

Compensation of the Influence and Motivation of Work on Employee Performance with Job Satisfaction as a Mediating Variable in Ninja Xpress MSH Padang

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Abstract

The purpose of this study was to examine the effect of compensation and work motivation variables on employee performance with job satisfaction as a mediating variable at Ninja Xpress MSH Padang. Collecting data by distributing questionnaires to 63 respondents using a saturated sampling technique, where all members of the population are sampled, using multiple linear regression testing with the help of the SPSS application. The results of the study show that compensation has a positive and significant effect on employee performance, work motivation has a positive and significant effect on employee performance, job satisfaction has a positive and significant effect on employee performance, compensation has a positive and significant effect on job satisfaction, work motivation has a positive and significant effect on employee performance. job satisfaction.

Keywords: compensation, work motivation, job satisfaction and employee performance

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I. Introduction

In an organization or company, human resources (HR) are one of the resources that play an important role in the success of achieving organizational goals. The most important human resources that must be owned by organizations and companies are employees. The role of HR itself is very influential on the performance of its employees. Performance itself is important in a performance appraisal. Every organization, both in the form of a company and others, will always strive so that the workers involved in the organization's activities can provide good achievements in their performance.

In order to strive for the workers engaged in the activities of the organization to give the best results of its performance, the company must pay attention to compensation for its employees. Compensation is expected to be able to motivate employee morale, so that it can provide the best performance for the company. Compensation is a cost that should be done by the company to its employees. If compensation is not given fairly and even not paid much attention to by the company, it will cause low employee performance results. On the other hand, if compensation is considered and deemed fair by its employees, then it can support employee performance to be higher. As according to Paramitadewi's research (2017), compensation has a positive and significant effect on employee performance. This means that compensation affects the high and low performance of employees

Another factor that must be considered by the company to achieve the expected performance of the company requires work motivation in its employees. With motivation and performance appraisal, the company's goals can be achieved and personal goals are also achieved. Previous research by Hidayat & Ferdiansyah (2011) found that work motivation has a positive effect on employee performance. As wibowo & Putra (2016) said that: "Motivation is the impetus to a series of processes of human behavior on the achievement of goals. The elements contained in motivation include the elements of awakening, directing, maintaining, showing intensity, being continuous and the presence of goals". With that, employees will always try to provide their best performance so that employees will feel satisfied with what they are doing.

Job satisfaction is the level of pleasure felt by a person for his role or work in an organization. Each person has a different level of satisfaction according to the value system that applies to him. Job satisfaction is one of the important factors that affect a person's life satisfaction. Job satisfaction is also defined as an attitude and feeling of pleasure or not of a person in carrying out a job. A thing that can be a measure of the success of company management is the achievement of employee job satisfaction.

Research study on Ninja Xpress Msh in Padang, which is a company in the field of freight forwarding and expedition services. with the shift of the market from traditional to digital markets through internet media, making people's needs very high for expedition services by offering competitive and innovative advantages are expected to have performance oriented towards achieving optimal goals.

The phenomenon that often occurs in an organization is about employee performance caused by various conditions, as well as job demands that make employees to be able to achieve a target. The phenomenon that occurs in this study is related to the problem of employee performance that has not been achieved and has not been optimal which can be seen from the following data:

Table 1
Data on employee performance achievements at PT. Ninja Xpress Padang in
2021

No .	Number of Employees	Work Units	Work Standards (monthly)	Performance Achievements	Performanc e Categories
1	28 Employees	Courier	1,960 Packages	1,700 Packages	Not Yet Achieved
2	5 Employees	SCO	350 Packages	300 Packages	Not Yet Achieved
3	5 Employees	Operational	500 Data	450 Data	Not Yet Achieved
4	5 Employees	Accounting	500 Data	450 Data	Not Yet Achieved
5	20 Employees	Driver	2000 Packages	2,300 Packages	It's Been Achieved

Source: Ninja xpress Msh Padang 2021

In Table 1, it can be seen that the performance of employees at PT. Ninja Express Padang experienced a decline in performance, where the number of employees who were used as initial observations was 63 people but 43 people had not reached the performance standards set by the company. Through preliminary observations made, several problems were found regarding job satisfaction that have not been felt by employees at work. Including tfour work for employees that are inadequate so that employees are uncomfortable while working. In addition to job satisfaction, employee work motivation is also a problem such as employees lack of enthusiasm at work, making one of the problems received by the company, making employee performance decrease or has not been achieved.

