

Research Article

The Effect of Compensation and Religiosity Value on Employee Performance at PT Bilindo Info Sistema

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Abstract.

This study aims to find out and explore how the of compensation and individual Islamic religious values influences employee performance at PT Bilindo Info Sistema. This study uses a quantitative method, using a questionnaire with a Likert scale, which will be distributed to PT Bilindo Info Sistema and an in-depth survey will be carried out. Partially based results have been obtained, where compensation affects employee performance because the calculated t value is greater than t table ($2.108 > 1.734$) and religiosity does not significantly affect employee performance because the calculated t value is smaller than t table ($1.423 < 1.734$). Meanwhile, based on simultaneous results, compensation and religiosity values affect employee performance because f count is greater than f table ($2.798 > 0.985$).

Keywords: compensation, individual Islamic religiosity, employee performance

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1. Introduction

Factors or components that are very important in an organization or company are HR or human resources. Human resources are important in companies or organizations engaged in any field, be it industry, trade or services in carrying out all their activities, solving all existing problems and carrying out work according to the *job description* given. The success of the company is not just from technology, operating funds, available facilities, but also depends on human resources or in the Islamic concept commonly called “human resources”.

reliability of *human resources* is always present in each person, such as having causes, abilities, views, insights, blocks, recognition, and also existing triggers. All existing reliability becomes something that has an impact on the achievement of organizational targets. Therefore, in order to achieve that goal, satisfactory HR skills are needed to advance employee performance. Every company is certain to be formed

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to achieve certain targets, and if these targets are successful, it can be said to be successful. In contrast to the established size of the company, the leading performance in the company can be estimated based on the results of the work carried out, because the success of a company depends on the performance of a company's employees. One component that will have an impact on the success of a company is employee performance. The importance of employee performance in a company and an ambition for employees and providing compensation that is commensurate with what has been done in helping advance a company in the future for the sake of the company running according to the vision and mission that has been set.

Lots of companies have gone out of business due to a lack of comfort for their employees or employees so that the company does not progress and lags behind other companies because the lack of comfort for employees has a negative impact on employee performance. Within a company, employees are very influential in the company's progress. Individual character is one of the factors that can influence the development process.

Problems related to employee performance in several companies still lack indicators of timeliness, many employees are still late for work and lack awareness of time. There are even those who are absent for certain reasons which are carried out continuously.

In addition to compensation, employee performance can also be implemented through improvements related to discipline, good habits in work discipline certainly manifest employee obedience to various organizational regulations aimed at developing performance. Therefore, the directors of the company must review every gesture and movement made by all employees while they are working. Discipline is a person's cognition and readiness to comply with all company, agency or organization provisions and social norms that have been established. The existence of high-quality work discipline reflects the integrity of employees to achieve an optimum work result for the success of the company [1].

In terms of work quantity, there are still many employees who are lazy, and have not been able to provide full performance to the company so that it can achieve its goals.

2. Literature Review

2.1. Compensation

The meaning of compensation is something that is a gift to employees in the form of money, goods, directly or indirectly in return. Compensation can be either financial or

non-financial. Which means this compensation is a reward financially or non-financially given to employees for the work done in an organization.

Compensation of the type of financial components such as money and things or something that is relevant and proportional to the value of money. In non-financial forms such as praise, interest, promotion to position, integrity, and others. Compensation in the opinion of Thomas H Stone is a dimension of commission given to employees as an honorarium for the work they do as employees. An expert named Edwin B. Flippo also has the same opinion regarding compensation.

Compensation aims to help companies achieve their work goals and achieve what has been set by the company as well as ensure fairness both internally and externally. The purpose of providing compensation according to Milkovich and Newman [2] is to achieve company efficiency, and *fairness* (openness), and to comply with applicable laws.

