

The Effect of Communication, Work Stress and Compensation on Employee Performance at CV. Mandiri Putra Jaya

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ABSTRACT

To achieve the goals of a company, employee performance is needed which is a driving factor for the creation of every organization in the company. However, to support the achievement of company goals, there are several factors that are strong and perfect employee performance, such as Communication, Work Stress, and Compensation. The purpose of this study is to find out whether there is an Effect of Communication, Work Stress and Compensation on Employee Performance. The analysis method used is quantitative analysis. Using non-probability sampling research techniques with data analysis methods Validity Test, Reliability Test, Classical Assumption Test, Regression Analysis and Hypothesis Test using partial and simultaneous. Communication t Test Results (X1) of 2,285 with a sig value of 0.005, Work Stress (X2) of 2,715 with a sig value of 0.008, Compensation (X3) of 2,636 with a sig value of 0.001, Test Results F Communication Variables (X1), Work Stress (X2) and Compensation (X3) on Employee Performance (Y) of 14,803 and a sig value of 0.000 Multiple Linear Regression Test Results Employee performance with a constant value of 4,226, Communication Variable (X1) of 0.204 Work Stress Variable (X2) of 0.232 and Compensation Variable (X3) of 0.262..

INTRODUCTION (Start on new page, separated from title page above)

Employee performance is a crucial element in the industry and makes organizational success in achieving company goals or objectives, in business processes is the main driver of all company activities both in business or company development (Azhari,2022),, the form of success of an organization or

company institution is able to see how employees carry out work tasks given by the company (Arifin, Raka Ardiana and Murgianto, 2019)

Several factors can affect employee productivity in an agency, namely Communication, Work Stress and Compensation where these can affect employee behavior and the results of employee performance in an organization or corporate institution, as social and cultural beings employee performance cannot be separated from the many standards and principles that apply in the industry (Smit, 2019).

Communication is a process in which individuals or groups of people use information to connect with their surroundings (Windo Thalibana, 2022). The key to good communication is always conveying what is going on without delaying it so that communication always goes as it should. The role of communication in a company's organization or institution can make workflow more effective and transparent.

In addition to communication, the thing that affects the results of employee performance is Work Stress, which is a term that describes the feelings felt by employees when facing work tasks, it often occurs in employees when carrying out work processes that experience work stress tends to experience a decrease in performance in carrying out their duties (Ilham et al, 2022), Work stress that is not handled properly without any treatment action and a lack of evaluation given by the industry will make employees feel stressed and unable to work optimally.

Companies should be able to balance the duties and responsibilities related to work that will be charged with the ability of employees' performance at work but pay less attention to the internal conditions of employees, such as the mindset and mentality of these employees (Andriani et al., 2022). People who experience work stress come from work caused by job requirements that exceed their mental and physical resources and this is considered threatening or dangerous (Ramadhani et al., 2019). In addition to work stress can affect employee productivity results, namely compensation is an important aspect in the application of HRM benefits associated with giving individual appreciation as a reward for carrying out work. (Yulandri, 2020). Compensation is a form of reward in the form of money or other things, which will benefit or have a good impact on employees, preferably the salary or compensation received by employees has an important role in meeting their daily needs. Compensation must be based on the level of responsibility and risk associated with each job, so as to improve employee performance (Andriani et al., 2022).

THEORETICAL REVIEW

Employee Performance

Employee Performance Performance plays a very significant role in achieving company goals. Performance is a result shown by everyone as proof of their achievements, companies trying to improve the ability of human resources will have a positive impact and improve the quality of employee performance, in achieving maximum goals management must have excellence to understand

employee attitudes and behavior, work plays an important role as a valuable asset in a company in achieving its vision and mission (Rulianti *et al.*, 2019)

Communication

Communication plays an important role for humans, because without communication, interaction between individuals will not occur and there will be no exchange of valuable knowledge and experience in the work environment, work communication is needed in order to achieve common goals, the role of communication in an organization allows for unity among individuals. or groups that allow them to work well. According to (Mandasari, 2022) When someone communicates with other people, they try to share opinions, ideas, or perspectives. Meanwhile, according to (Maulina, 2019) "Communication All parties depend on using their tools properly so that miss communication occurs".

Work Stress

Work stress according to the Big Indonesian Dictionary (KBBI) is a mental and emotional disorder or disorder caused by external factors, or also called tension. Circumstances that produce tension that create discrepancies in physical and mental conditions, are influenced by emotions, thought processes, and internal situations experienced by employees.

Individual responses to jobs that employees are unable to carry out so that employees feel uncomfortable and do not like working and feel hopeless. According to (Ilham, 2022) states "That work stress is a feeling of stress experienced by employees because of their work". Work stress can be identified through symptoms such as emotional disturbances that are not balanced and feelings of unrest, unable to relax and anxious.

