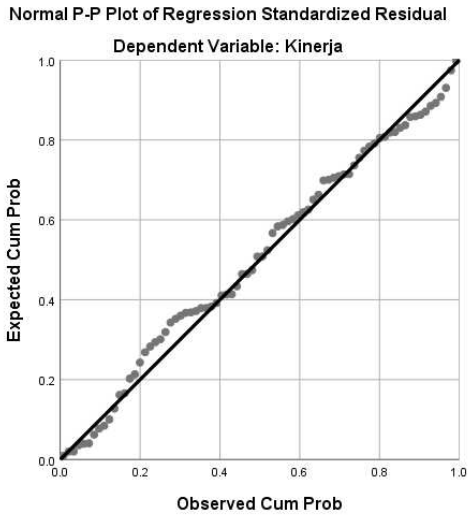


Figure 2. Histogram Test Results

Source: Results of data processing using SPSS, 2022

In Figure 2 below, it can be seen that the line is in the shape of a bell, neither deviating to the left nor to the right. This shows that the data is normally distributed and meets the assumption of normality.

Probability Plot



Picture 3. Normality Test Results with Probability Plot Method

Source: Results of data processing using SPSS, 2022

Figure 3 shows that the data spreads around the diagonal line and follows the direction of the diagonal line. This explains that the regressed data in this study is normally distributed

Statistical Analysis

Table 3 . Kolmogrov-Smirnov Test. One-Sample Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		78
Normal Parameters [a,b]	mean	.0000000
	Std. Deviation	4.21724537
Most Extreme Differences	Absolute	.071
	Positive	.051
	negative	-.071
Test Statistics		.071
asymp. Sig. (2-tailed)		.200 [c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Results of data processing using SPSS, 2022

Table 3 shows that the magnitude of the KS value obtained is 0.071 with a significance of 0.200, because the significant value obtained is greater than 0.05, this means that $H_{1\ is}$ accepted, meaning that the residual data is normally distributed.

Multicollinearity Test

Table 4 . Multicollinearity Test Results

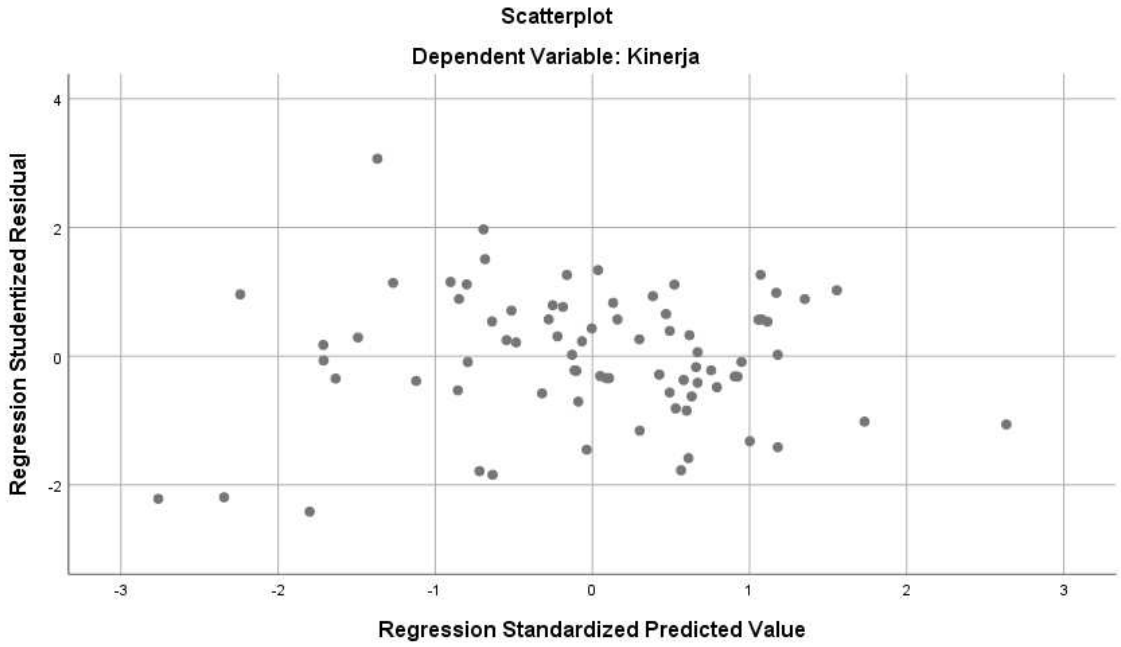
Coefficients [a]							
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	9.167	4,538		2020	.047		
	Work motivation	.444	.180	.267	2.469	.016	.893	1,120
	Work stress	.096	.103	.099	.930	.355	.923	1.083
	Compensation	.379	.128	.328	2,953	.004	.846	1.182
a. Dependent Variable: Performance								

