

AN ANALYSIS OF MOTIVATION AND COMPENSATION ON LECTURERS' JOB PERFORMANCE AT INFORMATICS AND BUSINESS INSTITUTE (IBI) DARMAJAYA

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ABSTRACT

The research is aimed at knowing the influence of motivation and compensation on lecturers' job performance at Informatics and Business Institute (IBI) Darmajaya Bandar Lampung. The problems of the research are 1) Do motivation and compensation received by the lecturers of IBI Darmajaya have an effect on their job performance? 2) How far is the relationship between motivation and compensation and job performance? 3) Which factor is more dominant between motivation and compensation that affects the job performance?

This research uses double linear regression analysis method. The variables of the research are motivation and compensation as independent variables and job performance as dependent variable. To know the influence of independent variable on dependent variable is partially used t_{test} and to know the influence of independent variable on dependent variable used F_{test} . This research is a population research or a census study where 51 respondents taken out of the whole number of active fulltime lecturers at IBI Darmajaya.

The result of the research indicates that motivation and compensation variable affects lecturers' job performance, both simultaneously and partially. In addition, in the result of the research it is found that motivation variable is

more dominant that compensation variable in affecting lecturers' job performance.

KEY WORDS :Motivation, Compensation, and Job Performance

1. Introduction

1.1. Background of the Problem

The suitability between responsibility quantity and compensation quantity for lecturers is a base of consideration to decide whether or not to accept duties. Fulltime lecturers can work well if the compensation given to them is able to support their lives. It has been done by IBI Darmajaya to determine the amount of compensation for fulltime lecturers. It is hoped that by determining the amount of compensation and responsibility it can improve the job performance. According to Hanafi (Widodo, 2007:8) compensation is aimed at improving the job performance of the lecturers, improper compensation can make a trouble to job performance and cause loss to the institution.

At informatics and Business Institute Darmajaya, there is a lecturers monitoring activity where they are evaluated by their students to be used a standard for the lecturers in teaching. Besides, there will be a reward as an appreciation to the best lecturer on his/her achievement in performing his/ her job. The lecturers will also receive salary as a compensation. The compensation is usually

determined by IIBI Darmajaya, all is organized in accordance with the regulation of the institution based on basic salary, and other allowances.

From some conditions it shows the importance of effort to be done to gain the highest quality job performance by knowing factors that influence the lecturers' job performance. Therefore, the writer aims to know further the factors of compensation that influence the job performance at IBI Darmajaya.

1.2. Limitation of the Problem

In this research the writer tries to analyze motivation and compensation given to the active fulltime lecturers at IBI Darmajaya.

1.3. Objective

The objectives of the research are as follows::

1. to know whether there is an effect of motivation and compensation on the job performance of the lecturers at IBI Darmajaya.
2. to know how much motivation and compensation affect fulltime lecturers at IBI Darmajaya.
3. to know which of motivation or compensation is a more dominant factor in affecting the job performance of lecturers at IBI Darmajaya.

2. Literature Review

2.1 Definition of Motivation

Malayu S.P Hasibuan (2003:143) says that motivation is a gifted drive which create one's desire to work, so he/she can cooperate, work effectively and integratedly with the efforts to gain satisfaction.

Motivation will give a meaning of one's effort. Striving and working hard to reach the goal and to meet the needs. On the contrary, someone who has low motivation will not ever reach his/her goal or gain something better than the strength of his/her motivation.

2.2 Definition of Compensation

According to Henry Simomoran (1995 : 411) compensation has a distinctive meaning to every individual. It depends on one's perspective. As lecturers, they probably think compensation is a return to efforts or a wage for a satisfactory work. It may indicate the nearest value the institution entitles to skills and competence of the lecturers.

2.3 Definition of Job Performance

Simanjuntak (2005) says that job performance is a level of work achievement for the duties given to a person or a group of people in an organization which fits their responsibility to obtain the goal of the organization legally, or it meets the morality and etiquette.

3. Research Method

3.1 Variables of the Research

The variables of the research are:

1. Dependent Variable

The dependent variable (Y) in the research is job performance.

