

THE INFLUENCE OF PERFORMANCE APPRAISAL AND COMPENSATION ON WORK MOTIVATION

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ABSTRACT

Study this aim for test influence evaluation performance and compensation to motivation work PT employees Train Api Indonesia (Persero) Daop III Cirebon. Method research used in study this is method study quantitative. Population in study this is PT employees Train Api Indonesia (Persero) Daop III Cirebon as many as 198 people with total a sample of 66 people. Withdrawal technique sample that is *probability sampling* with use technique *simple random sampling* so that in study this taking sample in a manner random or random. Data collection techniques using questionnaire and data analysis used is analysis regression double. Research results showing that in a manner Partial there is positive and significant influence. Among variable evaluation performance to motivation work that can seen from $t_{count} > t_{table}$ that is $2.028 > 1.669$, compensation influential positive and significant to motivation work that can also seen from $t_{count} > t_{table}$ that is $5.356 > 1.669$ and accordingly simultaneous variable motivation work and compensation influential positive and significant to motivation indicated work $F_{count} > F_{table}$ that is $22.875 > 3.14$. Of all hypothesis test results good in a manner Partial nor simultaneous own more sig value small of 0.05 or $0.000 < 0.05$.

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1. INTRODUCTION

Motivation work is very important for needed in face competition as now, company demanded for own reliable and competent employees. High competence in order to be able to compete. Leader organization or company is a working person with help from subordinates. His that is employee. Because that, already becomes obligation from a leader for make sure the employees achievement, ability subordinate for could achievement caused with exists encouragement or motivation. Giving motivation with appropriate will could raises passion, passion and sincerity work in self someone. Increasing passion and will for work with volunteer the produce more work well, so will increase productivity work whereas someone who has motivation work low they will work at will alone and not attempted for get results maximum.

Motivation work is factor pusher or power mover for work for employee in a company. Motivation work could spur employee for work hard so that could increase productivity work employees and will effect on achievement purpose company. [1] that is Motivation is condition encouraging soul somebody in reach achievement maximum. [2] Motivation work determined by some aspects that is discipline from employees, high imagination and power combination, belief self, power stand to pressure, responsibility answer in carry out job, have characteristic aggressive, creative in carry out work, quality profession increase from day to day, adhere to working hours, assigned tasks could resolved with ability, initiative high work could push achievement work, loyalty and honesty, intertwined connection work. Among employee with leadership, achievement purpose individuals and goals organization and produce precise and accurate information [3]. [4] also see motivation based on quality motivation you have somebody is motivation the controlled or move in a manner autonomous) and optimize the resulting behavior. So you can concluded according to definition on that motivation work is power mover employee for reach purpose in his job.

PT. Train Api Indonesia (Persero) is a business entity owned by the state or BUMN that organizes it effort service transport train fire. PT services KAI includes transport passengers and goods. Motivation work at PT. KAI is very important, remember when motivation work low so service will said becomes bad, I know that motivation work considered as something important in the company. based on results observations and interviews with HRD at PT. Train Api Indonesia (Persero) Daop III Cirebon indicated

there is a number of problems that occur to employees that cause decline motivation work at the company the .

Table 1 Recapitulation Presence Employee Daop III Cirebon Recapitulation Presence Cirebon Operations Area 3 employees Period January 2020 – December 2020

No	Month	Amount Employee	Number of doing Presence	%	No amount _ do presence	%
1.	January	1373	1128	82.16%	245	17.84%
2.	February	1373	1116	81.28%	257	18.72%
3.	March	1373	1347	98.11%	26	1.89%
4.	April	1373	1305	95.05%	68	4.95%
5.	May	1373	1254	91.33%	119	8.67%
6.	June	1373	1266	92.21%	107	7.79%
7.	July	1373	1247	90.82%	126	9.18%
8.	August	1373	1295	94.32%	78	5.68%
9.	September	1373	1287	93.74%	86	6.26%
10.	October	1373	1276	92.94%	97	7.06%
11.	November	1373	1312	95.56%	61	4.44%
12.	December	1373	1313	95.63%	60	4.37%
Average		1373	1262	91.93%	111	8.07%

Source : HR and General Affairs Section Daop III Cirebon and processed

Based on Table 1 above , results percentage employees who don't do presence from period month January-December 2020 still _ tall and varied . Percentage absence employee highest is on the moon February 2020 at 18.72% with total employees who don't present as many as 257 people. Whereas percentage absence employee Lowest is on the moon March by 1.89%. And overall average employee for those who don't do presence by 8.07%. According to Mudiarta et al in [5] average level absenteeism 2-3 percent per month still considered good whereas for 3 percent absenteeism to on show satisfaction bad job and no _ worthy in something company .

