Effect of Compensation, Motivation, and Ability to Work Achievement at Waropko District Office, BovenDigoel, Papua

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Abstract
This research aims for the purpose of this research that is to know and analyze the influence of the compensation of employees' work performance in the Waropko district office of BovenDigoel Regency. To know and analyze the influence of the motivation to work performance of employees at the Waropko District office of BovenDigoel Regency. To find out and analyze the influence of the ability to work achievements in the Waropko district office of BovenDigoel County. To know and analyze the influence of the compensation, motivation and ability to work achievement of employees in the district office Waropko County BovenDigoel. Methods used are quantitative research methods. In this study a population of 92 people, using a sample of 48 people. Using multiple linear regressions. Data analysis techniques using SPSS 21. The results of the study showed a partially partial compensation variable to the employee's work performance at the Waropko District office of BovenDigoel, a partially partial motivation variable to the employee's work achievement at the Waropko District office of the BovenDigoel District, a partially half-beheaded The variable compensation, motivation and ability together (simultaneous) significant influence on the work achievement of officers in the district office Waropko BovenDigoel

Keywords: compensation; motivation; ability

INTRODUCTION

Human resources planning (HR) will be able to do well and correctly if planning knows what and how the human resources are. Human resources are the ability of every human being. Human resources consists of their mind and physical power. The ability of every human being is determined by his mind and physical power. Human Resources (HR) becomes a key element in every activity done (Toaha, 2019). Reliable or sophisticated equipment without the active role of human resources does not mean anything (Hasibuan, 2012).

Employee work achievement of an institution, always emphasizing the execution of employees duties, while the tasks that must be performed are part of the work or position in the company regularly assessing the effectiveness of individuals through the process of evaluation of the work achievement is the basis for the increase in salary, promotion, incentive, compensation and other types of rewards that the company provides. There has been a lot of research done about the level of satisfaction on the compensation they received from the company. Compensation and motivation problems are other than sensitive because it becomes a person's pusher to work, also because it affects the moral and discipline of labor. Therefore, any company or organization should be able to provide balanced compensation with labor-borne workloads (Hasibuan, 2012). If the employees who work in an organization have a good performance then effectiveness or success an organization will be achieved (Hardiyono et al., 2017).
The need to know motivation is one of the important reasons although research on human motivation is relatively late. The unrighteousness of the motivation is symptomatic that the research does not need to be implemented and shows a clear value of truth. Even often the results look awesome, or ignored when considered impractical to be applied or presented. One of the urges of a person to pursue work achievement in a company organization is the compensation, motivation and ability to become the basic nature of human beings in general to be better, more advanced than the position of the present.

The success of labor management (MTK) is determined by the success of its leadership in managing personnel who are available in the enterprise. In this case, increased productivity and job achievement can be done by enhancing human behavior in the workplace through the application of modern personnel management concepts and techniques. Labor management or personnel management officers aim to empower employees effectively and efficiently to achieve optimal results, but still in a pleasant condition (Fatma et al., 2020). Accordingly, the personnel functions that must be carried out by the leader are attracting, developing, hiring and motivating personnel to achieve the objectives of the system, helping members to achieve their position and standards of conduct, maximizing the development of labor careers, and aligning the objectives of individuals and organizations (Hasibuan, 2012).

Recognizing the importance of human resources role in achieving the objectives of the company organization effectively and efficiently, it is necessary to emphasize the system of maintenance with attention to the level of needs of the diverse and in order to fulfill the welfare of manpower that one can be done through the provision of compensation. The law by E.L. Thorndike in Amsari (2018) states that a respond followed by a reward will likely being repeated in the future. The implication for compensation management is that the high performance that is followed by the reward (money) will result in high performance also tends to occur in the future. With the same thought, high performance that is not followed by the reward will make the performance disappear in the future.

The compensation given is expected to be in line with the contributions given by employees in achieving the company objectives. But in the fact, the field of compensation is often not equal to the performance of work produced by employees so that there are not few officers who feel the status, recognition and the level of fulfillment of their needs are less assured or lacking that often leads to a decline in work motivation which will certainly affect employees productivity in achieving the company's objectives.

