

RELATIONSHIP OF FACILITIES AND COMPENSATION TO PERMATA SEJAHTERA BEKASI FOUNDATIO EMPLOYEES PERFORMANCE

Ari Widi Prakasa

*Doctoral, Economics ,Borobudur University ,Indonesia
Ariwidi.prakasa@untara.ac.id*

| <i>PAPER INFO</i> | <i>ABSTRACT</i> |
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| <i>Received:</i> 14 th <i>January 2023</i> | Research purposes; (1). To determine the effects of existing work facilities on the performance of foundation employees. (2). To determine the effects of employee compensation on the performance of foundation employees. (3). To determine the effects of work facilities and work compensation together on the performance of foundation employees. By using research methods, quantitative research approaches. In a process to find problems related to science using data in the form of mathematical and statistical numbers, as a means and tools to analyze the data collected as desired. Result: There is a significant effect between means and compensation on employee performance. There is a simultaneous influence of the means and compensation variables have a significant effect on employee performance. Means and compensation are proven to be able to partially mediate that can affect employee performance in the Permata Sejahtera Foundation Bekasi. |
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INTRODUCTION

Facilities and facilities that can be used as tools in achieving certain goals. Infrastructure is also a facility, for everything to be the main support for the implementation of a goal. (Njoroge et al. 2015). Facilities and facilities become things that make it easier and to facilitate the implementation of efforts in the form of object equipment (Kurnia et al. 2019). In this case learning facilities and services, which can be improved learning media facilities and equipment. It is very possible that learning facilities and services are a factor and have a big role in improving the quality of learning (Nugraha, Baidi, and Bakri 2021). Learning activities are two-way communication activities between teachers and students, so facilities and services are needed to support learning, such as learning media, classes, and textbooks, resources. In the learning process which consists of several components that influence each other. These components are teachers and students, curriculum in the form of subject matter, learning media, and so on.

Learning facilities, are all that is needed in the learning process, both dynamic and static, to achieve goals, and all so that it runs smoothly, regularly, and measurably, effectively and efficiently (Priambodo 2016). All facilities for learning are things that are needed by students to achieve learning goals through learning activities in the form of educational reinforcement to better understand, about the problems faced. Facilities as equipment and equipment that can be directly used and support the learning process, which is specifically used directly in the learning process. Such as classrooms, toilets, prayer rooms, tables and chairs, as well as learning equipment and facilities that can directly support the learning process such as empty spaces, school gardens, fajalan to school but if utilized directly for the teaching and learning process such as school gardens used by schools for learning (Supiana, Hermawan, and Hilmy 2018).

The function of learning facilities is everything that supports the smooth learning process "So it can be concluded, about facilities and other facilities, for school learning is very

important for the learning process and also to support the quality of education (Apandi 2018). With various completeness of learning facilities and facilities in class and school that are available to be utilized, and can also support the learning process activities, which of course will help students in improving the quality of school achievements. Facilities and infrastructure are everything that can facilitate and facilitate the implementation of an effort in the form of objects.

One of the employees' performance can be seen from the level of employee discipline. Performance is a function of motivation, skills and role perception (Liswandi 2017). State that performance is the achievement of the results obtained from certain job functions or activities over a certain period of time. That performance is the process by which organizations evaluate or assess employee performance. (Hasmalawati and Restya 2017) Provides a definition that performance is the result of work that has been achieved by a group of employees in a company organization, in order to achieve a company organizational goal, within a predetermined period of time. So performance must refer to the achievement of the tasks assigned to employees in the company. So performance is the results of a person's job function or as a group in a company organization, which has an impact on various factors for the achievement of the company's organizational goals.

Compensation is everything that employees receive in return for their work, and compensation itself can be divided into two, namely direct compensation and indirect compensation. Direct compensation includes salaries, bonuses/incentives, commissions (Rahman 2017). Meanwhile, indirect compensation includes holiday allowances and health benefits. Whereas in developing and implementing a compensation/reward system, the interests of the organization and the interests of employees absolutely need to be taken into account. The purpose of compensation to be more effective is to produce more qualified human resources and other resources, to be able to retain employees in a company to be comfortable and productive, and the company is able to be fair, in accordance with the performance of the employees themselves, in controlling costs, and in accordance with applicable rules and regulations (Wahjono 2015). Compensation with finances from all income in the form of money or other forms, received by employees of the foundation in return for their services and achievements provided to the foundation (Firmandari 2014).

METHOD

In this study using a quantitative approach. By producing findings obtained by statistical and mathematical procedures through measurement data, to be analyzed, there is an influence between variables expressed in numbers. Based on the level of explanation of the position of the variables, this study is causal associative, Has the aim of wanting to know the effect between two variables or more than variables. According to Sugiyono, in (Ristanti 2022). This study will analyze an influence between the variables studied, namely the effect of facilities and services on customer satisfaction, and compensation on employee performance.

