

# The Effect of Financial Compensation on Employee Performance at Pt. Bank Btpn Sungguminasa Branch, Gowa Regency

**Eka Pradila Putra**

Department of Management, Faculty of Economics and Business, University of Muhammadiyah Makassar

---

**ARTICLE INFO****Article history:**

Received Mar 10, 2022

Revised Mar 25, 2021

Accepted Apr 12, 2022

---

**Keywords**

Compensation,  
Effect of Financial,  
Employee performance.

---

**ABSTRACT**

Financial competence is one of several factors that can affect the level of employee performance. Compensation is an addition to the basic salary that employees do not expect, but only part of it can be given, only they have certain achievements or certain skills and do not disobey if asked to complete as soon as possible, such as reports or receipts that must be reported. This research was conducted by using a simple linear regression analysis tool, F test and t test to analyze the close relationship of 1 variable. The purpose of this study was to determine the effect of financial competence on the performance of employees at PT. Bank btpn sungguminasa gowa district.

*This is an open access article under the CC BY-NC license.*



---

**Corresponding Author:**

Eka Pradila Putra,  
Department of Management, Faculty of Business Economics  
Muhammadiyah University,  
Jl. KH. Ahmad Dahlan, Tangerang, Banten 15419, Indonesia.,  
E-mail: ekepradila@gmail.com

---

**1. Introduction**

PT. Bank Btpn Sungguminasa Branch, Gowa Regency, in the concept of management, humans are expected to be able to utilize the workforce fully or optimally to increase work productivity, which is followed by the creation of full quality relationships and mutual responsibility and mutual building. Utilization of these human resources and skilled in their respective fields contain understandings of the structure and development of the quality of the workforce related to the development of Human Resources, both actual and potential. (ADHI PRATAMA, 2015).

The issue of labor compensation has become a national problem since the eighties. In the effort to increase work productivity, it is discussed everywhere and it is recommended that 1996 be the year of national productivity (INDONESIA & MUSLIMIN, nd). Increasing employee productivity is the responsibility of every company. Through the leaders, this agency tries its best and in various ways to further maximize the potential of employees to achieve the goals that have been determined (Andika, 2017).

Regarding the increase in employee productivity, it is not a monopoly of this agency that only seeks profit, but also the interests of organizations that sell their services to the public. (Amina, 2016). Overcoming a growing problem that must be faced today is that there are no qualification standards for certain skills, making it very difficult to find suitable manpower to fill available vacancies. (Soetrisno, 2016).

To solve this problem, a leader or part of the main leadership, personnel managers need to understand the meaning and functions of Human Resource management, to gain effectiveness and efficiency in the company in utilizing a proportional workforce. (Harras, Sugiarti, & Wahyudi, 2020). It can also be seen the government's efforts to participate in increasing employee productivity, namely by building training centers. Another aspect that needs to be considered in increasing productivity is the involvement of all members in the agency because in this case it is impossible to achieve if only carried out in certain fields, so that every

manager must be consciously invited in the task of increasing the use of labor effectively.(Budiarto et al., 2018). It is clear that the use of human resources in increasing productivity is a system problem, because many aspects of work and office activities have an impact on increasing productivity.(Salinding, 2012). In this regard, as an agency in this area, PT. BANK BTPN, Sungguminasa Branch, Gowa Regency, has also taken on a role in providing public services with an interest, especially in financial matters and other needs.(Yusuf & Al Arif, 2015). One thing that needs to be considered by PT. BANK BTPN Sungguminasa Branch, Gowa Regency, these are ways to get workers who can provide achievements to support the continuation and development of PT. BANK BTPN Sungguminasa Branch, Gowa Regency.

## 2. Research Method

### 2.1. Method of collecting data

To collect the data and information needed in this research, the case study research method is used and data collection through research is used.(Nugroho, 2016), as follows:

- a. Library research, namely research conducted by conducting a direct study of several books (library materials), and scientific essays that are closely related to the problems discussed.
- b. Field research (field research), namely research conducted by conducting direct visits to the research place that has been determined.

To collect the required field data, the following techniques/methods are used: Observation, namely making direct observations of the research site.

### 2.2. Data Types and Sources

The types of data needed in this study, sourced from:

- a. Types of quantitative data, namely data obtained from the office under study in the form of numbers.
- b. Sources of Data Sources of data in this study, including: Primary data, namely data obtained directly from the company through observation and interviews. And secondary data, namely data sourced from the company in the form of documentation and written reports that are made periodically.

