

The Effect of Reward System and Staff Competence Towards Working Performance Within The Faculty of Social Science

1st Darman Manda

*Department of Anthropology
Faculty of Social Science
Universitas Negeri Makassar
Makassar, Indonesia*

Darmanmanda.ppsunm@gmail.com

2nd Herman

*Department of Social Science Education
Faculty of Social Science
Universitas Negeri Makassar
Makassar, Indonesia*

Herman7505@unm.ac.id

Abstract—The purposes of this study are to find out 1) Influence between Employee Competence to Employee Performance in FIS UNM. 2) Influence of reward system on employee performance in FIS UNM. 3) Effect of competence, reward system on employee performance in FIS UNM. The approach used in this research is quantitative approach. This type of research uses quantitative descriptive research. This research shows causal relationship that is causal relationship, where this is done to know the influence of independent variable (Independent variable) and dependent variable (dependent variable). The population in this study is all employees in the Faculty of Social Sciences (FIS) UNM which amounted to 26 people. Because the number of respondents is relatively small then no sampled in other words saturated samples. Product moment correlation analysis is intended to determine whether or not the relationship between the two variables is the effect of Compensation, Employee Benefit System to Performance. The results of this study are 1) The influence of Employee Competence with Employee Performance in FIS UNM (X1) directly related to employee performance (Y) has a positive and significant contribution to the high low by performance Competence Thus the high low by the performance of Employees explained by Employee Competencies. The amount of contribution of Employee Competence which directly contribute to the performance of FIS UNM employee of weak category. 2) Employee Compensation to Employee Performance of FIS UNM. Compensation System (X2) relates to the performance of FIS UNM (Y) employees have a positive and significant contribution to the high low by the performance of FIS UNM employees. Thus, the low level of performance by FIS UNM Employee is explained by the system of rewards / compensation for Employees. The amount of contribution of the reward / compensation system for employees that directly contribute to the performance of employees. 3) Employee Competence and Employees' Compensation FIS UNM on Employee Performance FIS UNM Simultaneously employee competence (X1), FIS UNM Employee Compensation (X2), with strong performance of FIS UNM Employees.

keywords—reward system, employee, employee performance

I. INTRODUCTION

The community hopes that the process of service provided by the government can be easier, simple, smooth, fast, accurate, friendly, there is certainty, and clarity of procedural requirements and compliance requirements. Public services by government agencies are still encountered weakness and over time. This is marked by the existence of various public complaints submitted through mass media, so that it can cause an unfavorable image of government officials (Rofiatun & Masluri, 2011)[1]. In improving employee performance required adequate competence. Competence has a very important role, because in general competence concerns the basic ability of a person to do a job (Moehariono, 2009) [2].

During this time many government agencies that do not have employees with adequate competence, this is evidenced by the low productivity of employees and the difficulty of measuring employee performance (Sriwidodo 2010) [3]. To achieve maximum and satisfactory work required competence owned by an employee in carrying out its job duties so that the performance of employees can increase.

If the performance of employees can be realized properly, will support the achievement of the goal effectively and efficiently because it will create an atmosphere of acceleration of the implementation of activities in the Faculty of Social Sciences UNM. However, the current reality seen in the FIS is still the lack of human resource development efforts, especially the increase of professionalism of employees so that work productivity decreases. The problem is identified as a factor that indicates that the development of employees on FIS UNN has not been optimal, thus affecting Employee Performance. This can affect the competence of employees who are less effective so that in the implementation of their duties are often not running optimally.

The definition of workplace competence refers to the notion of a person's compatibility with his work. Competence can be defined as the basic characteristics of a person who has a causal relationship with the criterion

of effectiveness and / or augmentation reference in a particular job or situation.

Competence refers to the underlying characteristics of behaviors that describe motives, personal characteristics (characteristics), self-concept, values, knowledge or skills that a person who performs excels at work. As a continuation of the definition of competence that has been made, SMR follow up with the making of the classification of competence:

- Core competence: core competencies are at the organizational level.
- Functional Competencies: Competencies that describe output work activities, such as the knowledge and skills required to perform a job. This competence is related to Position level.
- Behavioral Competence: Behavioral competence is the basic characteristic needed to perform a job
- Role Competency: Role competence related to Position level. Role competence refers to the role that a person must play in a team.

This model is an adaptation of a classical psychology model that says that behavior is a function of the individual and the environment that behavior is a function of the individual and the environment. Here individual competence means the capability that a person brings into a work situation. The job demands component determines what one is expected to do for the job. The organizational context describes the broader context of work demands and policies, producers, processes, systems and organizational culture. Sometimes it is also relevant to consider the social and political environment.

