International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

The Effect Of Compensation And Perceived Reward Fairness On The Work Motivation Of Administrative Staff At The Medan City Civil Service Police Unit (Satpol PP)

Irma Erfianti[1], Yuni Andri Ekawati[2], Ujang Abdullah[3]

[1,2,3]Alwashliyah University of Medan

Co-author : irmaerfianti09@gmail.com

Abstract

This study aims to analyze the effect of compensation and perceived reward fairness on the work motivation of administrative staff at the Medan City Civil Service Police Unit (Satpol PP). The study employed a quantitative approach with a survey method. The population consisted of 45 administrative employees, all of whom were included as respondents using a saturated sampling technique. Data were collected using a Likert-scale questionnaire and analyzed with the Statistical Package for the Social Sciences (SPSS) through validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, the t-test, the F-test, and the coefficient of determination (R^2). The results show that compensation has a positive and significant effect on work motivation (tcalc = 4.465 > ttable = 2.017; Sig. = 0.000 < 0.05). Perceived reward fairness also has a positive and significant effect on work motivation (tcalc = 4.341 > ttable = 2.017; Sig. = 0.000 < 0.05). Simultaneously, compensation and perceived reward fairness have a positive and significant effect on employee work motivation (Fcalc = 23.335 > Ftable = 3.220; Sig. = 0.000 < 0.05). Thus, increasing compensation and applying fair rewards can raise the work motivation of administrative staff at the Medan City Civil Service Police Unit. The calculations show a coefficient of determination of 0.526, meaning that 52.6% of the variation in Employee Work Motivation (Y) is determined by the two independent variables, Compensation (X1) and Perceived Reward Fairness (X2), while the remainder is influenced by other variables that were not examined.

Keywords: Compensation, Perceived Reward Fairness, Work Motivation.

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

INTRODUCTION

The enforcement of Regional Regulations (Perda) is the first manifestation of public security and order. Its implementation requires the ability to handle various violations related to public order. In enforcing Perda, the main executing element in the field is the Regional Government (Pemda). In this case, that authority is carried by the Civil Service Police Unit (Satpol PP). The Civil Service Police Unit is tasked with assisting the Regional Head in creating a peaceful, orderly, and well-regulated regional environment, so that governance can run smoothly and the public can carry out their activities safely.

One of the purposes of the Perda issued by the Pemda is to guarantee legal certainty and to create and maintain public peace and order. To optimize the performance of the Civil Service Police Unit, an institution must be built that is capable of supporting a peaceful, orderly, and well-regulated region. The institutional arrangement of the Civil Service Police Unit takes into account not only population density but also the workload and responsibilities it bears, such as cultural and sociological factors and the safety risks faced by Civil Service Police personnel.

Human resource management (HRM) is an important field in organizations that covers the planning, procurement, development, maintenance, and utilization of human resources. Human resources are the most important aspect in supporting effectiveness in maintaining public order and enforcing Perda. In return for their service, the government provides compensation in the form of incentives, BPJS Health Insurance, BPJS Employment Insurance, Old-Age Security, Work Accident Insurance, and Death Insurance.

The Medan City Government opened a selection for the recruitment of PPPK (Government Employees with Work Agreements) so that competent non-ASN (non-civil-servant) employees could earn a decent income. The purpose of the PPPK selection is to resolve the problem of appointing existing non-ASN personnel through the PPPK procurement process in order to meet the regional government's staffing needs. However, not all employees can pass the PPPK selection. Of 425 personnel, only 60 passed as PPPK. Besides salary, the compensation they receive includes annual leave, maternity leave, and sick leave.

Besides compensation, another important aspect for organizations to consider regarding the role of human resources is reward fairness. Reward fairness also indicates the organization's policy of treating its employees fairly. Reward fairness serves not only as payment in return for services rendered to others, but also to motivate employees and to keep them from leaving the organization. With reward fairness that matches employees' work performance, employees are expected to feel satisfied and therefore increase their productivity for the advancement of the organization.

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

The Medan City Civil Service Police Unit office is located at Jalan Arief Lubis No. 2, Gaharu Subdistrict, Medan Timur District, Medan City. According to Government Regulation of the Republic of Indonesia Number 6 of 2010 concerning the Civil Service Police Unit (Satpol PP) and Article 148 paragraph (1) of Law Number 32 of 2004 concerning Regional Government, which states: "In order to maintain public peace and order and to enforce Regional Regulations (Perda), a Civil Service Police Unit (Satpol PP) shall be established as an apparatus of the regional government," Regional Governments are mandated to be responsible for maintaining public peace and order.