### 2.3. Analysis Method

To test the hypothesis proposed in this study, the following analytical methods were used(Somantri & Sukmana, 2019):

- a. Analysis method descriptive, which explains the type of financial compensation provided by the company to employees.
- b. The method of comparison is compare performance before and after receiving financial compensation.
- c. Analysis of the effectiveness of how much liquid target occurs or does not increase
- d. Regression analysis, the data analysis technique used in this study is simple linear regression analysis (Simple Linear Regression). This analysis is used in production to forecast or predict the characteristics of quality and quantity.

$$Y = a + bX$$

Y = response variable or effect variable (dependent)

X = predictor variable or factor variable reason(independent)

a = constant

b = regression coefficient (slope); the magnitude of the response generated by the predictor.

## 3. Results And Discussions

### 3.1 Respondent Description

This study describes the effect of financial compensation to improve the performance of employees of PT. BANK BTPN Sungguminasa Branch, Gowa Regency. This aims to determine how much influence financial compensation can improve employee performance at PT. BANK BTPN Sungguminasa Branch, Gowa Regency. In this study, using 32 employees as research samples. Characteristics of respondents are useful to describe the description of the identity of the respondents according to the research sample that has been determined. One of the objectives with the characteristics of the respondents is to provide an overview of the sample in this study. The characteristics of the respondents who were sampled in this study were then grouped according to age, gender, rank, education level, and years of service(Mukhtar, 2019). To clarify the characteristics of the respondents in question, a table regarding respondent data will be presented as described below:

## a. Age

**Table 1.** Characteristics of Respondents Based on Age

No	Age	Frequency of Respondents' Answers	
		Person	Percentage
1	25 – 31	16	50.0%
2	34 – 38	8	25.0%
3	40 – 50	8	25.0%
	Amount	32	100%

In table 5.1 above, of the 32 respondents, age grouping is labeled with age group 1 (25-32 years) which results are 16 people or 50.0%. Age group 2 (34-38 years) as many as 8 people or 25.5%.

## b. Gender

**Table 2.** Characteristics of Resp Onde N

No	Gender	Frequency of Respondents' Answers	
		Person	Percentage
1	Man	20	62.5%
2	Woman	12	37.5%
	Amount	32	100%

Based on data processing using SPSS 20 software, table 5.2 above shows that of the 32 respondents, most of them were male, namely 20 people or 62.5% and the rest were female respondents as many as 12 people or 37.5%.

## c. Education

**Table 3.** Characteristics of Respondents Based on Education

No	Education	Frequency of Respondents' Answers	
		Person	Percentage
1	D3	2	6.3%
2	S1	27	84.4%
3	S2	2	6.3%
4	senior High School	1	3.1%

The results of data processing regarding the characteristics of respondents based on the level of education are shown in table 5.4 above, from 32 respondents there are 2 people or 6.3% who have D3 education. There are 27 people or 84.4% with S1 education. There are 2 people or 6.3% who have a master's degree in education. And there is 1 person or 3.1% who has a high school education.

## d. Working Time

**Table 4.** Characteristics of Respondents Based on Working Period

No	Years of service	Frequency of Respondents' Answers	
		Person	Percentage
1	1 – 8	22	69%
2	10-30	10	31%
	Amount	32	100%

The results of data processing regarding the characteristics of respondents based on respondent data in this study generally have a working period of 1-8 as many as 22 people (69%), and 10-30 working years as many as 10 people (31%).

### 3.2 Variable Description

In the previous chapter, it has been explained that the purpose of this research is to find out the effect of financial compensation on employee performance at PT. Bank BTPN Sungguminasa Gowa Branch. From the results of the study obtained a collection of data through the technique of filling out a questionnaire as many as 32 respondents, in this study using variable descriptions to reveal the conditions of the variables into this study. Furthermore, the responses of all respondents to each of these variables will be described as follows:

1. Description of the Compensation Variable (X) and the Calculation of the Independent Variable Score.  
To see the respondents' responses to the indicators that became the question items on the questionnaire and also the calculation of scores for the compensation variable (X), as follows:

a. Compensation Variable Statement (X)

The indicators of this variable are divided into 5 statements. We can see the result as follows:

