

The Influence of Job Performance, Social Security, and Employee Incentives on Employee Job Satisfaction Mathematical Multicollinearity Test Method

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ABSTRACT

This research aims to determine the significant influence of work performance, social security and employee incentives on employee job satisfaction. This research was carried out using quantitative research. The population in this research was 35 with 35 samples taken. The sampling technique in this research used a total sampling technique. This research used secondary data obtained from distributing questionnaires. Using the Multiple Regression Analysis method, using SPSS 22. Based on the results of the first hypothesis test, it is known that the significant value of work performance is $3.894 > 2.03951$. The work performance variable has a significant influence on the employee job satisfaction variable. The second hypothesis shows that social security has a significant value of $0.477 < 2.03951$, meaning that the social security variable has no significant influence on the employee job satisfaction variable. The third hypothesis shows that employee incentives are significant, namely $2.510 > 2.03951$, meaning that the employee incentive variable has a significant influence on the employee job satisfaction variable. The fourth hypothesis shows a significant Fcount value of 20.093 which is compared to Ftable of 2.90 ($20.093 > 2.90$), meaning that the variables of work performance (X1), social security (X2) and employee incentives (X3) simultaneously have a significant influence. with employee job satisfaction variables

Keywords: job performance, social security, and employee incentives, employee job satisfaction, mathematics of multicollinearity.

INTRODUCTION

There are several factors for job satisfaction, namely the individual's external and internal environment such as thoughts and emotions. As stated by Baron and Greenberg, external environmental factors include salary, working conditions, policies and administration, supervision, technical, interpersonal relationships with supervisors, achievements, recognition (appreciation), awards, promotions, work itself, responsibility, communication and information. Meanwhile, internal/individual factors are related to perception and emotions. Job satisfaction, if viewed from the perspective of individual employees and organizations, means that each will tend to maximize their own interests. Employees will tend to expect far more than they are given to get. Each employee will evaluate the reactions (pleasure or regret) he expects to experience an event or situation in the future. (Edy Sutrisno, 2009)

Employee work performance depends on their ability and work enthusiasm. The influence of enthusiasm on work results depends on the level of ability. Here, high employee motivation and ability are characteristics of individuals who are effective in making contributions to the company. The presence of high motivation and ability in an employee who is developed appropriately will provide satisfactory work performance. Not only does employee work performance increase, but sometimes employees also experience setbacks at work, and at that time superiors should not act to pressure

employees but instead use persuasive methods, namely speaking from heart to heart so that employees will explain the reasons why their work results have experienced setbacks.

Work performance for employees is no less important, because achievement can direct and encourage employees to carry out work with high performance in accordance with company expectations. Achievement is a set of reasons for improving certain work results. (Wukir, 2013)

Achievement can be defined as a process that explains the intensity, direction and persistence of a person's work in trying to achieve their goals. So achievement is not something that can be observed but is something that can be concluded to exist because of visible behavior. (Wibowo, 2016) Problems often faced by employees at PT. BSI KC Medan Ahmad Yani based on the results of interviews shows the phenomenon that poor performance is seen from processes that tend to be slow in carrying out their work which ultimately has a negative influence on employee job satisfaction.

A form of financial support for employees as a company reward for employees can also be in the form of social security. Incentives in the form of social security are generally given collectively. Employees can get it automatically without any competitive elements. Social security incentives are usually related to employee welfare. For example, it can take the form of free medical treatment, provision of official housing, and the possibility of paying in installments for goods purchased. It can also be present in the form of maintenance of old age benefits, health insurance, recreation, and others. (Veithzal Rivai, 2011)

The government promulgated Law no. 40 of 2014 which regulates National Social Security, is basically a State program which aims to provide certainty of social protection and welfare for all Indonesian people. (Kaswan, 2017). The principle of justice means that guarantees are distributed evenly to all citizens regardless of status, rank, position, rich, almost poor, and even the poor will receive the same treatment and rights. This principle is a sustainable and relatable foundation, where one principle and another will coexist and cannot stand alone to support the nature of social security. This means that eliminating one of the three principles in the social security system will reduce the meaning of social security itself. The form of protection, maintenance and improvement of welfare referred to, the National Social Security mentioned above, includes social security for workers which is implemented in the form of a basic social security program for workers, based on joint efforts, kinship and mutual cooperation. (Zaini Asyhadie, 2017)

