

# THE EFFECT OF HUMAN RESOURCES COMPETENCY AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE THROUGH COMPENSATION AT PT. CONSERVATION TOURISM INDONESIA

Qowi Hibatullah<sup>1</sup>, Yeni Absah<sup>2</sup>, Abdul Rahim Matondang<sup>3</sup>

<sup>1,2,3</sup>, Master of Management Graduate School / Universitas Sumatera Utara, Medan

E-mail: hibatullahqowi@gmail.com<sup>1</sup>, absah\_usu@yahoo.com<sup>2</sup>, Matondangrahim@gmail.com<sup>3</sup>

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## Abstract

Economic development can sometimes be quite rapid in the current era of globalization, as seen from the increasing demand of society every year. People have to work hard to meet their needs, as seen from the tight competition both in industry and in the workplace. Population growth, decreasing job opportunities, and increasing poverty rates are the main causes of increasing economic demand in developing countries such as Indonesia. Therefore, society or human resources must have superior competence and quality in order to compete and survive in this highly competitive market.

**Keywords:** *industry , human reseorces and compensation*

## 1. INTRODUCTION

Humans are essentially social creatures, meaning they need the help of others to survive. One example is when a baby is born, he will cry because his condition is very different from when he was still in the womb. To calm the baby's crying, his mother must show him affection. When his mother shows affection, the baby will stop crying and instead smile happily. This childbirth procedure shows how important it is for mothers to provide quality care. They always want to get quality service from anyone or any service provider, which is not much different from society. In such conditions, it is assumed that "employee discipline and employee attitudes in carrying out government tasks and programs are less than optimal, poor work culture and poor job satisfaction will result in low levels of discipline". In assessing organizational health, human resources are the most crucial factor. In order for an organization to succeed, planned and sustainable HR growth is essential. Humans are the organization's main supporting resource to achieve its goals. Employee performance is a major issue in HR management that needs to be given the company's attention. Because employees have a direct impact on the company's success, employee performance is considered crucial to the business.

## 2. LITERATURE REVIEW

Management is "the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve a goal". Management consists of six elements (6 M), namely: "men, money, method, materials, machines, and market". This element of "Men (Human) is what has developed into a field of management science called human resource management or abbreviated as MSDM which is a translation of man power management".

- Theory Review
- Relationship Between Variables
- Frame Work
- Research Hypotesis

Employee remuneration has a significant impact on salary levels, work motivation, and performance improvement. Employers who base salary levels on the general standard of living will enable their staff to work with maximum motivation. This is due to the fact that unmet basic demands in both the workplace and family life have a significant impact on employee motivation in the workplace. High performance is usually the result of highly

motivated employees. Incentives or energy will drive success, reduce employee turnover, reduce absenteeism, and attract qualified candidates for open positions.

### 3.METHOD

#### 3.1.Scope Of Research

The type of research used in this study is "quantitative research". Quantitative research methods are "a type of research based on the philosophy of positivism, used to research a particular population or sample, data collection using research instruments, and data analysis is quantitative or statistical, with the aim of testing the hypothesis that has been applied".(Sugiyono, 2019).

#### 3.2.Population And Sample

"Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn."(Sugiyono, 2019). The population in this study were 50 employees of PT. Conservation Tourism Indonesia. "A sample is a part of a population that is expected to represent the research population". There are 2 types of sampling techniques that can be used in research, namely probability sampling and non-probability sampling. "Probability sampling is a sampling technique to provide equal opportunities for each member of the population selected to become a sample member, while non-probability sampling is each member of the population is selected deliberately according to certain considerations". So not all populations have the same opportunity to become potential respondents or samples(Abubakar, 2021). "The number of samples used in this study was 50 respondents".

#### 3.3.Method of Collecting Data

"To collect data in research activities, certain methods or data collection techniques are required, so that the research process can run smoothly." According to Sugiyono, (2019), "data collection techniques can be done by interview, questionnaire, observation, and a combination of the three". "The data collection method used to collect data in this study uses questionnaire techniques and observation".

#### 3.4.Operasional Definition Of Variables And Measurement Of Variables

The definition of "operational variables is intended to give meaning or significance to the variables so that they become specific and measurable". To better understand the research variables, the indicators of each variable must be explained. The operational definition used is as follows

Table 3.1.Likert Scale

No	Measurement Scale	Score
1	"Strongly agree"	5
2	"Agree"	4
3	"Neutral"	3
4	"Don't agree"	2
5	"Strongly Disagree"	1

Source: Sugiyono, (2019)

mediation or intervention effect exists or does not exist.