**Table 5.** Respondents Response Compensation (X1)

Response Statement	VeryA gree		Agree		Disagree		Don't agree		VeryDon't agree		Score
	F	%	F	%	F	%	F	%	F	%	
X1.1	15	46.9	17	53.1	0	0	0	0	0	0	143
X1.2	5	15.6	16	50.0	7	21.9	4	12.5	0	0	118
X1.3	15	46.9	14	43.8	3	9.4	0	0	0	0	140
X1.4	4	12.5	13	40.6	8	25.0	7	21.9	0	0	110
X1.5	12	37.5	13	40.6	2	6.3	5	15.6	0	0	128
Average											127.8

From the data that has been processed in table 5.6 above, it can be concluded that the respondent's response to the compensation variable (X), is positive by looking at the average of the total score on this variable question of 127.8.

b. Description of Employee Performance Variable (Y) and Variable Score Calculation

The indicators of this variable are divided into 5 statements. We can see the result as follows:

**Table 6.** Respondents Response Employee Performance Variable (Y)

Response Statement	VeryAgree		Agree		Doubtful		Don't agree		VeryDon't agree		Score
	F	%	F	%	F	%	F	%	F	%	
Y.1	25	78.1	5	15.6	2	6.3	0	0	0	0	151
Y.2	10	31.3	15	46.9	6	18.8	1	3.1	0	0	130
Y.3	7	21.9	8	25.0	15	46.9	1	3.1	1	3.1	115
Y.4	21	65.6	10	31.3	10	31.1	0	0	0	0	148
Y.5	26	81.3	5	15.6	1	3.1	0	0	0	0	153
Average											139.4

From the data that has been processed and presented in table 5.8 above, it can be concluded that the respondents' responses regarding employee performance arising from the consequences caused by the compensation variable (X1) are positive by looking at the average of the total scores on this question of 139.4 and greater than the range of variable scores (x).

**3.3 Measurement of Research Instruments**

a. Validity test

The validity test was conducted to determine the level of validity of each question item in the questionnaire (questionnaire). The validity test was carried out on all questions in the instrument, namely by correlating the score of each item with the total score for each construct. The correlation technique used is the tPearson product moment correlation with one-tailed test. The data was processed with the help of the SPSS 22 program and the complete calculation can be seen in the appendix.

**Table 7.** Validity test

Items	Pearson Correlation	RTable	Information
X1.1	0.407	0.349	Valid
X1.2	0.721	0.349	Valid
X1.3	0.437	0.349	Valid
X1.4	0.824	0.349	Valid
X1.5	0.745	0.349	Valid
Item	Pearson	RTable	Information

Items	Pearson Correlation	RTable	Information
s	Correlation		
Y.1	0.553	0.349	Valid
Y.2	0.775	0.349	Valid
Y.3	0.844	0.349	Valid
Y.4	0.564	0.349	Valid
Y.5	0.468	0.349	Valid

Based on the table of validity test results above, it is known that all question items used in this study are valid, as indicated by the value of each question item having a positive Pearson Correlation value and greater than the Rtable value.

#### b. Reliability Test

The technique used to measure the level of reliability is Cronbach Alpha by comparing the Alpha value with the standard, provided that: 1. Cronbach Alpha value of 0.00 to 0.20, meaning less reliable, Cronbach Alpha value 0.21 to 0.40, meaning somewhat reliable, Cronbach Alpha value 0.42 to 0.60, meaning quite reliable, Cronbach Alpha value 0.61 to 0.80, means reliable, Cronbach Alpha value 0.81 to 1.00, means very reliable.

**Table 8.** Reliability Test Results

Variable	Cronbach's Alpha	Cronbach, Standard Alpha	Information
Compensation	0.653	0.60	Reliable
Employee performance	0.668	0.60	Reliable

Based on the table of reliability test results, fifteen variable items (questions) have an alpha coefficient greater than 0.60. Based on the above provisions, the variables in this study are reliable.