Data Collection Techniques

In this study the techniques used to collect data are as follows:

- a. Questionnaire method for data collection by means of the subjects studied fill out the questionnaire that has been provided by the researcher (Creswell 2002). In this study, the data collection instrument used the Likert attitude scale concept. This model was developed by Rensis Likert, in this model it is more widely used for research on psychology (morals), attitudes and so on. On this Likert scale respondents will answer the statements that have been made by the researcher by giving a cross. From the respondent's answer, a score is then given. Giving weights or scores arranged in a consistent level. In this study, there are 5 types of answer points given. Assessment is measured scoring based on a Likert scale.

- b. Research Variables (1). Independent Variable (X1). An independent variable is a variable and as such cannot be influenced by other variables. The other independent variables in this study are: Facilities. Compensation
- c. Independent Variable (Y). The dependent variable which is a variable with conditions that depend on and are affected by the conditions of other variables. While the dependent variable is the performance of foundation employees.

RESULTS AND DISCUSSION

A. Data Description

With a quantitative approach, conducting data analysis which includes data processing and data presentation, to perform calculations in describing data analysis to test hypotheses using statistical tests. Presentation of data and data analysis, through data obtained from the field, and then presented in tabular form, and made a graph (Sardi 2017:87). With the ultimate goal to be achieved in research using quantitative methods, to test the theory with facts has shown the relationship that is compared between variables, by describing statistical tests, and predicting the results (Nurlan 2019). As an analysis of the research data, it is intended to determine the hypotheses that have been formulated in the previous discussion, namely whether there is an influence of facilities and compensation on the performance of Permata Sejahtera Foundation employees. paired test). The two-sample dependent test calculations are presented in two forms, namely: manual calculations and using SPSS version 26.

B. Hypothesis Testing and Discussion

Respondents were taken from 40 employees of Yayasan Permata Hati Bekasi, the majority of whom were women aged 20-35 years. We provide questionnaires based on indicators that have been made by the author.

1. Validation Test

Table 1. The results of testing the validity of employee performance

| No | Indicator | R-count | R-table | Description |
|-----|-----------|---------|---------|-------------|
| 1. | Kk1 | ,600 | ,313 | Right |
| 2. | Kk2 | ,425 | ,313 | Right |
| 3. | Kk3 | ,760 | ,313 | Right |
| 4. | Kk4 | ,750 | ,313 | Right |
| 5. | Kk5 | ,745 | ,313 | Right |
| 6. | Kk6 | ,525 | ,313 | Right |
| 7. | Kk7 | ,845 | ,313 | Right |
| 8. | Kk8 | ,825 | ,313 | Right |
| 9. | Kk9 | ,645 | ,313 | Right |
| 10. | Kk10 | ,680 | ,313 | Right |

Based on table 1 above on employee performance (Y) there are 10 question items used in answering these variables. With these 10 question items, there is no reduction in question items and it turns out that with the Pearson bivariate test the value generated for each question item is r count greater than r-table, then the question is declared valid.

Table 2. Results of testing the validity of the Means

| No | Indicator | R-count | R-table | Description |
|----|-----------|---------|---------|-------------|
| 1. | S1 | 0,540 | 0,312 | True |
| 2. | S2 | 0,460 | 0,312 | True |
| 3. | S3 | 0,729 | 0,312 | True |
| 4. | S4 | 0,830 | 0,312 | True |

| No | Indicator | R-count | R-table | Description |
|----|-----------|---------|---------|-------------|
| 5. | S5 | 0,560 | 0,312 | True |
| 6. | S6 | 0,470 | 0,312 | True |
| 7. | S7 | 0,410 | 0,312 | True |
| 8. | S8 | 0,775 | 0,312 | True |
| 9. | S9 | 0,795 | 0,312 | True |

Based on table 2 above on the means (X1) there are 10 question items used in answering these variables. With these 10 question items, there is no reduction in question items and it turns out that with the Pearson bivariate test the value generated for each question item is r count greater than r table, then the question is declared valid.

Table 3. Compensation validity test results

| No | Indicator | R-count | R-table | Description |
|-----|-----------|---------|---------|-------------|
| 1. | k1 | 0,570 | 0,312 | Correct |
| 2. | k2 | 0,345 | 0,312 | Correct |
| 3. | k3 | 0,710 | 0,312 | Correct |
| 4. | k4 | 0,575 | 0,312 | Correct |
| 5. | k5 | 0,430 | 0,312 | Correct |
| 6. | k6 | 0,335 | 0,312 | Correct |
| 7. | k7 | 0,590 | 0,312 | Correct |
| 8. | k8 | 0,685 | 0,312 | Correct |
| 9. | k9 | 0,775 | 0,312 | Correct |
| 10. | k10 | 0,385 | 0,312 | Correct |

Based on table 3 above on compensation (X2) there are 10 question items used in answering these variables. With these 10 question items, there is no reduction in question items and it turns out that with the Pearson bivariate test the value generated for each question item is r count greater than r t table, then the question is declared valid.

2. Reliability Test

| No | Variable | Cronbach's Alpha | R-critical | Description |
|----|----------------------|------------------|------------|-------------|
| 1. | Means | ,815 | ,6 | Worth |
| 2. | Compensation | ,740 | ,6 | Worth |
| 3. | Employee performance | ,875 | ,6 | Worth |

Based on table 4 shows that in this study using 3 variables of means, compensation and performance. All of these variables have a Crobach's alpha value of more than 0.6, so each variable used can be declared reliable.