Thus, it is obvious that to be effective in achieving the company's objectives, the company should pay attention to the welfare of its employees by providing compensation in accordance with employee performance. Because the factors affecting employee performance are compensation, motivation and ability to

The purpose of this research is: 1) To know and analyze the influence of compensation of employee’s work performance at Waropko District office of BovenDigoel Regency; 2) To know and analyze the influence of the motivation to the work performance of employees at the Waropko District office of BovenDigoel Regency; 3) To find out and analyse the influence of the ability to work performance of employees at the Waropko District office of BovenDigoel Regency and 4) To know and analyze the influence of the compensation, motivation and ability to work performance of employees at the Waropko District office of BovenDigoel Regency.

LITERATURE REVIEW

Literature review used in this study is to discuss compensation, motivation, ability and employee achievement concept.

Compensation Concept

Compensation is the remuneration of services or services provided by the company to the workforce, because the workforce contributes energy and mind to the company's progress in order to
achieve its objectives, both in the short term and long term (Dessler, 2015). Meanwhile, according to Hasibuan (2012) Compensation is all income in the form of money, direct or indirect goods received by employees in exchange for services provided to the company. The compensation in the form of money means compensation paid with a certain amount of money at the employee concerned. Compensation in the form of goods means compensation paid with goods such as compensation paid 10% of the produced production. Benefit and Service are additional (financial or non-financial) compensation provided at the company's discretion to all employees in an effort to improve their welfare. Such as feast day allowance, retirement money, and clothing.

The reward system must have a purpose. Reward System is the main cost so there must be benefits. These benefits can range from providing motivation to work to strengthening a particular atmosphere in the company (Bangun, 2012). The purpose of the compensation (recompense), among others, are:

a. Cooperation bond, is with compensation is a bond with the formal cooperation between employers and employees. Employees must properly interpret their duties, while employers/employers are required to pay compensation in accordance with the agreed agreement.
b. Job satisfaction, that is, the employee will be able to fulfill their physical needs, social status, and it’s egoistic to achieve job satisfaction from his office.
c. Effective procurement is if the compensation program is set large enough, the procurement of qualified personnel for the company will be easier.
d. Motivation, if the reply of service provided is considerable, the manager will easily motivate the subordinates.
e. The stability of the officer is with the compensation program of fair and decent principle as well as external competitive consistency then the stability of employees is more secure because the turnover is relatively small.
f. Discipline is with a considerable service, and the discipline of the staff is better. They will realize and obey the prevailing regulations.
g. The influence of trade unions is with a program of good compensation the influence of trade unions can be avoided and employees will concentrate on its work.
h. Government influence if the compensation program in accordance with the applicable labor law (such as the minimum wage limit) then government intervention can be avoided (Bangun, 2012).

According to Hasibuan (2012) there are five indicators of compensation namely:

a. Salary is the money given every month to employees in response to contributions.
b. Wages are rewards given directly to employees based on working hours.
c. Incentives are financial rewards given directly to employees whose performance exceeds the prescribed standards.
d. Allowances are compensation given to certain employees in return for their sacrifice.
e. Facility is a supporting facility provided by the organization.

**Motivation Concept**

The motivation comes from the Latin word *movere* which means encouragement or moving. Motivation in management is only aimed at the general human resources and subordinates in particular. According to Hermawati (2012), understanding and forecasting employee motivation is still continuing to be one of the most popular areas in management research. But recent studies on employee motivation remain influenced by some important workplace issues such as cross-cultural challenges, motivating the diverse workforce force, and creating a suitable wage program (Mangkunegara, 2013).

According to Edwin B Flippo in Hermawati (2012), motivation is a skill, in directing officers and organizations to work successfully, so that the employee’s wishes and organizational objectives are also achieved.

According to Berelson and Gary A. Steiner in Anita, Aziz, & Yunus (2013), motivation can be
interpreted as psychiatric and mental attitudes of people who energize, encourage activities (moves), and lead or funnel behavior toward achieving a need that satisfactions or reduces unbalance.

