



## Analysis of Compensation, Motivation, Level of Stress on Work Performance in PT. Mitra Agung Mustika

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**Abstract:** *This study uses a quantitative model that is the population here the researcher uses all employees that occur in PT. Mitra Agung Mustika numbered 31 respondents and here the business owner or owner is not included in my respondents so the sample I use is saturated sample, meaning all that is the population appointed as a sample. sampling is all employees in the company PT. Mitra Agung Mustika. The data used is primary data, and based on the distribution of questionnaires and distribution of questionnaires to respondents or all employees. The result of F test yielded  $F_{hitung} 22.572 > F_{tabel} 2.97$  so that  $H_a$  is accepted and  $H_o$  is rejected, meaning compensation, Motivation, Stress level affect Job Performance. Until the previous hypothesis ( $H_a$ ) is accepted. And the result of the calculation for the variables of compensation, motivation and stress level with SPSS obtained a result of 68.3% and the remaining 31.7% of the overall effect of variable X on Y.*

**Keywords:** *compensation; motivation; stress levels; job performance*

### I. Introduction

The most important asset for an organization is human resources, because basically human beings serve as a driving factor for every activity in the company. An organization can carry out its activities to achieve the desired goals need good management, especially human resources, because human resources are the main capital in planning or can organize, direct and mobilize other resources in an organization. Human resource management is part of organizational management that focuses on human resources. The task of human resource management is to manage the human element well to get a workforce that is satisfied with their work. The success and failure of an organization is closely related to the actors of the organization, or in other words human resources have a very important role (strategic) as a determinant of success or performance success in an organization. Whatever the form and purpose of an organization, the organization is made based on various visions for the benefit of mankind and in the implementation of its 12 missions are managed and taken care of by humans. Thus, human beings are a strategic factor in all organizational activities. The resources owned by the company are limited. So, the company is required to be able to empower and optimize human resources in order to achieve goals and maintain its survival.

Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019).

Productivity as well as employee manpower greatly affects the output that will be produced by the company. If the work productivity of employees is low, then it can be determined that the output produced will be low and can not meet the objectives of the company.

Compensation as one of the very important needs for an employee because the amount of compensation will reflect the work value of other employees so we can also distinguish between employees who get conventions and employees who do not get conventions and we can see from life. or someone's character. Compensation is one of the most important functions in human resource management because of compensation is one of the most sensitive aspects of employment relationships (Sutrisno, 2014). With the conventions provided, the company will produce maximum performance and generate high enthusiasm and motivation.

Motivation is the encouragement or input to a person to do something that is considered very important and upon that input is done and done so as to produce the will to be more advanced (Mulyadi, 2015). Motivation is also the job of a manager to be able to influence others (employees) in a company. Motivation is also an encouragement or input from others to try harder and behave well to meet a need. (Silalahi, 2011). Therefore, motivation is defined as a process of giving feedback or encouragement to an employee so that they want to work consistently and consistently.

Work stress can be caused by various things where employees will feel less comfortable or less patient in it. According to Triatna (2015) "Factors that often occur stress are work factors, non -work factors, and personal factors that can interfere with resultsperformance. so work stress also often occurs in an employee. In employee performance conflicts also often cause job stress because with prolonged conflict will cause job stress, so family factors can also affect.

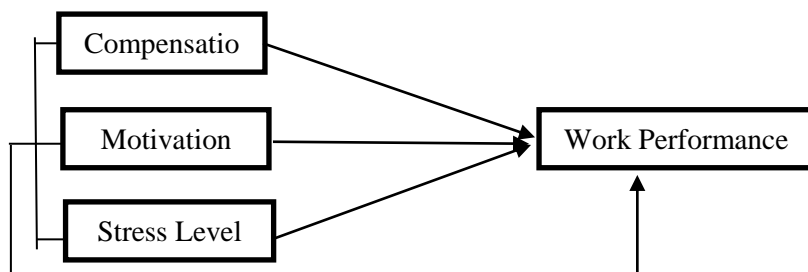
Conflicts within the company must be handled well, because differences in status or differences of opinion can also cause stress and differences in values or perceptions can lead to the failure of employees who feel stressed. According to Veithzal (2014) said that: "Conflict is a difference of perception or incompatibility between two or more that will result in quarrels between members or groups (in an organization/company) with a specific purpose, because conflict can also be ridden. by another party.

