

The Effect of Compensation on Employee Work Effectiveness at the Bima Regency Tourism Office

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Abstract

This research is associative research. That is looking at the relationship between the effect of compensation on the work effectiveness of employees at the tourism office of Bima Regency. The number of samples in this study were 48 people who were civil servants within the scope of the Tourism Office of Bima Regency with the sampling technique used was purposive sampling. This technique is used with the consideration that only employees with civil servant status receive compensation. From the results of the data analysis on the questionnaire given, all the compiled statements are valid and also reliable. So from the analysis of the data on the respondents, it was obtained that $t = 3.754 > t_{table} = 1.678$ or seen from p value (sig.) $0.000 < 0.05$, then compensation has a significant effect on work effectiveness (H_a is accepted). In addition, the relationship between the two variables is also in the range or strong category with a value of 0.79, while the flow rate is 50.3%.

1. INTRODUCTION

Along with globalization, the Indonesian tourism industry is growing rapidly so that it requires the availability of competent and competitive human resources. Indonesia still really needs tourism Human Resources so that it can accelerate the growth and development of its tourism sector so that it can compete with other countries. Therefore, one of the strategies in the tourism development scheme in Indonesia is the orientation of accelerating the provision of competent tourism Human Resources through the implementation of learning programs that have competency content in accordance with the demands of the dynamics of tourism development.

In addition to providing direction and knowledge as well as procedures so that employees can carry out effective countermeasures, another factor that affects work effectiveness is providing compensation to employees at work. According to Handoko (2019), compensation is everything that employees receive as remuneration for their work. For this reason, the determination of compensation must have a logical, rational and

defensible basis, because this involves many emotional factors.

The Bima Regency Tourism Office is quite happy and satisfied with the potential that exists in Bima Regency and its surroundings, this is because Bima Regency is a strategic location or place and is visited by many tourists from various other cities even though their goals are different such as doing business, holidays, and many more destinations from tourists who come to the Bima Regency area. Seeing the many opportunities to increase foreign exchange or income for the Government and for the surrounding community, one of the opportunities seen by the Bima Regency Government is to create a tourist attraction that will attract visitors and tourists to come to Bima Regency.

The Bima Regency Tourism Office was formed with the aim of improving the existing tourism sector in the Bima Regency area so that it can function better for the region and the community. The tourism potential in Bima Regency itself is very promising, with several well-known tourism locations such as Panta Lariti, Panda Park, Ping Beach, Coconut Island

and many others. However, based on field results the tourism sector in Bima Regency is less developed, even still behind compared to other Regencies and Cities in West Nusa Tenggara Province, so that the objectives of the Bima Regency Tourism Office have not been achieved. To achieve this goal, it is necessary to have good performance effectiveness from employees who work at the Bima Regency Tourism Office. For this reason, human resource management in the Bima Regency Tourism Office needs to increase the motivation of its employees, one of which is done by providing work compensation.

In addition to money and materials, compensation can also be provided by agencies in the form of facilities or conveniences for their employees. Compensation in the form of providing these facilities usually does not stand alone. Indeed, not all agencies are able to provide facilities for their employees because the provision of facilities is closely related to the financial capacity of the agency concerned. In general, the types of facilities that are often provided by various agencies, one of which is the Bima Regency Tourism Office, include work environment facilities, health, lunch, and other facilities.

Work effectiveness is a situation where employees can complete all tasks and work according to a predetermined plan. In other words, work effectiveness is the ability of human resources to achieve organizational goals in accordance with a predetermined time period. The work effectiveness of the Bima Regency Tourism Office employees is not maximized and of course it can affect the performance of employees where this can result in less than optimal functioning of the organization and work effectiveness that occurs at the Bima Regency Tourism Office is not well controlled and not in accordance with the Work Effectiveness expected.

Based on the results of interviews conducted with several employees at the Bima Regency Tourism Office which stated that the level of employee attendance was low, there were still employees who left the office during

working hours for reasons that could not be accounted for, absent from work for reasons of health and family matters, did not attend morning assembly and coming late to the office, hurry home before time and lack of harmony between employees. This certainly greatly affects the performance of the Bima Regency Tourism Office. Especially in carrying out activities in the field, one of which is to comb the beach in maintaining the cleanliness of the tourism environment in the Bima district which requires more presence from employees.