According to Hasibuan (2012), motivation objectives are as follows: 1) Increase moral and employee satisfaction of employees; 2) Improve employee work productivity; 3) Maintain the stability of corporate personnel; 4) Increase employee discipline; 5) Effective procurement of personnel; 6) Create a good atmosphere and working relationship; 7) Increase loyalty, creativity and employee participation; 8) Increase employee welfare level; 8) Heightens employee responsibility for duties and 9) Increase the efficiency of use of the tools and raw materials.

According to McClelland in Robbins and Judge (2011) The motivational indicators of work are:

a. The need for power
   It is the need to make people behave in a reasonable and thoughtful manner in their respective duties. Some people may always have an influence, be respected and happy to regulate some other human beings. This kind of man is pleased with the task being charged to him or his status and tends to be more concerned with pride, prestige and gaining influence on other human beings.

b. The need for achievement
   That is the ability to achieve a relationship to a predefined company standards as well as the struggle of employees to test success. Some people have a desire to achieve success. They struggle to fulfill their ambitions personally rather than achieving success in the form of an appreciation of the company or organization. So they do always better and more efficiently over time.

c. The need for affiliates
   It is a desire to be friendly and to know a closer co-worker or employee in an organization. People who have such needs of course they have the motivation for friendship, bear and cooperate.

**Ability Concept**

According to Mangkunegara in Utomo, D., Ardi, R. P., & Dewi, I. K. (2016), ability is an individual's prowess or potential to master the expertise in conducting or working on a variety of tasks in a job or an assessment of one's actions. Meanwhile, according to Akhmat Sudrajat in Hasibuan (2012), ability is the proficiency that each individual has in performing an action, the proficiency varies and influences the potential within that individual. While according to Robbin and Judge (2011), ability is a capacity that someone has to do its job so that it can be an assessment or a measure of what the person is doing.

As for the theory according to Robbins and Judge (2011) stating that "the overall abilities of an individual in essence are composed of two factors they are intellectual capacity and physical ability". Intellectual ability is a necessary ability to work on mental activities. Physical ability is the ability necessary to perform tasks that demand stamina, desire, strength and similar skills. Test Intelligence Quotient (IQ), for example, is designed to ensure the general intellectual abilities of a person (Mangkunegara, 2013).

Inside the company there is a selection process that is a decision making process for prospective applicants to be accepted or rejected. Many considerations are required to choose the right person. The main guideline in conducting selection is the specification of the position, because that is where the known quality of human resources is needed. One of the instruments that can be used in the selection is an ability test which is a tool that assesses the suitability between applicants and job conditions. At this stage assessment of applicants with predetermined conditions. This test is aimed to get the manpower that fits the expectations of the company. This test is to measure the level of intelligence (personality test), interest (interest test), talent (aptitude test), achievements (achievement test) and others (Mangkunegara, 2013).

The ability indicator to know a person's employees are capable or not in carrying out their work, we can see through some of the indicators below. The working ability indicator according to
Robbins and Judge (2011) is as follows:

a. Ability to work
   Employee capacity is a condition where an employee feels able to complete the work given to him.

b. Education
   Education is an activity to increase a person's knowledge including increased mastery of theories and skills deciding on issues relating to achieving the objectives.

c. Employment period
   Work is the time it takes for an employee to work on a company or organization. See from several indicators, of course, every organization will always try to improve the work skills owned by the employees, the higher the level of work skills owned by an employee, then the performance of the employees in the organization will be high (Robbins and Judge, 2011)

Employee Achievement Concept

According to Mangkunegara (2013) stated that work achievement is the result of work in quality and quantity achieved by a person in carrying out the duties according to the responsibilities given to the officer. Meanwhile, according to Hasibuan (2012) Work achievement is a result of work that is accomplished by someone in carrying out tasks that are charged to employees who are based on proficiency, experience, and seriousness and time.

Almost all companies make work achievement achieved by the workforce as one of the criteria for promotional activities. High working achievement has the likelihood to facilitate the promotion activities for the workforce in question and help to get the bonus, the salary of the company from the employee's work performance in terms of its achievement. (Utomo, D., Ardi, R. P., & Dewi, I. K., 2016).

