

Effect of Compensation and Work Motivation Against the Performance of Taruna Siaga Bencana (TAGANA) Pasuruan District Social Service

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Abstract:

Background: Taruna Siaga Disaster (TAGANA) is a manifestation of community participation in disaster management in the form of social volunteers. The character of TAGANA's work has a different understanding compared to ordinary workers, because the participation of volunteers is humanitarian-oriented, which prioritizes empathy, and awareness of the environment. This situation which is different from the general condition requires an academic approach to understand and analyze the relationship between compensation and work motivation on the performance of TAGANA volunteers. An academic approach in addition to understanding the relationship between variables is also needed to understand the special conditions of volunteer-based performance where motivation is a trigger for performance and compensation is a supporter of smooth performance.

Materials and Methods: This research was conducted on all 45 Volunteers of the Pasuruan Taruna Siaga Bencana (TAGANA) Social Service of Pasuruan Regency. All populations in this study were taken as samples. The research method used by researchers is to use a survey. Initial testing in this research is the description of the research object, data description, classical assumption test and multiple linear regression analysis.

Results: There is a significant effect between compensation and motivation on performance, either partially or simultaneously. The results of the influence obtained are, compensation with a multiple linear regression coefficient of -0.419, work motivation with a multiple linear regression coefficient of -0.147 and the effect of compensation and work motivation on performance has a simultaneous effect.

Conclusion: The results of the partial influence state that TAGANA's performance has a different character compared to performance in general, because of its voluntary nature which comes from awareness, empathy and concern. Meanwhile, simultaneously compensation and work motivation have an influence on the performance of TAGANA volunteers.

Keyword: Compensation, Work Motivation, Performance, TAGANA.

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I. Introduction

Taruna Siaga Disaster (TAGANA) is a volunteer officially recognized by the Government of Indonesia under the Ministry of Social Affairs, whose functions and roles are under the Office of Social Affairs. TAGANA volunteers are responsible for certain sub-districts according to the volunteer's domicile. The TAGANA volunteer participation system is based on the willingness of individuals or community group representatives who care about disasters. This is what underlies TAGANA volunteers to work because of their self-awareness, empathy and concern for the community. TAGANA in carrying out its functions and duties has responsibilities not only in the event of a disaster, but also in non-disaster (pre-disaster) and post-disaster conditions according to the work area where they are domiciled. This condition needs further study to determine the relevance of TAGANA's performance results to compensation and work motivation. It is important to analyze because TAGANA volunteers do not work to earn wages like workers, but work for humanity.

II. Materials And Methods

This research was conducted on all volunteers of the Pasuruan District Social Service Taruna Siaga Bencana (TAGANA) totaling 45 volunteers. All populations in this study were taken as samples. The implementation of this research was carried out at the Pasuruan Regency Social Service which is located at Jl. Dr. Wahidin Sudirohusodo No. 59, Pasuruan

Study Designs	: Quantitative analysis, using survey
Study Location	: Social Service of Pasuruan Regency, having its address at Jl. Dr. Wahidin Sudirohusodo No. 59, Pasuruan
Study Duration	: -
Sample sizes	: 44 Respondents.
Sample size calculation	: The number of samples in this study were all volunteers of the Taruna Siaga Bencana (TAGANA) Social Service of Pasuruan Regency
Subjects & selection method	: Research through a survey of all volunteers for Taruna Siaga Bencana (TAGANA) Social Service of Pasuruan Regency, because respondents are the population that will be assessed for the effect of compensation and work motivation on performance.

Inclusion criteria:

1. Compensation
2. Work motivation
3. Performance
4. Volunteer Taruna Siaga Bencana (TAGANA) who have received Job Letter

Exclusion criteria:

1. Description of research object
2. Description of data
3. Classic assumption test
4. Multiple linear regression analysis

Procedure methodology

The research method used by researchers is to use a survey. This method aims to get an overview of each variable and to test the effect of these variables. In addition, this method is used to obtain objective, valid and reliable data with the aim that knowledge can be found, proven and developed so that it can be used to understand, solve and anticipate problems that occur.