## **II. Review of Literature**

It can be seen that an employee works to get wages or salaries and rewards from the company in the form of a convention that a person has done from what he works to meet the needs of his life. why companies give rewards in the form of employee performance by providing compensation. By providing employee compensation to be noticed by the company, many conventions must be obtained if the company is fair and always pays attention to its employees, vacation or refreshing is also one of the compensations given by an employee. The demands of an employee in it include the convention, according to Ardana (2012) Compensation is anything that can be tangible or intangible that will be given by an employee with the results of his work in return for services from the company.

Job stress also greatly affects the value of a job, because the higher the level of employee stress at work will result in the level of decay of an employee, because the higher the level of employee stress, the higher the employee laziness. According to Mangkunegara (2013) work stress is a feeling of stress experienced by an employee in dealing with the tasks performed. Sometimes in stress these symptoms can appear on their own usually often resulting in a person becoming irritable, unable to relax, aggressive, uncooperative and sometimes an employee can do so by drinking alcohol, smoking excessively, and even drugs. This condition that often causes stress is called.

Employee motivation is very much needed by a manager where employees with disabilities need a leader who often provides motivation to move forward, because with the encouragement given by a leader will produce reliable performance, because motivation is the encouragement or input that will be given. given by an employee so that motivated people get good performance.



*Figure 1. Conseptual Framework*

### 2.1 Hipotesis

1. Partial compensation has a positive and significant effect on Work Performance at PT. Mitra Agung Mustika
2. Partial motivation has a positive and significant effect on Work Performance at PT. Mitra Agung Mustika
3. The level of stress has a partial positive and significant effect on Work Performance at PT. Mitra Agung Mustika
4. Compensation, motivation, and stress levels simultaneously have a positive and significant effect on Job Performance at PT. Mitra Agung Mustika

## III. Discussion

This study uses a quantitative model that is the population here the researcher uses all employees who are in PT. Mitra Agung Mustika numbered 31 respondents and here the business owner or owner is not included in the respondents of this study so the sample I use is a saturated sample, meaning all the population can be picked up as a sample. Sampling is all employees in the company PT. Mitra Agung Mustika. The data I use is primary data, and is based on the distribution of questionnaires and improving the questionnaire to respondents or all employees.

### 3.1 Validity & Reability

#### a. Validity Test

Validity test is used to measure the validity or not of a questionnaire that is declared valid. A statement in the questionnaire is considered valid if the value of Corrected Item-Total Correlation > 0.30 then it is declared valid or valid (Ghozali, 2016).

**Table 1.** Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	26.65	5.770	.704	.810
X1.2	26.55	5.723	.715	.809
X1.3	26.77	6.181	.584	.829

X1.4	26.52	6.725	.387	.855
X1.5	26.65	5.770	.704	.810
X1.6	26.71	6.280	.442	.852
X1.7	26.55	5.723	.715	.809

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	18.06	2.729	.401	.628
X2.2	18.06	2.729	.401	.628
X2.3	18.32	2.292	.496	.578
X2.4	18.35	2.037	.507	.570
X2.5	18.55	2.256	.355	.657

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	17.90	2.557	.341	.711
X3.2	18.29	2.413	.571	.616
X3.3	17.84	2.740	.417	.676
X3.4	17.90	2.624	.463	.659
X3.5	18.26	1.998	.568	.610

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	12.65	2.903	.458	.676
Y2	12.71	2.613	.628	.598
Y3	13.06	2.329	.486	.644
Y4	13.65	1.637	.550	.648

Based on the table above shows that the results of testing the validity of the indicators of all independent variables and dependent variables show valid, because the value of Corrected Item-Total Correlation > 0.30 and declared valid or valid.

**b. Reability Test**

Reliability is the degree of accuracy, precision or accuracy indicated by a measuring instrument. From the items of the questionnaire is said to be reliable or reliable if a person's answer to the questionnaire is consistent. in this study to determine whether the questionnaire is reliable or not by using cronbach's alpha. Questionnaires are said to be reliable if cronbach's alpha > 0.60 and not reliable if equal to or below 0.60.