Source: Results of data processing using SPSS, 2022

it Based on the calculation of the *Tolerance value* also shows that there is no independent variable that has a *Tolerance value* of less than 0.10 and the results of the calculation of the *Variance Inflation Factor* (VIF) value also show the same thing that there is no single independent variable

that has a VIF value of more than 10. So it can be concluded that there is no multicollinearity between independent variables in the regression model

Heteroscedasticity Test



Picture 4 . Scatter Plots Charts

In Figure 4, it can be seen that the scattered points do not form certain patterns and are spread both above and below the number 0 on the Y axis and based on the figure, there is no heteroscedasticity so that the regression model is feasible to use .

Table 5. Glejser test results

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	8.387	2,693		3.115	.003		
	Work motivation	-.142	.107	-158	-1,330	.188	.893	1,120
	Work stress	.006	.061	.011	.094	.925	.923	1.083
	Compensation	-.110	.076	-.175	-1.440	.154	.846	1.182

a. Dependent Variable: abs

Source: Results of data processing using SPSS, 2022

The results of the SPSS output display Table 5, the results of the heteroscedasticity test, the regression coefficient value of each independent variable in the regression model of the absolute residual value is not statistically significant (sig > 0.05), so it can be concluded that there is no heteroscedasticity.

Hypothesis Determination Coefficient

Table 6. Test Results of Hypothesis Determination Coefficient Analysis

Model Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.478 [a]	.228	.197	4.30188

Source: Results of data processing using SPSS, 2022

Table 6 explains the value of the correlation or relationship (R) between work motivation (X1) , work stress (X2) and Compensation (X3) with performance (Y), namely the Adjusted *R Square* of 0.197 which implies that the effect of the independent variables (Work Motivation, Work Stress and Compensation) on the dependent variable (performance) is 19.7%. This shows that the independent variable is only able to explain the variation of changes in the dependent variable by 19.7% while the remaining 80.3 is explained by other variables (organizational commitment, recruitment, etc.) which are not used in this study .

Simultaneous Hypothesis Testing (F Test)

Table 7. Results of Simultaneous Hypothesis Testing

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	444.508	3	148.169	23,681	.000 [b]
	Residual	387,932	62	6.257		
	Total	832,439	65			

Source: Results of data processing using SPSS, 2022

In Table 7, it can be seen that the output results show that F arithmetic > F table 7,300 > 2.74, then H 1 is accepted, meaning that because F arithmetic is greater than F table and *Significant* does not exceed 0.05, it can be concluded, there is a significant simultaneous positive effect between Work Motivation, Job Stress and Compensation on Employee Performance PT Prima Jaya Motorindo .

Partial Hypothesis Testing (t Test)

Table 8. Results of Partial Hypothesis Testing

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	9.167	4,538		2020	.047		
	Work motivation	.444	.180	.267	2.469	.016	.893	1,120
	Work stress	.096	.103	.099	.930	.355	.923	1.083
	Compensation	.379	.128	.328	2,953	.004	.846	1.182

a. Dependent Variable: Performance

Source: Results of data processing using SPSS, 2022

In table 8 the results of statistical testing with SPSS on the variable X_1 (Work Motivation) obtained the value of t count = 2.469 , then the t table is with df = 68 significance level 5% (0.05) two-tailed test is 1.99547 . Because the value of t arithmetic > t table (2.469 > 1.99547) and significant 0.016 <0.05 then H_0 is rejected and H_1 is accepted, Work Motivation partially positive and significant effect on employee performance PT Prima Jaya Motorindo. Variable X_2 (job stress) obtained tcount = 0.930, tcount > ttable (0.930 < 1.99547), and significant 0.355 > 0.05. then H_0 accepted and H_1 rejected , meaning that work stress partially has no effect on employee performance PT Prima Jaya Motorindo Variable X_3 (Compensation) obtained the value of tcount = 2,953, tcount > ttable (2,953> 1,99547) , and significant 0.004 <0.05. then H0 is rejected and H1 is accepted, meaning that compensation partially has a positive and significant effect on employee performance PT Prima Jaya Motorindo

5. Conclusion

1. The variable of work motivation has a positive and significant effect on performance.
2. Job stress variable has no effect on performance.
3. Compensation variable has a positive and significant effect on performance.
4. Variables of Work Motivation (X1) , Work Stress (X2) and Compensation (X3) simultaneously have an effect on performance .

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