Seeing this, the authors are interested in conducting deeper research to find out how the influence of compensation on employee motivation at the Bima Regency Tourism Office, with the research title The Effect of Compensation on Employee Work Effectiveness at the Bima Regency Tourism Office.

2. LITERATURE REVIEW

2.1 Compensation

Compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company, (Hasibuan, 2018). Compensation is form of income money, stuff direct or No received immediately _ employee as reward on services provided _ to company (William B. Werdher and Keith Davis, 2017). Temporary according to Hasibuan, (2018), namely compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to certain agencies or organizations. Compensation in the form of money means that compensation is paid in a certain amount of currency to the employee concerned. While compensation in the form of goods, namely compensation paid using goods.

According to Dessler (2018) exists a number of indicator compensation. As for the indicator in question is as following.

1. Fair salary _ in accordance with work
Wages is reply paid services _ in a manner periodic to employee still And to

appropriate employee _ with contribution on company or orgasm .

2. Appropriate incentives _ with sacrifice
 Incentive is compensation given _ company to employees , because employee has follow participate with Good in reach objective company or organization .
3. Adequate facilities _
 Facility is compensation extra given _ based on policy company to all employee in business increase well-being them .

2.2 Effectiveness Work

Robbins, (2019) suggests that organizational effectiveness is the level of success of an organization in an effort to achieve goals or objectives by using a concept to provide an overview of the success of an organization in achieving its goals. Work effectiveness is the achievement of the target of a job in accordance with the time and objectives that have been set. According to Misnawati and Torang (2017) Work effectiveness is a condition in which employees complete all tasks or work according to a predetermined plan. Work Effectiveness can be said to be the ability of a person or group of people to achieve organizational goals in accordance with a predetermined time period.

According to Zulyanti (in Receipt Yudhaningsih 201 9) indicators measure effectiveness Work includes :

1. Ability Adapt self .
 Ability man limited in all thing , so with limitations That cause man No can reach fulfillment his needs without through cooperation with other people.
2. Performance work .
 Performance Work is something results accomplished work _ somebody in carry out assigned tasks _ upon which it is based on skill , experience , sincerity And time
3. Satisfaction work .
 Satisfaction Work is attitude pleasant emotion _ And love his job .

2.3 Relationship of Compensation to Work Effectiveness

Providing compensation, both the amount, the structure and the time of payment can encourage work enthusiasm and the desire of employees to achieve optimal work effectiveness so as to help realize the company's goals. Provision of compensation that is well defined will provide work motivation for employees.

job analysis , job specifications, position, external consistency, and guided by justice and labor laws. With this policy it is expected to provide satisfaction to all parties. Timely compensation payments will also have a positive impact on employee work effectiveness, (Hasibuan, 2018). From the results research conducted _ by Zubir Syahputra (201 9) proves that results proof Also prove that compensation Good in a manner simultaneous nor in a manner Partial influential significant to effectiveness Work employee Service Management Finance And Acehnese wealth .

2.4 hypothesis

Based on the formulation of the problem in this study, the hypothesis in this study can be formulated as follows: It is suspected that compensation has a significant effect on employee work effectiveness at the Bima Regency Tourism Office. As for the statistical hypothesis is as follows:

$H_0 : \beta_1 = 0$; There is no significant effect of Compensation on Employee Work Effectiveness at the Bima Regency Tourism Office.

$H_a : \beta_1 \neq 0$; There is a significant effect of Compensation on Employee Work Effectiveness at the Bima Regency Tourism Office.

3. RESEARCH METHODS

Type study This including study associative , because filed For describe or describe in a manner systematic And accurate about influence Compensation (X) Against effectiveness Work (Y). As for what is meant by

associative research is a study that aims to determine the relationship or influence between two or more variables (Sugiyono, 2009). In study This For measure the independent variable then use _ distributed questionnaires _ on respondent with use scale likert . Technique data collection on study This is Observations , Interviews , Studies References And Questionnaire . Before used For measure response respondent , then the instrument is tested validity And reliability . Population used _ in study This is whole Employee Service Tourist Regency Bima totaling 86 people, 48 civil servants , 2 k-2 honorary people , 20 workers Honorary , 16 workers voluntary . Because in study This will measure effect of compensation on work effectiveness so sample used _ in study This *purposive sampling*. *purposive sampling* with consideration only status employee _ Employee Country Civilian (PNS) only ang accept compensation totaling 48 employees . _

Results data response from respondent furthermore will analyzed among them is determine mark Analysis Simple Linear

Regression that is explain that simple linear analysis used For do prediction How change mark variable dependent when mark variable independent raised or lowered (Sugiyono , 2016). Coefficient determination , that is For measure strength influence And Coefficient correlation used For measure strength relationship . Furthermore For see influence between variable so seen through test Test significance (t- statistical test).