Compensation is all income received by employees in the form of money, direct or indirect goods which is a form of costs that must be incurred by the company in the hope of obtaining rewards in the form of work performance from employees (Tanto Wijaya Fransisca Andrean, 2015).

According to paramitadewi research (2017), it was found that compensation has a positive and significant effect on employee performance. It can be said that compensation affects the high and low performance of employees.

H1: It is suspected that compensation has a positive and significant effect on employee performance

Motivation is the driving force that results in a member of the organization willing and willing to organize various activities for which he is responsible and fulfill his obligations. According to Hasibuan (2005) Moitvasi is the provision of initiator abilities that make people's work desires so that they are willing to work together, work efficiently and integrated with all abilities in order to obtain satisfaction.

Research according to Prihantini et al. (2017), obtained the result that work motivation has a negative and insignificant effect on employee performance.

H2: It is suspected that work motivation has a negative and insignificant effect on employee performance

Hasibuan (2005) Positing Job Satisfaction is an emotional state in an employee who is happy, happy and loves his work. The nature can be seen from the morale of the work, discipline and work performance given. It can be enjoyed in work, outside of work and a combination of the two.

According to McShane, Steven, & Von Glinov (2010), there is a moderate relationship between job satisfaction and job performance. Happy workers are really more productive workers to some extent. According to previous research by Indriati (2019), states that job satisfaction has a positive and significant effect on employee performance.

H3: It is suspected that job satisfaction has a positive and significant effect on employee performance

According to Hasibuan (2014), compensation is an income in the form of money, direct or indirect goods received by employees in exchange for services provided to the company.

According to research by Indriati (2019), compensation has a positive and significant effect on job satisfaction. This means that compensation affects the high and low job satisfaction of employees. Another supporting research is a study by Rahayu & Riana (2017), which states that compensation has a positive and significant effect on employee job satisfaction.

H4: It is suspected that compensation has a positive and significant effect on job satisfaction.

According to Reksohadiprodjo, Sukanto & Handoko (2002), work motivation is a state in a person's person that encourages an individual's desire to carry out certain activities in order to achieve goals.

According to previous research by Ardiaz (2017), job motivation has a positive and significant effect on job satisfaction. It can be said that work motivation affects the high and low job satisfaction of a person.

H5: It is suspected that work motivation has a positive and significant effect on job satisfaction

(Posuma,2013) compensation affects employee performance where with the compensation provided by the company which is in accordance with the work they receive, it is very likely that employee performance will increase and employees are motivated to work.

According to research conducted by Kurniawan &et al, (2014), states that job satisfaction can mediate the relationship between compensation and work motivation to employee performance.

H6: It is suspected that job compensation has a positive and significant effect on employee performance mediated by job satisfaction

Handoko (2003) Expressing Motivation is a condition in a person's character that stimulates an individual's desire to fulfill specific tasks in order to achieve goals. In a study conducted by Rahayu & Riana (2017), stated that job satisfaction can mediate the relationship between work motivation compensation and employee performance

H7: It is suspected that work motivation has a positive and significant effect on employee performance mediated by job satisfaction

II. Material and Method

This type of research is quantitative research, the method used in this study is a quantitative method, with data obtained directly from respondents who are sampled and also provided or published by the institution in the form of documents. The population and samples in this study were Ninja Xpress Msh Padang which amounted to 63 employees. The technique used is to use the total sampling technique, where the entire population becomes a sample

III. Results and Discussion

Multiple Linear Regression Test

To test the hypothesis that states that there is an influence between compensation and work motivation on employee performance with job satisfaction as an intervening variable by analyzing data using multiple linear regression analysis. Based on table 11 below, it can be concluded that the test results can be formulated with the regression equation as follows:

Table 11
Model I Multiple Linear Regression Test
X and Z against Y

Information	Coefficient
Constant	4,429
Compensation (X1)	0,591
Work Motivation (X2)	0,105
Job Satisfaction (Z)	0,578

Source: SPSS 21 Data (Data processed in 2022)

$$Y = 4.429 + 0.591 X_1 + 0.105 X_2 + 0.578 Z$$

Based on table 11 above, it can be seen that this constant of 4.429 shows that without free variables (compensation, work motivation and job satisfaction) there is an increase in employee performance, which is the amount of the resulting constant value of 4,429.

The coefesien of compensation regression is positively valued at 0.591 meaning that every increase in the compensation variable by 1-unit, variable X will increase the employee performance variable by 0.591 by considering other variables in the model to be constant.

The regression efficiency of work motivation is positively valued at 0.105, meaning that each increase inthe work motivation variable is 1 unit, the X variable will increasethe employee performance variable by 0.105 by considering other variables in the constant model.

