THE INFLUENCE OF COMPENSATION AND JOB STRESS ON EMPLOYEE PERFORMANCE AT PT SETRA SARI JAKARTA

Agung AWS Waspodo
FakultasEkonomiUniversitasNegeri Jakarta
Email: awaspodo@gmail.com

SitiFajarYanti
FakultasEkonomiUniversitasNegeri Jakarta
Email: sfyanti0430@gmail.com

HaniaAminah
FakultasEkonomiUniversitasNegeri Jakarta
Email: haniaaminah@gmail.com

ABSTRACT

The purpose of this research are: 1) To find out the description of compensation, Work stress, and employee performance at PT Setra Sari, 2) To find out the effect of compensation on employee performance at PT Setra Sari, 3) To find out influence of work stress on employee performance at PT Setra Sari, 4)To find out the compensastion and job stress can predict of increase employee performance. The sample of this research are 71 employees of PT Setra Sari. Research data retrieval by survey method with questionnaires and the data processed with SPSS version 22. This research using descriptive and explanatory analysis. The results of regression showed that compensation has positive and significant effect on employee performance. While jobs stress has a negative and significant effect on employee performance.

Keyword: Compensation, Job Stress, Employee Performance

INTRODUCTION

In the era of openness and faster globalization in terms of technology and information companies are required to seek competent human resources that have the ability, knowledge, and a good attitude to support the process of growth and development of the company. Companies whose business continues to grow not only rely on capital, materials, and sophisticated machinery but the company must make employees as an important asset because employees act as executors of policies and operations of the company and has a competitive advantage.

Employees as assets of the company contribute to the realization of corporate objectives effectively goals achieved in accordance with the planning and efficient that the planning is implemented in an organized manner. The success rate in achieving company goals can be seen from employee performance.

Employee performance problems can occur in various companies is no exception to PT Setra Sari. In achieving company performance there are targets and realization of income that must be fulfilled. This can be seen in the following data:

Table 1. Data of Performance and Realization Cooperation with Partners Year 2014-2016

Tahun	Jenis Pelayanan	Target Kerjasamadengan*Partner*	Realisasi	Pencapaian %
2014	Cleaning Service	20	18	90%
2015	*High Level Cleaning*	25	17	68%
2016	*Pest Termite Control & Fumigation*	30	16	53,33%

Source: Internal data HRD PT Setra Sari and data processed by researcher, 2017

Based on the above data.The performance of employees during the last three years continues to decline as a result of the target set has not been realized optimally, thus indicating that the employee's performance is low on PT Setra Sari. The role of human resources in creating good performance for PT Setra Sari is very necessary because they will be dealing directly with the companies (partners) and provide services in accordance with the required.

Based on pre-research, the researchers found the two highest factors that led to employee performance were compensation and job stress, drawn from pre-research questionnaires distributed to 30 employees from various divisions.

The first factor affecting employee performance is compensation. There are employees who feel that compensation is not feasible and fair because the salary received is not in accordance with the minimum wage of DKI Jakarta. Here is a comparison of Employee Salaries PT Setra Sari with UMR DKI Jakarta:

Table 2. Employee Salary Comparison of PT Setra Sari with UMR DKI Jakarta

Years	Division	UMR DKI	Employee salary
2014	PengadaanUmum	Rp 2.400.000	Rp 2.000.000
2015	PengadaanUmum	Rp 2.700.000	Rp 2.250.000
2016	PengadaanUmum	Rp 3.100.000	Rp 2.500.000

Source : Data processed by researcher, 2017

Based on these data, the basic salary of employees of PT Setra Sari of public procurement is still below the UMR of DKI Jakarta and it can be suspected to be one cause the employee feel the compensation is not as expected and able to cause the performance decreased. Employees also complain about a 50% bonus deduction if within 1 year of not achieving the target of RKAP profit for the current year.

In addition to other problems such as employee stress, work stress experienced by employees of PT Setra Sari that one form of employees experiencing stress due to high workload, they must focus in achieving the targets that have been determined but not balanced with support from leaders. Attitudes

of leaders seem dismissive to subordinates where if the leader can be wise and listen to the aspirations of employees the possibility of employees who experience stress in work will be slightly reduced this is suspected to cause work stress among employees who will also affect their performance.

