

**The Effect of Motivation and Compensation on The Performance of
Honoror Employees in Type a Simbuang Terminal Service Units
Ministry of Transportation of The Republic of Indonesia
in Mamuju District**

Mu'fidatul Nurul Hajjad¹, Yati Heryati², Andi Nursiskawati Siangka³, Muhtar Mudo⁴

Sekolah Tinggi Ilmu Ekonomi Muhammadiyah, Indonesia

Email: alghufron.fida@gmail.com¹, heryati17@gmail.com²,
andinursiskawati@gmail.com³, mudomuhtar7284@gmail.com⁴.



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ABSTRACT

Every agency certainly wants good employee or employee performance. In government agencies such as the Simbuang Type A Terminal of the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency, there are temporary employees who are employed as terminal managers. Due to his status as an honorary employee, his salary scheme is certainly different from that of his colleague who is a civil servant. This study seeks to examine the effect of motivation and compensation obtained by honorary employees at the bus terminal on their performance. This study is a quantitative study that tested two variables and analyzed using multiple linear regression. Sources of data are respondents who are temporary employees at Terminal Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency. Data collection techniques used are questionnaires, observation, and documentation studies. The results showed that the motivation variable and the compensation variable had a significant effect either partially or simultaneously on the performance given by the honorary employees.

Keywords: Honorary employee; employee performance; bus terminal, motivation; and compensation.

INTRODUCTION

The essence of the duties and responsibilities of government agencies is to carry out the functions of service, development, and empowerment to the community as the beneficiaries (Padatu & Akib, 2018; Radjab et al., 2019). Therefore, every government agency must realize excellent service, which of course will not be achieved if it is not supported by maximum employee performance (Juriko Abdussamad et al., 2015; Akil et al., 2020).

In Mamuju Regency, the Simbuang Type A Terminal Service Unit of the Ministry of Transportation of the Republic of Indonesia (hereinafter abbreviated as SPTTA Simbuang Kemenhub RI) is one of the government agencies in charge of transportation services (Albalate et al., 2015; Belwal & Belwal, 2010; Björklund, 2011). The main function of the SPTTA

Simbuang Kemenhub RI is the management and supervision of the passenger terminal, as well as the supervision of inter-city and inter-provincial (AKAP) traffic activities (Choi & Lee, 2012; Zhang et al., 2011).

As one of the government agencies that provides public services, of course, good performance is expected from every employee of the Simbuang Type A Terminal Service Unit of the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency (Mappasere et al., 2014; Niswaty et al., 2020). This is in order to achieve the main objectives and functions of its implementation.

The stronger the work motivation, the higher the employee's performance. This means that any increase in employee motivation will have a very significant effect on improving employee performance in carrying out their work (Sunarsi et al., 2021). Employee work motivation can create a positive and conducive work environment. If they have a strong enough motivation to continue to do a good job, then the results obtained will also be good. Therefore, every government agency should have employees who have high work motivation in order to obtain maximum employee performance and also have an impact on the performance of the agency itself as an institution that serves the community (Pratiwi et al., 2019; Sunarsi et al., 2021).

In addition to work motivation, another factor that can affect employee performance is compensation. "Compensation is everything that is received by workers as compensation for their work" (J Abdussamad & Akib, n.d.; Akil et al., 2020). Behind the performance given, employees definitely want a reward. Before the employee starts his job, the employee should already know the amount of compensation or remuneration that he will receive. However, sometimes there are internal organizational problems that cause employees to be dissatisfied with the compensation they receive and have an impact on their low performance. Therefore, the compensation factor really needs special attention from every government agency because these factors will affect the performance and loyalty and love of employees for their work and organization (Budsaratragoon et al., 2020; Folléa, 2016; GAO & LUO, 2011).

Personnel who work in the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency are government employees appointed through the Ministry of Transportation of the Republic of Indonesia. Some of them are civil servants. However, not a few have the status of honorary employees (Widyastuti & Riana, 2019). As temporary employees, their compensation system is different from that of civil servants. Compensation received by honorary employees may differ from civil servants because the calculation of compensation also refers to several assessments, such as attendance and work discipline. Because honorary employees certainly want maximum income, compensation should be one of the factors that affect their performance. The honorary employee understands that if his/her performance is judged good by the superior, the compensation given should be commensurate.