The regression efficiency of job satisfaction is positively valued at 0.5 78, meaning that every increase inthe job satisfaction variable is 1 unit, the Z variable willincrease the employee performance variable by 0.5 78 by considering other variables in the constant model.

Table 12
Model II Multiple Linear Regression Test
X against Z

Information	Coeficient
Constant	12,690
Compensation (X1)	0,386
Work Motivation (X2)	0,106

Source: SPSS 21 Data (Data processed in 2022)

$$Z = 12.690 + 0.386 X_1 + 0.106X_2$$

Based on table 12 above, it can be seen that this constant of 12,690 indicates that without free variables (Compensation and motivation) there is an increase in job satisfaction, which is the value of the resulting constant of 12,690.

The compensation regression efficiency is positively valued at 0.386 meaning that each increase in the compensation variable by 1 unit will increase the job satisfaction variable by 0.386 by considering other variables in the model to be constant.

The regression efficiency of work motivation is positively valued at 0.106, meaning that each increase inthe work motivation variable by 1 unit will increasethe job satisfaction variable by 0.223 by considering other variables in the constant model.

Test the Hypothesis

Table 13
T Test of Variables X and Z Against Y

No.	Variable	t-count	t-table	A	Sign	Conclusion
1	Compensation(X1)	5,941	1,670	0.05	0,000	H1 accepted
2	Work Motivation (X2)	2,257	1.670	0.05	0.028	H2 inreceived
3	Job Satisfaction (Z)	4,948	1,670	0.05	0,000	H3 accepted

Source: SPSS 21 Data (Data processed in 2022)

From table 13 above, it is known to obtain a calculated t value for compensation of $5.941 > 1.670$ with a significant $0.000 < 0.05$. H1 diterima, then, means that there is a positive and significant influence between compensation (X1) on the performance of employees of Ninja Xpress Msh Padang.

For the work motivation variable, there is a calculated t value of $2.257 > 1.670$ t table with a significant rate of $0.028 < 0.05$. Then H2 diterima, means that there is a positive and significant influence between work motivation (X2) on the performance of employees at Ninja Xpress Msh Padang.

For the job satisfaction variable, there is a calculated t value of $4.948 > 1.670$ t table with a significant rate of $0.000 < 0.05$. Then H3 is accepted, meaning that there is a positive and significant influence between job satisfaction (Z) on the performance of employees at Ninja Xpress Msh Padang.

Table 14
T Test variable X Against Z

No	Variable	t-count	t-table	α	Sign	Conclusion
	Compensation(X1)	3,936	1,670	0.05	0,000	H1 accepted
	Work Motivation (X2)	2,124	1.670	0.05	0,038	H2 inreceived

Source: SPSS 21 Data (Data processed in 2022)

From table 14 above, it is known to obtain a calculated t value for motivation of $3.936 > 1.1670$ with a significant $0.000 < 0.05$. H 4 diterima, then, means that there is a positive and significant influence between compensation (X1) on job satisfaction in Ninja Xpress Msh Padang.

For the work motivation variable, there is a calculated t value of $2.124 > 1.670$ t table with a significant rate of $0.038 < 0.05$. H 5 diterima, then, means that there is a positive and significant influence between work motivation (X2) on job satisfaction in Ninja Xpress Msh Padang.

The results of the calculation of the compensation and work motivation t-test on employee performance with job satisfaction as an intervening variable have a calculated t value, namely compensation of 5.941 and significant 0.000, respectively. Work motivation has a t count of 2.257 and a significant 0.028. As well as job satisfaction as an intervening variable between variables X to Y has a calculated value of t of 4.948 and a significant of 0.000 with a table t of 1.670. This means that t calculates from each of the variable's compensation, work motivation and job satisfaction is greater than that of t table. Thus, H6 is accepted, meaning that compensation and work motivation persially affect employee performance with satisfaction as a variable that mediates between the two variables towards Ninja Xpress Msh Padang employees.

DISCUSSION

The Effect of Compensation on Employee Performance

Based on the results of the first hypothesis testing, it was found that the Compensation variable (X1) had a positive and significant effect on employee performance (Y) in Ninja Xpress Msh Padang, thus the first hipotesis (H1) dalam this study was stated that compensation (X1) has a positive and significant effect on employee performance (Y) on Ninja Xpress Msh Padang, declared acceptable.

This means that the policy of providing appropriate compensation, and being accepted by employees, will improve the performance of Ninja Xpress Msh Padang employees. Compensation also contains a relationship that is professional in nature where one of the main goals of employees working is to get rewards for various needs, while the company provides compensation to employees with the aim that employees can carry out work according to the wishes and expectations of the company.