Meanwhile, according to (Rizaldi, 2021) "Work stress is the initial trigger for decreased employee performance, due to mental stress and employee performance cannot be achieved optionally"

Compensation

According to (Dinda Qomari, 2021) Compensation is all forms of income, whether in the form of money or other indirect forms, which are obtained for employees as a reward for services to the organization. Meanwhile, according to (Hasibuan, 2019) states that remuneration is the responsibility and collection for the company. Organizations expect employees to receive higher than average salaries.

Thus the value of labor provided by employees must exceed the salary paid by the company in order to create profits and ensure the continuity of the company. Based on the understanding of communication that has been described, it is able to conclude that communication is basically the process of conveying one's thoughts to others with the aim of mutual understanding in an effort to achieve organizational direction.

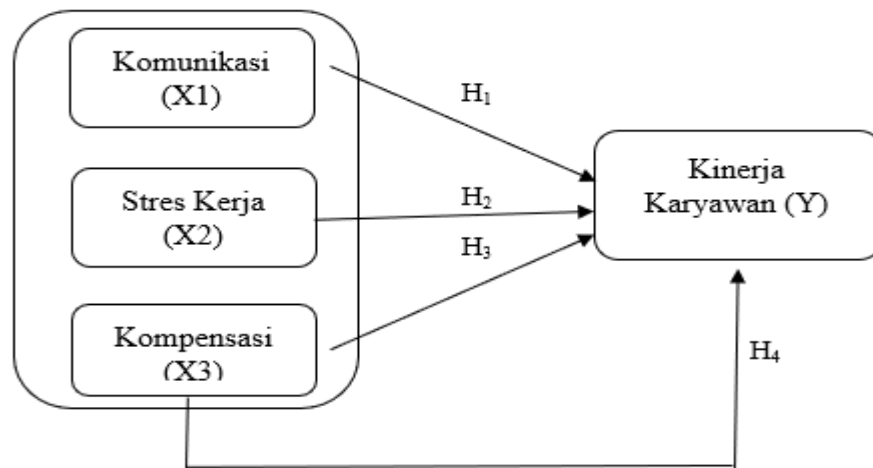


Figure 1. Conceptual Framework

Hypothesis

- H1 : There is a significant influence between Communication (X1) on employee performance (Y) at CV Mandiri Putra Jaya
- H2 : There is a significant influence between work stress (X2) on employee performance (Y) at CV Mandiri Putra Jaya
- H3 : There is a significant influence between compensation (X3) on employee performance (Y) at CV Mandiri Putra Jaya
- H4 : There is a significant influence between Communication (X1) Work Stress (X2) Compensation (X3) on Employee Performance (Y)

METHODOLOGY

Basically, studies are carried out using scientific methods in obtaining specific data with specific objectives. In order to achieve this goal, it is important to use the type of research that is appropriate to the direction one wants to pursue. In this study, a type of quantitative research was used. Based on the opinion (Sugiyono, 2020) "Quantitative research is a technique for testing hypotheses on certain samples or populations and then analyzing them by applying sampling methods, instrument studies, and data collection. According to (Firmansyah,2022) "Quantitative research is a technique of applying lots of numbers, this starts with data collection, data interpretation, and presentation of study findings." The direction of the quantitative approach in this study is to examine the influence of the variables being studied using statistical techniques. To get to know the effect of independent variables on variable ties, in this study quantitative approach functions with the regression analysis method to analyze data and facts during the study, as follows:

1. Effect of Communication (X1) Work stress (X2) and Compensation (X3) as the dependent variable (not bound).
2. Against Employee Performance (Y) as the dependent variable (tied).

RESULTS

Reliability Test

Tabel 1 : Variable Reliability Test Results

Variables	Cornbatc h Alpha	Standar Cronbatc h Alpha	Decisions
Communication (X1)	0,719	> 0,6	Reliabel
Work Stres (X2)	0,719	> 0,6	Reliabel
Compensation (X3)	0,719	> 0,6	Reliabel
Employee performance (Y)	0,719	> 0,6	Reliabel

Source: Data processed, 2023

From the test results in the table above it shows that the variables of communication culture (X1), work stress (X2), and compensation (X3) on employee performance (Y) are declared reliable. This can be proven by the fact that each variable has a Cronbach's Alpha value > 0.6

Normality Test

Tabel 2 Normality Test Table

Normality Test Results with the Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		80
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,27257876
	Most Extreme Differences	
	Absolute	,115
	Positive	,053
	Negative	-,115
Kolmogorov-Smirnov Z		1,030
Asymp. Sig. (2-tailed)		,240

a. Test distribution is Normal.

b. Calculated from data.

