

The Relationship Between Compensation and Social Security with Employee Work Motivation at the Public Works and Spatial Planning Office in Banten Province

1st Rohaelis Nuraisiah
Entrepreneurship Study Program
Universitas Banten Jaya
 Serang, Indonesia
 sevrachmiyanti@unbaja.ac.id

2nd Sev Rahmiyanti
Entrepreneurship Study Program
Universitas Banten Jaya
 Serang, Indonesia

Abstract—This compensation system will help to create the will among qualified people to join the organization and take the actions that the organization needs. The objectives in this study were: 1) To find out the relationship between Compensation and Employee Work Motivation at the Public Works Office and Spatial Planning of Banten Province. 2) To find out the relationship between Social Security and Employee Work Motivation at the Public Works and Spatial Planning Office in Banten Province. 3) To find out the relationship between Compensation and Social Security together with Employee Work Motivation at the Public Works Office and Spatial Planning of Banten Province. This research was a quantitative study using descriptive and associative research types. The population in this study was employees at the Public Works and Spatial Planning Office in Banten Province. The sampling technique used in this study was simple random sampling. With a simple random sampling technique, a sample of 68 employees in the Public Works and Spatial Planning Office of Banten Province was taken as respondents in this study. The results of this study were: 1) Compensation variable had a strong relationship with Employee Motivation, 2) Social Security variable had a very strong relationship with Employee Motivation, 3) Compensation (X₁) and Social Security (X₂) were jointly related with Employee Work Motivation (Y) of 89.8%, while the remaining 10.2% was related to other factors not examined in this study.

Keywords: *compensation, social security, employee work motivation*

I. INTRODUCTION

Human Resources (HR) can be the main capital in supporting the success of the organization if it is well managed and the management has started since they will be needed, employed, until dismissed. As it is known that Human Resource Management is a process of planning, organizing, coordinating, implementing, and supervising the procurement, development, remuneration, integration, maintenance, and separation of labor in order to achieve organizational goals (Dessler, 2007).

Every organization wants to have professional, loyal, highly dedicated and guaranteed human resources, realizing that human resources are a very important asset, which drives the whole wheel of the organization, so human resource

development is placed at the highest order (Mangkunegara, 2005). One measure of the success of the personnel department in managing Human Resources (HR) is the provision of compensation to employees. In general compensation is a key part of solving how to make members do what the organization wants (Mohammad Jauhar, 2012 in Mangkunegara, 2005).

This compensation system will help create the will among qualified people to join the organization and take the actions that the organization needs. The higher the compensation received by employees from the organization, the welfare of employees also increases. This motivates employees to carry out all the tasks and responsibilities of the work given and vice versa if the compensation received is low then the welfare of employees will be reduced and lead to decreased enthusiasm in doing work so that this causes harm to the organization because organizational goals are not achieved well (AhkmadSubekhi and Mohammad Jauhar, 2012 in Hasibuan, 2003).

Compensation can also be said to be the main thing that raises motivation of an employee to work hard, where the form of a compensation is one of the basic needs needed by an employee as a human being to support his living needs. Providing compensation must be done fairly and equitably, so as to create a conducive and productive work environment for the organization. If the compensation can be done well, it will increase job satisfaction in the form of enthusiasm, loyalty, and good work morale. Compensation needs to be supported by social security so that organizational goals can be achieved. Workers' Social Security (JAMSOSTEK) which is implemented through Law No.40 of 2004 concerning the National Social Security System (SJSN) and TAP MPR RI No X / MPR / 2001 which assigns the president of Indonesia to form a National Social Security System.

Social security is a mandatory program that provides rights and determines the obligations of the community, especially organizational workers, to protect the risk of loss of income and medical care costs. Social security can reduce the uncertainty of workers and families so as to create a stable, healthy and productive workforce. Workers' Social Security in Indonesia is organized by PT. Jamsostek (Persero)

which has a Work Accident Insurance (JKK) program, Old Age Insurance (JHT), Death Insurance (JK), and Health Care Insurance (JPK). The implementation of the Jamsostek program is part of the main tasks of the government in the field of labor as stipulated in Law No. 14 of 1969 concerning Principal Provisions Regarding Manpower specifically article 10 and article 15.

With this social security, employees do not need to worry and be anxious when something happens to them. This social security program aims to cope with various events that cause uncertainty, for example by providing compensation for the reduction or loss of income due to illness, work accident benefits, old age benefits, death benefits and others. And is expected to provide a better level of productivity for employees because employees will feel the continuity of work is guaranteed. The social security provided by employers to their employees is based on prescribed policies.

