Measurement of Employee Performance in View of Competency, Motivation and Study Awards at Dr. Soeratno Gemolong Hospital, Sragen Indonesia

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ABSTRAK

Kinerja merupakan salah satu faktor yang menentukan tercapai atau tidaknya tujuan dan target yang telah ditetapkan oleh perusahaan atau organisasi. Tujuan dari penelitian ini adalah untuk mengetahui dan menjelaskan pengaruh kompetensi, motivasi dan penghargaan terhadap kinerja karyawan, baik secara parsial maupun simultan. Metode penelitian yang digunakan adalah pendekatan penelitian kuantitatif untuk mengetahui pengaruh antar variabel. Metode pengambilan sampel adalah simple random sampling dengan sampel karyawan di RSUD dr Soeratno Gemolong Sragen. Cara pengumpulan data dengan kuesioner, dimana pengujian hipotesis menggunakan analisis statistik deskriptif dan analisis uji F dan uji t. Hasil penelitian ini menunjukkan bahwa variabel kompetensi, motivasi dan penghargaan mempunyai pengaruh positif dan signifikan atau secara parsial simultan terhadap variabel kinerja karyawan. Keterbatasan penelitian adalah objek penelitian hanya dilakukan pada satu objek, saran yang dapat peneliti berikan adalah perlunya organisasi/perusahaan memperhatikan faktor-faktor yang mempengaruhi kinerja karyawan
Kata kunci: Kompetensi, Motivasi, Penghargaan, Kinerja

ABSTRACT

Performance is one of the factors that determines whether or not the goals and targets set by the company or organization are achieved. The purpose of this study is to identify and explain the influence of competence, motivation and rewards on employee performance, either partially or simultaneously. The research method used is a quantitative research approach to determine the effect between variables. The sampling method is simple random sampling with a sample of employees at RSUD dr. Soeratno Gemolong Sragen. How to collect data with a questionnaire, where testing the hypothesis using descriptive statistical analysis and analysis of the F test and t test. The results of this study indicate that the variables competency, motivation and rewards have a positive and significant influence or partially simultaneously on employee performance variables. The limitation of research is that the object of research is only carried out on one object, the advice that researchers can give is the need for organizations / companies to pay attention to factors that affect employee performance.
Keywords: Competence, Motivation, Rewards, Performance

1. INTRODUCTION

Performance is the performance of the company which is one of the factors in determining the achievement of targets and whether or not the targets have been achieved (Rozikin et al., 2019). Organizations or companies in achieving their goals are supported by employees who have good performance levels. Success (success) and or failure (failure) of the management activities of an organization or company is very dependent on the accuracy of the ownership of resources. The performance of employees who can work optimally is heavily influenced by several aspects, both workload, competence, motivation and rewards(Nelfianti et al., (2018), and Rozikin et al., (2019).

The work borne by employees is a workload. Increased work affects the condition of employees both physically and non-physically (Setiawan, 2021). An employee's good performance is when he can carry out the tasks assigned to him according to the target or can be higher in realization. On the other hand, the excessive workload of employees, in carrying out their work can experience pressure both mentally, physically and socially. In the current era of globalization, with increasingly sophisticated technological developments, companies have higher demands to improve the performance of their employees (Setiawan, 2021).

Individual talent is a person's competence in doing work to produce optimal performance (Khasanah, 2021). Competent employees are needed by every organization (Astuti, 2021). In addition to the competence of an employee, it is necessary to cultivate work motivation that arises from good and noble values, where the motivation itself comes from within oneself.

Motivation can affect the performance of employees in the company. High motivation in working for an employee will carry out his work optimally, conversely low motivation will not be optimal, so motivation is always needed to improve employee performance (Efendi & Hardiyanto, (2021), dan Khasanah, (2021).

Giving awards is always expected by someone in carrying out their duties, so that they can be responsible and maintain quality in their performance. Therefore it is very important in the reward system to increase employee motivation to achieve achievements with a management control system. With an existing system that is run properly by the company, there is no need to be afraid or doubtful about the performance of its employees, so they are expected to work diligently and will not take actions that are detrimental to the company (Setiawan, 2021).