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 2001) [4]. Compensation is everything that employees receive as a reward for their work". "Compensation is what a worker receives in return for the work he gives. Both hourly and periodic salaries are designed and managed by the personnel department "

Based on some understanding above, it can be concluded that the compensation is the income received by employees as a fringe of the work performed. The Compensation Components consists of:

- A. *Financial compensation, consisting of:*
- 1) *Direct financial compensation (direct financial compensation), namely:*
 - a) The basic pay based on a salary and wage.
 - b) Performance pay (merit pay).
 - c) Incentive pay (incentive pay) in the form of bonuses, commissions, and profit sharing.
 - d) Deferred pay which embodied savings program, share purchase annuity.
 - 2) *Indirect financial compensation, namely:*
 - a) Protection programs in the form of health insurance, life insurance, pension, and employment insurance.

- b) Pay outside working hours, including holidays, big days; annual leave, and maternity leave.
 - c) Facilities, ie tangible houses, vehicles, office space, places of worship.
- B. *Non-financial compensation consists of the satisfaction one obtains from the job itself or from the psychological or physical environment in which the person works. Non-financial compensation:*
- 1) Work, among other tasks that attract challenges-challenge, responsibility, recognition, and sense of accomplishment.
 - 2) Work environment, among others, healthy policies, supervision and competence, pleasant work relatives, comfortable working environment (Simamora 1997).

II. RESEARCH METHODS

This study is a correlation research that is intended to determine whether there is influence of Employee Competence, Rewards System to the Performance of FIS UNM employees. This type of research uses quantitative descriptive research. This study shows the causal relationship that is causal relationship, where this is done to know the influence of independent variables (Independent variable) and dependent variable (dependent variable). The population in this study is all employees in the Faculty of Social Sciences (FIS) UNM which amounted to 35 people. Because the number of respondents is relatively small then there is no sample, in other words it is called saturated samples.

Techniques used to collect data needed in this research are observation, interview, questionnaire and documentation. Data analysis techniques used by the authors in this study is descriptive statistical analysis techniques and techniques of statistical analysis of inferential aims to examine research variables.

III. RESULTS AND DISCUSSION

A. RESULTS

To test the hypothesis in this research that is "the influence of Competence of FIS UNM Employee, and compensation of FIS UNM Employee to Performance of FIS UNM staff either partially or simultaneously in FIS UNM" hence used multiple regression analysis.

a. Partial Influence

1) *The Influence of Competence, on the Performance of FIS UNM Employees.*

From the results if the data obtained indigo R square = 0.389 means that the competence variable FIS UNM employees can explain the variability of 38.90% of the variable Performance FIS UNM staff, while the rest is explained by other variables (where R² is the coefficient of determination). At a significance level of 5%.

The significance value obtained is 0.049 which is smaller than the significance level of 5%. So it can be concluded that H_0 refusal means Competence Employees FIS UNM influence on the performance of FIS UNM employees.

2) *Influence of FIS UNM Employee Compensation to Employee Performance of FIS UNM*

From the results if the data obtained indigo $R^2 = 0.773$ means Employee Compensation variable can explain the variability of 77.30% of Employee Performance variables, while the rest is explained by other variables (where R^2 is the coefficient of determination). At a significance level of 5%. The value of significance obtained at 0.000 is smaller than the significance level of 5%. Then it can be concluded that reject H_0 means compensation effect on the performance of FIS UNM employees.

b. *Imultaneous Influence*

The Influence of Employee Competence, Employee Compensation to Employee Performance of FIS UNM simultaneously. From the results if the data obtained by $R^2 = 0.805$ means that the competence and compensation variable of FIS UNM staff can explain the variability of 64.80% from the Employee Performance variable, while the rest is explained by another variable (where R^2 is the coefficient of determination). At a significance level of 5%. The value of significance obtained at 0.000 is smaller than the significance level of 5%. Then it can be concluded that reject H_0 means competence, employee compensation effect on Employee Performance.

B. DISCUSSION

a. *The Influence of Employee Competence with Employee Performance in FIS UNM*

Employee Competency (X1) is directly related to the performance of Employee (Y) has a positive and significant contribution to the high low by the performance of Competence. Thus the high low by the performance of Employees explained by Employee Competencies. The amount of contribution of Employee Competence which directly contribute to the performance of FIS UNM employee of weak category.

The findings of this study, reinforced by statements put forward (Russel 1993) [7] stating that "factors that may affect the quality of employment include: Knowledge, skills, skills, attitudes and behavior". Thus the professional competence of employees in this case either through formal or informal education to acquire knowledge and skills need to be improved for the purpose of improving employee performance. As an implication, then from the leadership itself must have a willingness to continue to improve knowledge and skills and

competence so that it can support the implementation of its duties as an employee.

Employee competence that includes knowledge, attitudes and skills attached to him that can show his behavior as an employee, the research findings are reinforced by the statement (M 2004) [8] that the competence of employees include; personal competence, professional competence, social competence, intellectual competence, and spiritual competence, namely (a) personal competence, is the quality of an employee's personal skills necessary to be a good employee. This personal competence includes the abilities necessary to realize itself as a professional employee. (b) Professional competence includes expertise or expertise in the field, namely the mastery of materials to be taught beserta method, a sense of responsibility for the task and a sense of togetherness with other peers; (c) social competence, is the ability required by an employee to be successful in relation to others. In this social competence includes skills in social interaction and carrying out social responsibility; (d) intellectual competence, is the mastery of the sciences concerned with his duties as an employee; and (e) spiritual competence, is the quality of faith and devotion as a religious employee.