METHOD

Broadly speaking, this study was designed as a quantitative descriptive study. Stated, "Quantitative descriptive research tries to provide an in-depth picture of the present situation and is a preliminary study that can be used as information for descriptive research." Because the data was taken in the form of quantitative data and analyzed quantitatively, this research was carried out using a quantitative methodology. The research was carried out at the Simbuang Type A Terminal Service Unit Office of the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency. The office is located in the Simbuang Type A Terminal Complex, Ministry of Transportation of the Republic of Indonesia, Jalan Jenderal Gatot

Subroto, Simboro Village, Simboro and Islands Districts, Mamuju Regency. The research was carried out for two months, from October to December 2020 (Sidel et al., 2018).

RESULT AND DISCUSSION

After carrying out data collection, the data is analyzed according to its types. This section will describe the results of the analysis of the data that has been collected. Multiple linear regression analysis in this study was used with the aim of analyzing the effect of work motivation and compensation on employee performance at the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency. Multiple linear regression analysis in this study consisted of: (1) Multiple linear regression equation analysis, (2) Partial significance test (t test), (3) Simultaneous significance test (F test), and (4) Coefficient analysis. correlation and determination.

Multiple Linear Regression Equation Analysis

Multiple linear regression analysis was used to determine the multiple linear regression equation, and examine the direction of the influence of work motivation and compensation on employee performance, and calculate the estimated average value of employee performance based on the respective values of work motivation and compensation. The table of the results of the regression analysis used to analyze the multiple linear regression equation:

Table 1
T-Test Results (partial)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1. (Constant)	3.629	2018		1,798	.083
Work motivation	.292	.126	.353	2,317	.028
Compensation	.396	.111	.544	3.571	.001

a. Dependent Variable: Employee Performance

Source: Primary data processed by SPSS (2020)

Table 1 shows that the constant value ($a = 3.629$) and the regression coefficient for the work motivation variable ($b_1 = 0.396$) while the regression coefficient for the work motivation variable ($b_1 = 0.292$).

Partial significance test (t test) was used to test the significance of the effect of Work Motivation (X1) and Compensation (X2) variables partially on Employee Performance (Y). The data in Table 2 shows that the results of the t-test for the Work Motivation variable obtained a t_{count} value = 2.317 and a significance value (Sig. = 0.028). By using the significance limit = 0.05 and the *degree of freedom* ($df = nk=31-3=28$) the t_{table} value = 1.701. Thus, it is known that the $t_{\text{calculated}}$ value is greater than the t_{table} value ($2.317 > 1.701$) and the significance value is below the limit (Sig. = $0.028 < \alpha = 0.05$). This indicates that the data empirically supports the proposed hypothesis, so it can be concluded that work motivation has a significant effect on employee performance at the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency.

The results of the t-test for the Compensation variable obtained a t_{count} value = 3.571 and a significance value (Sig. = 0.001). By using the significance limit = 0.05 and the *degree of freedom* ($df = nk=31-3=28$) the t_{table} value = 1.701. Thus, it is known that the $t_{\text{calculated}}$ value is greater than the t_{table} value ($3.571 > 1.701$) and the significance value is below the limit (Sig. = $0.001 < \alpha = 0.05$). This indicates that the empirical data supports the proposed hypothesis. From

this it can also be concluded that compensation has a significant effect on employee performance at the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency.

Meanwhile, the simultaneous significance test (F test) was used to test the effect of work motivation and compensation simultaneously on employee performance. The data in Table 2 are the results of multiple linear regression analysis used to simultaneously test the significance (F test).

Table 2

F test results (simultaneous test)

ANOVA ^b					
Model	Sum of Squares	df	Mean Square	F	Sig.
1. Regression	89,552	2	44,762	33,470	.000 ^a
Residual	37,445	28	1.337		
Total	126,968	30			

a. Predictors: (Constant), Work Motivation, Compensation

b. Dependent Variable: Employee Performance

Source: Primary data processed by SPSS (2020)

Based on the results of the simultaneous significance test in Table 3, it is obtained that the ^{calculated} F value = 33,470 and the significance value (Sig. = 0.000). By using the significance limit = 0.05 and the *degree of freedom* ($df_1 = k-1 = 3-1 = 2$) and ($df_2 = nk = 31-3 = 28$) we get the value of $F_{table} = 3, 33$. Thus, it is known that the ^{calculated} F value is greater than the ^{table} F value ($33.470 > 3.34$) and the significance value (Sig. = 0.000 $< \alpha = 0.05$). From these calculations, it can be concluded that the variables of Work Motivation (X1) and Compensation (X2) simultaneously have a significant effect on the Performance (Y) of employees at the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency.