2. Independent Variable

The independent variables in the research are motivation (X1) and compensation (X2).

To measure the dependent variable is done by scoring technique based on *Liker* scale. It is used to measure attitude, and perception of a person or a group of people about social phenomena (Arikunto, 2002 : 214).

3.2 Data Analysis Technique

The research uses questionnaire as instrument in collecting data, but sometimes *Measurement error* occurs, so the questionnaire needs to be examined by using validity and reliability tests to have an internal consistency. It can be said that if the questions in the

questionnaire measure the aspects, it can describe the problem to be measured.

3.3 Hypothetical Test

Determination Coefficient Test (R^2)

Determination coefficient (R^2) basically measures how far the model competence in describing the variety of dependent variable. The determination coefficient value is from 0 to 1. The small value of R^2 means competence.

Model Feasibility Test (F_{test})

F_{test} basically indicated whether independent variable included in the model has an effect on dependent variable (Ghazali, 2011). F_{test} is done by comparing F_{count} with F_{table} . To determine F_{table} is determined by significance level 5% with *degree of numerator freedom* $Dk = k-1$ and *degree of denominator freedom* $Df = n-k-1$, where n is the number of respondents, and k is the number of variables (Sugiyono, 2013).

According to Ghazali (2011), the test is done using F_{test} with decision taking criteria as follows:

1. By looking at the significance value (sig) at the trust level 95% or as 5%. If the significance value (sig) $< 0,05$, so H_a is accepted and H_o is refused which means the model is proper to be used in the research. On contrast, significance value (sig) $> 0,05$, so H_o is accepted and H_a is refused which means the model is not proper to be used.
2. Comparing the result of value F according to the table if F_{count} is $> F_{table}$, so H_o is refused and H_a is accepted.

3.6.1 Partial Test (T_{test})

T_{test} is done by comparing t_{count} with t_{table} to determine t_{table} to determine the value of t_{table} is determined by the significance level 5% with the freedom level $df = (n-k)$,

where n is the total number of respondents and k is the number of variables (Sugiyono, 2013).

4. Result and Discussion

4.1 Effects of Motivation and Compensation on Job Performance

Motivation hypothesis above says that the $sig < 0,05$ ($0,000 < 0,005$), so it can be concluded that motivation can affect the lecturers' job performance. The job performance predicted will increase probability as 0,000 and other variables are constant.

Whereas, the compensation hypothesis says that $sig < 0,05$ ($0,034 < 0,05$). It can be concluded that compensation can affect the lecturers' job performance. Compensation is given by the institution to the lecturers to improve the job performance in this case to increase the job performance in carrying out the Tri Dharma Perguruan Tinggi

4.2 Collaborative Effects of Motivation and Compensation

Based on the result of the analysis above, it can be concluded that $F_{count} > F_{table}$ ($13,783 > 4,50$). It means that motivation and compensation affect the lecturers' job performance at IBI Darmajaya. Based on the research it can be seen that motivation and compensation collaboratively affect the lecturers' job performance. As a result, if the fulltime lecturers have high motivation and good compensation, they will work well or they will conduct a better job performance.

Based on the result of t_{test} it is obtained the motivation variable significance ($0,000$) $>$ compensation ($0,034$) at the level of 0,05, which means motivation is a more dominant variable than compensation variable in affecting the job performance.

5. Conclusion and Suggestion

5.1 Conclusion

Based on the result of the research and explanation, it can be concluded that:

1. Motivation affects the job performance of the fulltime lecturers at IBI Darmajaya where it sometimes means a person's inner drive to behave and work better.
2. Compensation affects the job performance of the fulltime lecturers at IBI Darmajaya,
3. Motivation and compensation affect the job performance of the lecturers at IBI Darmajaya.
4. Even though motivation is more dominant than compensation but both are the factors that can collaboratively affect the job performance of the lecturers at IBI Darmajaya.

5.2 Suggestion

Based on the result of the research, it is suggested that:

1. From the research result motivation and compensation simultaneously affect the job performance of the lecturers.
2. The writer suggest IBI Darmajaya should give more efforts to increase motivation and compensation variable factors of the lecturers.

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