

THE EFFECT OF WORK TRAINING AND FINANCIAL COMPENSATION ON THE PERFORMANCE OF AGENCY OFFICE EMPLOYEES BARRU DISTRICT STATISTICS CENTER

Indra ady putra ilyas¹, Hartati², Andi Indah Anggerwati³

¹Andi Sapada Institute of Social Sciences and Business student

^{2,3}Lecturer at the Institute of Social Sciences and Business Andi Sapada

indrailyas976@yahoo.co.id

Abstract

The purpose of this study was to determine the effect of job training and financial compensation partially and simultaneously on the performance of the employees of the Barru Regency Central Bureau of Statistics. The analytical methods used in this research are observation, interviews, questionnaires, documentation, and library research. Determination of the sample was determined by saturated sampling (census) and obtained as many as 74 respondents. The results of this study indicate that (1) Partially, job training has no effect on employee performance at the Office of the Central Bureau of Statistics, Barru Regency. This is evidenced by the results of testing the hypothesis t test where, $t_{count} < t_{table}$ ($2.024 > 1.993$) and significant < 0.05 ($0.047 < 0.05$). Partially, Financial Compensation has an effect on employee performance at the Office of the Central Bureau of Statistics of Barru Regency. This is indicated by the results of testing the hypothesis t test where, $t_{count} > t_{table}$ ($5.738 > 1.993$) and significant < 0.05 ($0.000 < 0.05$). (2) Simultaneously, Job Training and Financial Compensation affect the performance of employees at the Office of the Central Bureau of Statistics of Barru Regency. This is shown by the results of testing the F test hypothesis, where $F_{count} > F_{table}$ ($21,216 > 2.73$) and significant < 0.05 ($0.000 < 0.05$). (3) The results of the determination coefficient of 0.374 indicate the ability of the independent variables to influence the dependent variable, namely 37.4%, therefore for researchers who will research with the same theme, it is advisable to add other variables that are not yet present in this study or to examine other variables, so that research results can be even better and prove the hypothesis. It is possible that this will provide results of a comparison of the effects of previous studies. Abstracts should be clear and comprehensive. For empirically based research, the abstract should cover the objectives of the study, research method and findings. For conceptually based paper, the abstract should cover an overview of the whole paper.

Keywords : Job Training, Financial Compensation, Employee Performance

INTRODUCTION

The Central Bureau of Statistics is a non-ministerial government agency that is directly responsible to the President. Previously, BPS was the Central Bureau of Statistics, which was formed based on Law Number 6 of 1960 concerning Census and Law Number 7 of 1960 concerning Statistics. As a substitute for the two laws, Law Number 16 of 1997 concerning Statistics was stipulated. Based on this Law which was followed up by the laws and regulations below, the name of the Central Bureau of Statistics was formally changed to the Central Bureau of Statistics. For empirically-based paper, introduction should describe the background of the study,

research objectives, and significance of the study.

(Bolung et al., 2018) Training is part of education which concerns the learning process to acquire and improve skills outside of a system that prioritizes practice over theory. Training is an activity carried out by the Company to improve the capabilities and expertise of its employees, in order to achieve success for employees and the company.

Compensation for employees of the Central Statistics Agency (BPS) in the form of salary varies according to their position status. The problem factor in compensation in the form of bonuses is measured by employee overtime, where employees who

work overtime outside of the end of the month have different bonuses from employees who only work overtime at the end of the month. Also, sometimes there are delays in the provision of jaspro (production services) or bonuses to employees.

RESEARCH METHOD

Training is an activity carried out by the Company to improve the capabilities and expertise of its employees, in order to achieve success for employees and the company. According to (Mutholib, 2019) Training is a process of increasing employee knowledge and skills. According to (Suryoadi & Ratnawati, 2012) Training is an activity or exercise to improve quality, expertise, abilities and skills (performed after and while occupying a certain position or job.

Training Indicators according to (Edi & Anugrah, 2022)

According to Rivai and Sagala (2013, 226) mentioned several training indicators including:

- 1) Quality of training materials.
- 2) Quality of training methods.
- 3) Quality of training instructors.
- 4) Quality of facilities and training facilities.
- 5) Quality of trainees.

Compensation is one of the components in the function of human resource management activities. Compensation in general can be said as a form of corporate remuneration to employees for their output and productivity in terms of work relations.