However, based on the observations of the researcher, who is a member of the Medan City Civil Service Police Unit, several problems have caused low work motivation among the Unit's employees, one of which is a lack of appreciation or recognition from leadership, together with a lack of supporting work equipment (such as flashlights and T-batons) and inadequate rest areas.

These problems can affect productivity and work motivation in providing the best service directly to the entire community. On the basis of these issues, the author chose the research title "The Effect of Compensation and Perceived Reward Fairness on the Work Motivation of Administrative Staff at the Medan City Civil Service Police Unit".

METHODS

In this study on the Effect of Compensation and Perceived Reward Fairness on Employee Work Motivation at the Medan City Civil Service Police Unit, the research subjects are the 45 administrative employees of the Medan City Civil Service Police Unit. The objects of the research are compensation, perceived reward fairness, and employee work motivation.

The details are as follows:

a. Research Subjects (Population/Respondents)

Administrative employees within the Medan City Civil Service Police Unit, who directly experience the compensation and reward system and whose work motivation is measured.

b. Research Objects (Variables)

1.Independent Variable (X1): Compensation (salary and allowances).

2.Independent Variable (X2): Perceived reward fairness (employees' views on the fairness of rewards).

3.Dependent Variable (Y): Work motivation of employees in the administration section.

Quantitative data is a type of data that is measurable and countable, with information and explanations expressed in numerical form. The data were processed using statistics and were obtained from a questionnaire distributed to respondents on the

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

research problem. Since the population is fewer than 100 people, the sampling technique used was saturated sampling (total sampling), in which the entire population is taken as the research sample, totaling 45 people.

DISCUSSION

The existence of the Civil Service Police today is inseparable from the problems that have arisen and that we have faced since the proclamation of the Unitary State of the Republic of Indonesia on 17 August 1945. To sustain and defend the Unitary State of the Republic of Indonesia, public peace and order were considered necessary so that the newly formed government could function well. Accordingly, under the Order of the Civil Service Office (Jawatan Praja) of the Special Region of Yogyakarta Number 1 of 1948, the “Kapanewon Security Guard Police Detachment” was established on 30 October 1948. Within a month, this detachment was renamed the “Civil Service Police Detachment” under the Order of the Civil Service Office of the Special Region of Yogyakarta Number 2 of 1948 dated 10 November 1948. This institution was the embryo of the birth of the Civil Service Police.

In 1950, through Decree of the Minister of Home Affairs Number 32/2/20 dated 3 March 1950, the Civil Service Police Detachment was changed into the “Civil Service Police Corps” on 3 March 1950; this date was set as the anniversary of the Civil Service Police Unit and is commemorated every year. Together with that decree, Ministerial Determination Number Up.32/2/2/21 concerning the Establishment of Civil Service Police Units outside the Special Region of Yogyakarta was issued. Ten years later, under Decree of the Minister of Home Affairs Number 7 of 1960, Civil Service Police Corps were established in every Level I Region. This received support from senior military leaders (the Armed Forces), as stated by Colonel Basuki Rahmad: “The presence of Civil Service Police teams in every District Office (Kewedanan) and Subdistrict is intended to restore the authority of the regional government toward governmental stability in general.”

Descriptive data presentation aims to show the profile of the research data and the relationships among the variables used in the study. Descriptive data that describe the respondents' conditions serve as additional information for understanding the research results. The respondents in this study have characteristics consisting of: Respondent Gender, Respondent Age, Respondent Education, and Length of Service.

Based on the One-Sample Kolmogorov-Smirnov Test, all research variables have an Asymp. Sig. (2-tailed) value greater than 0.05, so the data are declared normally distributed. The Compensation variable (X_1) obtained a Kolmogorov-Smirnov Z of 0.762 with a significance of 0.607; the Perceived Reward Fairness variable (X_2) obtained a Kolmogorov-Smirnov Z of 0.780 with a significance of 0.577; and the Employee Work Motivation variable (Y) obtained a Kolmogorov-Smirnov Z of 1.275 with a significance of

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

0.077. Because the significance values of all variables are greater than 0.05 (0.607 > 0.05; 0.577 > 0.05; and 0.077 > 0.05), it can be concluded that the data for Compensation, Perceived Reward Fairness, and Employee Work Motivation are normally distributed. Thus, the normality assumption in this study is met, and the data are suitable for use in multiple linear regression analysis and subsequent hypothesis testing.