Source: Data processed, 2023

Based on the test results in the table above, a significance value of 0.240 is obtained which is greater than the specified level of significance (0.05). Therefore, it can be concluded that the assumption of the distribution of equations in the normality test is fulfilled, namely the data distribution is normal.

Multicollinearit Test

Tabel 3 Multicollinearity Test Table

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	4,226	1,970		2,146	,035		
	Komunikasi	,204	,089	,241	2,285	,005	,747	1,338
	Stres Kerja	,232	,085	,278	2,715	,008	,790	1,266
	Kompensasi	,262	,099	,269	2,636	,001	,795	1,257

a. Dependent Variable: Kinerja Karyawan

Source: Data processed, 2023

Based on the results of the multicollinearity test in the table above, the tolerance value of the communication variable is 0.747, work stress is 0.790, and compensation is 0.795. These three values are greater than 0.1, which indicates that there is no multicollinearity between the independent variables. In addition, the value of the Variance Inflation Factor (VIF) for the communication variable is 1.338, for the work stress variable is 1.266, and for the compensation variable is 1.257. The VIF values are also smaller than 10, which indicates that there is no multicollinearity problem in the regression model. So this regression model states that there is no multicollinearity disorder.

Multiple Linear Regression Analysis

Table 4 Multiple Linear Regression Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,226	1,970		2,146	,035
	Communocatio n	,204	,089	,241	2,285	,005
	Work Stres	,232	,085	,278	2,715	,008
	Compensation	,262	,099	,269	2,636	,001

a. Dependent Variable: Employee Performance

Source : Data processed, 2023

From the findings of the regression measurements shown in the table above, the regression equation is able to obtain the following: $Y = 4.226 + 0.204X_1 + 0.232X_2 + 0.262X_3$. From this equation, it can be concluded that these equations include:

1. The positive constant value of 4,226 The "positive" sign indicates that there is a unidirectional influence between the independent variable and the dependent variable. This shows that if all independent variables are taken into account communication (X1), work stress (X2) and compensation (X3) are 0 percent or do not change, then employee performance (Y) has a value of 4,226.

2. The beta coefficient value for the communication variable (X1) has a positive value of 0.204. This means that if communication (X1) increases by one unit (1%), employee performance (Y) will increase by 0.204 units assuming the other independent variables are of a fixed value. Conversely, if the obedience of one unit (1%) in the communication variable (X1) will reduce employee performance (Y) by 0.238 with one unit (1%) the others are fixed.

3. The beta coefficient value for the work stress variable (X2) has a positive value of 0.232. This means that if work stress (X2) increases by one unit (1%), then employee performance (Y) will increase by 0.232 units assuming the other independent variables have a fixed value. Conversely, if the obedience of one unit (1%) in the work stress variable (X2) will reduce employee performance (Y) by 0.232s with one unit (1%) the others are fixed.

4. The beta coefficient value for the compensation variable (X3) has a positive value of 0.262. This means that if the compensation (X3) increases by one unit (1%), then the employee's performance (Y) will increase by 0.262 units assuming the other independent variables are of a fixed value. Conversely, if one unit (1%) in the compensation variable (X3) will reduce employee performance (Y) by 0.262 with one unit (1%) the others are fixed.

Test t

Testing the hypothesis regarding the effect of Communication Variables (X1), Job Stress (X2), and Compensation (X3) on Employee Performance (Y) was carried out using a partial T-Test. In that study, using the sig 5% category ($0.05:2 = 0.025$) and degrees of freedom ($df = n-K-1$, where n is the number of data and K is the number of independent variables). The test results show that the t-count values obtained are $df = 80-3-1 = 76$. Then t table = 1.9916

Tabel 5 T - Test Results

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	4,226	1,970		2,146	,035
	Communication	,204	,089	,241	2,285	,005
	Work stres	,232	,085	,278	2,715	,008
	Compensation	,262	,099	,269	2,636	,001

a. Dependent Variable: Employee Performance

Source : Data processed, 2023

From the findings of the study, in the table above the following values were obtained:

1. H1 in this study is accepted because the t value is 2.285 > from t table (1.9916) or a significance value of 0.005 < 0.05, meaning that communication (X1) partially has a positive and significant effect on employee performance (Y).
2. H2 in this study is accepted because the t count is 2.715 > from t table (1.9916) or the significance value is 0.008 < 0.05. This indicates that work stress (X2) has a positive and partially significant effect on employee performance (Y).
3. The H3 hypothesis in this study is accepted because the t-value of 2.636 is greater than the t-table (1.9916), and the significance value of 0.001 is less than 0.05. This shows that compensation (X3) has a positive and significant effect partially on employee performance (Y).