There are several factors according to Wukir [3] there are several factors that affect compensation, namely:

1. *experience* factor
2. educational factor
3. Job complexity factor
4. factors that have been received
5. Supervision factors that are run
6. From mental demands
7. from physical demands
8. working state

The components of compensation consist of two, namely:

1. Financial component

This financial component is further divided into two types, namely the direct *and* indirect *financial components*. The direct financial component is in the form of performance income, principal payments (wages and salaries), catalyst payments (bonuses, commissions, profit sharing and optional shares) and deferred payments (annuity stock purchases and programs). The indirect financial component is in the form of protection programs such as health and life insurance, then retirement. It

can also provide leave as compensation for compensation outside working hours, and provide facilities such as a car, office space as well as parking.

2. Components other than financial (non-financial)

The non-financial component is further broken down into two categories, namely work and work environment. The non-financial component of work includes providing interesting assignments, challenges, and recognition and a sense of accomplishment. Non-financial components of the work environment in the form of creating a sense of security in the office, healthy policies, competent supervision, and pleasant relatives.

Compensation indicators according to Simamora [4] are:

1. Wages and Salaries
2. incentive
3. Allowances
4. Facility

2.2. Islamic Religious Values

According to Yulianto [5], religiosity is the potential for having religion and belief in God (Allah), in other words, believing that there is a power outside of oneself that governs life and the life of the universe. Religious values that will be discussed are more to the aspects of Islam or sharia. People who have high Islamic religiosity will have a good/pious personality and have a high social life.

Indicators of Islamic religiosity based on the opinion of Glock and Stark [6] based on the form expressed are:

- a. Form of belief (Faith), with indicators:
 - Faith in Allah
 - Faith in the Apostles
 - Faith in the Book of Allah
 - Faith in doomsday
 - Faith in qadha and qadar

b. Forms of religious or ritual practice, with indicators:

- Carry out the obligatory 5 times of prayer
- Carry out *shaum* (fasting) in the holy month of Ramadan
- Dzikrullah or always dhikr to Allah
- Read the Holy Qur'an

c. Form of experience, with indicators:

- Have a sense of closeness to Allah SWT
- Have faith in answered prayer
- The feeling of getting help from God
- Surrender completely to Allah
- Feeling enough for whatever gifts God gives

d. religious knowledge, with indicators:

- Insight into the contents of the Qur'an
- Insight into laws in Islam
- Insight into the pillars of Islam and the pillars of Faith
- Insight into Islamic history

e. The practice dimension, with indicators:

- Likes to help others
- give charity
- Face everything patiently
- Always forgive people's mistakes without limit
- Carry out orders and stay away from His prohibitions.

2.3. Employee performance

Performance has become a very interesting popular word in public management talks. Performance in the word “*performance*” means implementation of work, attainment of work/for work/performance of work”.

performance in KBBI is interpreted as which targets to be reached, manifestations to be considered and employee *skills*. There is a statement put forward by experts regarding the term “performance”, Although not the same in the pressure of the formulation, but the basis of performance is about the mode of achieving results. The mention of performance is taken from English, namely *job performance* or *actual performance* or work performance or real achievements achieved by workers. Therefore, it can be concluded that performance is the result of work in terms of eminence and volume achieved by workers/employees who have undertaken according to the tasks assigned to these employees.

definition of performance put forward by Smith in Sedarmayanti [7] states that performance is a result or output of a process.

Expert opinion, namely Kasmir is the result of performance and work behavior that has been achieved in completing the tasks and responsibilities given in a certain period.

From the statement above, it can be concluded that there is a picture of a person's performance that requires a special study of a person's abilities. What is done by an employee in his work is an assessment criterion. In other words, performance is how an employee carries out his work or performance so that it will affect the performance of the organization where the employee works.

Indicators of employee performance according to Robbins [8] are as follows:

1. Work Quality
2. Working quantity
3. Punctuality
4. Effectiveness
5. independence.

3. Methods

This research uses quantitative research through a descriptive approach. Quantitative research is research with words and then processes them through numbers to find

solutions to all problems that will be concluded using statistics. While descriptive research is research that seeks to tell the current problem solving based on data, analyzing and interpretation. The population in this study are all parts of PT Bilindo Info Sistema. This sample is also a representative of a population that will be used as material or object in research. The sample in this study were 20 employees of PT Bilindo Info Sistema. This primary data is in the form of responses, results of interviews or questionnaires/questions distributed to PT Bilindo Info Sistema.

questionnaire questions using a Likert scale. The Likert scale is a psychometric scale that is commonly used in questionnaires and is the most widely used scale in research. This Likert scale produces ordinal data that will be processed using SPSS version 25.