According to Mathis and Jackson (2009: 419) in (Witriyanti et al., 2023) , compensation are all important factors that influence how and why people work in an organization and not another. So the compensation given to employees in return for the work and responsibilities given to the company.

According to (Hasibuan et al., 2021) in (Wijaya et al., 2022) , compensation is all income in the form of money or goods directly or indirectly received by employees

as compensation for services provided to the company.

According to (Simangunsong, 2023) , compensation is a counter-performance to the use of labor or services that have been provided by the workforce. Compensation is the number of packages offered by the organization/company to workers in return for using their workforce.

According to (Adil et al., 2018) there are 4 compensation indicators to measure individual employee performance, namely:

1) Salary

Salary is compensation given to an employee periodically (once a month). Employees who receive a salary, in general, have become permanent employees and have passed the probationary period.

2) Allowances

Allowances are compensation provided by the company to employees, because these employees are considered to have participated well in achieving company goals. For example family allowances, transport, housing and so on.

3) Incentives or bonuses

Incentives are compensation given to certain employees Of course, because of the success of his achievements. For example, an incentive of 5% of salary for employees who make sales beyond a predetermined target.

4) Facilities

Facility is compensation in the form of providing this facility usually does not stand alone, as well as in addition to the form of monetary or material compensation. However, not all companies are able to provide facilities for their employees because it relates to the ability of the company concerned. In general, the types of facilities that are often provided by various companies include work environment facilities, shuttle service, lunch, and housing facilities.

Performance is an important aspect in the effort to achieve a goal. Achievement of a goal. Achievement of maximum goals is the result of good team or individual performance, and vice versa, failure to achieve the goals that have been formulated is also the result of individual or team performance that is not optimal (Witriyanti et al., 2023) .

(Wijaya et al., 2022) Behavioral approach to management, performance is the quantity or quality of something produced or given by someone who does the job.

(Alfian & Guswinta, 2023) Performance is the result of the work function/activity of a person or group within an organization which is influenced by factors to achieve organizational goals in a period of time. (Alhusaini et al., 2020) . Performance or performance is the result of work that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals. (Suryoadi & Ratnawati, 2012) Stating that performance comes from the notion of performance. There are also those who provide an understanding of performance as a result of work or work performance. However, actually performance has a broad meaning, not only the result of work, but including how the work process takes place.

Sedarmayanti (2018) Performance can be seen from what an employee does in his work. In other words, individual performance is how an employee carries out his work or for his work. Improved employee performance also affects/increases the performance of the organization where the employee concerned works, so that predetermined organizational goals can be achieved.

FINDING(S) AND DISCUSSION

This research was conducted in the office of the Barru Regency Central Bureau of Statistics in approximately two months.

Researchers distributed 74 questionnaires to respondents. The following is an overview of the employee profiles of the Barru Regency Central Bureau of Statistics through the results of filling out the questionnaire.

1. The Effect of Job Training on Employee Performance.

From the results of statistical data analysis, from the results of calculating $t_{count} < t_{table}$ ($2.024 > 1.993$) and significant < 0.05 ($0.047 < 0.05$), this proves that there is a significant effect between Job Training on Employee Performance at the Central Agency Office Barru District Statistics. This means that Job Training has a partial effect on Employee Performance.

2. Effect of Financial Compensation on Employee Performance.

From the results of statistical data analysis, from the results of t_{table} calculations where, $t_{count} > t_{table}$ ($5.738 > 1.993$) and significant < 0.05 ($0.000 < 0.05$), thus proving there is a significant influence between Financial Compensation on Employee Performance at Central Agency Offices Barru District Statistics. This proves that Financial Compensation has a partial effect on Employee Performance.

3. Effect of Job Training and Financial Compensation on Employee Performance.

From the results of statistical data analysis, and the results of F_{table} where, $F_{count} > F_{table}$ ($21,216 > 2.73$) and significant < 0.05 ($0.000 < 0.05$), this proves that simultaneously there is a significant effect between Job Training and Compensation Financial on the Performance of Employees at the Office of the Central Bureau of Statistics of Barru Regency.

HEADINGS AND SUB HEADINGS FOR CONCEPTUALLY-BASED PAPER

The Influence of Job Training and Financial Compensation on the Performance

of Employees in the Office of the Central Bureau of Statistics, Barru Regency.