Uji F

To test the simultaneous effect of the communication, job stress, and compensation variables on employee performance, an F statistical test was carried out with a significance level of 5%. In this study, a 5% (0.05) significance criterion was used to compare the calculated F value with the F table, with the following rule: if the calculated F value exceeds the F table value at a significance level of 5%, one can conclude that simultaneously the variables of communication, work stress, and compensation have a significant effect on employee performance:

- a. If the calculated F value < F table means that H0 is accepted and H4 is rejected
- b. If the value of F count > F table means H0 is rejected and H4 is accepted

To choose the value of F table, use the formula $df = (n - k - 1)$, with n = is the number of observations, k = is the number of independent variables. In this case, the df value is 76, so the F table value is 2.72. The criterion is said to be significant if the calculated F value > table F value or if the ρ (p-value) < Sig.0.05 (5% significance level).

Tabel 6 F Test Result

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	67,305	3	22,435	14,803	,000 ^b
	Residual	115,183	76	1,516		
	Total	182,488	79			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Communication, Work stres, Compensation

Source : Data processed, 2023

From the findings of the table test above, the calculated F value is greater than the F table value ($14,803 > 2.72$), and the ρ value (p-value) is smaller than the 0.05 significance level ($0.000 < 0.05$). Therefore, the null hypothesis (H_0) is rejected and the alternative hypothesis (H_4) is accepted. This proves individually, the variables Communication (X_1), Work Stress (X_2), and Compensation (X_3) have an effect on employee performance (Y).

DISCUSSION

Effect of Communication (X_1) on Employee Performance (Y)

Based on the results of the Partial T Test, it can be concluded that the first hypothesis is accepted where communication has a significant effect on employee performance. This research is in line with research (Islami *et al.*, 2021) showing that there is a significant effect between communication on employee performance at PT. Feva Indonesia, this is also in line (Siahaan.B.G.,2022) where there is a significant influence between communication on employee performance at PT. Bina Agra Mulyadi Jakarta.

Effect of Work Stress (X_2) on Employee Performance (Y)

Based on the results of the Partial T Test, it can be concluded that the second hypothesis is accepted where Job Stress has a significant effect on Employee Performance. This research is in line with research (Nurhidayat, 2022) which shows that there is a significant effect of work stress on employee performance at PT. Bumi Agung Tangsel City Region

Effect of Compensation (X_3) on Employee Performance (Y)

Based on the results of the Partial T Test, it can be concluded that the third hypothesis is accepted where compensation has a significant effect on employee performance. This research is in line with research (Dwianto and Purnamasari, 2019) which shows that there is a significant effect between compensation on employee performance at PT. Indonesian Jaeley.

Effects of Communication(X1), Job Stress(X2) and Compensation(X3) Against Employee Performance(Y)

Based on the results of the Simultaneous F Test, it can be concluded that the fourth hypothesis is accepted where the process of Communication, Job Stress and Compensation on Employee Performance simultaneously and significantly influences employee performance, this research is in line with research (Dinda,et al, 2021) which shows that there is simultaneous and significant influence between Communication, Work Stress and Compensation at PT. The Univenus Sidoarjo.

CONCLUSIONS AND RECOMMENDATIONS

Based on the description in the previous chapter and from the results of the analysis and discussion regarding the effect of communication, work stress and damage to employee performance, the following conclusions can be drawn:

1. The results of the communication variable (X1) partially have a positive and significant effect on employee performance at CV. Mandiri Putra Jaya, it means that the better the communication used by CV. Mandiri Putra Jaya, the results of the performance of employees in the company are increasing.
2. The results of the study of the Job Stress variable (X2) partially have a positive and significant effect on employee performance at CV. Mandiri Putra Jaya, this is because the leadership always gives quite a lot of targets every year without evaluating conditions in the field.
3. The results of the Compensation variable (X3) partially have a positive and significant effect on employee performance at CV Mandiri Putra Jaya, this is because compensation is everything that employees receive as a substitute for service contributions to the company.
4. The results of the study of the variables Communication (X1), Work Stress (X2) and Compensation (X3) simultaneously have a positive and significant effect on Employee Performance (Y), this is shown by the results of the SPSS Test version 20 on the Classical Assumption Test, Linear Regression Test Multiple, T Test and F Test and the Coefficient of Determination. Employee performance is the key to success in the company, besides that the company is expected to be able to improve communication between employees, create a comfortable work environment, focused work as well as other supports, namely adequate facilities and infrastructure, with this will help the company in marketing goals and objectives company.

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