The general regression coefficient that describes the direct relationship between the independent and dependent variables in a model is the path coefficient. Two structural equations, namely regressions that describe the proposed relationship, are made to calculate the path coefficient (Ghozali, 2018). The path model developed using the variables in this study is shown below, namely:

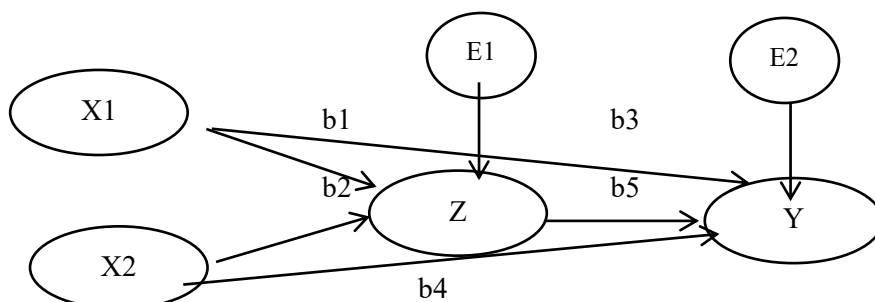


Figure 3.1. Path Analysis Model

The substructural equations are as follows:

$$Z = b1 X1 + b2 X2 + e1$$

$$Y = b3 X1 + b4 X2 + b5 Z + e2$$

Information:

X1 = HR Competence

X2 = Job Satisfaction

Z = Compensation

Y = Employee Performance

b1 = Path coefficient X1 to Z

b2 = Path coefficient X2 to Z

b3 = Path coefficient X1 to Y

b4 = Path coefficient X2 to Y

b5 = Path coefficient Z to Y

e1 = structure error 1

e2 = structure error 2

Based on the path analysis model above, the researcher provides an interpretation of the description.

## 4. RESULTS AND DISCUSSION

### 4.1. Research Results

Descriptive analysis is an analysis that aims to provide a summary (description) of data so that it can be understood and is informative. The information presented is based on 50 respondents' answers to 4 variable components. Furthermore, the number of interval classes must be equal to 5 intervals to determine the average score of each respondent's answer meets the assessment category.

### 4.2. Discussion

Based on the results of data processing, HR competency has an effect on employee performance, with a value of 6.043 and a p-value of  $0.000 < 0.05$ , which indicates that hypothesis one is accepted. In the theory of management control systems, management control systems "influence members of the organization to implement the organization" or try to persuade individuals in an organization to act in a way that is in line with the strategy to achieve goals. To achieve the vision, goals, objectives, and targets of the organization (VMTS), human resources are the main pillar and motivator, according to Martoyo (2002). While human efforts to achieve goals are measured by organizational performance, the organization cannot possibly try to achieve its goals without the human element. If every employee in the company performs well, achieves their goals, is motivated, and gives their all, then the total performance will be good (Mahmudi, 2007).

## 5. CONCLUSION AND SUGGESTIONS

### 5.1. Conclusion

Based on the analysis that has been conducted in the study entitled "The Influence of HR Competence and Job Satisfaction on Performance Through can be interpreted that the higher the competence possessed by employees, the higher their level of performance.

1. Based on the results Compensation at PT. Conservation Tourism Indonesia". The following are some conclusions from the results of the analysis:

2. Based on the results of the research conducted, there is a positive and significant influence between HR Competence and employee performance. This of data processing carried out Job satisfaction affects employee performance, companies must pay attention to the job satisfaction of each employee so that their performance level does not decline.
3. Based on the results of data processing, compensation has an effect on employee performance. This can be interpreted that with adequate compensation received by employees, employee performance will also increase.

## 5.2. Suggestions

Based on the results of the research that has been conducted, the suggestions that can be given are as follows:

1. For academics, this research can be reading material to increase insight and knowledge, especially about human resources.
2. By looking at additional elements that can affect employee performance, such as workload factors and burnout factors, future researchers should be able to develop this research. To obtain more varied data than questionnaires with pre-existing answers, researchers can also use other techniques to study employee performance, such as conducting in-depth interviews with employees or collecting samples.

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