The research conducted by Tirtaraharja (1991) [10] is in line with the results of the above research on teacher welfare; one of the factors that affect the achievement of elementary school students in South Sulawesi. This study found that there is a significant relationship between teacher intensive and teacher achievement motivation, incentive teachers can carry out their duties professionally and responsibly, the more incentive they get the more motivated to carry out the task well, as well as the performance of teachers

b. *Employee Compensation to Employee Performance of FIS UNM*

Compensation System (X2) relates to the performance of FIS UNM (Y) employees have a positive and significant contribution to the high low by the performance of FIS UNM employees. Thus, the low level of performance by FIS UNM Employee is explained by the system of rewards / compensation for Employees. The amount of contribution of the reward / compensation system for employees that directly contribute to the performance of employees

c. *Employee Competence and Employees' Compensation FIS UNM to the Performance of FIS UNM Employees*

Simultaneously employee competence (X1), FIS UNM Employee Compensation (X2), with strong performance of FIS UNM category employee. This is in line with the opinion of [9] states that the performance of employees is an ability in performing tasks or jobs in accordance with attitude, knowledge, and skills and motivation.

IV. CONCLUSION

1. The Influence of Employee Competence with Employee Performance in FIS UNM (X1) is directly related to the performance of Employee (Y) which has positive and significant contribution to the high low by the performance of Competence. Thus the high low by the performance of Employees explained by Employee Competencies. The amount of contribution of Employee Competence which directly contribute to the performance of FIS UNM employee of weak category.
2. Employee Compensation to Employee Performance of FIS UNM. Compensation System (X2) relates to the performance of FIS UNM (Y) employees has a positive and significant contribution to the high low by the performance of FIS UNM employees. Thus, the low level of performance by FIS UNM Employee is explained by the system of rewards / compensation for Employees. The amount of contribution of the reward / compensation system for employees that directly contribute to the performance of employees
3. Employee Competence and Employees' Compensation FIS UNM on Employee Performance FIS UNM Simultaneously employee competence (X1), Employee Compensation FIS UNM (X2), with strong performance of FIS UNM Employees category.

- [6] H. Simamora, *Manajemen Sumber Daya Manusia*, Jakarta: STIE YPKN, 1997.
- [7] B. & Russel, *Human Resource*, New Jersey: International Edition Upper Saddle River, PRantice Hall, 1993.
- [8] S. M, *Psikologi Pembelajaran dan Pengajaran*, Bandung: Pustaka Bani Quraisy, 2004.
- [9] W. d. M. C. G. Hoy, *Educational Administration, Theory, Reseach, and Practice*, New York: Random House, 1978.
- [10] U. Tirtaraharja, "Kesejahteraan Guru: Salah satu faktor yang berpengaruh terhadap prestasi belajar murid sekolah dasar," Fakultas Pascasarjana IKIP Jakarta, Jakarta, 1981.

ACKNOWLEDGMENT

After the completion of this research the authors would like to thanks various parties namely:

1. Rector of UNM who has given permission to conduct research
2. The Head of UNM Research Institute
3. Dean of FIS UNM
4. FIS UNM staffs who have provided information to the researchers so they can finish this research.

REFERENCES

- [1] R. & Masluri, "Pengaruh Iklim Organisasi dan Kompetensi Pegawai Terhadap Kinerja Pegawai dengan Mediasi Motivasi pada Dinas-Dinas di Kabupaten Kudus," *Jurnal Analisis Manajemen*, p. 5, 2011.
- [2] Moeheriono, *Pengukuran Kinerja Berbasis Kompetensi*, Bogor: Ghallia Indonesia, 2009.
- [3] U. d. A. B. Sriwidodo, "Pengaruh Kompetensi, Motivasi, Komunikasi da Kesejahteraan Terhadap Kinerja Pegawai Dinas pendidikan," *Jurnal Manajemen Sumber daya*, pp. 47 - 57, 2010.
- [4] Y. C. d. I. W. Siswantara, "Pengaruh gaya kepemimpinan Transformal Ketua Koperasi dan Kompetensi Kecerdasan Emosional Manajer Koperasi terhadap Kepuasan Kerja dan Kinerja Manajer Koperasi di Kabupaten Buleleng," *Jurnal Manajemen, Strategi Bisnis dan Kewirausahaan*, pp. 99 - 108, 2012.
- [5] Hasibuan, *Manajemen Sumber Daya Manusia. Pengertian Dasar, Pengertian dan Masalah*, Jakarta : Toko Gunung Agung, 2001.