

THE INFLUENCE OF GIVING COMPENSATION ON EMPLOYEE PERFORMANCE PRODUCTIVITY AT ARIFA MART

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Abstract

Over time, micro, small and medium enterprises or cooperatives will develop rapidly in the future as they are today, many people are willing to open micro, small and medium enterprises. From several places we visited, we got one of the micros, small and medium enterprises, precisely in Blang Pulo, called ARIFA MART. The ARIFA MART business itself has been established since 2017 which is located in Blang Pulo. The name ARIFA MART is also taken from the names of people, namely Arif, Anis, Fatlan. The number of Arifa Mart employees is 25 people, starting from cashiers, goods carriers, and outside guards. With 25 employees, Arifa Mart does 2 work shifts morning – afternoon and afternoon – evening. Arifa Mart has been running its business for about 6 years now, with never a few visitors, Arifa Mart is also well known among the public or students. The method used in this research is quantitative. The results of this study, it can be concluded that more compensation will be given if the employee can work with high loyalty.

Keywords : *Pemberian kompensasi karyawan, loyalitas karyawan, dan produktivitas karyawan.*

INTRODUCTION

There are still many problems regarding compensation to employees because the employees themselves have not given satisfaction to the company. As a result, the compensation provided by the company is not in accordance with what is expected by the employee.

Therefore, we are here to conduct research on the effect of providing compensation on the productivity of the performance of employees in the Arifa Mart company.

As for the negative things that happened to this company regarding the provision of compensation to its employees, namely:

1. Employees have not been able to provide satisfaction with the company
2. Bad work absences
3. Poor service to consumers
4. Negligence with trivial work, for example leaving things that are not neatly arranged etc

In addition, there are also positive things that can affect the provision of compensation to employees, namely:

1. Follow the rules set by the company
2. Diligent and disciplined at work
3. Compensation in accordance with employee performance

LITERATURE RIVIEW

According to Mulyadi in (Rahayu & Pramularso, 2019) "Compensation is any form given to all employees as remuneration for contributions made to companies/organizations".

According to Werther and Davis in (Priansa, 2017) states that: Compensation is something employees receive in exchange for their service contribution to the company. If managed well, compensation helps the company achieve its goals and acquire, maintain and look after good employees. Conversely, without adequate compensation, existing employees are very likely to leave the company, and the company will find it difficult to re-recruit employees according to their needs.

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Meanwhile, according to Bangun in (Wianti, 2018) "Compensation is something employees receive for the services they contribute to their jobs. They contribute what they think is valuable, both the energy and knowledge they have.

According to Hasibuan (2011: 95), "that employee loyalty is loyalty that is reflected by the willingness of employees to maintain and defend the organization inside and outside of work from people who are not responsible".

According to Siswanto (2002), "that loyalty is a strong ability and determination to try to carry out tasks and comply with all regulations with self-awareness and a full sense of responsibility".

According to Riyanto and Elbandiansyah (2019: 250), "technically productivity is a comparison between the results achieved (output) with all the resources needed or (input)".

According to H. Chen, Thomas W. Lin, Blocher Edward J. "that the meaning of productivity is a relationship that exists between the amount of output produced and the amount of output needed to make that output".

IMPLEMENTATION METHOD

Method of collecting data

- Research objects and locations

In this study the variable that became the object of research was the UMKM Arifa Mart, and its location was located at Blang Pulo Jl. Medan - Banda Aceh. The method used is to use a quantitative method, namely direct interviews with informants at UMKM Arifa Mart which involves 2 informants and 4 interviewers.

- Data Types and Sources

The type of data in this study is a type of primary data in which the data is taken directly to the field using an interview system.

- Data collection techniques

Data collection techniques are the most strategic steps in research, because the main purpose of research is to obtain data. Data collection techniques can be carried out using several techniques, namely observation, interviews, questionnaires, documentation and a combination of the four. Techniques used by researchers in collecting data using questionnaires and documentation.

RESULTS AND DISCUSSION

Observation result

From our observations at this company we did not find employees who were lazy but we did find many employees who worked with high work loyalty to get compensation in accordance with what had been implemented. In this interview, some of the questions and answers from the interviewees were as follows:

1. Are there compensation barriers regarding the performance of the employees at this Arifa Mart?

For compensation barriers, it's not too much of a problem, everyone follows the rules that exist at Arifa Mart, if there are also only one or two people and that too they will definitely get a warning from us.