4. RESULTS AND DISCUSSION

4.1 Research result

a. Test validity And Reliability .

For see validity instrument , then will done comparison mark r_{count} with , r_{table} , where minimum standard of validity is 0.300. It means If exceed indigo these minimum standards or $r_{table} = 0.300$ then said to be valid, even so otherwise . Same thing Also on test Reliability , if mark calculation reliability exceeds 0.6 _ so said statement the reliable . As for Test Validity and reliable which was carried out using SPSS 16, the validity results were obtained as follows.

Table 1. Validity Test And Reliability

Compensation (X)		Effectiveness Work (Y)		Information
X1	0.671	Y1	0.625	Valid
X2	0.784	Y2	0.792	Valid
X3	0.815	Y3	0.746	Valid
X4	0.725	Y4	0.582	Valid
X5	0.788	Y5	0.831	Valid
X6	0.751	Y6	0.781	Valid
Reliability		Reliability		
0.849 _		0.819 _		

From these data , then obtained mark every but statement exceed a value of 0.300 means statement it is valid. Temporary For standard reliability Also fulfill .

b. Equality Simple Linear Regression

Furthermore For determine equality Simple Linear Regression , got noticed table analysis SPSS application as following .

Table 2. Result Data SPSS processing

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	9,142	2,435		3,754	,000
	Compensation	,648	.095	,709	6,823	,000
a. Dependent Variable: Work Effectiveness						

Based on table above _ so can arranged equality regression double linear namely $Y = 9.142 + 0.648 X$. As for Meaning from equality the is Constant $a = 9.142$ show that magnitude level Work Effectiveness before influenced by Same compensation with moment Work Effectiveness is 0, then mark Effectiveness Work as big 9,142 units . Coefficient $b = 0.648$ Show that Compensation have influence positive to Work Effectiveness . If

Compensation down as big One unit Work Effectiveness will increased by 0.648 units . _

c. Coefficient Correlation And Determination

For determine mark Coefficient Correlation And Determination , then Pay attention to the following SPSS processed table this .

Table 3
coefficient Determination And Correlation Details Coefficient Correlation And Determination

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,709 ^a	,503	,492	2.12327
a. Predictors: (Constant), Compensation				

Based on results processed SPSS data above is known that magnitude connection between Compensation against Calculated Work Effectiveness with coefficient correlation is of 0.709 _ like listed on table R above , means

level closeness relationship There is on strong level . _ this _ customized with table interpretation coefficient correlation below _ this :

Table 4. Interpretation coefficient correlation

Internal Coefficient	Relationship Level
0.00 - 0.199	Very Low
0.20 - 0.399	Low
0.40 - 0.599	Currently
0.60 - 0.799	Strong
0.80 - 1.000	Very Strong

Source : Sugiyono , 20 16

Temporary results analysis coefficient determination , coefficient This useful For know magnitude contribution influence Compensation against Work Effectiveness Based on on table above on page previously obtained mark coefficient determination of 0.503 _ or influential as big 50 , 3 % meanwhile Another 49.7 % influenced by other variables outside Compensation .

6 . Test Significance

Furthermore is test significance . For know How connection between variable thorough or in matter This is t test , got see the data in table 2 above . From the data table two which are results from the SPSS output mentioned above Then compared to n value t-count as big 3,754 > t- table 1,678 . Yang _ say influence _ Positive Compensation to Work

Effectiveness mark $p\text{-value}$ (sig.) $0.00 < \alpha = 0.05$. Results This show that Compensation effect significant to Work Eektivity (Ha received) . Results study This in line with results research conducted _ by Zulkifli Rusby And Edistanur (2018) which also prove that There is influence in a manner significant between compensation to effectiveness Work employee . So in case This can concluded that compensation influential against Effectiveness work .

5. CLOSING

5.1 Conclusion

Based on results analysis that has been done , then can pulled a number of conclusion that Compensation significant and positive effect to Employee Work Effectiveness on

Service Tourist Regency Bima . Besides That connection second variable Also is at on range or category strong with value 0 ,79 , meanwhile For level influencer as big 50 , 3 %.

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