3. Classic Assumption Test

| No | Variable | Test I | Test II |
|----|----------------|--------|---------|
| 1. | Assumption Sig | 0,605 | 0,915 |
| 2. | Condition | > 0,05 | > 0,05 |

| No | Variable | Test I | Test II |
|----|-------------|---------------------|---------------------|
| 3. | Information | Normal distribution | Normal distribution |

Based on table 5 by performing 2 tests, the first normality test with an asymp.sig value of 0.606 and the second test with an asymp.sig value of 0.917 was obtained. The test values 1 and 2 Then it will be <0.05 , so the results can be declared as normally distributed data.

4. Multicollinearity Test

Table 6. As a test result of multicollinearity

| No | Variable | Information | | Information |
|----|---------------|-------------|-------|-------------------------------|
| | | Tolerance | VIF | |
| | Means | 0,510 | 1,970 | There is no multicollinearity |
| | Compen sation | 0,510 | 1,970 | There is no multicollinearity |

Based on table 6 the independent variables on means and compensation have a Tolerance value > 0.10 and a VIF value < 10 , It can be said and stated that there is no multicollinearity.

5. Heteroscedasticity Test

Table 7. Heteroscedasticity Test Results

| No | Unstandardized Residual | Information |
|----|----------------------------------|----------------------------|
| 1. | Correlation Coefficient | Free of heteroscedasticity |
| 2. | Sperman'srho Mean Sig (2-tailed) | |
| 3. | N | |

Based on the results from table 7, it shows that the Spearman Rank test results with the independent variable means (X1) have a significance value greater than 0.005, so it can be stated that the regression model has the same variance from the residuals or does not occur.

Table 8. Heteroscedasticity Test Results II

| No | Unstandardized Residual | Information |
|----|---------------------------------------|----------------------------|
| 1. | Correlation Coefficient | Free of heteroscedasticity |
| 2. | Sperman'srho Kompensasi Sig(2-tailed) | |
| 3. | N | |

Based on the results obtained in table 8, it shows a significant value for the compensation variable of 0.920, the significant value of the variable is above 0.05 so it does not experience heteroscedasticity.

6. Hypothesis Test

Table 9. Hypothesis test results

| N | Variable | Coefficient | R-count | T-Sig |
|----|-------------------|-------------|----------|-------|
| 1. | Konstanta | 28,653 | | |
| 2. | Sarana | | 3,758 | 0,001 |
| 3. | F hitung | | 14,126 | 0,001 |
| 4. | Adjusted R Square | 0,521 | 0,271 | |
| 5. | variabel | Koefisien | T Hitung | T Sig |
| 6. | Konstanta | 33,939 | | |
| 7. | kompensasi | | 2,731 | 0,010 |
| 8. | F hitung | | 7,458 | 0,010 |
| 9. | Adjusted R Square | 0,164 | 0,142 | |

7. T-test

- Hypothesis Testing I. Based on the results of the t-test of Table 9, the means variable directly obtained t count 3.758 with t sig. 0.001 means that the t-sig. 0.001 is smaller than 0.05, then Ho is rejected, meaning that the compensation variable directly and partially has a significant effect on employee performance.
- Hypothesis Testing II. Based on the t-test results from table nine, the compensation variable directly obtained t-count 2.731 with t-count greater than T-table, it is rejected, meaning that the compensation variable directly and partially affects employee performance.
- Path Analysis. From the results of the t-statistics, it can be concluded that the t-count value is $2.355 > t\text{-table } 1.684$, so it can be concluded that the means and compensation are proven to mediate the effect on employee performance.

8. F-Test

In the F-test, the F-count is 6.950 with a significance of 0.003 meaning that F-sig. 0.003 is smaller than 0.05 then Ho is rejected, meaning that the simultaneous variable of means and compensation has a significant effect on employee performance.

- The coefficient of the determinant (R²). Based on the results of the second test, the value of R Square is 27.3%. This means that the ability of the means and compensation variable model is able to explain the employee performance variable by 27.3%.
- Limitations. The results of this study are that there is an influence of facilities and compensation on the performance of employees of the Foundation - Permata Hati Bekasi. From the results of the questionnaire survey conducted by the author to the respondents. To find out how big the effect is, the author tested it with the SPSS Statistics 26.0 application
- Research limitations. This study only uses 2 independent variables studied, namely facilities and compensation.
- The method of data collection uses questionnaires and so there is a possibility that respondents answered not really.

CONCLUSION

Based on the data and discussion that has been carried out above, several conclusions can be drawn, namely as follows: a) There is some significant influence between work facilities

and facilities on employee performance and employee compensation on the performance of foundation employees. b) There are also influences on employee work simultaneously on the variables of facilities, facilities and employee work compensation that are very significant to the performance of employees at the foundation. c) Means, facilities and employee compensation are proven and real have been able to provide consistent influences on employee performance at Permata Sejahtera Bekasi Foundation.

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