

Effect of Attendance, Compensation, and Satisfaction Against Effectivity of Performance Employee at Regent Enrekang Office

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Abstract— The performance is one of the parameters that could measure the success or failure of the target that has been planned. An employee's performance is an individuality because every employee has a different capability to do the work. Employee performance could be improved by providing an excellent example of a leader, such as give them motivation and attention. Besides, the presence of the worker correlates to the performance. The absence of the employee is the condition that would not be available to do their responsibility.

Keywords: Attendance, Compensation, Satisfaction.

1 INTRODUCTION

The government is an organization that is a group of specialized people that will do the tasks of government and development, and it is also called a civil servant. The civil servants are official staff that provides services to the community in a professional, honest and equitable manner. Civil servants must be independent of all groups, including political parties, and do not discriminatory in providing services to the community based on loyalty and adherence to Pancasila and the 1945 Constitution.

In an organization, people's ability could be defined to be the primary resource because they can manage, analyze, and organize the mission more effectively and efficiently. The role of the employee is an essential factor because employees are motivating and determining the course of the organization.

The primary aspect that influences the employee to do their works is compensation. Providing compensation as a reward also related to get enough for their living costs and to increase welfare life. Compensation is necessary for employees because of the level of compensation associated with the value of the employees themselves, their families, and their communities.

Besides, the other factors that affect employee performance are job satisfaction. At this point, the high level of satisfaction of the employees will be correlated with excellent performance. In this case, if the employees in the Enrekang Regent office unsatisfaction, the performance provided is not optimal, this is the role of the leaders in the Enrekang District Regents' offices to implement several steps that lead to an increase in employee satisfaction.

The correlation among presence, compensation, and satisfaction above has a critical role for developing an organiza-

tion, and to further improve employee performance, the authors are interested in researching employees at the Enrekang Regent's office.

The Enrekang Regent's Office is a local government agency located on Jl. Jenderal Sudirman No.1, Leoran, Enrekang District, Enrekang Regency, South Sulawesi, which has 186 employees with 83 civil servants and 103 non-civil servants.

2 METHOD

The method that was applied in this research using descriptive research methods with quantitative approaches. The quantitative research methods, as proposed by Sugiyono (2012: 8), which is the research method based on the philosophy of positivism, that has been used to examine specific populations or samples. The data were collected by using research instruments, quantitative/statistical data analysis.

According to Sugiyono (2013: 13) statement, the purpose of the descriptive research to determine the value of independent variables, either one variable or more (independent) without making comparisons or connecting with other variables.

3 RESULT AND DISCUSSION

In this study, the inclusions of the respondents of the employees in the Enrekang District Office are age, gender, and education. The personal information of the respondents will be hidden in the questionnaire. To more clarify the characteristics of the respondent, which were explained below:

3.1. Gender

Regarding the gender, the respondents were classified that showed in the table:

Table 1. The Gender of the Respondents

Gender	Numbers	Percentage (%)
Male	27	41.5
Female	38	58.5
Total	65	100

Source: Primary data modified, 2019

The table 1show that the number of female employees higher than the male with a percentage of 58.5% and 41.5%, respectively.

3.2.Age

The inclusion of the age that explained in table 2.

Table 2. The age of the respondent

Range age	Number	Percentage (%)
15 - 30	31	47.7
31 - 45	25	38.5
46 - 61	9	13.8
Total	65	100

Source: Primary data modified, 2019.

Table 2 shows that of the 65 employees were used as a respondents in this study, the majority were dominated by employees aged 15 to 30 years old as much 31 people or 47.7%; 31 to 45 years old for 25 people or 38.5%, and the last 45 to 61 years old as as much 7 people or 13.8%.

3.3.Education

The parameters that used for education variable has been classified in the table below:

Table 3. The education background of the respondent

Education level	Number	Percentage (%)
Senior High School	8	12.3
Academy	1	1.5
Bachelor's degree	49	75.4
Master's degree	7	10.8
Total	65	100

Source: Primary data modified, 2019

The data showed in Table 3 that collected from 65 people who were the respondent in this study include: 8 people had a high school education, 3 people for the academy, bachelor 49 people and Masters 7 people, the percentage 12.3%, 1.5% and 75.4%, 10.8% respectively. Therefore, it can be concluded that most of the employees are a bachelor's degree.