Apart from work performance and social security, another important factor that influences employee job satisfaction is incentives. Incentives are one of the work rewards that employees really hope for and are a tool for measuring job satisfaction for employees. (Khaerul Umam, 2010) With fair and appropriate incentives, this will be an important factor that can increase job satisfaction for employees. Banks in general are one of the institutions that act as financial intermediaries between parties who need funds and parties who have excess funds, and function to facilitate payment traffic. According to Republic of Indonesia Law Number 7 of 1992 concerning Banking, what is meant by a bank is a "business entity" that collects funds from the public in the form of savings and distributes them to the public in the form of credit or other forms in order to improve the standard of living of many people." (Manulang Marihot, 2008)

This employee service program is a non-financial incentive that can also trigger employees to make good contributions to the company. For example, providing

educational scholarships for outstanding employees, training or upgrading, financial counseling, legal counseling, and self-development courses. Examples include additional English courses to improve employees' skills and abilities so they can work better.

Apart from that, non-financial incentives can be provided in various forms to increase employee motivation. Even though they are not given in the form of money, non-financial incentives are quite effective in triggering employees to work better for the company. Some examples include promotions in rank or position, giving certificates of appreciation, and decorations for titles. It could also be with job guarantees and promotions. Employees will work more disciplined, enthusiastic and quickly if a non-financial incentive system is implemented for each individual who successfully records good achievements. (Burhanudin Yusuf, 2015)

One of the moral competencies possessed by someone with an Islamic work culture is the value of sincerity. In this case it is included in Islamic job satisfaction. The word sincerity can be equated with sincere, which means an atmosphere or expression of what is right that comes from the deepest instincts of the heart. Those who are called mukhlis carry out their duties processively without any other motivation except that the work is a mandate that must be carried out as well as possible and that is how it should be. The only motivation for superiority or job satisfaction is self-interest in one's own conscience (conscience). Even if there is a reward or reward, it is not the main goal, but only a side effect of his pure self-devotion. (Toto Tasmara, 2002)

Islam strongly recommends that workers should be given fair and reasonable wages for their work, taking care of the quality and quantity of work, their needs and requirements, and the overall economic condition of society. In fact, Islam directs that full compensation should be given to workers for their work without any reduction. (Toto Tasmara, 2002) In this case, as the word of Allah SWT reads "And to each of them a degree according to what they have done and so that Allah will suffice for them (reward) for their work while they are not harmed."

The theory above is supported by research conducted by Rilo Pambudi. The hypothesis test value shows that the compensation variable has an influence on productivity, then the incentive variable has an influence on productivity, and the social security variable has an influence on productivity. The f test shows that compensation, incentives and social security together have an influence on employee productivity, (Taha Jabir Al-Alwani, 2005) Supported by Heryenzus and Laia's blessing, the results of the analysis found that compensation has a positive influence on job satisfaction, motivation has a positive and significant influence on job satisfaction, compensation has a positive influence and significant on employee performance, motivation has a positive and significant effect on employee performance, job satisfaction has a positive and significant effect on employee performance and satisfaction. (Rilo Pambudi, 2017)

In contrast to research conducted by Anik Herminingsih and Assyifa Halimatussa'diyah, the results of the research show that incentives and work performance do not have a significant effect on job satisfaction, while work motivation simultaneously has a significant effect on job satisfaction of employees of Bank Bukopin, S. Parman Branch, Jakarta. (Anik & Assyifa, 2019)

From several previous studies above, there is a research gap that examines the influence of work performance, social security and employee incentives on employee job satisfaction, namely the existing phenomenon related to employee job satisfaction still

shows that many work targets have not been achieved and are still There is not yet optimal cooperation between existing parts of the company so that the work results of one part and another part experience many obstacles which show that the existing work results do not provide satisfaction in work. Problems related to employee job satisfaction which are still lacking are generally caused by several things, including inappropriate wages and salaries, large amounts and types of work, poor cooperation between co-workers, dictatorial leadership and so on. (Wibowo, 2016). The assessment of employee work results in carrying out their duties in the third quarter had the best assessment, namely reaching the highest score in August, namely 34 out of 46 employees received a good assessment. The assessment of employee work results in carrying out their duties in the fourth quarter had the best assessment, reaching the highest score in October, namely 33 out of 46 employees received a good assessment. No matter how much capital, equipment, tools and how neat the organization is, it will be meaningless without employees. It can also be said that employees are a means of production to carry out the goals of an organization or company, because without employees an organization will not be able to carry out its duties perfectly. Employee job satisfaction is generally encouraged by good work performance. (Wibowo, 2016)

Achievement is also something that makes someone enthusiastic about doing work and improving their performance. The results of interviews conducted by researchers with BSI employees are problems often faced by employees at PT. BSI KC Medan Ahmad Yani shows the phenomenon that poor performance is seen from processes that tend to be slow in carrying out their work which ultimately has a negative influence on employee job satisfaction.