Based onn the results of interviews with several employees in terms of increasing competence given more opportunities to attend seminars, training, but at their own expense or on a waiting list. In the event that the award is less than optimal in giving rewards (Amir et al., 2021).

Based on the results of interviews, the authors are interested in conducting research on "Employee Performance Measurement in terms of Competence, Motivation and Rewards for Study Employee Performance at dr. Soeratno Gemolong Sragen".

Research on the relationship between competition, motivation and appreciation of employees in relation to the performance given by employees to the company has been carried out by several previous studies. Research by Kadim, (2019), and Sartika & Kusumaningrum, (2018), in this study competence provides an impact on performance but the influence is not significant, while in research conducted by Sampunto et al., (2019) it provides results that competence has a significant effect on employee performance. Another study conducted by Nelfianti et al., (2018) explained that motivation has an influence on performance, other research on motivation in relation to performance conducted by (Putri et al., 2018) gave different results, that motivation has an influence on performance but is not significant.

And finally, research on the relationship of reward to performance conducted by Kumari & Singh, (2018), provides results that reward does not have a significant effect on performance. The results of previous studies that provide inconsistent results on employee performance attract the attention of researchers to conduct research related to motivation,

competence and appreciation of employee performance to determine whether these variables have a positive effect on employee performance.

2. LITERATURE REVIEW
2.1 Performance
Kiperformance is the result of work given to an employee in carrying out their duties in accordance with the responsibilities achieved in quality and quantity (Mangkunegara, 2019). Employee work results can be measured through an overall management process, namely performance (Nelfianti et al., 2018).

Another understanding of performance is put forward by Pratama &; Suhaeni, (2018), performance is the result of a process that refers to and is measured over a certain period of time based on predetermined provisions or agreements. Agustin, (2020) also gave an opinion on performance. Employee performance is a measure of the extent to which an employee has succeeded in achieving the goals and standards set by the company or organization where they work.

2.2 Competence
Competence as a person's ability, both qualitative and quantitative (Apriani & Handoyo, 2020). The expected condition as a requirement for rational behavior in achieving that goal is competence (Nurdin et al., 2020).

Work competence is a skill or ability that supports a person to be able to do his job. Job competencies are very important because they will greatly affect the development of a company. Competent employees are human resources that are needed by any company (Agustin, 2020). Another income stated by Arief, (2018), work competence is defined as the ability of knowledge and skills / abilities possessed by employees / apparatus that are relevant to work, duties regardless of position.

The relationship between competence and performance refers to how the qualifications, abilities, and resources possessed by a person affect the work results produced by that individual. Competence refers to the combination of knowledge, skills, attitudes, and personal characteristics that enable a person to carry out duties and responsibilities well (Setiawan &; Zamralita, 2019). Performance, on the other hand, refers to the tangible work results achieved by individuals, groups, or organizations in achieving specific goals and objectives. Performance can be measured based on concrete results, productivity, efficiency, quality, and the impact of the activities carried out (Sansena, 2021).

H1 = Competency has a positive and significant effect on performance

2.3 Motivation
The urge to behave that an individual has is called motivation Rivai, (2019). A person's behavior to achieve goals with a series of processes that direct, arouse what is said to motivate Khasanah, (2021), says motivation is someone who stimulates himself to take actions as desired.

Another opinion suggests that work motivation is a stimulus or stimulus for every employee to work in carrying out their duties. With good motivation, employees will feel happy and enthusiastic at work, resulting in significant development and growth in the organization (Prawithasari, 2019). Another opinion explains that work motivation is something that causes encouragement or enthusiasm for work or encouragement of morale (Aseana et al., 2022)

The relationship between motivation and performance refers to how internal or external drives to achieve goals and meet needs can affect the extent to which individuals or groups are able to achieve desired work outcomes (Munawar &; Suryana, 2020).