Research Problem

1. How about a description of the compensation, job stress and performance of employees at PT Setra Sari?
2. Is there anycompensation influence to the employee performance of PT Setra Sari?
3. Is there any job stress influence to the employee performance of PT Setra Sari?
4. Is the compensation and job stress predict an increase in employee performance to PT Setra Sari employees?

Research Objectives

1. Tofind out a description ofcompensation, job stress, and employee performance at PT Setra Sari.
2. To determine whether there is influence of compensastion on employee performance at PT Setra Sari.
3. To determine whether there is influence of job stress on employee performance at PT Setra Sari.
4. To find out the compensastion and job stress can predict of increase employee performance.

THEORITICAL REVIEW

Employee Performance

According Mangkuprawira and Hubeis (2007: 153) "performance as the end result of a particular task process in a structured and systematic based on the time and place of the employees concerned".

Another opinion is Supardi (2012: 193) explains, "performance is a quality and quantity of work t6hat has been achieved by an employee in performing their duties in accordance with the responsibilities given the company to him".

From some definition of experts can be concluded that the performance is the result of work in quality and quantity quality achieved by an employee according to the responsibility that has been given by the company within a certain period of time as a determinant of the success rate of employees in achieving the goal. In carrying out the work tasks achieved by individuals and groups must be based on the responsibility of work to the giver of rights in this case of course the agency or organization where employees shelter in accordance with the norms or rules that have been determined.

Compensation

According to Davis and Wether (2007: 278) "compensation is everything what an employee receives as a substitution of what they have done, given on a regular hourly or salary basis, is governed by members of the personnel department who manage employee compensation."

Sastrohadiwiryo (2014: 218) "compensation is a compensation for the company's rewards to employees, as a replacement because it has contributed energy and mind for the sake of organizational progress in order to achieve the established goals".Compensation. If the compensation given by the company is well managed and granted eligible and fair in accordance with predetermined

criteria standards then compensation helps the company achieve its objectives and contribute to maintaining its assets.

Based on the expert opinion above can be concluded compensation is the reward or compensation services provided by the company to employees because the employee has provided energy, time and thoughts for the progress of the company by promoting the principle of fairness and eligibility in the compensation.

Job Stress

According to Robbins (2010: 464) in Sutrisno states the definition of "stress is a pressure within individuals to respond to stressors". Stressor itself a stimulus that can cause stress response between individuals with the environment, so stress must be able to adjust to changes and differences of individuals with the environment.

Another opinion that Gaol defines, "stress as pressure, burden, conflict, panic, feelings of rumbling, emotion, melancholy that causes loss of a person's spirit." Loss of enthusiasm in the process of implementation of the work will also affect the performance results.

Based on the above opinion can be concluded work stress is a pressure in a person or individual in the form of positive and negative responses caused by factors in a person or organization environment. The organizational environment is closely related to the job, such as the number of tasks that must be done, and establish relationships with managers and colleagues.
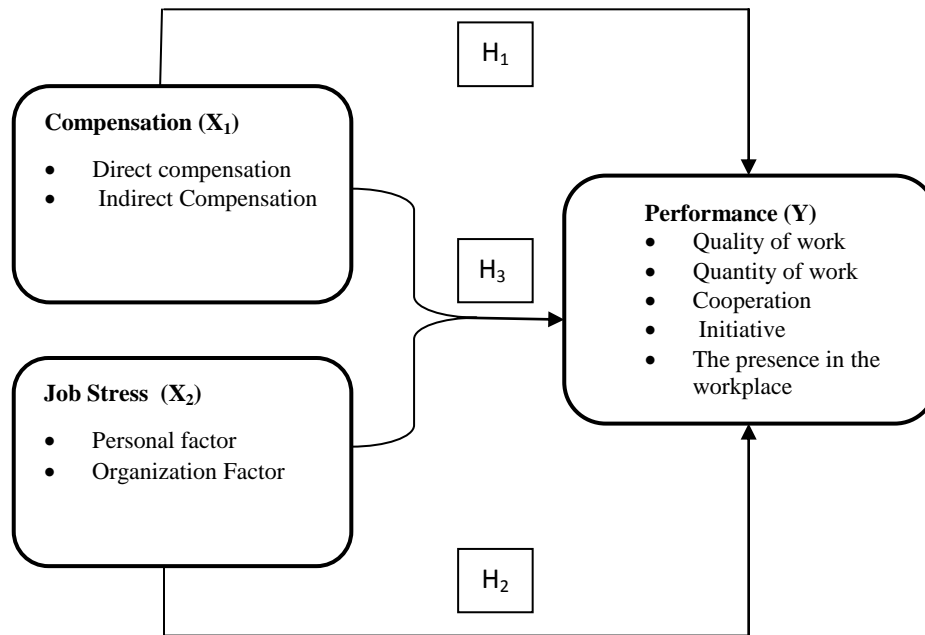
Research Model

