

The Influence Of Workload And Compensation On Employee Performance LPI Foundation Al-Muttaqin Tasikmalaya City

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Abstract

Education has a crucial role in the development of the quality of human resources and can improve the economy which can have a positive influence on the development of a country. This can affect the progress of human resources, including in an agency in educational institutions such as the Al-Muttaqin Foundation Islamic Education Institution (LPI) in Tasikmalaya City. Therefore, the success of an educational institution agency will be more optimal if it has competent and qualified human resources. This study examines workload, compensation, and employee performance at LPI Al-Muttaqin Foundation as well as the effect of workload and compensation on employee performance. Using a quantitative approach with questionnaires distributed to 110 employees at LPI Al-Muttaqin Foundation Tasikmalaya City through the saturated sample method, the data were analyzed using descriptive and path analysis with IBM SPSS version 23. The results showed that workload and employee performance fell into the "very good" category, while compensation fell into the "good" category. There is a significant influence both partially and simultaneously on workload and compensation on employee performance. The total effect of workload and compensation on employee performance is 58.8% and 41.2% is influenced by other factors.

Keywords: Workload, Compensation, Employee Performance



INTRODUCTION

Education refers to an effort in the framework of national development in the education sector, aiming to have a positive impact on the quality of society in Indonesia (Ridwan, 2016). According to Ridwan (2016), this effort is directed at creating a developed, just, and prosperous society based on the principles of Pancasila and the 1945 Constitution. Human resources (HR) have a key role in achieving the successful development of a country, such as developed countries, namely the United States, Germany, Japan, Singapore, and other developed countries. This progress is based on the quality of human resources that have an educational background, skills, and the ability to master science and technology.

According to Anisa and Tine (2022) Human resources have a crucial role in the strategic planning process of a company. Therefore, an organization must continue to improve the quality of human resources in achieving optimal performance results. According to Indiyati et al. (2021), performance includes a process and the results of efforts made by individuals or groups in an organization during a certain period. Employee performance can be a benchmark in the role of human resources in a company that will have an impact on the development of the company (Widodo & Yandi, 2022).

The level of employee performance either individually or in groups can affect whether or not the results achieved by a company or organization. By assuming that the more optimal employee performance, the company's performance will also increase (Indiyati et al., 2021). Employee performance can be influenced by workload, compensation, work discipline, work motivation, and transformational leadership (Kusasih & Tridayanti, 2020; Purba & Sudibjo, 2020).

LITERATURE REVIEW

Human Resource Management

Human resource management is a set of actions that involves recruiting, training, assessing, and compensating team members, and taking into account their interactions in the work environment, welfare, and equity issues (Soepriyadi et al., 2022). Meanwhile, according to Arraniri et al. (2021) human resource management is a strategy for managing human resources efficiently and appropriately, through planning, implementing, and controlling all values related to human abilities in achieving certain goals.



Employee Performance

Performance is a real action shown by someone as a work achievement achieved by employees in accordance with the role in a company (Hang, 2022). Meanwhile, according to Indiyati et al. (2021) Performance includes a process as well as the results of efforts made by individuals or groups in an organization during a certain period. Different results can arise from the abilities and talents of each employee and the performance of individual employees can determine the success results obtained by the company.

Workload

Workload refers to the work tasks assigned to employees and expected to be done within a certain time limit and acts as a determining factor for productivity and employee rotation (Rifdah & Indiyati, 2022). Meanwhile, according to Limita and Hoki (2022) workload is the process of determining how many working hours are required by an employee to complete a particular task within a certain period of time. Workload has an important role in improving individual performance, but needs to be monitored when it reaches optimal or moderate levels, as increased workload can hinder performance (Abang et al., 2018).

Compensation

Compensation is any type of return given in the form of finance, services related to the employment relationship, and which is clearly enjoyed by employees (Firdaus & Oetarjo, 2023). Meanwhile, according to Arissa and Indiyati (2023) compensation is an award or reward both directly and indirectly given to employees in the form of financial or non-financial with the principle of justice and in accordance with its value. The company's ability to decide on adequate compensation for employees will determine how the quality of human resources impacts the effectiveness and efficiency of the company (Widodo & Yandi, 2022).



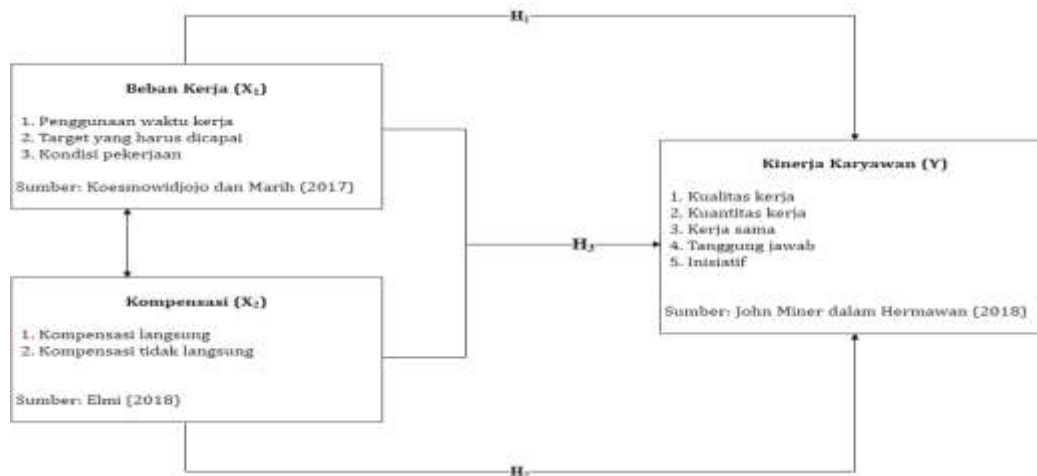
Framework Of Thought & Research Hypothesis

Figure 1: Framework of Thought
Source: Processed Data (2024)

Hypothesis

- H₁: Workload has a significant effect on employee performance at LPI Al- Muttaqin Foundation.
- H₂: Compensation has a significant effect on employee performance at LPI Al- Muttaqin Foundation.
- H₃: Workload and Compensation affect employee performance at LPI Al- Muttaqin Foundation.

