Employee Performance of Taufiqurrahman Foundation. Case Study the Effect of Compensation, Achievement Motivation, and Working Ethic on Employee Performance of Islamic Integrated Elementary School and Islamic Integrated Junior High School of Taufiqurrahman in Bekasi, West Java, Indonesia

Sukemi Kadiman

Doctorale Student, Human Resources Management

The State University of Jakarta, Indonesia

Abstract

The objective of this research is to examine the effect of compensation, achievement motivation, and working ethic towards employee performance of Taufiqurrahman Foundation in Bekasi. The research was conducted using quantitative approach and method of survey. The size of population in this research is 100 employees at Taufiqurrahman Foundation. Reseach sample were selected as 66 employees using sample random sampling technique. The data obtained with questionaires and tests. The analiytical method used in data analyzing is path analysis technique.The result shows that compensation, achievement motivation, and working ethos have positif direct effect toward the employees performance of Taufiqurrahman Foundation in Bekasi. The findings lead to recommendation that in order to build compensation, achievement motivation and working ethic should be considered seriously.

Keyword: achievement motivation, compensation, employees performance, working ethic

1. Introduction

The quality of education in Indonesia is generally still lagging compared with the education of some developed countries such as Singapore, Australia, Europe and the United States. A good education system should produce qualified learners. Student achievement is not only

seen from the results of academic alone, but also the character or good morals of learners.

Education is a fundamental aspect of modern man that can not be separated from one's life both in the family, and social life. The progress of a nation is strongly influenced by how well the quality in the field of education. Indonesia is a developing country in desperate need of human resources which is expected to be the main driver of national development.

The researcher raised the employee performance problem as the main problem in this research based on the empirical data obtained from human resource report of Taufiqurrahman Foundation that in year 2016/2017 showed that employee performance not yet optimal. According to the results of the employee appraisal report of the Taufiqurrahman Foundation in 2016/2017, there are still some low performers (less good and bad) that still need to be improved again:

According to Michael Armstrong (2014), the concept of performance is Performance means both behaviours and results. Behaviours emanate from the performer and transform performance fromabstraction to action. Not just the instrumens for result, behaviour are also outcomes in their own right the product of mental and physical effort applied to tasks and can be judged apart from results

According to Wibowo (2016), performance is an implementation of the plan that has been prepared. Implementation of performance is done by human resources that have the ability, competence, motivation, and interests. How organizations appreciate and treat their human resources will influence their attitudes and behaviors in performance.

According to Wirawan (2013), Performance of human resources or performance of employees is the output generated by the functions or dimensions of work or profession that is carried out by human resources or employees within a certain time. In this definition differentiated between occupation and profession are two different things. The work generally carried out by the blue collar worker is an activity to accomplish something just by using energy, mind and skill. Examples of jobs are driver, plumber, carpenter, and barber. To do the job, a person does not need to study in college or university he simply attended the training.

Below is an picture model used by the researcher as a reference in constructing this research constellation :
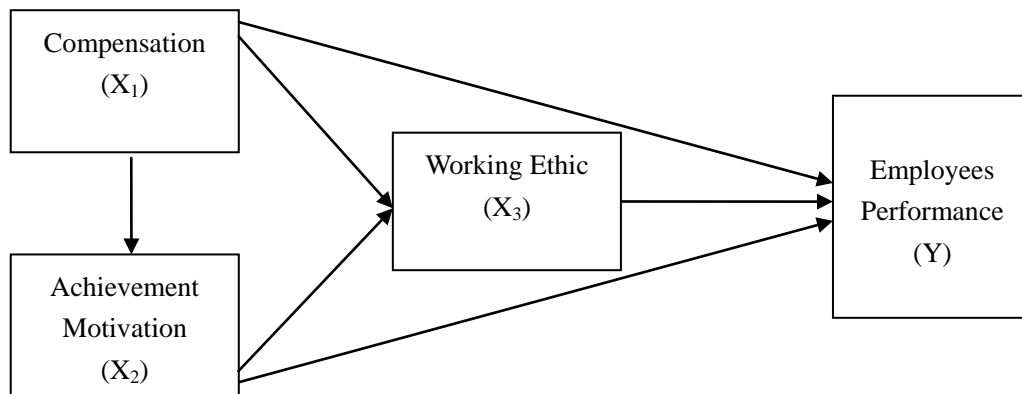
Figure 1. (Theorytical Model) Constellation Model - Path Analysis

The purpose of this research is to analyze (1) the influence of compensation to employee performance of Taufiqurrahman Foundation, (2) influence of work ethic to employee performance of Taufiqurrahman Foundation, (3) influence of achievement motivation to employee performance of Taufiqurrahman Foundation, (4) influence of compensation to achievement motivation, (5) the influence of work ethic on achievement motivation, (6) the influence of achievement motivation to employee performance of Taufiqurrahman Foundation.

2. Methodology

This research uses associative quantitative method, with survey method and using path analysis technique. In using the research method of this survey, the researcher uses questionnaires and test tools as a data collection tool.

