

# THE EFFECT OF COMPENSATION, JOB SATISFACTION AND CAREER DEVELOPMENT ON PERFORMANCE OF MANPOWER AND TRANSMIGRATION SERVICES IN WEST KUTAI DISTRICT

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*Submitted:* 27 April 2022,

*Revised:* 15 May 2022,

*Accepted:* 20 May 2022

**Abstract.** The organization is a complex entity that seeks to allocate human resources to achieve goals fully. The role of human resources in organizations that adhere to a profit and non-profit service system is crucial because, without human help, any form of technological equipment and any sophisticated equipment owned by the organization will not be able to function optimally. This study aims to determine the effect of compensation on the performance of the employees of the Manpower and Transmigration Office of West Kutai Regency, the impact of job satisfaction on the performance of the employees of the Manpower and Transmigration Office of West Kutai Regency, the influence of career development on the performance of the Manpower and Transmigration Office of West Kutai Regency, the effect of the most dominant impact on the performance of the Manpower and Transmigration Office of West Kutai Regency and the effect of compensation, job satisfaction, and career development together on the performance of the employees of the West Kutai Regency Manpower and Transmigration Office. This study uses quantitative. Sources of data used in this study are primary data and secondary data. This research procedure involves interviews, questionnaires, and a literature study. The results of testing the t-test hypothesis significantly affect compensation on the performance of the Manpower and Transmigration Office of West Kutai Regency employees. Balance has a positive effect, which means employee performance will increase if payment is carried out on time.

**Keywords:** compensation, job satisfaction, career development

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## INTRODUCTION

Basically, an organization or company has a goal to get optimal profits and maintain a business life that is run in the long term (Wu & Pagell, 2011). The availability of human resources is an important factor in an organization and company (Cho et al., 2019), and it is necessary to involve employees/employees in carrying out all company activities (Elerud-Tryde & Hooge, 2014).

The role of human resources in organizations, both organizations that adhere to a profit and non-profit service system, is very important (Kosny & Eakin, 2008), because, without human resources, any form of technological equipment (Claver et al., 1998) and any sophisticated technological equipment owned by the organization will not be able to function optimally (Hughes, 2012). In addition, if this asset is neglected, it is not impossible that it will disrupt the activities of the organization as a whole (Kure et al., 2018). Given the importance of the role of human resources in an organization, of course, these human resources need to be managed in such a way (Tien et al., 2021), and this is an important part of the work of the management of the organization concerned (Leithwood, 2021). The human resource management process must ultimately be measured in terms of how effectively managers manage their human resources (Anwar & Abdullah, 2021), in this context, effective human resource management is reflected in the productivity or performance contributed by employees (Collings et al., 2021), thus it can be said that the performance of the employees

Employees are among the main issues that are always faced by organizational management (Widarko & Anwarodin, 2022). Therefore, one of the most important tasks of managers is to mobilize employees to contribute to the success of the organization (Abdullahi et al., 2021).

Compensation plays a very important role in improving employee performance, one of the main reasons a person works is to fulfill all his life needs (Ali & Anwar, 2021). Someone will work optimally in order to get appropriate compensation, in an agency, employees always expect a more adequate income. The current civil service salary system is still under the private payroll system, thus affecting employee performance, in such a situation it causes the desire to work even harder to seek compensation other than salary. Government Regulation No. 26 of 2001 has regulated the issue of remuneration based on rank and class, while other compensations such as incentives are regulated by each agency.

Job satisfaction is an individual thing. Each individual has a different level of satisfaction according to the value system that applies to him. This is due to differences in each individual. The more aspects that are in accordance with the wishes of the individual, the higher the level of satisfaction he feels. Conversely, if there are fewer aspects of the work that are not in accordance with the wishes of the individual, the lower the level of satisfaction felt by the individual. Job satisfaction is closely related to the attitude of employees towards their own work, work situations, cooperation between leaders and employees. Job satisfaction is a person's

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feelings towards his job. This makes job satisfaction indispensable for an employee in carrying out their duties. Employees who get job satisfaction will perform their duties as well as possible even though the workload is quite heavy. The workload that is quite heavy will not be felt by employees if they get adequate job satisfaction. Employee job satisfaction is one of the things that must be the main concern of the organization, because employees who in their work do not feel comfortable, are not appreciated, cannot develop all their potential, then automatically employees cannot focus and concentrate fully on their work. .

In addition to compensation and job satisfaction, another factor that affects employee performance is the existence of career development opportunities that support career commitment initiatives among employees (Idris et al., 2020). Career development is one of the factors that affect employee performance, where career development is a formal approach taken by organizations to ensure that human resources with the right qualifications and experience are available when needed because career planning and development benefits individuals and organizations including education, training, and promotion. Career development also shows an increase in a person's status in an organization in the career path that has been determined in the organization concerned. Career management and development will increase the effectiveness and creativity of human resources that can improve their performance in an effort to support the organization to achieve predetermined goals.

The Department of Manpower and Transmigration of West Kutai Regency is an agency within the Government of West Kutai Regency which has the main tasks and duties on how to manage labor and settlements in West Kutai Regency. According to temporary observations that the authors met in the field related to performance, there was still a lack of quality work such as some pending work that could not be completed at the specified time, resulting in delays in providing the results of work reports to the leadership. Employee job satisfaction with the organization is quite low, this is evidenced by the finding of employees who do not like the work that has been assigned to them by their superiors, there are several reasons that the authors encounter in the field that cause employees to feel dissatisfied with the work that has been assigned to them such as, division of labor. unequal and not in accordance with the abilities of employees, employees who feel that the leadership is favoritism towards other employees, due to the uneven division of labor, causing a less harmonious relationship between fellow employees, leaders who are less concerned about the needs and desires of their employees, employees feel that they are paid wages. overtime that is not in accordance with the workload that has been assigned to them.