The low motivation caused by judgment _ performance and compensation employee . Evaluation performance is the process of evaluating how much good employee do profession they [6] . Whereas definition according to Sastrohadiwiryo in [7] , Assessment performance is something activities carried out management or supervisor evaluator for evaluate performance employee with method compare performance on performance with description or description profession in something period certain usually every end year . Temporary definition compensation according to [8] , state all income formed money , goods live or no received immediately _ employee as reward or services provided _ to company or agency . According to a number of researcher other [9] Compensation is reward service to employee on contribution they in reach purpose company , besides that [10] also defines compensation as all something received by the employee as reply service or contribution to company or organization . Evaluation performance and compensation this own role urgent for company for could motivating performance employee his During work at the company the .

Study this aim to 1) find out influence evaluation performance employee to motivation PT work Train Api Indonesia Daop 3 Cirebon 2) knowing influence compensation to motivation work at PT. Train Api Indonesia Daop 3 Cirebon 3) knowing evaluation performance employees and compensation to motivation work at PT. Train Fire Indonesia Daop 3 Cirebon.

hypothesis in study this includes : 1) H_1 : Yes influence Performance Assessment (X_1) of Motivation Work Employee (Y) to employees of PT. Train Api Indonesia (Persero) Daop 3 Cirebon. 2) H_2 : Yes influence Compensate (X_2) against Motivation Work Employee (Y) to employees of PT. Train Api Indonesia (Persero) Daop 3 Cirebon. 3) H_3 : Yes influence Performance Assessment (X_1) and Compensation (X_2) against Motivation Work Employee (Y) separately simultaneously on employees of PT. Train Api Indonesia (Persero) Daop 3 Cirebon

2. METHODS

2.1 Type and Data Source

Type research used _ is type study quantitative . [11] method study quantitative is methods based on the philosophy of positivism, were used for researching populations _ or sample certain , data collection using research instruments , data analysis is quantitative statistics with purpose for test hypothesis that

has applied . Source of data used namely primary data and secondary data . Method data acquisition used that is studies field , interview, questionnaire and study library . Population in study this are 198 employees of PT. Train Api Indonesia (Persero) Daop 3 Cirebon. Whereas the sample studied based on calculation formula slovin use level 10% error ie as much as many as 66 respondents .

2.2 Analysis Method

Method data analysis used in study this that is analysis multiple linear regression . Analysis regression double aim for look for influence of two or more variable independent (variable free or X) against dependent (variable bound or Y). After regression test double conducted then hypothesis testing and coefficient testing were carried out determination for know how much big variable dependent influenced by existing independents _ in research models .

3. RESULT AND DISCUSSION

3.1 Characteristics of Respondents

3.1.1 Characteristics of Respondents Based on Type Sex

Characteristics respondent employee in research at PT. KAI Cirebon based type sex showed table under this :

Table 2 Characteristics Respondents based on Type Sex

No.	Gender	Number of Respondents	Percentage
1	Man	42	63%
2	Woman	24	37%
Total		66	100%

Based on Table 2 above , characteristics respondent based on type sex state that respondent employee man as many as 42 people with percentage of 63% and respondents employee woman as many as 24 people with percentage of 37% which makes up the grand total from total many respondent . The conclusions reached is where employee respondent man more many compared with employee respondent women at PT. Train Api Indonesia Daop III Cirebon.

3.1.2 Respondent Characteristics Based on Age

Characteristics respondent employees at PT. Train Fire Indonesia DAOP III Cirebon according age showed in table under this :

Table 3 Characteristics Respondents Based on Age

No.	Age	Number of Respondents	Percentage
1	< 25 years	3	5%
2	25 – 35 years	39	59%
3	36 – 45 years	21	31%
4	> 45 years	3	5%
Total		66	100%

Table 3 above showing that the respondent to be object in study this consists from age not enough from 25 years as many as 3 people or 5% of total whole respondent , age between 25-35 years as many as 39 people or 59% of total whole respondents , aged 36-45 years as many as 21 people or 31% of total whole respondents , and age over 45 years as many as 3 people or 5% of total whole respondent . The conclusions obtained are the average age respondent research at PT. Train Api Indonesia DAOP III Cirebon , namely 25-35 years .