Figure 1. Conceptual Framework
Source : Data processed by researcher, 2017

Hypothesis

Based on the theoritical review and the framework described above, then the hypothesis in this study are:

Hypothesis 1

H_0: Compensation does not affect on employee performance at

PT Setra Sari.

H_a: Compensation affect on employee performance at PT Setra Sari.

Hypothesis 2

H_0: Job stress does not affect on performance of employees at PT Setra Sari.

H_a: Job stress affect on employee performance at PT Setra Sari.

Hypothesis 3

H_0: Compensation and job stress can not predict an increase employee performance.

H_a: Compensation and job stress can predict an increase employee performance.

RESEARCH METHODS

The research used descriptive and explanatory method The data used in this study came from primary data obtained through interviews and questionnaires, while secondary data obtained from books, journals and theses from previous research. Sampling method using saturated sampling, where the entire population used as research respondents. The number of samples used in this study were 71 respondents.

RESULTS AND DISCUSSION

Instruments Test

Validity Test

Validity can be interpreted as a measure of the size associated with the measurement level of a questionnaire in correctly measuring what the researcher wants to be measured. The validity testing criterion is if the valuer$_{est}$>rt$_{able}$then the instrument is valid. Conversely, if the value is $<r_{table}$, then the instrument is invalid and must be removed or replaced.

Validity test is done by spreading the questionnaire on samples outside the sample used in the research but having kemirimpan criteria. The results of the validity test can be seen in table 3 below:

Table 3. Validity Test Results

Variable	Item Before Tested	Item Not Valid	Valid Item
Employee Performance	12	0	12
Compensation	11	0	11
Job Stress	12	0	12

Source : Data processed by researcher, 2017

Based on Table 3.the results of validity tests performed on employee performance variables, compensation, and job stress does not have an invalid statement item, because rhitung each instrument is greater than rtabel. So it can be concluded that the whole item statement in the variable is valid because all instruments have fulfilled the requirement that is the value of rhitung>rtabel 0361.

Reliability Test

The reliability test is used to determine the extent to which measurements are consistent if measurements are made twice or more of the same phenomenon and must still use the same measurement tool. The reliability testing criterion is if the value of cronbach's alpha> 0.6, then the instrument is reliable. Conversely, if the value of cronbach's alpha <0.6 then the instrument is not reliable.Reliability test results for each variable can be seen in Table 4. follows:

Table 4. Reliability Test Results

Variable	Conbrach's Alpha	Status
Compensationi (X_1)	0.849	Reliabel
Job Stress (X_2)	0.841	Reliabel
Employee Performance (Y)	0.849	Reliabel

Source : Data processed by researcher, 2017

In Table 4.we can see Cronbach's Alpha> 0.6; For variable compensation, job stress, and employee performance in sequence is 0.849, 0.841, 0.849 Instruments of the three variables are declared reliable.

Descriptive Analysis

Description of data is the result of raw data processing of research variables intended to provide an overview of the distribution and distribution of data. The data obtained is the result of the research through questionnaires distributed on a sample of 71 employees of PT Setra Sari staff. The following is the criteria for the weighting of the variable scores:

Table 5. Score Weight Criteria Variable

Variable	Score (>62,5%)	Score (<62,5%)
Compensation	Feasible	Not feasible
Job Stress	Low	High
Performance	High	Low

Source : Data processed by researcher, 2017

The results of descriptive analysis for each of the variables can be seen in Table 6. The following:

Table 6. Descriptive Analysis Results

	Employee Performance	Compensation	Job Stress
Strongly Agree	1%	1.7%	12.2%
Agree	9.1%	22.3%	46.2%
Disagree	49.6%	44.9%	25.5%
Strongly disagree	38.9%	30.6%	16.1%

Source : Data processed by researcher, 2017

In Table 6 it can be seen that the answers given by the respondents describe each variable. In the variable of employee performance, the answer chosen by the respondent is dominated by the category does not agree with the percentage of 49.6%. Compared with the 49.6% criteria weight <62.5%, it can be concluded that the performance of PT Setra Sari employees is included in the low category.