The assessment of the questionnaire for the independent and dependent variables uses a Likert scale with the weight of the assessment as following :

Strongly Disagree (STS)	= 1
Disagree (TS)	= 2
Neutral (N)	= 3
Agree (S)	= 4
Strongly Agree (SS)	= 5

Statistical analysis

The analysis was carried out using the SPSS program. Multiple linear regression model is shown by the following equation:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2$$

In this study using two independent variables or two predictors so that the formula becomes as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2$$

Description :

Y	= dependent variable (performance)
α	= constant number
β_1, β_2	= regression coefficient predictor β_1 and β_2
X1	= independent variable compensation
X2	= independent variable work motivation

Then, a hypothesis test was conducted which consisted of the F statistic test and the t statistic test. The F test was conducted to calculate the joint effect of the independent variables on the dependent variable. And, the t-test was carried out to find out whether there was a significant effect of each independent variable X1 and X2 on the performance dependent variable (Y).

III. Result

Description of Research Object

A total of 45 questionnaires were distributed and distributed to the volunteers of the Taruna Siaga Disaster (TAGANA) of the Social Service of Pasuruan Regency. The number of returned questionnaires was 44 questionnaires. Respondents' answers used in the data analysis were 44.

Data Description

From the research results, most of the respondents were male, as many as 36 people (81.82%) and 8 women (18.18%). Most of the respondents aged over 51 years were 6 people (13.63%), aged 36-50 years were 17 people (38.64%) and aged 21-35 years were 21 people (47.73%). Most of the respondents whose last education was elementary school were 1 person (2.27%), while junior high school education was 2 people (4.55%), high school education / K as many as 37 people (84.09%) and final education was S1 as many as 4 people (9.09). Respondents mostly worked 1-5 years as many as 14 people (31.82%), 3 people worked 6-10 years (6.82) and 44 people worked 11-15 years (61.36%).

Classic assumption test

Table no. 1 Shows the results of the multicollinearity test, it is known that the VIF < 10 and the tolerance value > 0.1, so there is no multicollinearity.

Table no 1:Shows multicollinearity test results (coefficients)

Coefficients ^a						
Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)					
	COMPENSATION	-.437	-.402	-.380	.960	1.042
	WORK MOTIVATION	-.323	-.267	-.240	.960	1.042

a. Dependent Variable: PERFORMANCE

Picture no. 1 Shows the results of the heteroscedasticity testthere is no heteroscedasticity in the regression model used.

Picture 1:ShowsHeteroscedasticity test results

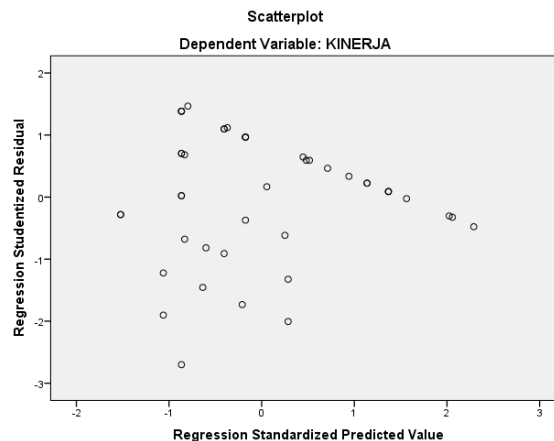


Table no. 2 Shows the results of the autocorrection test. It is known that the output shows that the R Square value is 0.287 and the x2 table is found to be 58.124, it can be concluded that this equation model means that there is no autocorrelation in this study.