From the table above, the regression equation model is:

$Y = 9.633 + 0.359\ X_1 + 0.331\ X_2$.

Notes:

Y = Employee Work Motivation

X_1 = Compensation

X_2 = Perceived Reward Fairness

From this equation it can be explained that:

a. The positive constant of 9.633 indicates that if Compensation (X_1) and Perceived Reward Fairness (X_2) are constant or equal to zero (0), the level of Employee Work Motivation (Y) is 9.633 units.
b. The Compensation and Perceived Reward Fairness variables both have positive coefficient signs with respect to Employee Work Motivation.
c. The Compensation coefficient of 0.359 means that the better the Compensation, the more Employee Work Motivation will increase. A value of 0.359 means that each one-unit increase in Compensation will increase Employee Work Motivation by 0.359 units, assuming the other independent variable remains constant.

The Perceived Reward Fairness coefficient of 0.331 means that the better the Perceived Reward Fairness, the more Employee Work Motivation will increase. A value of 0.331 means that each one-unit increase in Perceived Reward Fairness will increase Employee Work Motivation by 0.331 units, assuming the other independent variable remains constant.

The test results show that all independent variables (Compensation and Perceived Reward Fairness) have a positive effect on the dependent variable (Employee Work Motivation). The detailed analysis and test results are explained as follows:

The test results show that all independent variables (Compensation and Perceived Reward Fairness) have a positive effect on the dependent variable (Employee Work Motivation). The detailed analysis and test results are explained as follows:

The Effect of Compensation on Employee Work Motivation

Based on the partial test results for the effect of Compensation on Employee Work Motivation, the calculated t (t_{calc}) is 4.465 > t_{table} (2.017), with a significance level of 0.000 < 0.05. The value 4.465 is greater than 2.017, meaning that t_{calc} is greater than t_{table}. From these results it can be concluded that H_a is accepted (H_0 is rejected). This shows that there is a significant effect of Compensation on Employee Work Motivation.

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

These results are consistent with the study by Taufik (2021), which stated that Compensation affects Employee Work Motivation. The study by Nazmi (2015) stated that Compensation affects Employee Work Motivation. The study by Nirwana (2020) stated that Compensation affects Employee Work Motivation. The study by Lubis (2016) stated that Compensation affects Employee Work Motivation.

Thus, it can be concluded that the Compensation variable (X_1) has a positive and significant effect on the Employee Work Motivation variable (Y), meaning that there is a real, unidirectional effect or relationship between Compensation and Employee Work Motivation. Therefore, the organization must pay attention to the aspects of Compensation so that Employee Work Motivation can be increased.

The Effect of Perceived Reward Fairness on Employee Work Motivation

Based on the partial test results for the effect of Perceived Reward Fairness on Employee Work Motivation, t_{calc} (4.341) > t_{table} (2.017), with a significance level of 0.000 < 0.05. The value 4.341 is greater than 2.017, meaning that t_{calc} is greater than t_{table}. From these results it can be concluded that H_a is accepted (H_0 is rejected). This shows that there is a significant effect of Perceived Reward Fairness on Employee Work Motivation.

These results are consistent with the study by Kusumawati (2015), which stated that Perceived Reward Fairness affects Employee Work Motivation. The study by Steven (2016) stated that Compensation affects Employee Work Motivation. The study by Gerrit (2017) stated that Compensation affects Employee Work Motivation. The study by Endah (2015) stated that Perceived Reward Fairness affects Employee Work Motivation. The study by Jufrizen (2018) stated that Perceived Reward Fairness affects Employee Work Motivation.

Thus, it can be concluded that the Perceived Reward Fairness variable (X_2) has a positive and significant effect on the Employee Work Motivation variable (Y), meaning that there is a real, unidirectional effect or relationship between Perceived Reward Fairness and Employee Work Motivation. Therefore, the organization must pay attention to the aspects of Perceived Reward Fairness so that Employee Work Motivation can be increased.

The Simultaneous Effect of Compensation and Perceived Reward Fairness on Employee Work Motivation

The calculation shows that the calculated F (F_{calc}) is 23.335 with a significance level of 0.000, while F_{table} is 3.220 at a significance level of 0.05. Thus F_{calc} > F_{table}, namely 23.335 > 3.220. The value 23.335 is greater than 3.220, meaning that F_{calc} is greater than F_{table} and H_0 is rejected, so it can be concluded that Compensation and Perceived Reward Fairness have a significant effect simultaneously on Employee Work Motivation.