In the compensation variable, the answer chosen by the respondent is dominated by the category does not agree with the percentage of 44.9%. When compared with the criteria weight 44.9% <62.5%. It can be concluded that the compensation given by the company is included in the low category.

While on work stress variable, the respondent's chosen answer is dominated by category agree with percentage of 46.2%. When compared with the criteria

weight 46.2% <62.5%. It can be concluded that the work stress of PT Setra Sari employees belong to the high category.

Classic Assumption Test

Normality test

Normality test data is used to determine whether the data has been distributed normally or not. This test uses the Kolmogrov-Smirnov test and is stated to be normally distributed if the significance is greater than 0.05.

Table 7. Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		KinerjaKaryawan	Kompensasi	Stres Kerja
N		71	71	71
Normal Parameters[a,b]	Mean	20.7465	21.4648	30.5211
	Std. Deviation	2.52257	3.60092	5.27219
Most Extreme Differences	Absolute	.088	.066	.103
	Positive	.081	.061	.050
	Negative	-.088	-.066	-.103
Kolmogorov-Smirnov Z		.740	.557	.871
Asymp. Sig. (2-tailed)		.643	.915	.433

a. Test distribution is Normal.
b. Calculated from data.
Source: SPSS 22 calculation, 2017

Based on the results of normality test analysis with SPSS can be seen that with the test level of 5% (α = 0.05) shows the results of the significance of performance variable of 0.643 compensationvariable of 0.915 and job stress of 0.433. The three numbers of these variables is greater than 0.05 so it can be concluded that all variables are normally distributed so that the parametric statistic method of multiple linear regression analysis is done.

Linearity Test

Linearity test aims to determine whether the two variables ie independent variables and dependent variables have a linear relationship or not significantly. Linearity test is done by finding the equation of regression line of compensation variable (X1) and work stress (X2) on employee performance (Y). The criterion in the test of linearity is if the significance (linearity) is less than 0.05 then the relationship between two variables is said to be linear.

Table 8. Linearity Test Results Between Variable Compensation With Employee Performance

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja karyawan * Kompensasi	Between Groups	(Combined)	294.579	16	18.411	6.590	.000
		Linearity	245.829	1	245.829	87.996	.000
		Deviation from Linearity	48.750	15	3.250	1.163	.328
	Within Groups		150.857	54	2.794		
	Total		445.437	70			

Source: SPSS 22 calculation, 2017

Based on the results of linearity test between the variable compensation with employee performance variable in Table 8 above, note that the value of linearity significance of 0.000. That is, the significance value is less than 0.05 so it can be concluded that between the two variables there is a linear relationship.

Table 9. Linearity Test Results Between Work Stress Variables With Employee Performance

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja karyawan * Stres Kerja	Between Groups	(Combined)	203.189	22	9.236	1.830	.041
		Linearity	65.363	1	65.363	12.951	.001
		Deviation from Linearity	137.826	21	6.563	1.300	.222
	Within Groups		242.248	48	5.047		
	Total		445.437	70			

Source: SPSS 22 calculation, 2017

Based on the result of linearity test between work stress variable and employee performance variable in Table 9 above, it is known that the value of linearity significance is 0.001. That is, the significance value is less than 0.05 so it can be concluded that between the two variables there is a linear relationship.

Multicolinearity Test

Multicolinearity Testis a test to know apakadah there is a regression model found the correlation between independent variables (independent variables). Good regression test model does not occur multicolienarity as decision making using SPSS which can be seen from Variance Inflation Factor (VIF) if VIF value <10 or close 1 then no multicollineari**ty.**

Table 10.Multicolinearity Test Results

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Kompensasi	.905	1.105
	Stres Kerja	.905	1.105

a. Dependent Variable: Kinerja Karyawan

Source: SPSS 22 calculation, 2017

Based on the results of multicolinearity test in Table 9 using statistical data processing known VIF numbers for compensation of 1105 and job stress that is equal to 1.105. VIF value of all independent variables is less than 10 and close to

1, then between the two independent variables are not found any problem multicollinearity.