### 3.4 Discussion

Based on the results of the calculations and analysis above, the regression equation is obtained:

$$Y = 2.527 + 0.458X$$

The regression equation can be concluded that there are other variables that affect employee performance outside of those studied by researchers at PT. Bank Btpn Gowa Branch, South Sulawesi Province (Revelation Ahmad, 2014). The results of the validity test can be seen that all rcount values are greater than rtable  $n-2 = 30$  (0.349) at a significance level of 5%. This means that each question item / variable indicator of work discipline and employee performance correlates with the total score and the data collected is declared valid and ready to be analyzed at PT. Bank Btpn Sungguminasa Branch, Gowa Regency. The results of the reliability test obtained a reliability coefficient value greater than 0.6. In accordance with the statement, declared reliable (reliable) if the value of Cronbach's alpha is greater than 0.6. So, it can be stated that all statements in the questionnaire are reliable (reliable).

Based on the coefficient of determination above, it can be seen that the R Square value is 0.293, which means that the effect of compensation on employee performance is 29.3% while the remaining 70.7% is influenced by other variables not included in this study. Based on the results of the t-test above, it is known that the value of the variable regression coefficient (X) or compensation is 0.458 so it can be said that the compensation variable (X) has a positive effect on employee performance by 45.8%. From the results of the regression analysis, the t-count value was  $3.524 > t\text{-table}$  was 2.042 and the significance value (sig.) was  $0.001 < 0.05$ . So it can be concluded that  $H_0$  is rejected and  $H_a$  is accepted, which means that compensation (X) has a significant effect on employee performance. It is suspected that the existence of compensation has a significant effect on the performance of employees at PT. bank Btpn sunggumisa branch, gowa district. This means that the hypothesis is accepted, because together there is a positive relationship between compensation and employee performance at PT. bank Btpn sungguminasa branch, gowa district.

### 4. Conclusion

Based on the results of research on the effect of financial compensation on employee performance at PT. Bank Btpn Sungguminasa branch, Gowa Regency, South Sulawesi Province, it can be concluded that the

compensation variable has a significant effect on employee performance. That is, the existence of employee obedience in the performance of employees of PT. Bank Btpn Sungguminasa Gowa Branch.

## References

- ADHI PRATAMA, R. (2015). THE ROLE OF WORK TRAINING CENTERS IN IMPROVING MANPOWER SKILLS IN PONOROGO DISTRICT. Muhammadiyah University of Ponorogo.
- Aminah, S. (2016). State power in local politics. Prenada Media.
- Andika, HSA (2017). THE EFFECT OF FINANCIAL COMPENSATION ON EMPLOYEE PERFORMANCE AT THE REGIONAL OFFICE OF FINANCIAL MANAGEMENT AND ASSETS OF ENREKANG REGENCY. *Journal of Balanced Economics, Faculty of Economics and Business*, 13(2).
- Budiarto, R., Putero, SH, Suyatna, H., Astuti, P., Saptoadi, H., Ridwan, MM, & Susilo, B. (2018). MSME Development Between Conceptual and Practical Experience. UGM Press.
- Harras, H., Sugiarti, E., & Wahyudi, W. (2020). Human Resource Management Studies for Students.
- INDONESIA, KPPTT. & MUSLIMIN, H. (nd). THE EFFECT OF FINANCIAL COMPENSATION ON PERFORMANCE.
- Mukhtar, A. (2019). Analysis of Employee Job Satisfaction Levels At Pt. Makassar's Fitrah Hidayah Award. *Journal of Business & Entrepreneurship*, 8(4).
- Nugroho, FE (2016). Online Sales Information System Design Tokoku Case Study. *Symmetrical: Journal of Mechanical Engineering, Electrical and Computer Science*, 7(2), 717–724.
- Salinding, R. (2012). Analysis of the Effect of Training on Employee Work Productivity at PT. Erajaya Self-Sufficiency Makassar Branch. Hasanuddin University.
- Soetrisno, E. (2016). Human Resource Management. date.
- Somantri, YF, & Sukmana, W. (2019). Analysis of Factors Affecting Financing to Deposit Ratio (FDR) at Islamic Commercial Banks in Indonesia. *Indonesian Accounting and Finance Periodic*, 4(2), 61–71.
- Wahyu Ahmad, AS (2014). EFFECT OF LEADERSHIP STYLE ON EMPLOYEE JOB SATISFACTION AT PT. NATIONAL RETIREMENT SAVING BANK SUNGGUMINASA BRANCH, GOWA REGENCY. Alauddin State Islamic University Makassar.
- Yusuf, B., & Al Arif, MNR (2015). Human resource management in Islamic financial institutions. Press Eagle.