This result is in line with Paramitadewi's research (2017), obtaining results that compensation has a positive and significant effect on employee performance. It can be said that compensation affects the high and low performance of employees. Research by Lukiyana & Halima (2016), states that compensation has a positive and significant effect on employee performance

The Effect of Work Motivation on Employee Performance

Based on the results of testing the second hypothesis, it was found that the work motivation variable (X2) had a positive and significant effect on employee performance (Y) in Ninja Xpress Msh Padang, thus the second h ipotesis (H2) dalam this study was stated that work motivation (X2) has a positive and significant effect on employee performance (Y) on Ninja Xpress Msh Padang, declared acceptable.

This shows that with the existence of motivation, there must be a sense of willingness of employees to do work, because motivation can affect performance, if employees have good motivation at work, it will increase their performance. The higher the motivation given to employees; the more employee performance will increase.

This result is in line with Handoko's research (2014), obtaining results that work motivation has a positive and significant effect on employee performance. It can be said that work motivation greatly affects performance, where the better the motivation given, it is certain that it will improve its performance.

The Effect of Job Satisfaction on Employee Performance

Based on the results of testing the ketiga hypothesis, it was found that the job satisfaction variable (Z) had a positive and significant effect on employee performance (Y) in Ninja Xpress Msh Padang, thus the Third h ipotesis (H3) dalam this study stated that Job satisfaction (Z) has a positive and significant effect on employee performance (Y) on Ninja Xpress Msh Padang, declared acceptable

This shows that the more satisfied employees are with the company, the better the work performance and work results shown will be or vice versa. If a person feels satisfaction in his work, his morale will increase. The encouragement can make it easier to achieve the goals that have been set by the company.

This result is supported by research by Indriati (2019), stating that job satisfaction has a positive and significant effect on employee performance. where the higher the sense of satisfaction felt by employees will increase employee performance. research Steven & Von Gilnov, (2010) suggests that there is a positive influence of job satisfaction on employee performance.

The Effect of Compensation on Job Satisfaction

Based on the results of testingthe fourth hypothesis, it was found that the compensation variable (X1) had a positive and significant effect on job satisfaction (Z) in The Ninja Xpress Msh Padang, thus the Fourth hipotesis (H4) dalam this study stated that compensation (X1) positive and significant effect on job satisfaction (Z) on Ninja Xpress Msh Padang, declared acceptable.

This means that the provision of compensation is appropriate and felt fair by employees, every time in providing compensation in accordance with a predetermined time and the existence of health insurance provided to employees, so that employees feel satisfied and enthusiastic in carrying out their workers.

The research is in line with Indriati's (2019) research, compensation has a positive and significant effect on job satisfaction. This means that compensation affects the high and low job satisfaction of employees. Another supporting research is a study by Rahayu & Riana (2017), which states that compensation has a positive and significant effect on employee job satisfaction.

The Effect of Work Motivation on Kerja Satisfaction

Based on the results of testing the kelima hypothesis, it was found that the work motivation variable (X2) had a positive and significant effect on job satisfaction (Z) in The Ninja Xpress Msh Padang, thus the Fifth hipotesis (H5) dalam this study stated

that work motivation (X5) positive and significant effect on job satisfaction (Z) on Ninja Xpress Msh Padang, declared acceptable.

This means that with motivation, it will definitely increase job satisfaction, because motivation is a driver so that employees are more enthusiastic in doing work, where the better the motivation provided by the company, of course, employees will produce good performance and employees feel satisfaction with the results they have achieved.

In line with Ardiaz's (2017) research, job motivation has a positive and significant effect on job satisfaction. It can be said that work motivation affects the high and low job satisfaction of a person.

IV. Conclusion

Based on the research that has been done on ninja Xpress Msh Padang, it can be concluded that:

1. Compensation has a positive and significant effect on Employee Performance at Ninja Xpress Msh Padang.
2. Work Motivation has a positive and significant effect on Employee Performance at Ninja Xpress Msh Padang.
3. Job Satisfaction has a positive and significant effect on Employee Performance at Ninja Xpress Msh Padang.
4. Compensation has a positive and significant effect on Job Satisfaction at Ninja Xpress Msh Padang.
5. Work Motivation has a positive and significant effect on Job Satisfaction at Ninja Xpress Msh Padang.

Job Satisfaction as an intervening variable can mediate the relationship between the variables of Compensation and Work Motivation to Employee Performance

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