3.1. hypothesis

1. Ho1: Compensation has no significant effect on employee performance at PT Bilindo Info Sistema
2. Ho2: Islamic religiosity has no significant effect on employee performance at PT Bilindo Info Sistema
3. Ho3: Compensation and Islamic religiosity have no significant effect on employee performance
4. Ha1: Compensation has a significant effect on employee performance
5. Ha2: Islamic religiosity has a significant effect on employee performance
6. Ha3: Compensation and Islamic religiosity have a significant effect on employee performance

4. Results and Discussion

4.1. Validity test

Saptutyingsih and Setyaningrum [9] provide the opinion that validity is the accuracy of a measuring device for an object which functions to find out how well the measurement test should be measured in the object. According to the results, it is ensured that the indicators in each variable are valid because ensures that all the results of r counts have a value of more than r table ($r \text{ count} > 0.444$).

4.2. Reliability Test

Reliability based on the opinion of Sugiyono [10] is a test to what extent the measurement results using elements of object similarity will also produce similar data. the Cronbach's Alpha value of each variable is worth above 0.60, it is concluded that the results of these measurements are reliable.

4.3. Normality test

The normality test according to Gunawan [11] is a test to measure and find out whether the data that has been obtained is normally distributed or not, then whether the data that the researcher can come from is a normally distributed population.

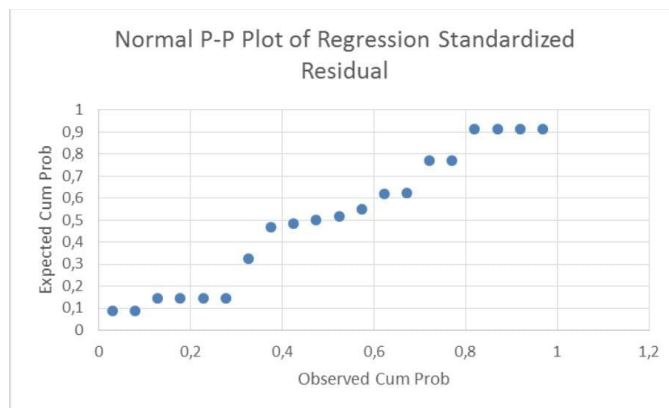


Figure 1: Normality Test for Each Variable (PP Plot Graph). Source: SPSS Processed Data 25.0,2022.

Judging from Figure 1, it can be said that the data is normally distributed because the data distribution lines are on the diagonal lines on the histogram graph. So, the normality test on this data is well distributed / not uneven so that it meets the assumption of normality.

4.4. Multicollinearity Test

The multicollinearity test is carried out in a tangible way to verify how the regression model found a correlation between independent variables (Compensation and Religiosity). From these results it is known that there is no indication of the occurrence of multicollinearity symptoms in this research model because the t results show a magnitude of more than 0.1 and the VIF value has a value of less than 10.

4.5. Heteroscedasticity Test

The heteroscedasticity test based on the opinion of Ghozali [12] aims to verify the regression model whether there is a difference in variance from the residual one observation to another. Based on the results of processed data, it was shown that the sig results were above 0.05 which meant that there were no symptoms of heteroscedasticity in this study.