From some explanation of the understanding of work achievement above, it can be concluded that employees' work performance is the ability demonstrated by employees in carrying out their duties or work. Achievements are said to be good and satisfying when the objectives are achieved according to predefined standards. Achievement Assessment is a subjective process involving human judgment. Thus, achievement appraisals are very likely to be erroneous and very easily influenced by an unnatural source. Not least such sources affect the assessment process, so should be taken into account and considered reasonably (Mangkunegara, 2013).

There are three factors that influencing the work achievement they are the factors of compensation, motivation and ability:

a. Compensation factor
   Compensation wisdom, good magnitude, the order, and the time of payment can encourage the passion and desire of employees to achieve optimal work performance that helps to realize the target of the company. The amount of compensation should be determined based on the analysis of employment, position positions, external consistency, and guidance to the expertise and labor laws. With this wisdom, it is hoped to build a harmonious cooperation and provide satisfaction to all parties.

   Compensation is very important for employees and employers. It is because compensation is a source of income for them and their families. Compensation is also a picture of social status for employees. Compensation given to employees is very influential in the level of job satisfaction and work motivation, as well as the outcome of work. Companies that determine wages by considering normal standards of living will enable employees to work with motivation. This is because employees ' work motivation is much influenced by the minimum needs of employees' lives and their families. (Utomo, D., Ardi, & Dewi, 2016).

b. Motivational factors
   Motivation is formed from attitude of an employee in facing the situation (situation) work. Motivation is a condition that moves self-directed officers to achieve the objectives of the
Organization (work objectives). Mental attitude is a mental condition that encourages employees to strive to achieve the maximum work achievement. The mental attitude of an officer must be psychophysical mental attitude (prepared mentally, physically, goals, and situations). That is, an employee must be mentally prepared, physically able, understand the main objectives and target work that will be achieved, able to utilize, and create a working situation (Dessler, G., 2015).

c. Ability factor
Ability is as something that every individual in an organization needs to have. Psychologically, ability of the employee consists of potential ability (IQ) and the ability of reality (knowledge and skill). That is, employees who have an IQ above average (IQ 110-120) with adequate education for the position and skilled in working on the daily work, it will be easier to achieve the expected work achievement. Therefore, employees need to be placed on jobs that fit their expertise (Dessler, 2015).

According to Anwar Prabu Mangkunegara in Sunarsi (2018) there are four indicators of work achievement as follows:
a. Quality
Work based on the standards set. The results are measured through precision, thoroughness, skill, cleanliness of the work.
b. Quantity
The amount of work in accordance with the working time, which is worth noting is not routine results but how quickly the work can be completed.
c. Execution of tasks
Obligations of employees conducting activities or activities related to the work assigned by the company.
d. Responsibilities.
A further consequence of the implementation of the role, whether the role is right and obligation or power.

Conceptual Model
Based on the literature study, the conceptual model in this study can be seen as:

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Figure 1. The Conceptual Model
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**Note:**
- $X_1$ = Compensation
- $X_2$ = Motivation
- $X_3$ = Ability
- $Y_1$ = Work Achievement
RESEARCH METHOD

Location and Research Design

The research site is located at the Waropko District office of BovenDigoel Regency. In this research, researchers use quantitative research types. Quantitative data is more research based on data that can be calculated to produce an assessment. The contents of data analysis plan are always based on the research plan that has been formulated and the data that is ready to be associated with this title (Sugiyono, 2016).

Population or Samples

The population in this study was the Waropko District office clerk of BovenDigoel Regency amounting to 92 people. The sampling used in this study was the clerk of the Waropko district office of BovenDigoel Regency as many as 48 respondents using the standard formula Slovin error 10%. With sampling techniques purposive, that is by their own consideration.

Data Collection Method

There are two ways of data collection techniques that authors use in this study, namely:

1. Library Research method
   That is the process of collecting data using a variety of book literature, newspaper magazines, and Internet related to the discussion of the problem.