Population used in this research is employees at Taufiqurrahman Foundation. The target population is all employees at the Taufiqurrahman Foundation Bekasi with a minimum of senior high school education with total 100 employees. The sample of this research is taken by using simple random sampling, so that each population will have the same chance and known to be selected.

Technique of collecting data using instrument tool in the form of questioner and test. Prior to being used as the instrument of this research, an experimental test was conducted. Valid and reliable instruments are used as instruments in this research. In this research, the instrument used has been tested on 30 respondents and 30 test participants

Each instrument in this research must be valid, then before the research is continued, each part of the instrument will be analyzed the relationship between the score of each item with the total score of the grains, using Pearson's Product Moment correlation formula (rxy) to produce r-count. If r-arithmetic> r-table, then item is called accurate, and if r-count <r-table, then product moment table with df = n - k and $\alpha = 0.05$.

The research instrument items are valid, followed by reliability analysis with Alpha Cronbach method. Calculation of Alpha Cronbach value is done by using SPSS.

3. Research Results and Discussion

Summary of descriptive statistical calculations in the table below.

Table 1. Summary of descriptive statistical

Description	Employees Performance	Compensation	Achievement Motivation	Work Ethic
Average	92,21	90,47	82,89	84,91
Standard Error	0,65	0,83	0,64	0,43
Median	92,0	90,5	82,5	84,5
Modus	90	89	82	84
Standard Deviation	5,27	6,77	5,18	3,47
Variance	27,7389	45,8221	26,8655	12,0531
Range	27	32	25	19
Lowest	79	74	70	75
Highest	106	106	95	94
Total Score	6086	5971	5471	5604
Sample Size	66	66	66	66

Table 2. Significance Test Results and Regression Linearity Test

Regression	Regression Equation	Significant Test		Linearity Test	
		F_{count}	F_{table} $\alpha = 0,05$	F_{count}	F_{table} $\alpha = 0,05$
Y over X_1	$\hat{Y} = 48,03 + 0,49X_1$	41,59 **	3,99	1,04 ^{ns}	1,79
Y over X_2	$\hat{Y} = 41,01 + 0,62X_2$	37,49 **	3,99	1,36 ^{ns}	1,81
Y over X_3	$\hat{Y} = 8,62 + 0,98X_3$	46,56 **	3,99	0,51 ^{ns}	1,92
X_3 over X_1	$\hat{X}_3 = 64,63 + 0,22X_1$	15,12 **	3,99	1,12 ^{ns}	1,79
X_3 over X_2	$\hat{X}_3 = 60,87 + 0,29X_2$	14,76 **	3,99	1,20 ^{ns}	1,81
X_2 over X_1	$\hat{X}_2 = 60,89 + 0,24X_1$	7,18 **	3,99	0,82 ^{ns}	1,79

Description

**   :Very Significant

ns   : Non Significant   (Linear Regression)

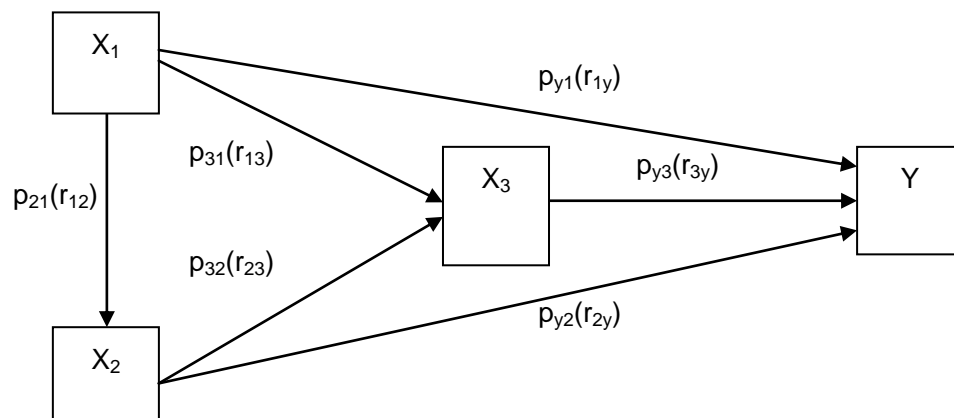The model summary is presented as below :

