



THE INFLUENCE OF MOTIVATION AND COMPENSATION AND SATISFACTION WORK ON EMPLOYEE PERFORMANCE AT BRANCH RANKING GUIDANCE BUILDING PURBA DELI SERDANG

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Abstract

This study aims to determine the effect of motivation and compensation and job satisfaction on employee performance. This research is a type of quantitative research. The population in this study amounted to 15 employees and the sample numbered 15 respondents who were taken using a saturated sampling technique. This research was conducted at the Ranking Tutoring of the Bangun Purba Branch, Deli Serdang, using secondary data obtained through distributing questionnaires. The data analysis technique used in this study is multiple linear regression and is operated through SPSS 21.0. The results of this study indicate that motivation as well as compensation and job satisfaction affect employee performance. While motivation as well as compensation and job satisfaction simultaneously influence employee performance.

Keywords: Motivation, Compensation, Job Satisfaction, Employee Performance

1. INTRODUCTION

The development of the education business, especially tutoring, is growing very rapidly in Indonesia. Tutoring actors compete strictly in offering various choices of tutoring services. This is accompanied by increasing consumer demand for trust that suits their needs. That's why consumers in choosing tutoring, will choose tutoring that is appropriate and can fulfill what they need.

Guidance is a process of providing assistance aimed at individuals or groups of students so that those concerned can recognize themselves, both their abilities and weaknesses so that they can make decisions and be responsible.

The Tutoring Institute is tutoring for elementary, middle and high schools. This tutoring offers a variety of programs that can be selected according to the needs of students. Competition for tutoring institutions in Sumatra is currently growing rapidly marked by the emergence of various tutoring institutions, each of which has its own advantages.

Every business wants the survival of its business to be maintained, growing from time to time and getting benefits for a business that has to think about how and what things can attract the power of using consumer services, that can be seen in terms of trust, commitment and loyalty. service user.

2. LITERATURE REVIEW

Employee performance

Performance management according to Michael Armstrong (2006) states that "Performance management can be defined as a systematic process for improving organizational performance by developing individual and team performance."

Performance comes from the word *job performance* or actual performance (work achievements or actual achievements achieved by a person). The definition of performance (work achievement) 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 (Mangkunegara, 2007). Performance

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is the result of a process that refers to and is measured over a certain period of time based on predetermined conditions.

Job satisfaction

Robbins & Coutler (2009: 301) says that, *job satisfaction refers to a person's general attitude toward his or job*" (job satisfaction is a person's general attitude towards his work).

Morse in Panggabean (2004) suggests that basically, job satisfaction depends on what a person wants from his job and what they get. The most dissatisfied people are those who want the most, but get the least. While the most satisfied are people who want a lot and get it.

According to Panggabean (2007) feelings related to work involve aspects such as wages or salaries received, career development opportunities, relationships with other employees, job placement, type of work, company organizational structure, and quality of supervision. While feelings related to him, including age, health condition, ability, and education.

Motivation

"Motivation is a term originally derived from Latin, *moverewhich* means 'to move'. Motivation is something that moves or encourages a person or group of people to do or not do something (Irianto, 2005). Motivation is a process of stimulating humans to carry out activities in an effort to achieve the desired goals or objectives effectively and efficiently (Adisasmita, 2011).

3. RESEARCH METHOD

This research was conducted at the Bangun Purba Branch Ranking Tutoring which is located at Jl. Independence Pioneer No. 169 Ancient Build. The type of data used in this study is quantitative data, namely data needed to analyze problems in research in the form of numbers. The data is in the form of numbers such as the number of employees in the Ranking Tutoring and the results of the questionnaire. In this study, the population is all employees, totaling 15 people. The samples used in this study were all 15 employees using a saturated sampling technique (Sugiyono, 2014: 68).

4. RESULTS AND DISCUSSION

Based on the results of data processing, the equation model $Y = 43.716 + 0.334X_1 - 0.152X_2 - 0.133X_3 + e$ means that there is a positive influence, namely motivation (X1) and there is a negative influence between compensation, job satisfaction on employee performance tutoring Ranking of Bangun Purba Deli Branch. Serdang

5. CONCLUSION

Based on the results of the research conducted, the researcher can conclude several things as follows:

1. Results of motivational regression analysis $Y = 34,657 + 0.360$ means motivation positive and significant effect on employee performance in the Ranking Tutoring.
2. Compensatory regression analysis results $Y = 45.909 - 0.136$ means compensation negative effect on employee performance in the Ranking Tutoring.
3. Results of regression analysis of job satisfaction $Y = 47.477 - 0.191$ means job satisfaction negative effect on employee performance in the Ranking Tutoring.
4. The results of multiple regression analysis of motivation, compensation, and job satisfaction $Y = 43.716 + 0.334X_1 - 0.152X_2 - 0.133X_3 + e$ means that there is a positive influence between motivation (X1), there is a negative effect between compensation (X2) and job satisfaction (X3), on Employee Performance in Tutoring Ranking cab. Build Ancient Deli Serdang.

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