The policy in the form of the regulation basically regulates the relationship between employers and their employees in meeting the needs of their employees. Fulfilling these needs will increase an employee's work motivation. Provision of social security is the fulfillment of needs that will ultimately encourage someone to achieve the need to actualize themselves and increase work motivation because the attention of employees at work will be focused on their work seriously so that employee motivation will increase.

Work motivation is one important element in staffing an institution, meaning that motivation must be possessed by every employee. Employees with good work motivation will carry out every job given as well as possible and exert all abilities possessed to complete a job. Low or poor work motivation will harm the institution, because with low work motivation achievement of the institution's goals will be delayed. Therefore, work motivation is something important that must be owned by employees (Batubara in Rimawati, 2001).

Existing motivation in a person is a driving force that manifests a behavior in order to achieve the goal of self-satisfaction. Often people think that work motivation can be generated when getting a good reward, and fair, but the fact is that despite being given a good reward but the work has not been maximized.

Every human being must have a basic reason why someone is willing to do certain types of activities or work, why one person works hard, while others are just ordinary. All of this has a basis and reasons that encourages someone to work like that, or in other words there must be motivation. Motivation is the willingness to give more effort to achieve organizational goals, which is caused by the willingness to satisfy individual needs.

Proper motivation encourages employees to carry out their duties to produce something. And also encourage success in achieving goals, targets within the organization and includes the personal interests of the employees themselves.

From the explanation above, the objectives in this study were: 1) To find out the relationship between Compensation and Employee Work Motivation at the Public Works Office and Spatial Planning of Banten Province. 2) To find out the relationship between Social Security and Employee Work

Motivation at the Public Works and Spatial Planning Office in Banten Province. 3) To find out the relationship between Compensation and Social Security together with Employee Work Motivation at the Public Works Office and Spatial Planning of Banten Province.

II. METHODS

This research was a quantitative research, descriptive and associative type. It was said a quantitative approach because the approach was used in the research proposal, the process, the hypothesis, took to the field, data analysis and data conclusions up to the writing using aspects of measurement, calculation, formula and numerical data certainty. This research was a descriptive study because it aimed to make a hostage/painting/description of the facts and characteristics of a population or certain area systematically, factually and thoroughly (Ginting, 2008: 55). While said to be associative research because this research connected two or more variables (Ginting, 2008: 57).

The sampling technique used in this study was simple random sampling. According to Sugiyono (2009: 57) declared simple (simple) because the sampling of members of the population was done randomly without regard to strata that exist in that population. Using a simple random sampling technique, a sample of 68 employees from the Department of Highways and Spatial Planning of Banten Province were taken as respondents in this study.

This study used a questionnaire in which it contained three instruments, namely an instrument to measure the variables of Compensation, Social Security and Employee Work Motivation at the Public Works and Spatial Planning Office in Banten Province, then arranged in a questionnaire that provided five options.

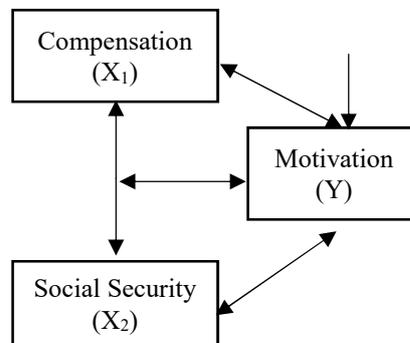


Fig.1. Conceptual Framework

III. RESULTS

Based on the results of research analysis using statistical methods, so that it can be seen the meaning of the relationship between the independent variables, namely Compensation and Social Security with the dependent variable, namely Employee Work Motivation at the Public Works Office and Spatial Planning of Banten Province. This study involved 68 respondents, namely employees at the Public Works and Spatial Planning Office in Banten Province. Then to test the hypothesis, r test and F test are used, all statistical

calculations are performed using computer aids through SPSS version 20 for windows.

A. Relationship Between Compensation (X₁) with Employee Motivation (Y)

Based on the results of Table 1 in column "r" above using SPSS analysis version 20, the correlation value (r_{count}) for variable X₁ (Compensation) was 0.759, while the r_{table} value

for n = 68 was 0.235. So, 0.795 > 0.235, it can be concluded that partially the Compensation variable had a strong relationship with Employee Motivation, because the calculated value was in the interval coefficient value 0.60 - 0.799.

