

## Effect Of Job Satisfaction, Compensation And Employee Motivation On Employee Performance Of Pt. Sari Burger Indonesia Medan Branch

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### Abstract

*This Study Aims to determine the effect of job satisfaction on employee performance at PT. Sari Burger Indonesia, knowing the effect of compensation on employee performance at PT. Sari Burger Indonesia, knowing the effect of work motivation on employee performance at PT. Sari Burger Indonesia and to know the effect of job satisfaction, compensation and work motivation simultaneously on employee performance at PT. Sari Burger Indonesia This research is a descriptive quantitative study using a questionnaire instrument with a total population of all employees of PT. Sari Burger Indonesia A total of 65 people using the Saturated Sampling technique were obtained. a sample of 65 people. The results obtained partially that the calculated coefficient of job satisfaction is 2.418 and the tabel value is 1.6686 where  $t_{count} > t_{table}$  ( $2.418 > 1.6686$ ) sig value ( $0.019 < 0.05$ ), the calculated compensation coefficient value is (-0.761) and tabers totaled 1.6686, where  $f_{count} > t_{tabel}$  ( $-0.761 < 1.6686$ ) sig value ( $0.450 > 0.05$ ). the value of the  $t_{count}$  coefficient of work motivation is 3.074 and the table value is 1.6686 where  $Thung > t_{table}$  ( $3.074 > 1.6686$ ) sig value ( $0.003 < 0.05$ ). Furthermore, simultaneously the value of  $F_{count}$  variable job satisfaction, compensation and work motivation is 5.798  $F_{tabel}$  value of 2.76 where  $F_{count} > F_{tabel}$  ( $5.798 > 2.76$ ) sig value ( $0.001 < 0.05$ ). The value of adjusted  $R^2$  is 0.222 or adjusted  $R^2 \times 100\%$  of 22.2%, meaning the independent variable of the study. contributed very little in explaining employee performance by 22.2% while the remaining 77.8% were other variables that were not explained in this study, or were influenced by other factors.*

**Keywords:** Job satisfaction, compensation, and employee performance motivation.

## I. INTRODUCTION

In general, companies must have human resources who candrive and to achieve predetermined company goals. Human resources are potential assets and function as capital (non-material/non-financial) in a business organization, which can be realized into physical and non-physical real potential in realizing the existence of the organization. Employees are an important element in the running of an organization and company, so that the goals of the organization or company run smoothly, it is very important to have competent and outstanding employees. Employee work performance is evaluated continuously, so that employees get their abilities and careers optimally. Thus employee performance is better. PT. Sari Burger Indonesia is an international fast food restaurant that sells burgers, fries and other snacks. First operated in Indonesia in April 2007 by partner Adiperbasa (which also operates the Starbucks franchise) with its first outlet in Senayan City, Jakarta, and has now started branches in various cities in Indonesia. In every company, you must often see the productivity of human resources in an organization which does not always increase but also decreases. It's the same with PT. Sari Burger Indonesia which also experienced unstable human resource productivity. Job satisfaction PT. Sari Burger Indonesia is seen from the employees that there are problems in terms of job satisfaction which result in a lack of job satisfaction and poor work results.

Job satisfaction is very important for improving employee performance, which is the company's main concern so that it can shape and develop employee performance levels. Compensation PT. Sari Burger Indonesia is very influential because it can be a strong motivator to build good employees, with compensation given to employees it can make employees more enthusiastic and diligent in doing their jobs. Compensation given to employees can be in the form of allowances or others. Compensation is a reward received by employees who are formed for services or performance results that have been achieved both in terms of money, goods or other things. Motivation of PT. Sari Burger Indonesia is very important and has a big influence as a guide for employees in carrying out their work. If motivation is not given to employees, it will be difficult to have a good relationship between superiors and subordinates. In a team, motivating means

persuading employees to want to take the actions expected by the company. Motivation is the impetus to provide input and actions that motivate employees. Employee performance of PT.Sari Burger Indonesia has decreased employee work activities due to the Covid 19 natural disaster, which has reduced operational time and therefore employee performance has decreased drastically. Therefore, the company must be able to anticipate and provide a better employee approach so that employee performance can be carried out properly. Based on the above background, the researcher is interested in conducting a research entitled "Effect Of Job Satisfaction, Compensation And Motivation On Employee Performance At Pt. Sari Burger Indonesia".

**II. METHODS**

The research approach used by this author is a scientific approach which is qualitative in the sense of bias/prejudice, the researcher's judgments and opinions are stated explicitly in the research report. The qualitative approach aims to obtain a clear picture of the research question. As for the population in this study were all employees at PT. Sari Burger King Indonesia special The Medan Mall Center Point Outlet which is located in Medan totals 65 employees. Sampling was carried out for research, namely: simple random sampling.