**3.2 Reliability Test Results Compensation (X1), Motivation (X2), Stress Level (X3), And Job Performance (Y)**

**Table 3.** Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Compensation	62.81	24.161	.777	.640	.860
Motivation	71.68	31.026	.620	.416	.910
Stress Level	72.03	25.099	.894	.818	.812
Job Performance	77.23	26.114	.784	.715	.853

Based on the table above shows that the results of testing the reliability of indicators of compensation variables, motivation, work stress and work performance show reliable, because the value of Cronbach's Alpha is greater than 0.6, therefore all variables are reliable and can be used for further processes.

### 3.3 Classical Assumption Test

#### a. Normality Test

The normality test in this study uses the Kolmogorov Smirnov test with the provision If the significance value on this test is greater than 5%, then accept H0 and a normally distributed residual.

**Table 4.** One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		31
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	1.04578164
Most Extreme Differences	Absolute	.073
	Positive	.069
	Negative	-.073
Kolmogorov-Smirnov Z		.406
Asymp. Sig. (2-tailed)		.997

a. Test distribution is Normal.

Based on the results of kolmogorov-smirnov test can be obtained sig value. of 0.997 > 0.05 this indicates that the residual is normally distributed.

#### b. Multicollinearity test

Multicollinearity test can be seen from the value of VIF (Variance Inflation Factor) with the condition that if it is greater than 10, then the variable has a problem of multicollinearity with other independent variables. Or in other words  $VIF < 10$  and  $Tolerance > 10$

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

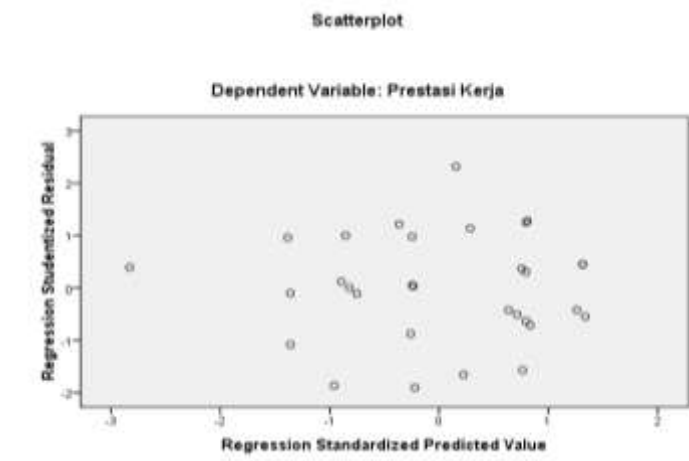
Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Compensation	.363	2.75
Motivation	.586	1.70
Stress Level	.313	3.19

a. Dependent Variable: Job Performance

From the results of multicollinearity test, it can be concluded that the value of tolerance > 10 and the value of VIF < 10 then based on the above data is independent of multicollinearity, then this data can be continued.

**c. Test Heterokedasticity**

Test heterokedasticity to determine the symptoms by using the graph method. If there is no specific pattern (wavy, widening then narrowing) and the points spread above and below the number 0 on the Y axis then there is no heterokedasticity.



*Figure 1.*

From the image it is known that the points spread randomly both above and below the number zero on the Y axis. So, there is no clear pattern, as well as the points spread above and below the number 0 on the Y axis, then accept H0 which means it does not happen Heteroskedastitas.

**3.4 Multiple Linear Regression Test**

**Table 6**

Model	Unstandardized Coefficients	
	B	Std. Error
1 (Constant)	-26,410	32,333
Compensation	.066	.153
Motivation	-.041	.155
Stress Level	.836	.190

a. Dependent Variable: Job Performance

Based on the results of multiple inier regression test with the formula:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \epsilon$$

Then a significant multiple linear regression equation can be obtained as follows:

$$Y = (-26,410) + 0,066 + (-0.041) + 0,836 + \epsilon$$

From the results of the acquisition value of the multiple linear regression model equation, it is known that the variables consisting of Compensation (X1), Motivation (X2) and Stress Level (X3) show a positive regression coefficient value, it indicates a positive influence or one -way relationship of the variable. consists of Compensation (X1), Motivation (X2) and Stress Level (X3) on Job Performance.