Heterocedasticity Test

Heterocedasticity test is a condition where variant inequality occurs from the residual for all observations on the regression model. The method used in this study is Spearman's Rho test method, which is to correlate residual value with each independent variable. If the significance is less than 0.05 then there is the problem of heterocedasticity.

Table 11.Heterkedasticity Test Results

Correlations

			Kompensasi	Stres Kerja	Unstandardized Residual
Spearman's rho	Kompensasi	Correlation Coefficient	1.000	-.291[*]	.018
		Sig. (2-tailed)	.	.014	.884
		N	71	71	71
	Stres Kerja	Correlation Coefficient	-.291[*]	1.000	-.063
		Sig. (2-tailed)	.014	.	.603
		N	71	71	71
	Unstandardized Residual	Correlation Coefficient	.018	-.063	1.000
		Sig. (2-tailed)	.884	.603	.
		N	71	71	71

*. Correlation is significant at the 0.05 level (2-tailed).

Source: SPSS 22 calculation, 2017

In Table 11, it is known that the correlation between compensation with unstandardizedresidual resulted in a signification value of 0.884; The correlation between work stress with unstandardized residual yields a value of 0.603. Thus, it can be concluded that the regression model does not find any problem heterokedastisitas this because the value of correlation significance greater than 0.05.

Hypothesis testing

Multiple Linear Regression Test Results

t-Test

Table 12. Multiple Linear Regression Test Results					
Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	T	Sig.
1　(Constant)	12.855	1.994		6.446	.000
Kompensasi	.484	.058	.690	8.340	.000
Stres Kerja	-.082	.040	-.170	-2.059	.043
a. Dependent Variable: Kinerja karyawan					

Source: SPSS 22 calculation, 2017

Hypothesis 1 (H1)

H_0: Compensation has no effect on employee performance of PT Setra Sari

Ha: Compensation effect on employee performance of PT Setra Sari

To test the hypothesis required t table as a comparison, the ttable value is searched with α = 5%: 2 = 2.5% (2-sided test) with degrees of freedom (df) nk-1 or 71-2-1, where n is the number of samples And k is the number of independent variables. Based on the calculation obtained ttable of 1.995

Based on the Table of compensation variables have t count of 8,340 thus t count (8,340)>ttable (1.995) and significance value 0.000 <0.05. The conclusion that can be taken from hypothesis 1 is H0 rejected and Ha accepted. Thus compensation has a positive and significant influence on the performance of employees of PT Setra Sari. This is supported by research conducted by Umar (2010), Kasenda (2013), Amsar (2014), Akbar (2015), and Muhammad (2016). From the research shows that if the compensation is feasible then the employee performance will be high, otherwise also if the compensation is not feasible then the employee performance will be low or decrease.This is supported by Handoko (2007: 155) who suggested that if the compensation given high will help the performance because it will create employee morale within the employees,

therefore high compensation makes employees comfortable in carrying out the task within the company.

Hypothesis 2 (H2)

H_0: Job stress does not affect onemployee performance of PT SetraSari .

H_a: Job stress affects onemployee performance of PT Setra Sari.

In table 12 also shows the value of t count for work stress variable of -2.059, and significance value of 0.043. It shows that thitung (-2.059)>ttable (1.995) and significance value less than 0.05. This means from hypothesis 2, H_0 is rejected and Ha accepted. It can be concluded that job stress has a negative and significant effect on employee performance. These results are in line with research conducted by Saina (2013), Yudson (2014), Anggit (2014). Based on these studies, job stress has a negative and significant effect on employees' performance, if the work stress experienced by high employee will result in low or decreasing performance, otherwise if employees experience low work stress then the employee performance will be high or increasing.This is supported by the statement of Rice in Umam (2010: 214) work stress more self-harming employees and companies as a result of high work stress will also impact on the lack of work passion resulting in performance will decrease, in addition employees will have a high anxiety, and boredom In the implementation of work

Based on Table 12 we can obtain multiple linear regression equations for the third hypothesis as follows:

$$Y' = 12.855 + 0.484X1 - 0.082 X2$$

If the compensation variable is increased by one unit and the variable value of job stress is fixed, then the employee performance variable will increase. Then if the work stress variable is increased by one unit and the value of the fixed compensation variable, then the employee performance variable will decrease.