3.1.3 Characteristics of Respondents Working Period

Characteristics respondent employees at PT. Train Api Indonesia DAOP III Cirebon based on years of service showed in table below _ this :

Table 4 Characteristics Respondents Based on Working Period

No.	Category	Frequency	Percentage %
1	15 years	3	4%
2	6 – 10 years	27	40%
3	11 – 15 years	20	34%

4	16 – 20 years	5	7%
5	>20 years	11	17%
Total		66	100%

Table 4 above showing that the respondent to be object in study consists from respondents who have worked for 1-5 years as many as 3 people or 4% of total whole respondent . Respondents who have worked for 6-10 years as many as 27 people or 40% of total whole respondent . Respondents who have worked for 11-15 years as many as 20 people or 34% of total whole respondent . Respondents who have worked for 16-20 years as many as 5 people or 7% of total whole respondent . And respondents who have worked > 20 years as many as 11 people or 17% of total whole respondent .

3.1.4 Characteristics of Respondents at Education Level

Characteristics respondents at PT. Train Fire Indonesia DAOP III Cirebon according education final showed in under this :

Table 5 Characteristics Respondents Based on Education

No.	Education	Number of Respondents	Percentage
1	high school	13	20%
2	Diploma (D3)	29	44%
3	Bachelor degree)	24	36%
Total		66	100%

Based on table 5 above showing that the respondent to be object study this consists education last senior high school as many as 13 people or 20% of total whole respondent , education finally Diploma (D3) as many as 29 people or 44% of total whole respondents and education final Bachelor (S1) as many as 24 people or 36% of total whole respondent .

3.2 Analysis Multiple Linear Regression

Regression test double used for analyze influence a number of variable independent to variable dependent . As for the variables that will tested is Performance Assessment (X_1), Compensation (X_2) and Motivation Work (Y). For look influence Evaluation Performance and Compensation in a manner together (simultaneously) against Motivation work , got seen from results SPSS 25.0 calculation for windows below this :

Table 6 Results of Multiple Regression Analysis
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	std. Error	Betas		
1 (Constant)	9,441	5.005		1,886	,064
Evaluation performance	,298	,147	,207	2,028	.047
compensation	,625	,117	,547	5,356	,000

a. Dependent Variable: motivation work

Based on Table 6 above is known score constant of 9.441 meanwhile score Performance Rating of 0.298 and Compensation of 0.625 then could arranged shape equality multiple linear regression as following :

$$Y = 9.441 + 0.298 X_1 + 0.625 X_2$$

Meaning :

1. Constant of 9.441. this _ means appraisal performance and compensation value is 0, then motivation work will increase by 9.441 .
2. Coefficient regression 0.298 on the components evaluation performance it means if evaluation performance increase with well , then motivation work will increase of 0.298.
3. Coefficient regression 0.625 on the components compensation it means if compensation increase with well , then motivation work will increase of 0.625.

3.3 Coefficients determination

Analysis coefficient determination aim for measure magnitude influence variable independent (assessment performance and compensation) against variable dependent (motivation work) already _ tested use the correlation test . Coefficient value determination (R^2) shows presentation influence all variable independent to variable dependent explain magnitude contributions made _ variable independent to the dependent variable .

Table 7 Coefficient Determination
Summary models

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,649 ^a	,421	,402	2,755

a. Predictors: (Constant), compensation , Rating performance

Based on table on could is known score coefficient determination (R^2) on the column *Adjusted R Square* as big **0.402** . It means number the show exists great influence _ Among variable evaluation performance and compensation in a manner together to motivation work is **40.2%**.

3.4 Hypothesis Testing

Based on results testing research data that has been explained before , that the data tested has show good results _ including data that is valid, reliable , normally distributed , not exists symptom multicollinearity so data can used for test hypothesis research .