Motivation acts as a driver that can affect the level of effort, energy, and perseverance invested in a particular task or job, which in turn can affect performance results (Khasanah, 2021).

H2 = Motivation has a positive and significant effect on performance

2.4 Award

Award isthe form of return received by employees because of the services they provide, both financial and non-financial (Indrasari, 2019). The form of remuneration given to an employee for work performance is said to be compensation (Navarro-Galera et al., 2019). Award Employees have various goals and impacts that will be felt by these employees, as stated by Lail, (2019) namely:

a. To provide and explain the rights and obligations received by an employee.
b. To fulfill the wishes of the employees in accordance with the signed agreement.
c. To illustrate the authority of the company that is able to pay awards and various other forms of appreciation in a timely manner.

Seas an explanation to stakeholders that the company is able to carry out its liquidity obligations in a timely manner. Mompu increases the company's reputation as a company that is loyal and highly dedicated in building employee care and welfare.

The relationship between rewards and performance refers to the impact of incentives, recognition, or compensation given to individuals or groups as a result of their achievements or work results (Prasetyo, 2020). Awards can be forms of external motivation aimed at encouraging and strengthening good performance (Sansena, 2021).

H3 = Award has a positive and significant effect on performance

3. METHODOLOGY

The approach used is a quantitative approach, which emphasizes numerical data (numbers) that are processed using statistical methods (Ghozali, 2019). The population of this study is employees at Dr. Soeratno Gemolong Hospital, the sample determination was carried out using the purposive sampling method with the number of samples used was 75 people (Sugiyono, 2018). Sampling in the study was carried out by distributing questionnaires. Data analysis in this study was carried out using SPSS software version 26 using descriptive analysis, classical assumption test and hypothesis test (Unaradjan, 2019).

4. RESULT

4.1 Descriptive Analysis

Descriptive analysis was conducted to see the distribution of respondents in the study. Descriptive analysis is carried out to see the distribution of age, length of work, position, average income per month.

Table 5.2
Analysis Deskriptif

		Value	Percentage
Age	- < 20 years	10	13,33
	- 21- 30 years	27	36,00
	- 31-40 years	22	29,33
	- > 40 years	16	21,34
Works	- < 1 years	10	13,33
	- 1-3 years	11	16,66
	- 4-6 years	19	25,33
	- 6-10 years	20	26,66
	- > 10 years	15	20,00
Position	- Past officers	20	26,66
	- Staff	35	46,68
	- Manager	20	26,66
Average	- < 2 million	10	13,33

income	- 2- 5 million	25	33,33
	- 5-10 million	25	33,33
	- > 10 million	5	20,01

Based on the descriptive analysis as seen in Table 5.1 above, the table shows that the most respondents are aged 21-30 years working between 6-10 years, are staff and have an income of 2-5 million and 5-10 million per month.

4.2 Multiple Linear Regression Analysis

This analysis is used to determine the effect of the independent variable on the dependent variable. The formula used is:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

4.3 Hypothesis testing
4.3.1 Test-F

This test is to determine the effect of independent variables, namely lecturer workload (X1), lecturer competency (X¬2), lecturer work motivation (X3), and appreciation (award) (X4) simultaneously on the dependent variable, namely lecturer performance (Y).

4.3.2 t – test

Used to prove the significance of the effect of the independent variable on the dependent variable partially

4.4 Testing hypothesis
4.4.1 F Test

Table 5.2
F test analysis results

ANOVAᵇ

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	129.296	3	43.098	8.838	.000ᵃ
Residual	707.068	147	4.876		
Total	836.362	150			

a. Predictors: (Constant), Award, Competetion, Motivation

b. Dependent Variable: Performance

The results of the analysis obtained F count of 8,838 with a probability value of 0.000 <0.05 then Ho is rejected, meaning that there is a significant influence of the independent variables, namelycompetency (X1), motivation (X2) and reward (X3)simultaneously to the dependent variable namelyemployee performance (Y) at dr. Soeratno Gemolong Sragen. So that the hypothesis reads: "There is a significant

influence competence, motivation and rewards simultaneously on the performance of employees in RSUD dr. Soeratno Gemolong Sragen", proven to be true.