Thus, it can be concluded that Compensation (X_1) and Perceived Reward Fairness (X_2) have a positive and significant effect on Employee Work Motivation (Y), so these two

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

factors can shape Employee Work Motivation (Y). This means there is a unidirectional and real effect or relationship between the independent variables (Compensation and Perceived Reward Fairness) and the dependent variable (Employee Work Motivation) at the same time; in other words, if Compensation (X_1) and Perceived Reward Fairness (X_2) are increased, together they can also increase Employee Work Motivation (Y). Comparing the effects of Compensation and Perceived Reward Fairness, the significance of Compensation is 0.000 and that of Perceived Reward Fairness is 0.000; on this basis, Perceived Reward Fairness can be said to be the more dominant factor. The organization must pay attention to the aspects of Compensation and Perceived Reward Fairness so that Employee Work Motivation can be increased.

CONCLUSION

Based on the research results, data analysis, and discussion in the preceding sections, the following conclusions can be drawn .Based on the partial test results for the effect of Compensation on Employee Work Motivation, tcalc (4.465) > ttable (2.017), with a significance level of 0.000 < 0.05. The value 4.465 is greater than 2.017, meaning that tcalc is greater than ttable. From these results it can be concluded that Ha is accepted (H0 is rejected). This shows that there is a significant effect of Compensation on Employee Work Motivation.Based on the partial test results for the effect of Perceived Reward Fairness on Employee Work Motivation, tcalc (4.341) > ttable (2.017), with a significance level of 0.000 < 0.05. The value 4.341 is greater than 2.017, meaning that tcalc is greater than ttable. From these results it can be concluded that Ha is accepted (H0 is rejected). This shows that there is a significant effect of Perceived Reward Fairness on Employee Work Motivation..Based on the calculation, Fcalc is 23.335 with a significance level of 0.000, while Ftable is 3.220 at a significance level of 0.05. Thus Fcalc > Ftable, namely 23.335 > 3.220. The value 23.335 is greater than 3.220, meaning that Fcalc is greater than Ftable and H0 is rejected, so it can be concluded that Compensation and Perceived Reward Fairness have a significant effect simultaneously on Employee Work Motivation. The calculation shows a coefficient of determination of 0.526. This means that 52.6% of the variation in Employee Work Motivation (Y) is determined by the two independent variables, Compensation (X1) and Perceived Reward Fairness (X2), while the remainder is influenced by other variables that were not examined.

REFERENCES

Arismunandar, M. F., & Khair, H. (2021). Pengaruh Kompensasi , Analisis Jabatan dan Pola Pengembangan Karir Terhadap Kinerja Karyawan. Maneggio: Jurnal Ilmiah Magister Manajemen, 3(2), 273–282.

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

Ariansyah, N., & Roni, M. (2023). Pengaruh Kualitas Sumber Daya Manusia Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT. Cipta Prima Kontrindo. Publik: Jurnal Manajemen Sumber Daya Manusia, Administrasi Dan Pelayanan Publik, 10(2), 568–579. https://doi.org/10.37606/publik.v10i2.664

Dewi, A. D. (2021). Pengaruh Pelatihan dan Motivasi Kerja Terhadap Kinerja Karyawan Perusahaan Daerah Pasar Surya Surabaya. Jurnal Ekonomi, 4(1), 1–23.

Edy Sutrisno, Manajemen Sumber Daya Manusia, (Jakarta: Kencana, 2021), hlm. 188-189.

Edward, R. Y. (2020). Dampak Budaya Organisasi, Motivasi Kerja Terhadap Kinerja Melalui Kepuasan Kerja (U. Khoiro (ed.)). CV. Jakat Media Publising.278-283.

Faizah, N. (2021). Pengaruh Disiplin Kerja Dan Lingkungan Kerja Terhadap Kepuasan Kerja Yang Dimediasi Oleh Kesejahteraan Pegawai Kelurahan Gamping Krian di Sidoarjo [Skripsi, Universitas Negeri Surabaya], 64.

Gibson, et al., Organisasi, Perilaku, Struktur dan Proses, (Jakarta: Erlangga, 2020) hlm. 169.

