Satisfaction With Employee Performance with Compensation and Motivation, Salary Relationship at PT. Jaya Palopo Teknik

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Abstract: Representative execution is how much a rep adds to the organization, including the amount of output, quality of output¸, time, participation in the workplace, and a helping mentality. To determine how a set of exogenous variables, such as Compensation (X1), Motivation (X2), and Job Satisfaction (Y), will affect endogenous variables, such as Employee Performance (Z), and to determine how much the direct influence is. Indirect, total, or simultaneous effect of exogenous variables on endogenous variables. This study used interviews and questionnaires with 100 PT Jaya Palopo Teknik employees to collect data. The total score grouping for each instrument studied was the Jaya Palopo Technique, and path analysis was used to test hypotheses with inferential statistics. The road coefficient of variable X1 (Remuneration) to variable Z (Execution of representatives) is 0.324, which means 0.000. The path coefficient of variable X2 (Inspiration) to variable Z (Worker Execution) is 0.671, which means 0.000. The path coefficient of variable Y (Fulfillment of Position) to variable Z (Employee Execution) is 0.743, which means 0.000. The X1 variable (Remuneration) coefficient on the Z variable (Representative Implementation) through the Fulfillment of Position is 0.303. Job satisfaction has a coefficient of 0.405 from variable X2 (motivation) to variable Z (employee performance). Employee performance is influenced by job satisfaction, motivation, and compensation.

Keywords: Compensation, Work Motivation, Job Satisfaction, Employee Performance

1 Introduction

HR are a vital component in deciding the outcome of an organization since people are animals that have specific considerations, sentiments, requirements, and assumptions. This needs special attention because these factors will affect employee competence, which will lead to high company performance and, consequently, high-performing employees.

Employee performance can be seen from the aspects of quantity and quality of work which include timeliness of execution of work, accuracy of work, level of service provided, level of work errors, competency in analyzing data, and competence in evaluating.

While basic performance is essential for employees to maintain a decent standard of living, compensation also provides a measurable indicator of an individual's contribution to the business. The strategic human resource function of compensation significantly influences other human resource functions.

The amount of contribution employees make to the business—in terms of output quantity, output quality, attendance at work, and attitude of cooperation—is known as employee performance. The exhibition of every individual is unique in relation to others as per the degree

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of information, abilities, and inspiration moved by the person, as well as gatherings, the presentation of one gathering to another won't be the equivalent in light of the fact that the sythesis of the gathering individuals has various understandings of execution in an unexpected way.[1]

Execution is also the result of work done or contributed by a representative in connection with the organization's responsibilities.[2]

It is hoped that the company will be able to compete with other businesses if its employees perform well, thereby demonstrating its superior performance. Representative execution can be worked on through expanded pay and work inspiration in light of the fact that with the pay given by the organization to representatives, the excitement, readiness, and exactness of representatives while working will be augmented, centered, and trained.[3]

The level of job satisfaction and motivation, as well as the outcomes of the work, are also significantly influenced by the compensation paid to employees.[2]

Pay is all pay as cash, immediate or circuitous products got by representatives as pay for administrations gave to the organization. Remuneration as cash makes sense of that workers are paid a specific measure of cash, while pay as products is pay paid in kind to representatives.[4]

Job satisfaction is significantly influenced by compensation. Motivation and expectations for employees to receive appropriate compensation to encourage optimal work performance.[5]

Inspiration is a longing inside an individual that makes that individual demonstration. Individuals represent one explanation, in particular to accomplish objectives. Therefore, motivation is an impulse that is influenced by objectives and rarely arises on its own.[6]

Work fulfillment is a close to home disposition that satisfies and loves his work. Work performance, discipline, and morale all show this attitude. Workplace, non-workplace, and combination-based job satisfaction are all sources of job satisfaction. Workplace job satisfaction refers to the pleasure of obtaining work results, placement, treatment, equipment, and a stimulating work environment.[4]

Being able to interact with their work environment and work with passion and earnestness in order to increase their contribution to the company's achievement of its goals is an important condition that every employee must own.[7]

With the reasons referenced over, this article will talk about the impact of pay and inspiration on work fulfillment on representative execution at PT. Jaya Palopo Teknik.

2 Method

This examination is remembered for the classification of causal affiliated research since this review intends to analyze the impact of pay and work inspiration on work fulfillment on representative execution at PT. Jaya Palopo Teknik in 2019. This study was carried out from March 2019 until its conclusion, the technique used in data collection was using interviews and questionnaires in the form of several questions given to respondents to fill in according to the actual situation. Because the population in this study is not stratified but rather homogeneous, Simple Random Sampling was used as the sampling method. There are three aspects of respondent characteristics that can be described in this study: age, gender, and education level Descriptive analysis was used to describe the variables of PT's employee performance, motivation, job satisfaction, and compensation. Jaya Palopo Procedure is utilized by grouping the quantity of instrument scores for every one of the factors examined. Furthermore, testing the information is finished by way investigation, specifically inspecting the example of connections that uncover the impact of a variable or set of factors on different factors, both

immediate and backhanded impacts.