Coefficient on the variable compensation is positive, and the variable work stress is negative value means there is a significant influence between compensation and job stress on employee performance.

F Test Results

Hypothesis 3 (H3)

H_0: Work compensation and stress can not predict an increase in employee performance.

Ha: Compensation and job stress can predict an increase in employee performance.

Table 13.F Test Results
ANOVA[b]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	257.548	2	128.774	46.605	.000[a]
	Residual	187.889	68	2.763		
	Total	445.437	70			

a. Predictors: (Constant), Stres Kerja, Kompensasi

b. Dependent Variable: Kinerja karyawan

Source: SPSS 22 calculation, 2017

In Table 13 the obtained Fcount is 46.605. The value of Fhitung is then compared with the value of Ftable sought with α = 5%, with df1 = k-1 or 3-1 = 2 and df2 = n-k or 71-3 = 68 (k = number of variables). Produce Ftabel of 3.132. Based on the above calculation then Fcount (46.605)>Ftable (3.132) with significance Test F of 0.000 less than 0.05. With this, then H0 is rejected and it can be concluded that the compensation and job stress in this study can predict an increase in employee performance (Y).

Coefficient of Determination Analysis (R2)Test Result

Determination Coefficient Analysis (R2) is used to describe the proportion of variation in the dependent variable (Y) described by the independent variables simultaneously. Here is the result of determination analysis between the variable compensation and job stress on employee performance.

Table 14. Results of Coefficient of Determination Analysis R2
Model Summary

Model		R	R Square	Adjusted R Square	Std. Error of the Estimate
dimension0	1	.760[a]	.578	.566	1.662

a. Predictors: (Constant), StresKerja, Kompensasi

Source: SPSS 22 calculation, 2017

Based on table 14 above is known that the value of R square of 0.578 or 57.8%. This shows that 57.8% of employee performance is explained by compensation and job stress factor, while the rest of 42,2% is influenced or explained by other variable not examined.

CONCLUSIONS AND RECOMMENDATIONS
Conclusion

Based on the results of research on "The influence of compensation and job stress terhdap employee performance on PT setra sari jakarta", yields the following conclusions

1. Compensation has a positive and significant influence on employee performance ptsetra sari.
2. Job stress has a negative and significant influence on employee performance
3. Work compensation and stress can predict an increase in employee performance.

Recommendations

1. Companies must adjust the regional minimum wage (UMR) stipulated by the government for the year 2017 amounting to Rp 3.350.000, and pay attention to the provision of incentives and wages that are reasonable and fair.
2. In considering work stress advice given to PT Setra Sari like as superiors should communicate more with subordinates and hold family gathering.
3. Companies should give more appreciation if there are employees who have a good job performance so they are more morale again in work.

BIBLIOGRAPHY

Book

Gaol, Jimmy. 2014. *Human Capital ManajemenSumberDayaManusiaKonsep TeoridanPengembangandalamKonteksOrganisasiPublikBisnis.* Jakarta:
PT Grasindo**.**

Ghozali, Imam. 2013. *AplikasiAnalisis Multivariate dengan Program IBM SPSS 21.* Semarang: BadanPenerbitUniversitasDiponegoro.

KhaerulUmam. 2010. *PerilakuOrganisasi*, (Bandung: CV PustakaSetia.

Mangkunegara, Anwar. 2010. *ManajemenSumberDayaManusia Perusahaan*. Bandung: PT RemajaRosda Raya.

Priyatno, Duwi. 2009.*5 Jam BelajarOlah Data dengan SPSS 17*. Yogyakarta: ANDI,

Subekhi, A danJauhar, M. 2012. *PengantarManajemenSumberDayaManusia (MSDM*). Jakarta: PrestasiPustakarya.

Sugiyono.2014.*PenelitianKuantitatif, Kualitatif, dan R&D.* Bandung: Alfabeta.

Journal

Rizal G, Syamsir, danChairulAmsar."PengaruhKompensasidan Stress KerjaTerhadapKinerjaKaryawan Marketing PT HohoPekanbaru". *JurnalJomFekon*, Vol,1 No. 2, hal.1-21

AlfianAmidhar Akbar. "PengaruhKompensi, MotivasidanDisiplinKerja Terhadap KinerjaKaryawan CV Cemara Production Surabaya". *JurnalIlmudanRisetManajemen* Vol. 4, No.10, hal.1-19