**III. RESULT AND DISCUSSION**

**Statistical Descriptive Analysis**

For PT. Sari Burger Indonesia Medan Branch research. The independent variables observed at SARI BURGER INDONESIA MEDAN BRANCH were job satisfaction (x1), compensation (x2), and work motivation (x3), while the dependent variable was employee performance Descriptive statistics can be seen in the table below:

**Table 1.** Descriptive Statistics Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Job Satisfaction	65	22	36	27.12	2.880
Compensation	65	23	35	27.80	2.551
Work Motivation	65	20	35	26.57	3.368
Employee Performance	65	14	31	24.38	2.832
Valid N (listwise)	65				

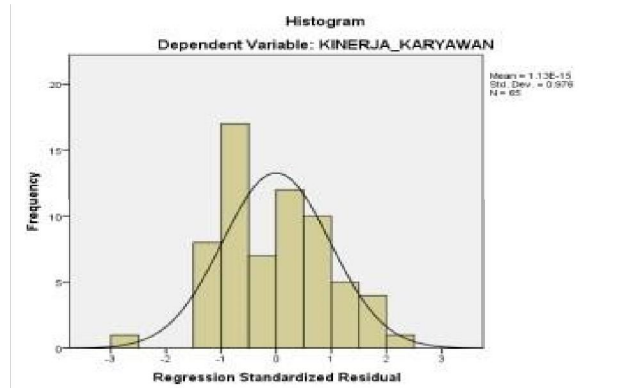
**Normality test**

The following two systems were used to evaluate if the residuals were regularly distributed :

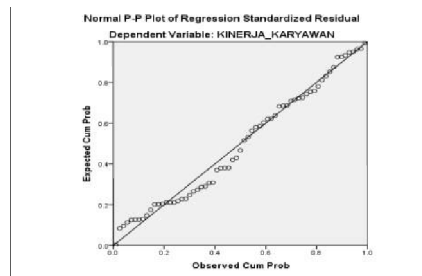
**Graph test**

One easy way to check the normality of the residuals is to use a histogram graph that compares the observed data through a distribution that reaches a normal distribution. The test results can be observed in the following graph:

**A. Histogram graph**



**Fig 1.** Uji Normalitas Histogram B. Normal probability plot



**Fig 2.**Normality test p-p plot

Source of results: research results, 2021 (processed data)

The Normal P. Plot of Regression Standardized Residual above, as seen in the diagram, displays points that spread around the diagonal and then spread in the direction of the diagonal line, indicating that the regression model is normally distributed.

**Statistic test**

The non-parametric kolmogorovskmirnov statistical test is used to check for normality (K-S). The test criteria are:

1. If the significance value is > 0.05, then the data is normally distributed.
- 2.. If the significance value <o 0.05, then the data is not normally distributed.

The following is a kolmogorov-smirnov statistical normality test.

**Table 2.**Kolmogorov\_Smirnov Normality Test One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		65
Normal Parameters <sup>a,b</sup>	Mean	0E-7
	Std. Deviation	2.49836238
	Absolute Positive	.096
Most Extreme Differences	Negative	-.063 .773
Kolmogorov-Smirnov Z		
Asymp. Sig. (2-tailed)		.589

- a. Test distribution is Normal.
- b. Calculated from data.

Source of results: research results, 2021 (processed data)

From Table 2, The normality test using the Kolmogorov-Smirnov method show a significant value of 0.589> 0.05, indicating that the data is normally distributed.

**Multicollinearirty Test**

The Multicollinearity test yielded the following results:

**Table 3.** Multicollinearity Test Coefficients<sup>a</sup>

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Job Satisfaction	.974	1.026
Compensation	.944	1.060
Work Motivation	.949	1.054

a. Dependent Variable: Employee Performance

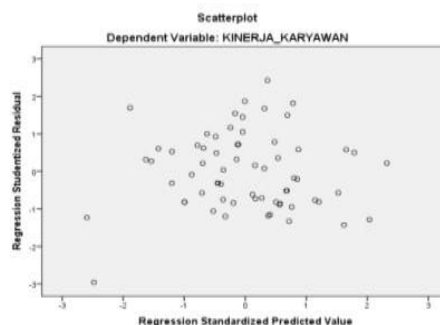
Source of results: research results, 2021 (processed data)

Table 3. shows that each independent variable's tolerance value is 0.974, compensation (x2) is 0.944, and work motivation (x3) is 0.949 greater than 0.1, but each independent variable's VIF value is 1,026, compensation (x2) is 1,060, and work motivation (x3) is 1,054 less than 10, indicating that the data is free of multicollinearity.