Hakimi. (2020). Strategi, Kepemimpinan dan Motivasi Kerja : Teori dan Aplikasi - Google Books (Hakimi). Guepedia. 323

Hasibuan, J. S., Lesmana, M. T., & Sari, A. P. (2021). Employee Performance Studies: Antecedents of Work Discipline, Work Motivation, and Job Training. International Journal of Educational Review, Law And Social Sciences (IJERLAS), 1(2), 117–128.

Ismail HA. (2022). SEIKO : Journal of Management & Business Pengaruh Motivasi dan Komitmen Kerja terhadap Kinerja Karyawan. SEIKO : Journal of Management & Business, 5(2), 708–721. https://doi.org/10.37531/sejaman.vxix.x56

Iqbal Hasan, Analisis Data Penelitian Dengan Statistik (Jakarta: PT. Bumi Aksara, 2021) hlm. 50.

Jufrizen, J., & Sitorus, T. S. (2021). Pengaruh Motivasi Kerja dan Kepuasan Kerja Terhadap Kinerja Dengan Disiplin Kerja Sebagai Variabel Intervening. Prosiding Seminar Nasional Teknologi Edukasi Sosial Dan Humaniora, 1(1), 841–856

Manullang, T. (2020). Manajemen Personalia. Yogyakarta: Gadjah Mada University Press.

Malayu Hasibuan, Manajemen Sumber Daya Manusia, (Jakarta: PT. Bumi Aksara, 2020), hlm. 118.

Nisma Iriani et. al (2022). Metodologi Penelitian. (2022). (n.p.): RIZMEDIA PUSTAKA INDONESIA, hlm. 157.

Nuro Ilmania, Pengaruh Reward Kepala Madrasah Terhadap Motivasi Kerja Pendidikan dan Tenaga Kependidikan, (Surabaya: UIN Sunan Ampel Surabaya, 2021), hlm. 15.

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.

Pratama, D. (2023). Digitalisasi Penilaian Kinerja Dan Persepsi Keadilan Karyawan. Jurnal Ekonomi dan Manajemen, 14 (2), 145.

Rumbiati. (2020). Pengaruh Aktualisasi Diri Dan Penghargaan Terhadap Kinerja Penyuluh Pertanian Pada Badan Pelaksana Penyuluhan Pertanian, Perikanan dan Kehutanan Kabupaten Musi Banyuasin. Jurnal Ilmiah Ekonomi Global Masa Kini, 7(01).

Saifuddin Azwar, Metode Penelitian (Yogyakarta: Pustaka Pelajar, 2020), hlm. 4.

Sembiring, M., & Tanjung, H. (2021). Efek Mediasi Kepuasan Kerja pada Pengaruh Motivasi Dan Kemampuan Kerja Terhadap Kinerja Pegawai. Manenggio : Jurnal Ilmiah Magister Manajemen, 4(1), hlm. 131–144

Sri Indrastuti., 2020, "Manajemen Sumber Daya Manusia Strategik", UR Press : Jakarta.

Sugiyono. Metode Penelitian Kuantitatif, Kualitatif, dan R&D. Bandung: Alfabet, 2020, hlm. 244-421.

Suharsimi Arikunto, Prosedur Penelitian Suatu Pendekatan Praktik, (Jakarta: Rineka Cipta, 2020), 17.

Syahputra, M. D., & Tanjung, H. (2020). Pengaruh Kompetensi, Pelatihan dan Pengembangan Karir Terhadap Kinerja Karyawan. Maneggio: Jurnal Ilmiah Magister Manajemen, 3(2), hlm. 283–295

Wungow, J. C., Trang, I., & Uhing, Y. (2023). Analisis Pemberian Reward, Penilaian Kinerja, dan Tanggung Jawab Pekerjaan Terhadap Kinerja Karyawan pada PT Pegadaian (PERSERO) KANWIL V MANADO. Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi, 11 (3), 264.

Widyastuti, S., & Nugroho, R. (2022). Persepsi Keadilan dalam Manajemen Kinerja dan Dampaknya terhadap Kepuasan Kerja. Jurnal Administari Bisnis, 11(3), 201-213

Yuli, S. (2023). Pengaruh Kompensasi & Motivasi Kerja Terhadap Kinerja Karyawan pada PT. Tunas Hijau Samarinda. Jurnal Ilmu Administrasi Bisnis, 1(10),41-55.

Copyright at authors some right reserved this work is licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.