3.4.1 (Partial) t test

Testing this aim for know is variable free or variable independently (X) independently partial (alone) effect to variable bound or variable dependent (Y). Partial test could is known with use ratio Among t_{count} with t_{table} . If $t_{count} > t_{table}$ so hypothesis study in a manner Partial accepted (significant) whereas if $t_{count} < t_{table}$ so hypothesis in a manner Partial rejected (no significant).

Table 8 (Partial) t test
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	std. Error	Betas		
1	(Constant)	9,441	5.005		1,886	,064
	Evaluation performance	,298	,147	,207	2,028	,047
	compensation	,625	,117	,547	5,356	,000

a. Dependent Variable: motivation work

Based on table 8 can is known that :

1. Variable sig probability value evaluation performance is 0.047 which means more small than 0.05 and t_{count} 2.028 more big from t_{table} that is 1.6690. With thus could obtained conclusion that H_0 rejected and H_1 accepted .
2. Variable sig probability value compensation is 0.000 which means more small than 0.05 and t_{count} 5.356 more big from t_{table} that is 1.6690. With thus could obtained conclusion that H_0 rejected and H_1 accepted .

3.4.2 F test (simultaneous)

The proposed hypothesis is for test is variable Performance Appraisal and Compensation in a manner together (simultaneous) effect positive and significant to Motivation Work Employee *F* test is used

Table 9 Test F (Simultaneous)
ANOVA^a

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	347,261	2	173,631	22,875	,000 ^b
	residual	478,193	63	7,590		

- Total 825,455 65
 a. Dependent Variable: motivation work
 b. Predictors: (Constant), compensation , Rating performance

Based on table 9 above that variable sig probability value compensation is 0.00 and tcount 6.301. As for value t table obtained with count *degree of freedom* (df) = n-2, in research this sample used _ as many as 66 respondents so df = n-2 is 66-2 = 64 , with level significance of 5% or 0.05 then the t table is 1.6690. With thus could obtained conclusion that t count value (6.301) > t table (1.6690), then H₀ rejected and H₁ accepted . So _ hypothesis 1 is suspected to exist influence Among evaluation performance to compensation at PT. Train Api Indonesia DAOP III Cirebon proven could accepted .

3.5 Discussion

Based on results from testing in study this using two variables free (variable independent) ie evaluation performance and compensation with use one variable bound (dependent) ie motivation work . Analysis results of each variable independent to variable dependent could explained as following :

Influence Performance Assessment (X₁) of Motivation Work (Y)

Based on results testing performed _ use *SPSS 25 for windows* , obtained that variable evaluation performance own influence to variable motivation work . this _ proven with acquisition variable sig probability value evaluation performance is 0.001 and t_{count} 2.028, meanwhile t_{table} with level freedom (df) = n - 2 = 66 - 2 = 64 at the level significant 0.05 with 1.6690 _ thus t_{count} > t_{table} , this _ showing that evaluation performance in the company PT . Train Fire the Becomes consideration for increasing motivation work by employees because system evaluation performance in the company _ the identified as highly competent and fair in rate .

this _ in line with results from study previously carried out by [12] about influence evaluation performance to motivation work at a hotel mampang Jakarta said that there is connection strong Among evaluation performance and motivation . Employee motivated through evaluation performance as evaluation about cooperation in complete profession employee , responsibility answer and honesty in work . Research results show that coefficient test value correlation obtained score of 0.721 which shows exists connection strong and direct because worth positive and close score figure 1. Coefficient correlation determination variable motivation work influenced by variables evaluation performance of 52% and the remaining 48% is influenced by factors other . Variables that don't there is in study this is Compensation .

Study similar by [13] with title study influence evaluation performance , discipline work and commitment organization to motivation work stated employee _ that evaluation performance , discipline work and commitment organization in a manner simultaneous influential to motivation work . this _ proven with the t test showing score more significance _ big of 0.05 , namely 0.887 . There is a number of different variables and not _ can be scrutinized that is variable discipline work and commitment organization .

