



## THE INFLUENCE OF SALARY AND FACILITIES ON EMPLOYEE WORK SPIRIT AT PT. BAKRIE SUMATRA MEDAN BRANCH PLANTATIONS

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### Abstract

A study must have a purpose, while the general objective of this study is to find out whether salary and facilities both partially and simultaneously affect the morale of employees at PT. Bakrie Sumatera Plantations Medan Branch and how much influence they have. From the results of the research that has been discussed by processing and questionnaires and using several tests it can be concluded that partially, the salary variable (X1) has a significant influence on the morale of employees of PT. Bakrie Sumatera Plantations Medan Branch. This means that the hypothesis in this study is accepted, as evidenced by the  $t$  count  $>$   $t$  table ( $33,997 > 1,999$ ). While the facility variable (X2) has no significant effect on the morale of PT. Bakrie Sumatera Plantations Medan Branch. This means that the hypothesis in this study was rejected, as evidenced by the value of  $t$  count  $<$   $t$  table ( $0.340 < 1.999$ ). Simultaneously, the variable salary (X1) and facilities (X2) have a significant influence on the morale of employees at PT. Bakrie Sumatera Plantations Medan Branch. This means that the hypothesis in this study is accepted, as evidenced by the calculated  $F$  value  $>$   $F$  table ( $583,968 > 3.15$ ). The salary variable (X1) and facilities (X2) are able to contribute to the employee morale variable by 95% while the remaining 5% is influenced by other variables not examined in this study.

Keywords: *Salary, Facilities, Morale*

### 1. INTRODUCTION

Compensation is very important for employees and company owners. This is because the compensation that has been provided by the company for an employee is income in order to meet their needs. On the other hand, through a compensation policy, the company will get or obtain maximum benefits. One part of compensation is salary.

Salary is an amount given to an employee every month in return for the labor that has been spent on the company. In providing salaries, companies have different and different procedures and conditions. Salary is based on position and class level.

In addition to the salary that makes an employee eager to work, there are complete facilities for work. Facilities are a weapon to maximize work, with adequate facilities will make employees enthusiastic in every job. At PT. Bakrie Sumatera Plantations Medan Branch is a company engaged in the plantation sector, of course it has a lot of employees. Based on interviews with several employees, the salary given does not match the workload.

In addition to the salary that makes an employee eager to work, there are complete facilities for work. Facilities are a weapon to maximize work, with adequate facilities will make employees enthusiastic in every job. At PT. Bakrie Sumatera Plantations Medan Branch is a company engaged in the plantation sector, of course it has a lot of employees. Based on interviews with several employees, the salary given does not match the workload. Salary entry is often not on time. Amenities such as work clothes and shoes must be fulfilled by themselves.

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## **2. LITERATURE REVIEW**

### **Wages**

According to Amstrong and Murlis (in Samsudin 2010: 189) argue that "salary is the basic mix received by someone". According to Dealler (in Samsudin, 2010: 189) states that "salary is something related to money given to employees". According to the National Wage Research Council defines "wages as a receipt of compensation from the employer to the recipient of work for a job/service that has been and will be performed and serves as a guarantee of continuity of life that is decent for humanity and production".

### **Work Facilities**

According to Hartanto (2005:501), "Facilities are a means to launch and facilitate the implementation of functions". Facilities are individual components of the offering that are easy to grow or reduce without changing the quality and service model. Facilities are also a tool to differentiate one educational institution's programs from other competitors. According to the Big Indonesian Dictionary (2008: 389) facilities are all things that can facilitate and expedite the implementation of activities, which can facilitate activities can be in the form of facilities and infrastructure.

## **3. RESEARCH METHOD**

This research will be carried out at PT. Bakrie Sumatera Plantations Medan Branch, which is located at Jl. Wolter Mongonsidi No. 20 A Medan. Postal Code: 20157. Tel No.: (0621) 2994 1286 87. Fax: (0621) 2994 1752. The research subjects are the people (respondents) who will be studied. In this study the research subjects were employees of PT. Bakrie Sumatera Plantations Medan Branch. While the research object is the variable to be studied. In this case the variables studied are salary (X1), facilities (X2), and morale (Y). The population in this study were all employees of PT. Bakrie Sumatera Plantations Medan Branch as many as 65 people. Given the small population because there are less than 100 people, namely 65 people, the authors use a saturated sampling technique (census). According to Ety Rochaety (2009:66), "Unsaturated sampling (census) is a sampling technique when all members of the population are used as samples." So the sample in this study were 65 people.

## **4. RESULTS AND DISCUSSION**

The value of the coefficient of determination (R<sup>2</sup>) from the regression result is 0.950, meaning that the salary and facilities variables contribute to the influence of employee morale by 95%. This result is the result of (R<sup>2</sup> x 100%), while the remaining 5% is influenced by other variables not examined in this study.

## **5. CONCLUSION**

From the results of the research that has been discussed by processing and questionnaires and using several tests, the following conclusions can be drawn:

1. Partially, the salary variable (X1) has a significant influence on the morale of PT. Bakrie Sumatera Plantations Medan Branch. This means that the hypothesis in this study is accepted, as evidenced by the t count > t table (33,997 > 1,999). While the facility variable (X2) has no significant effect on the morale of PT. Bakrie Sumatera Plantations Medan Branch. This means that the hypothesis in this study was rejected, as evidenced by the value of t count < t table (0.340 > 1.999).
2. Simultaneously, the variable salary (X1) and facilities (X2) have a significant influence on the morale of employees at PT. Bakrie Sumatera Plantations Medan Branch. This

means that the hypothesis in this study is accepted, as evidenced by the calculated F value  $> F$  table ( $583,968 > 3.15$ ).

3. The salary variable (X1) and facilities (X2) are able to contribute to the employee morale variable by 95% while the remaining 5% is influenced by other variables not examined in this study.

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