4.4.2   t – test

Table 4.3
Results of Test Analysis t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.193	3.547		3.438	.000
	Competention	.606	.139	.588	4.348	.000
	Motivation	.358	.108	.369	3.290	.002
	Award	.368	.098	.523	4.200	.000

a. Dependent Variable: Performance

Testing the influence of lecturer competence (X¬1) on performance employee

The results of the analysis obtained by t arithmetic4,348 with a probability value of 0.000 <0.05 then Ho is rejected meaning there is a positive and significant influence on competence (X¬2) toemployee performance (Y) at dr. Soeratno Gemolong Sragen. So that the hypothesis reads: "There is a positive and significant influence on the performance of lecturers at RSUD dr. Soeratno Gemolong Sragen", proven to be true.

The results of the analysis concluded that competence has a positive and significant effect on performanceemployee. So that the hypothesis reads: "There is a positive and significant effect of competency on employee performance at dr. Soeratno Gemolong Sragen", proven to be true. The results of this study support research conducted by Nuriyani, (2021), and Setiawan & Zamralita, (2019) which state that competency has a positive and significant influence on employee performance. Likewise research conducted by Putri & Nugroho, (2021) and Ridho et al., (2021) which states that competence has a significant effect on employee performance

Testing the influence of work motivation (X¬2) on performance employee

The results of the analysis obtained t count of -3.290 with a probability value of 0.002 <0.05, then Ho is rejected, meaning there is a significant influence on motivation (X3) onemployee performance (Y) at dr. Soeratno Gemolong Sragen. So the hypothesis that reads: "there is a significant influence of motivation on employee performance at dr. Soeratno Gemolong Sragen Husada", proven to be true.

The results of the analysis concluded that motivation has a positive and significant effect on employee performance. So that the hypothesis reads: "There is a positive and significant influence on the performance of lecturers at RSUD dr. Soeratno Gemolong Sragen", proven to be true. The results of this study are in accordance with research conducted by Anggriawan, (2019), Khasanah, (2021), and Munawar & Suryana, (2020) which state that motivation has a significant effect on employee performance, thus the higher the motivation, the expected is to improve performance

Testing the influence of employee appreciation (X¬3) on performance employee

The results of the analysis obtained t count of 4,200 with a probability value of 0.000 <0.05, then Ho is rejected, meaning that there is a significant effect of appreciation (X3) onlecturer performance (Y) at dr. Soeratno Gemolong Sragen. So that the hypothesis reads: "There is a significant effect of appreciation on the performance of lecturers at RSUD dr. Soeratno Gemolong Sragen", proven to be true.

The results of the analysis concluded that awards have a positive and significant effect on lecturer performance. So that the hypothesis reads: "There is a positive and significant influence on the performance of lecturers at RSUD dr. Soeratno Gemolong Sragen", proven to be true. The results of this study support research conducted by Istikomah, (20180, Lail, (20190, and Prasetyo, (2010) stating that awards have a significant effect on employee performance, thus the better the award, the better employee performance.

5. Conclusion

Based on research results and discussion as follows: The results of the F test analysis show that workload and motivation have a negative effect on employee performance, while competence and rewards have a positive effect on employee performance at dr. Soeratno Gemolong Sragen The results of the t test analysis show that competency has a positive and significant effect on employee performance at dr. Soeratno Gemolong Sragen The results of the t test analysis show that motivation has a positive and significant effect on employee performance at dr. Soeratno Gemolong Sragen The results of the t test analysis show that appreciation has a positive and significant effect on employee performance at dr. Soeratno Gemolong Sragen

The limitation of this research is that the object of research is only carried out on one object, so that the results of research can be biased when generalization.

For further research, it is expected to be able to make comparisons between hospitals or hospitals with other organizations / companies.

With this research, companies can see and pay more attention to factors that affect performance, so that staff / employee performance can be improved.

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