2. Field Research Method (field research)
   The technique of data collection by means of questionnaire. The poll technique (Questioner) is a method used to make a list of questions or statements in writing and then given directly to the respondent and answered in writing (Sugiyono, 2016)

Data Analysis Method

The data analysis technique used in this research is a descriptive statistical technique that is a statistic used to analyze data by describing or describing data that has been collected as it is without intent to make a conclusion that is pace for generalities. The technique of double linear regression analysis is a model to test the influence between the compensation (X₁), motivation (X₂) and ability (X₃) against work achievement (Y). Regression using formulas:

\[ Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e \] \hfill (1)

\( Y \) denotes bound variable (work achievement) and \( e \) is the random error component (interference factor), and \( \alpha \) is a constant parameter, the parameter of \( \beta_1, \beta_2, \beta_3 \)are the regression coefficient associated with \( X_1 \) (compensation), \( X_2 \) (motivation) and \( X_3 \) (ability) respectively.

EMPIRICAL RESULTS

Prerequisite Evaluations

Validity test

Based on table 1 above each question of each variable shows the value of \( r_{count:r_{table}} = 0.30 \). According to Sugiyono (2016) if \( r_{count:r_{table}} = 0.30 \) then the statement is valid. So the result of the validity test against all questions of each variable is valid.
### Table 1. Validity Test

<table>
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<tr>
<th>Variable</th>
<th>Item Statement</th>
<th>( r_{count} )</th>
<th>( r_{table} )</th>
<th>Description</th>
</tr>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
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<td></td>
<td>0.942</td>
<td>0.30</td>
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<td>2</td>
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<td>0.30</td>
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<td>3</td>
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<td>0.30</td>
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<td>4</td>
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</tr>
<tr>
<td>5</td>
<td></td>
<td>0.897</td>
<td>0.30</td>
<td>Valid</td>
</tr>
<tr>
<td>Motivation (( X_2 ))</td>
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<td></td>
<td></td>
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<td>2</td>
<td></td>
<td>0.746</td>
<td>0.30</td>
<td>Valid</td>
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<tr>
<td>Ability (( X_3 ))</td>
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<td>2</td>
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Source: Data processed with SPSS 21

### Reliability Test

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<tr>
<th>Variable</th>
<th>Cronbach’s Alpha</th>
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</thead>
<tbody>
<tr>
<td>Compensation (( X_1 ))</td>
<td>0.959</td>
<td>Reliable</td>
</tr>
<tr>
<td>Motivation (( X_2 ))</td>
<td>0.866</td>
<td>Reliable</td>
</tr>
<tr>
<td>Ability (( X_3 ))</td>
<td>0.820</td>
<td>Reliable</td>
</tr>
<tr>
<td>Work achievement (Y)</td>
<td>0.958</td>
<td>Reliable</td>
</tr>
</tbody>
</table>

Source: Data processed with SPSS 21

Based on the above table can be seen that each of the Cronbach’s Alpha research variables consisting of a human relation variable of 0.967, the physical environmental condition of 0.959, the work ethic of 0.970 and business productivity of 0.981. All variables have a cronbach's alpha value greater than 0.7 so that the Konstrak in this research is expressed as reliable or valid.

### Multiple Linear Regression Analysis

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
<td>-.629</td>
<td>.920</td>
<td></td>
<td>0.684</td>
</tr>
<tr>
<td>Compensation</td>
<td>.270</td>
<td>.082</td>
<td>.309</td>
<td>3.297</td>
</tr>
<tr>
<td>Motivation</td>
<td>.463</td>
<td>.128</td>
<td>.308</td>
<td>3.627</td>
</tr>
<tr>
<td>Ability</td>
<td>.564</td>
<td>.103</td>
<td>.421</td>
<td>5.496</td>
</tr>
</tbody>
</table>

Source: Data processed with SPSS 21

From the table above the column Unstandardized Coefficients indicate that the value of compensation, motivation, ability and achievement of work is each for compensation of 0.270, motivation of 0.463, and capability of 0.564 while the value of Constanta parameter of-0.629. Based on these values, multiple regression equations are:

\[
Y = -0.629 + 0.270X_1 + 0.463X_2 + 0.564X_3
\]

The above equation can be explained as follows:  
1. Value-0629 in the compensation variable (\( X_1 \)), motivation (\( X_2 \)), capability (\( X_3 \)) The value is 0
(zero) then the working achievement (Y) value of 0.629.
2. The value of 0.270 in the variable compensation (X1) is positive value so that it can be said that the better compensation is given, the better will also work performance employees.
3. The value of 0.463 in the motivation variable (X2) is positive value so that it can be said that the higher the motivation given, the better the employees will also work.
4. The value of 0564 in the variable capability (X3) is positive value so that it can be said that the better the skills that have, the better also the work achievement of employees.