3.4.Determination of the Range

The scale for measuring the indicator of the variables is the Likert scale with a high score 5 (very high) and lower score (lower score). The numbers of respondents are 65 people. Therefore, we were calculated according to the formula:

$$\text{Range} = \frac{\text{high score} - \text{a lower score}}{\text{Range score}}$$

$$\text{High score} : 65 \times 5 = 325$$

$$\text{lower score} : 65 \times 1 = 65$$

$$325 - 65$$

$$\text{Range} = \frac{\text{high score} - \text{a lower score}}{\text{Range score}} = \frac{325 - 65}{5} = 52$$

So, the range of the survey is 52

According to the range, it was arranged the level score for classification the data:

$$65 - 117 = \text{very low}$$

$$118 - 170 = \text{low}$$

$$171 - 223 = \text{moderate}$$

$$224 - 276 = \text{high}$$

$$277 - 329 = \text{very high}$$

3.5.Description of the Variable Research

The descriptive statistical analysis of variables was used to determine the frequency answers of the questionnaire. The results of the questionnaire were comprised of a few variables such as presence level (X1), compensation (X2), and satisfaction (X3), performance (Y).

1) The description of Attendance Rate Variable (X₁)

Based on data that were collected from the respondent, which explain the frequency distribution of this variable that could be identified as an indicator:

X1.1; The questions: "I have never been absent during a work day without reason", score of 257,

X1.2; The questions: "I always work on time" score of 281.

X1.3; The questions: "I never leave the office without permission" with a score of 287.

X1.4; The questions: "I always maximize my work time "with a score of 283.

X1.5; The questions: "Attending an institution's activity or event when getting an invitation "with a score of 262.

X1.6; The questions: " If absent due to illness must be with a doctor's statement "with a score of 261.

The average score of the six indicators in this variable is in the high category range of 272 because it is in the range (224-276) or presence level is worthy of being used as policy material in supporting employee performance at the institution.

2) The description of the compensation variable (X₂)

Based on data of the questionnaire for the compensation variable, which were identified according to the statements: Indicator X2.1; "I get my monthly salary on time" with a score of 275.

Indicator X2.2; "The salary that I received is in accordance with my contribution" with a score of 259.

Indicator X2.3; "The basic salary I received has fulfilled basic needs" with a score of 265.

Indicator X2.4; "I get facilities for my work, such as a car, motorcycle, etc. "with a score of 208.

Indicator X2.5; " there is adequate health insurance to ensure the health and medical expenses "with a score of 237.

Indicator X2.6; "I feel safe with the insurance provided" with a score of 243.

Regarding the average of the score, the high category range of 247 because it is in the range (224-276) or compensation is appropriate to apply as a policy for supporting employee performance.

3) The description of the satisfaction variable (X₃)

The satisfaction variable based on the data has classified according to the indicator below:

Indicator X3.1; "A conducive work environment makes me feel at home working with a score of 285.

Indicator X3.2; "I feel in accordance with my current job" with a score of 258.

Indicator X3.3; "The salary I received does not match my level of education" with a score of 219.

Indicator X3.4; "Completeness of means work equipment to help carry out sufficient tasks" with a score of 235.

Indicator X3.5; " Relationships with colleagues are well established "with a score of 260.

Indicator X3.6; " Colleagues provide direct assistance in completing work "with a score of 258.

The high score for this category is 252 the range (224-276); therefore, the satisfaction of the employee could be one of the aspects that support employees to increase the performance.

4) The description of the performance variable (Y)

Based on the data for the performance variable that was grouped regarding the indicator:

Indicator Y1 with the statement item "I always try to make good use of my time at work" with a score of 286.

Indicator Y2 with the statement item "Quality the service I do is in line with the expectations of the party I serve "with a score of 283.

Indicator Y3 with the statement item" The quantity of work I do is in line with the expectations/desires of the boss "with a score of 267.

Indicator Y4 with the item statement," I can finish the job quickly and efficiently "with a score of 272.

Indicator Y5 with the statement item" I can work together in a team "with a score of 260.

Indicator Y6 with the statement item" The number of tasks is not an obstacle in completing work "with a score of 253.

The score for the performance variable is 270, which concluded for the high score because included in the range (224-276), it shows that the performance can be encouraged by presence, compensation, and satisfaction.

4 CONCLUSION

In this study that involved 65 respondent and the data were analyzed by using a double linear curve that supported our finding:

- 1) The presence of the employee has a significant increase in the performance of Enrekang regent's staff.
- 2) The compensation did not significantly influence the performance of employees at the Enrekang District Office.
- 3) The satisfaction significantly impacts the performance of employees at the Enrekang District Office.

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