4.6. Multiple Linear Regression Test

Multiple linear regression according to Ghozali [12], that this analysis is used to direct it to be more focused and how much influence the independent variables have on the dependent variable. The effect of compensation (K) as X1 and religiosity (R) as C2 on employee performance (KK) as Y when seen from table 5 has the equation

$$KK = 0.204 + 0.891 K + 0.442 R + e$$

From these equations can be interpreted based on regression analysis, namely:

1. The constant coefficient value of 0.204 indicates that employee performance has increased by 0.204 if the variables of compensation and religiosity are constant, it will increase employee performance by 0.204.
2. If the other independent variables are assumed to be constant, then the coefficient value of the compensation is 0.891. Shows if compensation grows by 1 unit will increase employee performance by 0.891.
3. If the other independent variables are assumed to be constant, it can increase employee performance by 0.422.

4.7. Determination Coefficient Test

This test, based on the opinion of Ghozali [12], is used as a measure of how strong the model is in explaining the dependent variable in terms of variation. The value of the coefficient of determination is between zero and one.

From table 6 it can be said that the value of R in the table is a symbol of the correlation coefficient with a value of 0.498 which indicates that the relationship between compensation and the value of Islamic religiosity on employee performance is a sufficient correlation. The R Square value is 0.638 (63.8%) which means that the performance of

employees at PT Bilindo Info Sistema is only affected by 63.8%, while the other 36.2% is influenced by other factors.

4.8. Partial Test (T-Test)

T test or statistical partial according to Ghozali [12] was carried out to determine the effect of each independent variable on the dependent variable.

1. Variable X1 (K), namely compensation has a positive or significant correlation with employee performance at PT Bilindo Info Sistema because its value is more than 0.05 ($0.02 > 0.05$). So that H_01 is rejected, then H_{a1} is accepted. (T count $2.108 > 1.734$).
2. Variable X2 (R), namely Islamic Religiosity, has a negative or insignificant correlation with the performance of employees of PT Bilindo Info Sistema because its value is more than 5% ($0.174 > 0.05$). H_02 is accepted then H_{a2} is rejected. (T count $1.423 < 1.734$).

4.9. Simultaneous Test (Test F)

The F or simultaneous test according to Ghozali [12] is a test that shows as a whole whether all existing variables have a relationship/concurrent influence on the dependent variable.

The sig results obtained are less than 0.05, which means it can be said that simultaneously, which means compensation and Islamic religiosity values affect the performance of employees at PT Bilindo Info Sistema. (F count $2.798 > 0.985$ F table).

5. Research Result

1. Compensation relationship to employee performance

The results of the tests carried out show that it is obtained from the partial test, from the results obtained 0.02 which is less than 0.05 then the result of T count is 2.108 which is more than T table which is 1.734. Therefore, it is concluded that there is a significant influence between compensation on employee performance at PT Bilindo Info Sistema. This finding is the same as that of the previous researcher, Mustika D [13], who stated that compensation has a positive relationship to employee performance

2. The relationship between Islamic religiosity and employee performance

The results of the tests carried out show that it is obtained from the partial test, the results obtained are 0.174 which is greater than 0.05 then the result of the T count is 1.423 which is smaller than 1.734 as a T table. Therefore, it is concluded that there is no significant effect of Islamic religiosity on employee performance at PT Bilindo Info Sistema. This finding is the same as that of previous researchers, namely Melinda [14], which stated that religiosity has a negative and insignificant effect on employee performance satisfaction.

3. The relationship between compensation and Islamic religiosity on employee performance

The results of the tests carried out show that it is obtained from the simultaneous test, the sig results obtained with a value of 0 means more than 0.05 and the calculated f result is 2.798 which has a value greater than 0.985 as f table (simultaneous).

6. Conclusion

The conclusions in the findings of this study are as follows:

1. Based on the partial test, compensation has a significant effect on employee performance at PT Bilindo Info Sistema.
2. Based on the partial test, Islamic religiosity at PT Bilindo Info Sistema has no significant effect on employee performance.
3. Based on the simultaneous test, compensation and Islamic religiosity have a significant or overall effect on employee performance at PT Bilindo Info Sistema
4. Based on the test of the coefficient of determination, compensation and Islamic religiosity at PT Bilindo Info Sistema, it is concluded that there is a significant influence on employee performance with a contribution of 63.8%, then the remaining 36.2% is caused by other things or factors

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