Influence Compensation (X₂) against variable Motivation Work (Y)

Compensation influential to motivation work , diakrenaakan system administration and compensation carried out by the company PT. Train Api Indonesia Daop III Cirebon rated very well in ensure need life from its employees . It is also based exists perception employee to system compensation made by the company PT. Train Fire already run with good or no and whether executed compensation _ company already corresponding with applicable rules and regulations , p _ the assessed by employees based on perception or things that are felt by employees on compensation company the .

this _ proven with results study variable sig probability value compensation is 0.00 and tcount is 5.356. As for value t table obtained with count *degree of freedom* (df) = n-2, in research this sample used _ as many as 66 respondents so df = n-2 is 66-2 = 64 , with level significance of 5% or 0.05 then the t table is 1.6690. With thus could obtained conclusion that H₀ rejected and H₁ accepted . So _ hypothesis 1 is suspected to exist influence Among evaluation performance to compensation at PT. Train Api Indonesia DAOP III Cirebon proven could accepted . Ratio by [5] about influence Compensation to Motivation Work at PT. Otsuka Indonesia namely There is significant influence _ from compensation to motivation work PT employees Otsuka Indonesia , stated that there is influence significant direct _ from compensation to motivation work , with coefficient path to relationship this of 0.227 with significance (sig, t = 0.040), so could concluded that research data support hypothesis H₁, giving more compensation _ good will increase motivation work employee . In this research there are two different variables that is satisfaction work and performance employee .

Whereas according to [14] about influence compensation to motivation work at BPRS Cipaganti Bandung stated results analysis own level very strong influence once , p this means with the more good compensation provided by the company , then will the more good also motivation work assigned by employees . _ Variables that don't is in research this is variable evaluation performance .

Influence Performance Assessment (X₁) and Compensation (X₂) against Motivation Work (Y)

Results on research this that is evaluation performance and compensation influential to motivation work . Viewed that study very important performance for company because company use evaluation performance as shape evaluate results performance on its employees , if results from evaluation performance performed _ company good so he pushed a motivation work by employees and triggers _ _ motivated employee is exists a compensation made by the company with ok . However , there is a number of underlying thing _ evaluation performance and compensation own influence to motivation work that is exists a perception appraising employees _ how evaluation performance and compensation company the do . Perception employee to evaluation performance performed _ company rated is already good , fair and competent or vice versa and results show that evaluation existing performance _ company PT. Train Api Indonesia Daop III Cirebon identified already good and very competent , as well as with system compensation you have or run by the company it and obtained results through perception employees who work at the KAI company that system compensation made _ identified good and got ensure need life or benefits of its employees .

Based on data analysis with help calculation *SPSS 25 for windows* shows a p-value of 0.00 $0 < 0.05$ means significant , as for score F_{table} obtained with count df 1 (sum variable - 1) ie $3-1= 2$ and df 2 (nk-1) ie $66-2-1= 56$, with level significance of 5% or 0.05 then The f_{table} is 3,14 . With thus could obtained conclusion that score $F_{count} (22.875) > F_{table} (3.14)$, there is magnitude proving influence _ that evaluation performance and compensation to motivation work influential with score by 40.2% , then Thing that shows that H_0 is rejected and H_a accepted so submission hypothesis in a manner simultaneous accepted , that is there is significant influence _ Among Performance Appraisal and Compensation in a manner together _ _ to Motivation work .

According to study previously carried out by [15] about influence evaluation performance and compensation to motivation civil servants said results system evaluation performance own score significance of this 0.000 prove that score significance more small dai 0.05 which means H_1 gets supported . Definition from equality regression on the is constant of 9,847 will increase as big coefficient regression system evaluation performance that is 0.306.Coefficient determination (*Adjusted R²*) of 0.145, p this means only 14.5% variable dependent that is motivation could explained by variables independent that is system evaluation performance . The rest (100% - 14.5% = 85.5%) is explained by variables other , definition from equality regression on the is constant of 8,193 will increase as big coefficient regression compensation ie 0.148. Coefficient determination (*Adjusted R²*) of 0.140. no there is different variables in the study this because corresponding with variable research that researchers test.

4. CONCLUSION

Based on results research and discussion that has been outlined before , got concluded that evaluation performance and compensation work in a manner Partial nor simultaneous influential positive to motivation work employee where magnitude whole factor is 40.2% and the rest influenced by other factors that are not including in the regression model . Evaluation performance have positive and significant influence _ to Motivation Work with score coefficient of 0.298 , Compensation have positive and significant influence _ to Motivation work employee with score coefficient of 0.625 .

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