The government promulgated Law no. 40 of 2014 which regulates National Social Security, is basically a State program which aims to provide certainty of social protection and welfare for all Indonesian people. Through this program, every resident is expected to be able to fulfill the basic needs of a decent life if things happen that could result in loss or reduction of income, due to illness, accident, loss of work, entering old age, or retirement. (Kaswan, 2017)

Based on the results of interviews at the Work Unit, problems were found in human resource management at PT. BSI KC Medan Ahmad Yani which relates to symptoms of job dissatisfaction in these employees, such as a feeling of dissatisfaction from employees with the salary they receive each month, including some who feel that the amount of salary they currently receive each month is still lower than with other state-owned banks, even compared to one of the state-owned banks. Apart from that, it is also related to the amount of salary received by employees who are married and have dependents, which is the same as the salary received by employees who are not yet married, as well as related to Social Security.

Employees also feel that the difficulty of work, especially in achieving the targets set, is not commensurate with the rewards provided by the company, so that employees feel dissatisfied which ultimately results in low work performance, seen from non-compliance with the working hours set by the company. Low Job Performance: Employees' attitudes pay less attention to the tasks and roles that must be completed, this is because the role of leaders and supervisors is still lacking in motivating and providing direction to employees, apart from that, there is a lack of attention from leaders towards teamwork and providing motivation to improve communication and There is very little cooperation between employees so that each employee is more concerned with personal targets than with the shared targets and goals of the marketing unit.

Based on the description of the problems above, the researcher in this case wants to know and understand the extent to which aspects of Job Performance, Social Security and Employee Incentives affect Employee Job Satisfaction (Special Study at PT. BSI KC Medan Ahmad Yani). Based on the background of the problem above, the author was encouraged to conduct research with the title "The Influence of Social Security Work Performance and Employee Incentives on Employee Job Satisfaction using the Multicollinearity Test Method

LITERATURE REVIEW

Understanding Job Satisfaction

Job satisfaction has many dimensions, in general the stages observed are satisfaction with the job itself, salary, recognition, supervision, relationships between managers and employees, and opportunities for advancement. Each dimension results in an overall feeling of satisfaction with the job itself.

Job satisfaction is a feeling that supports or does not support an employee who is related to his work or his condition. Employees will feel satisfied at work if the work aspects and aspects of themselves are supportive and conversely if these aspects are not supportive, the employee will feel dissatisfied.

Meanwhile, Wibowo stated that job satisfaction is a general attitude towards a person's work that shows the difference between the amount of appreciation workers receive and the amount they believe they should receive. Employee job satisfaction in a work group or organization will ultimately be described as the level of employee work productivity, the level of attendance/absence as well as high turnover rates in a work group or organization. (Wibowo, 2016)

Meanwhile, according to Suwatno and Priansa (2011: 263) "Job satisfaction is a person's feelings towards their work. Job satisfaction in general is an attitude towards work that is based on an evaluation of different aspects of the job.

Job Satisfaction Indicators

Job satisfaction as an individual's general attitude towards their work. Work requires interaction with co-workers and superiors, following organizational rules and policies, meeting performance standards, living with working conditions that are less than ideal and similar. This means that an employee's assessment of whether they are satisfied or dissatisfied with their job is a complex sales pitch. work elements. Kaswan (2017:288) further stated that measuring job satisfaction can be determined from the following three factors: a. Mentally challenging work, b. Fair rewards and promotions, and c. Supportive working conditions.