Table 3

Coefficient test results

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.840 ^a	.705	.684	1.15643	1.451

a. Predictors: (Constant), Work motivation, Compensation

b. Dependent Variable: Employee Performance

Source: Primary data processed by SPSS (2020)

Based on the results of the correlation and determination analysis in Table 3, the correlation coefficient (R=0.840) is obtained. This shows that the correlation coefficient is close to 1 (one), so it can be said that work motivation and compensation have a very strong relationship to employee performance at the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency.

Furthermore, from the correlation and determination test in Table 4, the coefficient of determination (R Square = 0.705) is obtained. This shows that 0.705 or 70.5 percent of the variation in employee performance at the Terminal Type A Simbuang Service Unit of the

Ministry of Transportation of the Republic of Indonesia in Mamuju Regency can be explained by work motivation and compensation factors.

Discussion

Based on empirical data that was successfully collected through research instruments from the respondents, and after data processing and data analysis, it was found that employee work motivation as measured by indicators: (1) Trying to meet the needs of life, (2) Responsibility in carrying out tasks, (3) Want to achieve work performance, (4) Want to get praise and incentives, and (5) Want to get a promotion, shows that the employees of the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency have high work motivation and it causes the employee's performance is also high. The results of this study are in accordance with the opinion of Rivai (2004:98) which states that, "The stronger the work motivation, the higher the employee's performance". From Rivai's opinion, it can be understood that any increase in employee work motivation will have a very significant influence on improving employee performance in carrying out their work.

Furthermore, the implications of the results of this study for an institution, agency or company can be used as a reference to always recruit employees who have high work motivation because it has been proven to have a positive influence on employee performance. For further researchers, the results of this study can be used as an additional reference, because the results of this study are in accordance with the theories or opinions of experts.

Furthermore, based on empirical data that was successfully collected through research instruments from the respondents, and after data processing and data analysis, it was obtained that the compensation measured from the indicators: (1) In accordance with the financial capacity of the agency, (2) In accordance with the classification of positions, (3) In accordance with the level of education, (4) In accordance with the period of service, (5) In accordance with work performance, (6) In accordance with the agreed payment method, and (7) The compensation provided is always controlled and evaluated, indicating that the Unit The Type A Simbuang Terminal Service of the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency has provided good compensation to all its employees and it causes employees to have high performance. The results of this study are in line with the opinion of Hasibuan (2017:121) which says that, "The purpose of the organization or company to provide compensation is to provide enthusiasm or enthusiasm for work to employees, to stabilize employee performance, and to make employees disciplined at work". From the results of Hasibuan's analysis and opinion, it can be understood that the compensation factor really needs special attention from each government agency because these factors will affect the performance and loyalty and love of employees for their work and organization.

Furthermore, the implications of the results of this study for an institution, agency or company can be used as a reference to always provide good compensation to employees because it has been proven to have a positive influence on employee performance. For further researchers, the results of this study can be used as an additional reference, because the results of this study are in accordance with the theories or opinions of experts.

CONCLUSION

After getting the data, analyzing the data, and presenting the results of the analysis, conclusions can be drawn. The conclusions are described as follows. Work motivation has a significant effect on employee performance at the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency. This is evidenced

by the results of the t-test, which shows that the t_{count} value is greater than the t_{table} value ($2.317 > 1.701$) and the significance value is smaller than ($\text{Sig.} = 0.028 < \alpha = 0.05$).

Compensation has a significant effect on employee performance at the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency. This is evidenced by the results of the t-test, which shows that the t_{count} value is greater than the t_{table} ($3.571 > 1.701$) and the significance value is smaller than ($\text{Sig.} = 0.001 < \alpha = 0.05$). Work motivation and compensation simultaneously have a significant effect on employee performance at the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency. This is evidenced by the results of the F test, which shows the calculated F value is greater than the F_{table} value ($33.470 > 3.34$) and a significance value of $0.000 < \alpha = 0.05$.

Furthermore, from the conclusions that have been drawn, this study can also propose some suggestions, especially to the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency. These suggestions are as follows. If the Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency wants to recruit employees for contract labor, it is better to recruit employees who have high work motivation because it will have a positive effect on their performance.

The Terminal Service Unit Type A Simbuang the Ministry of Transportation of the Republic of Indonesia in Mamuju Regency should provide compensation in accordance with the classification of positions, education level, years of service, and work performance of its employees and always evaluate the suitability of compensation given to each employee in stages so that the bond of cooperation between agencies and employees are always well established. The Terminal Service Unit Type A Simbuang, Ministry of Transportation of the Republic of Indonesia in Mamuju Regency, should pay attention to the expectations or complaints of its employees, thus the good performance of employees will be maintained and this will give satisfaction to employees so that employees will have high loyalty and commitment at the agency.

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