This study aims to determine the effect of compensation on the performance of the employees of the Manpower and Transmigration Office of West Kutai Regency, the effect of job satisfaction on the performance of the employees of the Manpower and Transmigration Office of West Kutai Regency, the influence of career

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development on the performance of the Manpower and Transmigration Office of West Kutai Regency, the effect of the most dominant influence on the performance of the Manpower and Transmigration Office of West Kutai Regency and the effect of compensation, job satisfaction and career development together on the performance of the employees of the West Kutai Regency Manpower and Transmigration Office.

This research is useful in order to increase and expand knowledge related to compensation issues, job satisfaction, career development and employee performance, can contribute ideas and useful information in solving problems related to employee performance and can be used as a comparison for further researchers and become reference material in order to assess performance issues.

## **METHODS**

The type of research used is quantitative. Sources of data used in the study are primary and secondary. The method of collecting data used primary data. The procedures used to collect data are interviews, questionnaires and literature study. The data questionnaire test used by the researcher in this study is the validity test and the reliability test. This study uses the Nonprobability Sampling method, while the sampling technique used is saturated sampling.

The sampling technique in this study was carried out by saturated sampling, which is a sampling technique when members of the population are used as samples. This is often done when the

population is relatively small, or the study wants to make generalizations with very small errors. Another term for saturated sampling is census, where all members of the population are used as samples. Sampling is 100 indiscriminate sampling, which is based on mathematical principles that have been tested in practice. This technique is seen as the best sampling technique in research.

## **RESULTS AND DISCUSSION**

From the results of this study, it is known that compensation has a positive and significant effect on the performance of the employees of the Manpower and Transmigration Office of West Kutai Regency. After testing the hypothesis by conducting a t-test (partial regression coefficient test), the result is that count for the compensation variable (X1) is 2,712 because the value of the count is greater than the table ( $2,712 > 1,984$ ) then the hypothesis testing is declared accepted. This means that compensation (X1) has a positive and significant effect on the performance (Y) of the employees of the Manpower and Transmigration Office of West Kutai Regency. This is in line with previous research conducted by Mafrokhah (2015), which proved that compensation has a positive and significant effect on performance. However, it is not in line with previous research conducted by Arifin (2017), which demonstrated that compensation has no impact on lecturer performance.

From the results of this study, it is known that career development has a significant and positive effect on the

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performance of the employees of the Department of Manpower and Transmigration in West Kutai Regency, and after testing the hypothesis by conducting a t test (partial regression coefficient test) the results show that t is for the career development variable (X2). of 1,989 because the value of tcount is greater than ttable (1,989 > 1,984) then the hypothesis testing is declared accepted. This means that career development (X2) affects the performance (Y) of the employees of the Manpower and Transmigration Office of West Kutai Regency. This is in line with previous research conducted by Mafrokhah (2015) and Padmantyo (2016) which proved that job satisfaction has a positive and significant influence on performance.

From the results of this study, it is known that job satisfaction has a significant and positive effect on the performance of the employees of the Department of Manpower and Transmigration of West Kutai Regency, and after testing the hypothesis by conducting a t test (partial regression coefficient test) the results show that tcount for the variable job satisfaction (X3) of 5,709 because the value of tcount is greater than ttable (5,709 > 1,984) then the hypothesis testing is declared accepted. This means that job satisfaction (X3) affects the performance (Y) of the employees of the Manpower and Transmigration Office of West Kutai Regency. This is in line with previous research conducted by Padmantyo (2016) and Arifin (which proves that career development has a positive and significant influence on performance.

From the results of this study, it is known that compensation, career development and job satisfaction have a

significant and positive effect on the performance of the employees of the Manpower and Transmigration Office of West Kutai Regency, and after testing the hypothesis by conducting the F test (simultaneous test) the result is that Fcount is 101,014. while the Ftable value for this study is 2.698 because the Fcount value is greater than Ftable (101.014 > 2.698), then the hypothesis testing is declared accepted. This means that compensation, career development and job satisfaction affect the performance of the employees of the Manpower and Transmigration Office of West Kutai Regency

## **CONCLUSIONS**

Based on the research, it can be concluded that the results of the t-test hypothesis testing have a significant effect between compensation on the performance of the employees of the Manpower and Transmigration Office of West Kutai Regency. Compensation has a positive effect which means that employee performance will increase if compensation is carried out on time, the results of testing the t-test hypothesis there is a significant influence between career development on the performance of the Manpower and Transmigration Office of West Kutai Regency. Career development has a positive influence, meaning that employee performance will increase if, the results of testing the t-test hypothesis there is a significant influence between job satisfaction on the performance of the Manpower and Transmigration Office of West Kutai Regency. Job satisfaction has a positive effect, meaning that employee

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performance will increase if the use of job satisfaction is done well, the results of testing the F test hypothesis have a significant influence between compensation, career development and job satisfaction on the performance of the Manpower and Transmigration Office of West Kutai Regency, the results of the Adjusted Test R Square of 0.752 or 75.2% this figure indicates that the ability of the independent variables (compensation, career development and job satisfaction) is able to explain the variations that occur in the performance of the Manpower and Transmigration Office of West Kutai Regency by 75.2% while the rest is 24.8% is explained by other variables that are not explained in this research model.

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