**3. Heteroscedasticity Test**

There are two tests for heteroscedasticity:

**1. Scatterplot graph**



Based on the picture above, it can be observed that the data expands irregularly and does not make a regular pattern and away from 0 point, then the data is declared free from Heteroscedasticity.

**Simultaneous Hypothesis Testing (F test)**

The results of the F test are shown in the table below:

**Table 4.F ANOVA<sup>a</sup>Test**

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	113.908	3	37.969	5.798	.001 <sup>b</sup>
Residual	399.476	61	6.549		
Total	513.385	64			

Based on the table above, the degrees of freedom 1(df1)=k-1=4-1=3, and the degrees of freedom 2(df2)=nk=65-4=61, where n=number of samples, k=number of variables, the value at the 0.05 significance level of confidence is 2.76. The hypothesis testing results obtained a value of 5.798, which is greater than 2.76 with sig.0.001 0.05; this result indicates that 0 is rejected and accepted. Thus, job satisfaction, compensation, and work motivation all have a positive and significant impact on employee performance variables at PT. SARI BURGER INDONESIA MEDAN BRANCH.

**Partial Hypothesis Testing (T Test)**

The t test results are shown in the following table:

**Table 5. t Test Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26.531	4.895		5.421	.000
2	Job Satisfaction	-.272	.113	-.277	2.418	.019

3	Compensation	-.098	.129	-.088	-.761	.450
4	Work Motivation	.300	.098	.356	3.074	.003

### **Job Satisfaction's Influence on Employee Performance**

According to the partial hypothesis examination calculation, it has an of 2.418 with a value of 1.6686, the value of  $t_{table} (2,418 > 1.6686)$ , and the value of sig 0.019 < 0.05. This condition indicates that the hypothesis, namely: job satisfaction as a partial factor that has a positive and significant impact on employee performance at PT. Sari Burger Indonesia Medan Branch, has been accepted. Based on the comparison of the above results, it is possible to conclude that job satisfaction has a significant impact on employee performance at PT. Sari Burger Indonesia Medan Branch.

### **Effect of compensation on employee performance**

According to the partial hypothesis examination's computation, has a value of  $-0.761$  and a value of 1.6686, the value of  $t_{table} (-0.761 < 1.6686)$ , and a sig value of  $0.450 > 0.05$ . This condition indicates that the hypothesis is rejected, namely, partial compensation that has a negative impact and does not compensate for it. According to this study, compensation has no substantial impact on employee performance; nonetheless, it is preferable if compensation is increased and employee achievements are recognized in order for the company's procedures to run smoothly.

### **Employee performance and the impact of work motivation**

According to the partial hypothesis examination computation, it has a value of 3.074 and a value of 1.6686, thus the value of  $t_{table} (3.074 > 1.6686)$  and the value of sig 0.003 < 0.05. This condition indicates that the hypothesis, namely, that work motivation is appropriate as a partial factor that has a positive and significant impact on employee performance at PT. Sari Burger Indonesia Medan Branch, is accepted. Workplace motivation has a major impact on employee performance, according to this study, and it would be preferable if the degree of motivation at PT Sari Burger Indonesia Medan Branch was raised.

## **IV. COCLUSION**

1. The results of the partial test have the conclusion that the job satisfaction variable (X1) has a good and significant impact on employee performance (Y) at PT. SARI BURGER Indonesia Medan Branch. where the job satisfaction variable (X1) has a t count of 2.418, and a t-table value of 1.6686, the t-count value  $> t_{table} (2.418 > 1.6686)$  and a sig value of  $0.019 < 0.05$ .
2. The results of the partial test have the conclusion that the compensation variable (X2) has an unfavorable and insignificant impact on employee performance (Y) at PT. Sari Burger Indonesia Branch Medan. where the compensation variable (X2) has a t count of  $-0.761$  and a ttable value of 1.6686, then the value of  $t_{count} < t_{table} (-0.761 < 1.6686)$  and a sig value of  $0.450 > 0.05$ .
3. The results of the partial test have the conclusion that the work motivation variable (X3) has a good and significant impact on employee performance (Y) at PT. Sari Burger Indonesia Branch Medan. Where the working motivation variable (X3) has a t count of 3.074 and a t-table value of 1.6686, the t-count value  $> t_{table} (3.074 > 1.6686)$  and a sig value of  $0.003 < 0.05$ .

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