TABLE I. R TEST ON THE RELATIONSHIP OF COMPENSATION (X₁) AND SOCIAL SECURITY (X₂) WITH EMPLOYEE MOTIVATION (Y)

		Employee Motivation (Y)	Compensation (X ₁)	Social Security (X ₂)
Pearson Correlation	Employee Motivation (Y)	1.000	.759	.785
	Compensation (X ₁)	.759	1.000	.478
	Social Security (X ₂)	.785	.478	1.000
Sig. (1-tailed)	Employee Motivation (Y)	.	.000	.000
	Compensation (X ₁)	.000	.	.000
	Social Security (X ₂)	.000	.000	.
N	Employee Motivation (Y)	68	68	68
	Compensation (X ₁)	68	68	68
	Social Security (X ₂)	68	68	68

B. Relationship Between Social Security (X₂) and Employee Work Motivation (Y)

Based on the results of Table 1 in column "r" above using SPSS analysis version 20, the correlation value (r_{count}) for variable X₂ (Social Security) was 0.785, while the r_{table} value for n = 68 was 0.235. So, 0.785 > 0.235, it can be concluded that partially the Social Security variable had a very strong

relationship with Employee Motivation, because the calculated value was in the interval coefficient value 0.80 - 1.00.

C. Relationship Between Compensation (X₁) and Social Security (X₂) with Employee Motivation (Y)

TABLE II. FTEST ON THE RELATIONSHIP OF COMPENSATION (X₁) AND SOCIAL SECURITY (X₂) WITH EMPLOYEE MOTIVATION (Y)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	987.673	2	493.837	135.531	.000 ^b
	Residual	236.841	65	3.644		
	Total	1224.515	67			

- a. Dependent Variable: Employee Motivation (Y)
- b. Predictors: (Constant), Social Security (X₂), Compensation (X₁)

Based on the results of the analysis in the above table (Table 2) the ANOVA test obtained a F_{count} value of 135,531, while the F_{table} (α = 0.05) for n = 68 was 2.74. So, F_{count} > F_{table} (α = 0.05) or 135,531 > 2.74 with a significant level of

0,000 or 0,000 < 0.05, it can be said that Compensation (X₁) and Social Security (X₂) were jointly related to Employee Motivation (Y).

TABLE III. COEFFICIENT TEST ON THE RELATIONSHIP OF COMPENSATION (X₁) AND SOCIAL SECURITY (X₂) WITH EMPLOYEE MOTIVATION (Y)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.898 ^a	.807	.801	1.90885

- a. Predictors: (Constant), Social Security (X₂), Compensation (X₁)
- b. Dependent Variable: Employee Motivation (Y)

Based on Table 3, the relationship test for the three variables was tested, and based on the Model Summary table, an R value of 0.898 was generated. This shows that 89.8% Compensation (X₁) and Social Security (X₂) were

simultaneously related to Employee Motivation (Y) while the remaining 10.2% is related to other factors not examined in this study.

IV. CONCLUSIONS

Based on the results, the authors got conclusions. The conclusions of the results of this study were as follows: (1) There was a relationship between Compensation and Employee Work Motivation, it was evident that the correlation value (r_{count}) for variable X_1 (Compensation) was 0.759, while the value of r_{table} for $n = 68$ was 0.235. So, $0.759 > 0.235$, it can be concluded that partially the Compensation variable had a strong relationship with Employee Motivation, because the calculated value was in the interval coefficient value of 0.60-0.799; (2) There was a relationship between Social Security and Employee Work Motivation, it was proven that the correlation value (r_{count}) for X_2 variable (Social Security) was 0.785, while the r_{table} value for $n = 68$ was 0.235. So, $0.785 > 0.235$, it can be concluded that partially the Social Security variable had a very strong relationship with Employee Motivation, because the calculated value was in the interval coefficient value of 0.80-1.00; (3) There was a relationship of Compensation and Social Security together with Employee Work Motivation, proven to be obtained from the F_{count} value of 135,531, while $F_{\text{table}} (\alpha = 0.05)$ for $n = 68$ of 2.74. So, $F_{\text{count}} > F_{\text{table}} (\alpha = 0.05)$ or $135,531 > 2.74$ with a significant level of 0,000 or $0,000 < 0.05$, it can be said that Compensation (X_1) and Social Security (X_2) are jointly related to Employee Motivation (Y). R value of 0.898. This showed that 89.8% Compensation (X_1) and Social Security (X_2) are simultaneously related to Employee Motivation (Y) while the remaining 10.2% is related to other factors not examined in this study.

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