2. When employees do their work or performance, are there any complaints from consumers?

There are, but not many, it's just that at least one or two people about this item are not neatly arranged. regarding, for example, lack of friendliness in customer service, Arifa Mart employees like that don't exist.

3. What are the strengths and weaknesses of your assessment regarding the performance of employees at Arifamart?

For more or less there is, when employees are lazy we will give a warning, then for external assessments only consumers know.

4. What do you think is the most influential thing to increase compensation for employees?

First, if sales at Arifa go up, we will provide more compensation. Second, the absence or presence of employees. Third, be diligent, when employees perform well, be diligent. Then we, from Arifa Mart, will provide compensation or bonuses at the end. conversely, if the employee is often absent or rarely comes in, we will provide a little compensation according to the performance of the employee.

5. What are the criteria applied at Arifa Mart, ma'am?

The first is discipline, honest at work, generous towards the company, when employees are loyal to the company, the company will pay attention.

6. Regarding the relationship between one employee and another, ma'am, for example, is there something suitable or not suitable for this?

Humans must have different characters, right, like in our house with our younger siblings, sometimes they are familiar, sometimes they are not, this workplace is like a second home for them.

7. From the mother herself, while here, have you felt what is called satisfaction from employee performance or not?

Some are satisfied and some are not, when we don't feel satisfied from our employees, we tell him where he went wrong in order to fix it, there must be more and less human beings.

8. Are there any employee rewards for this company or not?

There are, but not all, if he is rewarded with this company we will give him more rewards too, like the bonus is more than what he gets.

9. Is there or not, for example the employee works here but after a few months later he is expelled from here and continues to badmouth this company or the employee leaves suddenly?

God willing, there are none, all the employees here are fine, for employees if he wants to leave or resign they will report to us that he wants to stop working, his name is a human being who must look for the good and the best, when the employee has found a new place he will report it to us that he wants to resign, so let's just be sporty, like that, all the employees who previously worked here left well.

The organizational structure of UMKM Arifa Mart is as follows:

NO	NAME	THE POSITION
1.	Marwati	Manager or Owner
2.	Zahratu Irami	Assistant
3.	Musliati	Cash Bank
4.	Sumarsi	Payment Admin
5.	Nur Indah Sari	Office Admins
6.	Syahrial	Warehouse Admin
7.	Akbar	Warehouse Admin

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NO	NAMA	THE POSITION
1.	Icut, Fira, Fitra	Cashier Guard
2.	Ani, Devan, Amel	Outside supervisor
3.	Ica, Agus, Rahmat, Budi, Sepri, Andre	Goods Builder
4.	Ade, Rifan, Fahri, Remi, Risdan, Reval	Goods Carrier
5.	Dina, Rani, Santi, Dani, Wendy	Room Cleaner
6.	Arianti, Rahmi	Incoming Goods Registrar

CONCLUSION

The conclusion that can be drawn from the productivity of Arifa Mart's employee performance is that there are not too many obstacles regarding employee performance because employees carry out the rules that have been set, and employees are required to be friendly and smile cheaply. If there are employees who violate these rules will get a warning and sanctions.

Employees will be given compensation or bonuses if they work seriously, are never absent and are honest and disciplined, so they will get rewards. Or if one of the employees gives a reward to the company, the company will give more to that employee.

SUGGESTION

Based on the results of data processing above, the authors provide several suggestions to be able to refer to the conclusions and findings of research in the field. It is expected that suggestions from the author can be used as input for the company. The suggestions in question are:

- a. The compensation provided by the company to employees does not affect employee performance, even though compensation in this company has been carried out according to the results of employee performance. Therefore, the company must review the compensation program so that it can be significant and affect the performance of its employees. We recommend that compensation is given based on employee performance.
- b. It is necessary to improve and update the supervision program to support employee performance and to improve work results at this company, because to be able to reduce the level of employee errors or human errors in their work and evaluation can be carried out as soon as possible to find a good solution for the interests/welfare of employees and also company.

These are the conclusions and suggestions that the author can put forward from the results of research and observations on this Arifa Mart Umkm. Hopefully the results of this research can be useful for the company and all parties who need it.

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