RESEARCH METHOD

The type of research carried out is quantitative research. This research uses secondary data obtained from distributing questionnaires. This research uses comparative causality, namely research that aims to determine the influence of motivation and social security on employee performance at PT. BSI Medan. A research certainly has an object, so that the research can be carried out. According to Sujarweni "The research location is the place where the research is carried out". (Wiratna Sujarweni, 2014) In accordance with this, assigning objects to PT. BSI KC Medan Ahmad Yani, Jl, Jend, Ahmad Yani No. 100 Kesawan, Subdistrict, West Medan, Medan City, Main Sumatra. The data collection technique used in the research was a questionnaire (questionnaire/list of questions). A

questionnaire is a number of written questions used to obtain information from respondents in the sense of reports about their personality or things they know. This questionnaire was distributed to all those in the research sample, namely all employees of PT. BSI KC Medan Ahmad Yani. In this study, the questionnaire scale was used to measure the subject's responses into 5 points or 7 scales at equal intervals. (Sugiyono, 2012).

RESULTS

Work performance

There are 5 statements regarding work performance variables, namely:

1. I know the achievement standards applied by the company in assessing work performance well.
2. Work performance assessment has been carried out subjectively (not favoritism).
3. My achievements are assessed by my immediate superior.
4. Job performance appraisal has provided benefits in improving my work performance
5. Job performance appraisals have had an influence on compensation decisions (promotions, salary increases).

Table 1. Respondents' responses to work performance variables

NO	Alternative answer					Total	Actual Score	Ideal Score	Actual Score	Category
	SS	S	KS	TS	STS					
	5	4	3	2	1					
1	12	23	-	-	-	35	152	175	86,85	Tall
2	9	19	7	-	-	35	142	175	81,14	Tall
3	27	8	-	-	-	35	167	175	95,42	Very high
4	5	22	8	-	-	35	137	175	78,29	Tall
5	5	26	2	2	-	35	139	175	79,42	Tall
$\sum f_{xs}(\text{Actual Score})$							737			
$\sum \text{Ideal Score}$							875			
Tendency Leveln (%)							84,22 (Tall)			

Based on the table above, it can be seen that the actual score from the 5 questions asked was 737 and the ideal score obtained was 875. From the results of the comparison between the actual score and the ideal score, the value (%) of the actual score was 84.22. So it can be concluded that the trend level of the work performance variable (X1) is high because the value is in the interval class 71-87.

Social Security

1. The provision of death insurance is in accordance with the BPJS program
2. Employees who die receive compensation from the company
3. Old age savings will be given to employees who have entered old age
4. With old age security, employees feel secure about their family's future
5. Pension guarantees maintain a decent life for workers

Multicollinearity Test

The multicollinearity test in this research is by looking at the Variance Inflation Factor (VIF) coefficient and the Tolerance value. According to Imam Ghozali (2012:96) that: "The cutoff value that is commonly used to indicate the presence of multicollinearity is the Tolerance value < 0.10 or the same as the VIF value ≤ 10 ". In other words, good data can be seen if it has a Tolerance value smaller than 0.10 and a VIF value smaller than 10 and if the Tolerance and VIF values do not comply with these provisions then the

research data contains multicollinearity which means it is not suitable for use as research data. The following are the results of the multicollinearity test from the SPSS output carried out.

Table 2. Multicollinearity Test

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	2,078	2,445		,850	,402		
prestasi kerja	,471	,121	,508	3,894	,000	,644	1,554
jaminan sosial	,041	,086	,060	,477	,636	,687	1,456
insentif karyawan	,356	,142	,363	2,510	,017	,524	1,909

a. Dependent Variable: employee job satisfaction

Based on the SPSS output results listed above, it can be seen that the tolerance value for the work performance variable (X1) is 0.644, social security (X2) is 0.687, employee incentives (X3) is 0.524. The results of the multicollinearity test show that the tolerance value > 0.10 does not occur multicollinearity. and the VIF value < 10 for the work performance research variable is (1.554), social security (1.456), employee incentives (1.909), this shows that there is no multicollinearity in the regression model so the data is said to be good and can be used for further testing.

CONCLUSION

Based on the research results, results of analysis and discussion of research regarding the Influence of Social Security Work Performance and Employee Incentives on Employee Job Satisfaction (Case Study of PT. BSI KC Medan Ahmad Yani), the following conclusion can be drawn: work performance has a positive and significant influence on the satisfaction variable employee work, social security does not have a positive and significant effect on the employee job satisfaction variable, employee incentives have a significant effect on the employee job satisfaction variable. Work performance, social security, and employee incentives simultaneously (simultaneously) have a significant influence on the employee job satisfaction variable.

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