There are two prerequisite tests that can be explained in this section. Firstly, it is the reliability and validity of the research instrument. Secondly, with respect to the method used, some methods require a prerequisite test before applying them. In that case, the author must provide an overview result of each prerequisite test equipped with interpretation justified with its sources.

**DISCUSSION**

Based on the results of multiple regression tests for T tests for compensation variables it was concluded that partial compensation had a significant influence on employee work performance. Based on these results, the results of this research is supported by the theory that Mondo (2008) has expressed, namely the compensation is the company's way to improve employees' work performance in a company.

The results are also supported by the research of Sunarsih (2018) under the title of the influence of compensation, communication and Stress on work achievement of employees at PT Catur Putra Jaya in Depok-West Java. The analytical tools used in this study are multiple regression analyses. The results of the analysis showed that the compensation significantly affects employee’s work performance at PT Catur Putra Jaya Depok-West Java.

Based on the results of multiple regression tests for T tests for motivational variables it was concluded that partial motivation had a significant influence on employee’s work performance. Based on these results, it is supported by the theories of Mathis and Jackson in Yatipai, Montolalu & Kaparang (2015), which suggests by understanding the achievement of his subordinates, the leader can provide tasks that are appropriate to his ability, and motivate their employees so that their work performance can be improved. One of the ways of management is to improve job performance, one of them by giving encouragement or motivation.

This result was supported by the research of Yatipai, Montolalu & Kaparang (2015) with the research title of influence on motivation to work achievement employees at PT Pos Indonesia type C Manado. Where the analysis results show that motivation has a significant effect on employee achievement.

Based on the results of a double linear regression test for T test for variable ability concluded that the ability to partially have a significant influence on employee work performance.

Based on the results, the research results are supported by the theory stated Robbins and Judge in Afifi, Musadiq and Nurtjahjono (2015) who argue that ability is the capacity of an individual to perform various tasks in a job. Basically, the employee's ability is determined by the ability of knowledge, skill skills and attitude ability. Based on that, the ability of the actual officer will be seen as a whole, and also seen the level of employee work ability. The level of employment capability of the personnel will illustrate how the results of each employee's work achievement. The results were supported by the research of I Afifi, Musadiq and Nurtjahjono (2015) under the title of influence of work ability and motivation to work achievement (study on PR employees of Sejahtera Abadi Malang). The results of the analysis showed that the capability has significant effect on employee achievement.

From the results of the study showed together (simultaneous) variables compensation, motivation and the ability of significant effect on the employee’s work performance variables.

Based on the results, this research is in line with the theory which is stated by Hasibuan (2012) Who say employees who have good work ability will get compensation from the agency so that it has
a high motivation in working and performance of the work will be increased.

In the result of data management coefficient of determination ($R^2$) indicates that the employee's work achievement variables can be explained by the free variables namely compensation, motivation and ability of 89.2% and the remaining 10.8% of other free variables that are not thorough in this research.

CONCLUSION

Based on the results of this study can be concluded as follows the compensation variable partially partial half-life to employee’s work performance in the district office Waropko BovenDigoel, which means that the better compensation given to the employees will increase the work performance of employees. The motivation variable partially halves significantly towards the employee's work performance at the Waropko District office of BovenDigoel Regency, which means the higher the motivation that has been to the officer will increase the employee's work performance. Ability variable partially halves significant to employee work Achievement in District Waropko Office of BovenDigoel, which means the better the ability to have to the employees will increase the work performance of employees. The variable compensation, motivation and ability together (simultaneous) significant influence on the work achievement of officers in the district office WaropkoBovenDigoel.

REFERENCE