Figure 2. Inter-relational Structural Relationship Model

After obtaining the amount of correlation coefficient and path coefficient, the shape of structural model can be seen in the picture below:
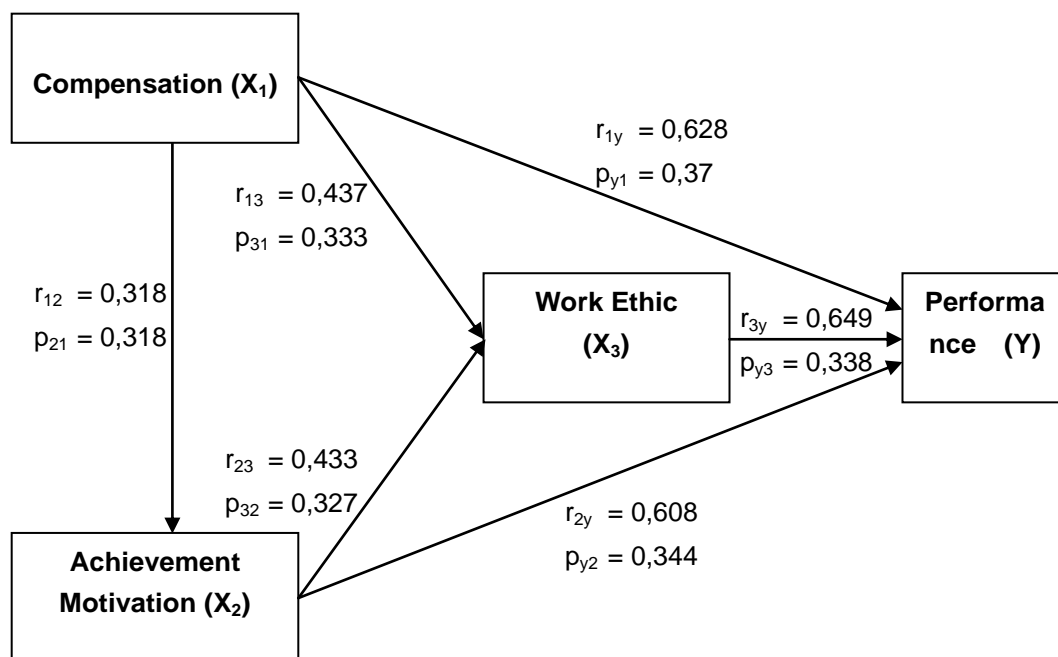

Figure 3. Models of Structural Relationships between Variables

Based on the results of Path Analysis.

Table 3. Direct Influence Inter-Variables

No.	Dirrect Influence	Path Coefficients	dk	T_{counts}	T_{table} $\alpha = 0{,}05$
1.	X_1 againts Y	0,371	62	4,49 **	2,00
2.	X_2 againts Y	0,344	62	4,17 **	2,00
3.	X_3 againts Y	0,338	62	3,89 **	2,00
4.	X_1 againts X_3	0,333	63	2,97 **	2,00
5.	X_2 againts X_3	0,327	63	2,92 **	2,00
6.	X_1 againts X_2	0,318	64	2,68 **	2,00

** = very significant ($t_{counts} > t_{table}$)

4. Conclusion

Referring to the findings of this research, the conclusions are as follows:

1. Compensation has a direct positive effect on employee performance. Referring to the findings of this research it was concluded that the performance of employees is directly influenced positively by compensation. With increase of compensation will improve employee performance.

2. Achievement motivation has a direct positive effect on employee performance. Referring to the finding of this research, it was concluded that employee performance

was directly influenced positively by achievement motivation. With the improvement of achievement motivation will improve employee performance.

3. Work ethic has a direct positive effect on employee performance. Referring to the findings of this research, it was concluded that employee performance was directly influenced positively by the work ethic. With the increase of work ethic will improve employee performance.

4. Compensation has a direct positive effect on the work ethic. Referring to the findings of this research , it was concluded that the work ethic was directly influenced positively by compensation. With the increase compensation will improve the work ethic.

5. Achievement Motivation has a direct positive effect on the work ethic. Referring to the findings of this research, it was concluded that the work ethic was directly influenced positively by achievement motivation. With the increase achievement motivation will improve the work ethic.

6. Compensation has a positive direct effect on achievement motivation. Referring to the findings of this research, it was concluded that achievement motivation was directly influenced positively by compensation. With the increase compensation will improve achievement motivation.

5. Recommendations

Based on the above description, the researcher suggests to the parties related to this research ie. : Education Officer of Bekasi City, Head of the Taufiqurrahman Foundation, Head Master & Deputy of the Integrated Islamic Elementry School (SDIT) and Integrated Islamic Junior Hight School (SDIT) Taufiqurrahman and to the employees, as follows:

1). To improve the performance of employees need to conducted by increasing compensation, achievement motivation, work ethic of employees, improving the quality of work, increasing the quantity of work, punctuality in completing the work, and strengthen the work plan. 2). To improve the achievement motivation needs to be conducted by increasing compensation, work ethic, hard work, future orientation, and perseverance.

3). To improve the employee work ethic by increasing compensation, with a more passionate way of working, enthusiastic in working, has a good character to develop employee career. 4). Increase employee compensation: more attractive facilities, salaries, treatments, and incentives.

To the researchers and practitioners in the field of Human Resource Management : 1). Further research is needed on other independent variables or other aspects that can affect the employees performance of the Taufiqurrahman Foundation, for example about competence, discipline, communication, etc. 2). Qualitative and quantitative research on the employee performance of the Taufiqurrahman Foundation is required to obtain a more precise and accurate conclusion related to employee performance, or other variables.

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