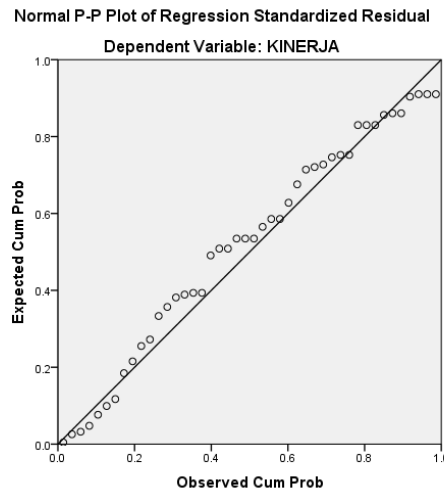
Table no 2:Shows Autocorrelation test results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.536 ^a	.287	.210	.33264779

a. Predictors: (Constant), UT_2, WORK MOTIVATION, COMPENSATION, UT_1

Picture no. 2 Shows normality test resultshas a normal data distribution because the line that describes the actual data follows the diagonal line and the points spread around the diagonal line and the distribution follows the diagonal line, so it can be concluded that the data has met the normality test requirements.

Picture 2: Shows Normality test results



Multiple Linear Regression Analysis

Table no 4 shows that the multiple linear regression equation is obtained as follows:

$$Y = 6.484 - 0.419 X1 - 0.147 X2 + e$$

Table no 2:Shows Multiple Linear Regression test results

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.484	.494		13,120	.000
	COMPENSATION	-.419	.149	-.388	-2.809	.008
	WORK MOTIVATION	-.147	.083	-.245	-1.775	.083
a. Dependent Variable: PERFORMANCE						

Description :

- a. Based on the output table above, it is explained that the constant value is 6.484, which means that if the independent variable (compensation and work motivation) has a value of zero, the performance is 6.484 units, meaning that if compensation and work motivation increase, performance will also increase.
- b. The regression coefficient for the compensation variable is -0.419, which means that if the compensation increases by one unit, the performance variable will decrease by 0.419 units with the assumption that the other independent variables have a fixed value.
- c. The regression coefficient of the work motivation variable is -0.147, which means that if work motivation increases by one unit, the performance variable will decrease by 0.147 units assuming the other independent variables are fixed.

IV. Discussion

Influence Between Compensation (X₁) and Performance (Y)

The results of testing the first hypothesis are known that compensation has an effect on the performance of the Taruna Siaga Bencana (TAGANA) of the Pasuruan Regency Social Service. Both variables have an influence based on the compensation variable having a tcount of -2.809 with a significance value of 0.008 at a significance level of 0.05. It can be concluded that 0.008 < 0.05 then the hypothesis (H1) which reads "There is an influence between compensation (X1) and performance (Y)" so that the influence between these variables is accepted.

Taruna Siaga Bencana (TAGANA) are humanitarian groups based on social activities under the command of the Social Service or Ministry of Social Affairs. TAGANA as a humanitarian organization is not commercially oriented, so compensation is not the main orientation for TAGANA members. The compensation received by TAGANA members is a form of remuneration that contributes to the smooth running of TAGANA members' duties.

Compensation contributes to the smooth running of tasks. TAGANA has an understanding that TAGANA's performance cannot be separated from material support. TAGANA in carrying out its functions and duties to obtain the expected performance results requires material support such as, buying vehicle fuel to reach the task location, buying personal equipment that can support activities, and so on. This makes the form of

compensation received by TAGANA members is not in the form of salary or wages, but money for love. The amount of money received by TAGANA members is also different from the salary or wages. If salaries and wages have a standard regulated in the UMR or UMP, the gratuity is only limited to incentives for remuneration provided where the amount of the figure does not have a standard.

Influence Between Work Motivation (X₂) And Performance (Y)

The results of testing the second hypothesis are known that work motivation has an effect on the performance of the Taruna Siaga Bencana (TAGANA) of the Pasuruan Regency Social Service. Both variables have an influence based on the work motivation variable having a tcount of -1.775 with a significance value of 0.083 at a significance level of 0.10. It can be concluded that $0.008 < 0.10$ then the hypothesis (H2) which reads "There is an influence between work motivation (X₂) and performance (Y)" so that the influence between variables is accepted.