RESEARCH METHODS

This research is included in quantitative research and uses descriptive analysis, which is a research method using statistical tools to analyze data, so that the data and results achieved are numerical in nature (Sahir, 2021). This research falls into the category of causal research, which is an attempt to compare different variables or different time periods to identify and understand the cause-and-effect relationship between these variables (Amir & Sartika, 2017). The research strategy used is survey research, which is a non-experimental approach that utilizes a questionnaire as the main instrument in data collection. In survey research, it often utilizes forms or questionnaires in filling them out (Napitupulu, 2022). Based on the time of implementation, this study

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uses the cross sectional method, which refers to data based on data collection on the same or different objects with the application of the same or different instruments but carried out at intervals at the same time (Sugiyono, 2017). The population in this study were employees of LPI Al- Muttaqin Foundation, namely junior and senior high school employees totaling 110 employees. In this study, a saturated sampling technique was used, which refers to a sampling technique if all parts of the population are used as samples (Sugiyono, 2018). This study also uses primary data by conducting interviews and distributing questionnaires to obtain information that supports the two variables, and uses secondary data, namely obtaining data from the foundation to complement data needs that can support the two variables used. The results of the questionnaire data were processed using SPSS version 23 software by conducting validity tests, reliability tests, classical assumption tests and hypothesis testing.

RESULT AND DISCUSSION

This research utilizes descriptive analysis and path analysis to achieve the research objectives. This study involved 110 employees of LPI Al-Muttaqin Foundation as respondents with the following characteristics:

Table 1. Respondent Characteristics

Category	Characteristics	Number of Respondents	Percentage (%)
Gender	Man	75 Respondent	68,2%
	Women	35 Respondent	31,8%
Age	< 20 years	0 Respondent	0%
	21-30 years	28 Respondent	25,5%
	31-40 years	46 Respondent	41,8%
	41-50 years	34 Respondent	30,9%
	>51 years	2 Respondent	1,8%
Length of Service	0-10 years	65 Respondent	59,1%
	11-20 years	45 Respondent	40,9%
	21-30 years	0 Respondent	0%
	>31 years	0 Respondent	0%
Last Education	SMA/Sederajat	3 Respondent	2,7%



	Diploma	7 Respondent	6,4%
	S1	96 Respondent	87,3%
	S2	4 Respondent	3,6%
	S3	0 Respondent	0%

Source: Processed Data (2024)

The results of descriptive analysis show that respondents' responses to Workload are in the very good category with a percentage of 88.09%. After that, the response to Compensation is in the good category with a percentage of 76.96%. And respondents' responses to Employee Performance showed an excellent category with a percentage of 93.69%. Path analysis is used to see the pattern of relationships between variables to determine the direct or indirect effect of independent variables (exogenous) and dependent variables (endogenous). The purpose of using path analysis in this study is to determine the direct and indirect effects of workload and compensation on employee performance. The results of data analysis in this study are as follows:

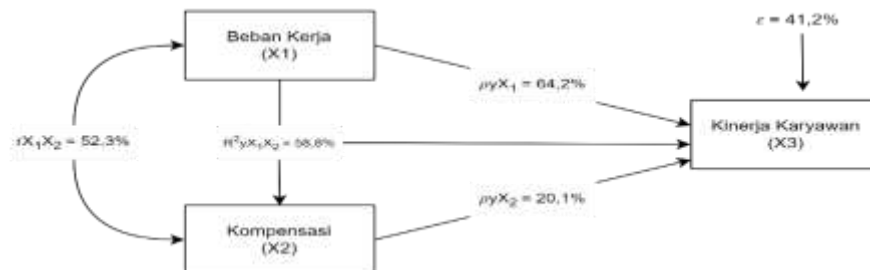


Figure 2: Path Analysis
Source: Processed Data (2024)

Table 2. Uji T

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2192.823	2	1096.411	76.264	.000 ^b
	Residual	1538.292	107	14.377		
	Total	3731.115	109			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kompensasi, Beban Kerja

Table 3. Uji F**Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	15.076	2.186		6.895	.000		
	Beban Kerja	.808	.092	.642	8.818	.000	.727	1.376
	Kompensasi	.229	.083	.201	2.759	.007	.727	1.376

a. Dependent Variable: Kinerja Karyawan

*Source: Processed Data (2024)***CONCLUSIONS AND SUGGESTIONS**

The results of descriptive analysis show that respondents' responses to Workload are in the very good category with a percentage of 88.09%. After that, the response to Compensation is in the good category with a percentage of 76.96%. And respondents' responses to Employee Performance showed an excellent category with a percentage of 93.69%. Through Path Analysis testing using SPSS v23, it was found that the hypothesis in this study was accepted, which means that there is an effect of Workload and Compensation on Employee Performance of LPI Al- Muttaqin Foundation Tasikmalaya City.

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