The result of multiple linear regression values is that if there is a policy of compensation then it will increase one unit then the compensation becomes 0.066 units. then if there is a policy of motivation then it will increase one unit then motivation becomes 0.041 units, and if there is a policy of stress level then it will increase one unit then the stress level becomes 0.836 units.

#### 4.5 Hypothesis Test

This test is conducted to determine whether the effect of compensation, motivation, and stress levels simultaneously have a positive and significant effect on Job Performance at the level of confidence (Confidence Interval) or the level of hypothesis testing 5%.

**Table 7**  
**ANOVA<sup>b</sup>**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	8228,700	3	2742,900	22.572	.000 <sup>a</sup>
Residual	3280,978	27	121,518		
Total	11509,677	30			

a. Predictors: (Constant), Level Stress, Motivasion, Compentasion

b. Dependent Variable: Job Performance

It is known that Test F yielded Fhitung 22,572 > Ftable 2.97 (n-k-1 at k = 31-4-1 = 26 so that Ha is accepted and Ho is rejected, meaning that Compensation, Motivation, and Stress Level affect Job Performance. So that hypothesis (Ha) previously accepted.

**Table 8**

Model	t	Sig.
1 (Constant)	-.817	.421
Compensation	.430	.670
Motivasion	-.265	.793
Stress Level	4.402	.000

a. Dependent Variable: Job Performance

- H1. From the results of research data processing, obtained a count of 0.430 <table 1.98, the conclusion is that the Compensation variable (X1) has no significant effect on job performance.
- H2. From the results of research data processing, obtained count -0,265 <table 1.98 then the conclusion is that the variable Motivation (X2) has no significant effect on job performance
- H3. From the results of processing research data, obtained count 4,402> table 1.98 then the conclusion is that the variable Stress Level (X3) has a positive & significant effect on job performance

From the results of this study, for the variables of compensation and motivation, there is no effect between the dependent variables. While the stress level variable has a significant effect on job performance, and can be seen from the data above.

### 3.5 Determination Test (R2)

The coefficient of determination is used to determine the extent to which the relationship of several variables in a clearer sense. the ability of an independent variable to contribute to its dependent variable in percentage units. The value of this coefficient is between 0 and 1, if the result is close to 0, it means that the ability of the independent variable to explain the variation of the variable is very limited. Results approaching 1 mean that the independent variable provides almost all the information needed to predict the variation of the dependent variable. Coefficient test results.

**Table 9.** Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.846 <sup>a</sup>	.715	.683	11,024

a. Predictors: (Constant), Stress Leve;, Motivation, Compensation

b. Dependent Variable: Job Performance

From the results of the determination test can be explained in this table that, adjusted R Square that the value has a value of 68.3 or (68.3%). This means that this study with the variables of compensation, motivation and stress level of 68.3% and the remaining 31.7% which will be continued by other researchers outside of this variable.

## IV. Conclusion

Based on the results of research data processing, obtained a count of 0.430 <table 1.98, the conclusion is that the Compensation variable (X1) has no significant effect on job performance. And for the Motivation variable (X2), obtained from -0,265 <table 1.98, the conclusion is that the Motivation variable (X2) has no significant effect on job performance. And the last result of data processing for the variable Stress Level (X3) obtained titung 4.402> table 1.98 then the conclusion is that the variable Stress Level (X3) has a significant positive effect on job performance. So it can be seen that from the results of this study, for the variables of compensation and motivation there is no effect on the variables of Job Performance, while the variables of stress level there is a significant effect on job performance.

## **b. Recommendations**

Therefore, it is recommended to PT Mitra Agung Mustika that compensation should be given to employees because with a higher level of work, employees should get compensation that can encourage employees to work harder and achieve maximum work performance but if compensation is not given by the company. employees then the performance or job achievement will decrease. The stress that employees often experience will interfere with the work situation and concentration in completing tasks. This situation can lead to decreased work performance which is of course very detrimental to employees and the company.

Similarly, motivation, where company leaders must always encourage employees to feel valued and often also coordinate performance means closeness to subordinates is excellent and encourages employees to be more passionate in work, and employee stress levels must be avoided or at least reduced. if the employee's stress level is high then it affects job performance, of all these variables result in job performance so the employee should be considered in achieving career or job gap.

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