TAGANA's work motivation if understood nobly is a form of public awareness of disasters in their area. This vigilance is anticipated by pre-disaster activities such as organizing disaster areas, making evacuation routes, including making warnings in the event of a disaster. When a disaster occurs, TAGANA's role increases not only to build evacuation pockets but also to provide refugee logistics, provide counseling for affected residents, and also build communication facilities to evacuate trapped residents. After the disaster, TAGANA also has a role to play in restoring disaster-affected areas, psychologically rehabilitating affected communities, and ensuring that community facilities and infrastructure are suitable for re-occupation. These humanitarian activities are not profit-oriented business activities. A strong, skilled and responsible personal motivation is needed where sensitivity, awareness and humanity are the main sources of motivation.

TAGANA as a manifestation of community participation in disaster management in the form of social volunteers is a form of desire and encouragement from people who care about their surroundings. In particular, this condition can be understood as the willingness of individuals to participate in humanitarian activities in the context of anticipating and overcoming disaster situations in their environment. TAGANA's understanding explains that TAGANA's work motivation comes from community awareness and empathy, so work motivation has a major role in the sustainability of TAGANA's activities. This understanding is evidenced by the results of the analysis which states that the magnitude of the response generated by the predictor on the motivation variable (-0.147) exceeds the factor possessed by compensation.

Simultaneous Effect of Compensation (X₁) And Work Motivation (X₂) With Performance (Y)

The results of testing the third hypothesis are known that compensation and work motivation together affect the performance of the Taruna Siaga Bencana (TAGANA) of the Pasuruan Regency Social Service. The results of the F test obtained the calculated F value of 6.792 with a probability of 0.003. Because the probability is much smaller than 0.05 ($0.003 < 0.05$), it can be concluded that compensation and work motivation are not equal to zero or that both independent variables simultaneously affect performance. So the hypothesis (H3) which reads "There is a simultaneous effect between compensation (X₁) and work motivation (X₂) with performance (Y)", is feasible and can be continued.

Compensation and work motivation, are variables that are directly related to performance in a linear manner. Compensation as a result of individual remuneration in carrying out their duties and responsibilities is a form of achievement for their performance. Work motivation as an individual condition in their participation in carrying out their duties and fulfilling their responsibilities is a trigger for individuals to obtain quality and quality performance. The relationship between these variables also applies to TAGANA members, compensation although it is not their main orientation in activities but has a role in facilitating their performance. Work motivation for TAGANA is an absolute condition that arises due to individual awareness and encouragement for humanity and concern for their social environment.

TAGANA has a role as a forum for humanitarian-oriented social volunteers to deal with disaster activities. TAGANA's strength lies in volunteer work motivation that comes from the awareness and encouragement of individuals who are sensitive to the state of their social environment. Compensation with work motivation when viewed simultaneously has a significant role because compensation provides a positive stimulus in terms of the smoothness and ease of activities of TAGANA members. Compensation, which is known as *tali asih* money, is another form of appreciation for the performance of the TAGANA volunteers. This condition is related to the analysis results that simultaneously give 5% effect so that it is feasible and can be used as a reference to continue TAGANA activities.

V. Conclusion

Compensation is needed to facilitate the task of the Taruna Siaga Bencana (TAGANA) volunteers, not as the main orientation to meet personal needs. The work motivation of the Taruna Siaga Bencana volunteers (TAGANA) is direct participation in disaster management on the basis of awareness, empathy and concern for

the environment. Simultaneously, the relevance of the effect of compensation and work motivation on performance has a relationship so that compensation and work motivation need to be considered to improve the performance of the Taruna Siaga Bencana (TAGANA) volunteers, especially in the Pasuruan District Social Service.

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