The most important thing in an agency so that they can become productive and effective employees. Through Education and Training Employees are assisted in doing existing jobs. Can improve the overall career of employees. And help develop responsibility in the future.

This research is motivated by previous research. There are several studies related to this research variable, regarding the effect of compensation and promotion on employee performance. Based on research conducted by Abdul Fatah and Raudatul (2020), Wahyu Maulana (2019), with partial research results showing that compensation has a significant effect on employee performance, and promotion has a significant effect on employee performance, simultaneously the effect of compensation and promotion has a positive effect and significant to employee performance. Meanwhile, according to Sri Langgeng (2019), the partial results of the study namely compensation for employee performance are significant, promotion on employee performance has a significant effect and simultaneously the effect of compensation and promotion on employee performance has an insignificant effect.

CONCLUSION(S)

This study aims to determine the effect of job training and financial compensation on the performance of employees at the Barru Regency Statistical Agency. From the formulation of the research problem proposed, based on the data analysis that has been carried out and the discussion put forward, it can be concluded as follows:

1. Partially, job training has no effect on employee performance at the Office of the Central Bureau of Statistics, Barru Regency. This is evidenced by the results of testing the hypothesis t test where, $t_{count} < t_{table}$ ($2.024 > 1.993$) and significant < 0.05 ($0.047 < 0.05$). Partially, Financial Compensation has an effect on employee performance at the

Office of the Central Bureau of Statistics of Barru Regency. This is indicated by the results of testing the hypothesis t test where, $t_{count} > t_{table}$ ($5.738 > 1.993$) and significant < 0.05 ($0.000 < 0.05$).

2. Simultaneously, job training and financial compensation affect employee performance at the Office of the Central Bureau of Statistics, Barru Regency. This is shown by the results of testing the F test hypothesis, where $F_{count} > F_{table}$ ($21,216 > 2.73$) and significant < 0.05 ($0.000 < 0.05$). Both empirically and conceptually based papers should include Conclusions which highlight important points from the whole paper and recommendations.

This part should be around 10% of the length of the paper.

REFERENCES

- Adil, VM, Sendow, GM, & Lumintang, GG (2018). The Influence of Organizational Commitment, Work Discipline and Non-Financial Compensation on Employee Performance at the Prov. North Sulawesi. *EMBA Journal: Journal of Economics, Management, Business and Accounting Research* , 6 (4).
- Alfian, A., & Guswinta, R. (2023). The Effect of Compensation and Workload on Employee Performance at the Lubuk Tarok Health Center. *Journal of Economina* , 2 (2), 653–665.
- Alhusaini, A., Kristiawan, M., & Eddy, S. (2020). The Influence of Work Motivation and Work Discipline on Teacher Performance. *Tambusai Journal of Education* , 4 (3), 2166–2172.
- Edi, HTYTS, & Anugrah, PAI (2022). The Influence of Service Quality and Price on First Media Customer Satisfaction in Pondok Aren, South Tangerang. *Journal of Citizenship* , 6 (2).

- Hasibuan, A., Sari, AP, Simarmata, NIP, Harizahayu, H., Estiani, E., Muadzah, M., Purba, B., Purba, S., Hasyim, H., & Napitu, R. (2021). *HR Planning and Development* . Our Writing Foundation.
- Mutholib, M. (2019). Effect of Job Training and Financial Compensation on Performance. *Liabilities (Journal of Accounting Education)* , 2 (3), 222–236.
- Simangunsong, BAMP (2023). Effect of Workload and Compensation on Teacher Performance. *Bisnisman Journal: Business and Management Research* , 4 (3), 62–76.
- Suryoadi, Y., & Ratnawati, I. (2012). *The Influence of Compensation Training and Satisfaction on Employee Performance at PT. Bank Muamalat Indonesia, Semarang Branch* .
- Wijaya, H., Hendry, H., Halim, H., Alvian, A., & Richard, R. (2022). The Effect of Workload, Competence and Compensation on Employee Performance at PT. Main Partsindo Centradist. *Management Studies and Entrepreneurship Journal (MSEJ)* , 3 (2), 813–818.
- Witriyanti, SN, Fanani, Y., Rafli, FA, Safa, AJI, & Arifin, S. (2023). *Analysis of the Influence of Motivation, Work Environment, Competence, Compensation, and Workload on Employee Performance Using the SEM (Structural Equation Modeling) Equation Model* . 3 .