3 Results

3.1 Sample characteristics

Most of the research samples were men, namely 62%, and only 38% were women. The sample aged between 20-30 years is 15%, and 31-44 years is 48%. Meanwhile, employees aged over 45 years were 37%. The sample has a high school education level of 57%, a Diploma III education level has a percentage of 23%, an Undergraduate education level has a percentage of 15%, and Strata 2 education level is 5%.

1.2 Descriptive Statistical Analysis

3.2.1 Compensation (X1)

Compensation (X1) in this study was measured with a test instrument totaling 10 valid questions with a score of 1 to 8 obtained a range of values from 10 to 80. The results of the SPSS version 21 data analysis show that the average score is 65.99, the range is 30, the variance is 37.92, and the standard deviation is 6.15. The highest score was 80, while the lowest score was 50. Using the Sturges method ($k = 1 + 3.3 \log n$), the number of class intervals is 8 and the length of the interval is 4, so that the frequency distribution of compensation scores can be made. It can be seen that 48 respondents (48%) rated compensation in the below-average category while 52 respondents (52%) rated compensation as above average. The policy is given to employees by PT. Jaya Palopo Techniques to fulfill employee work include providing benefits in the form of meal allowances, transportation, and insurance that are appropriate for employee welfare, as shown in Table 1.

Table 1. Frequency Distribution of Compensation Scores

Interval					
No	Interval Class	Absolute Frequency (fi)	Relative Frequency (%)	Valid Percent	Cumulative Frequency (%)
1	50-53	3	3.0	3.0	3.0
2	54-57	3	3.0	3.0	6.0
3	58-61	22	22.0	22.0	28.0
4	62-65	20	20.0	20.0	48.0
5	66-69	23	23.0	23.0	71.0
6	70-73	20	20.0	20.0	91.0
7	74-77	4	4.0	4.0	95.0
8	78-80	5	5.0	5.0	100.0
Total		100	100	100.0	

3.2.2 Motivation (X2)

Motivation (X2) in this study was measured with a test instrument which totaled 10 questions declared valid with a score of 1 to 8 obtained a range of values between 10 to 80. The results of the SPSS version 21 data analysis show that the average score is 62.51, the range is 36, the variance is 56.53, and the standard deviation is 7.51. The highest score was 80, while the lowest score was 44. Using the Sturges method (k = 1 + 3.3 log n), the number of class intervals is 8 and the length of the interval is 4, so that a frequency distribution of motivation scores can be made. 34 respondents (34%) rated Discipline as being in the below-average category and the remaining 66 respondents (66%) rated motivation above average, as shown in table 2.

Table 2. Frequency Distribution of Motivational Scores

Interval					
No	Interval Class	Absolute Frequency (fi)	Relative Frequency (%)	Valid Percent	Cumulative Frequency (%)
1	44-47	4	4.0	4.0	4.0
2	48-51	1	1.0	1.0	5.0
3	52-55	11	11.0	11.0	16.0
4	56-59	18	18.0	18.0	34.0
5	60-63	24	24.0	24.0	58.0
6	64-67	15	15.0	15.0	73.0
7	68-71	14	14.0	14.0	87.0
8	72-80	13	13.0	13.0	100.0
Total		100	100,0	100,0	

3.2.3 Job Satisfaction (Y)

Job satisfaction (Y) in this study was measured with a test instrument which totaled 10 questions declared valid with a score of 1 to 8 obtained a range of values between 10 to 80. The results of the SPSS version 21 data analysis show that the average score is 62.66, the range is 36, the variance is 63.62, and the standard deviation is 7.97. The highest score was 80, while the lowest score was 44. By using the Sturges method (k = 1 + 3.3 log n), the number of class intervals is 8 and the length of the interval is 4, so that a frequency distribution of scores can be made. 38 respondents (38%) rated Job Satisfaction in the below-average category. -average and the remaining 62 respondents (62%) rated Job Satisfaction as above average, as shown in Table 3.

Table 3. Frequency Distribution of Job Satisfaction Scores

Interval					
No	Interval Class	Absolute Frequency (fi)	Relative Frequency (%)	Valid Percent	Cumulative Frequency (%)

1	44-47	2	2.0	2.0	2.0
2	48-51	3	3.0	3.0	5.0
3	52-55	13	13.0	13.0	18.0
4	56-59	20	20.0	20.0	38.0
5	60-63	20	20.0	20.0	58.0
6	64-67	15	15.0	15.0	73.0
7	68-71	13	13.0	13.0	86.0
8	72-80	14	14.0	14.0	100.0
Total		100	100.0	100.0	

3.2.4 Employee performance (Z)

Employee performance (Z) in this study was measured with a test instrument totaling 10 valid questions with a score of 1 to 8 obtained a range of values from 10 to 80. Based on the results of data analysis with the help of SPSS version 21, the highest score was 80, the score lowest is 42, the average score is 61.77, the range is 38, the variance is 62.36 and the standard deviation is 7.89. By using the Sturges method ($k = 1 + 3.3 \log n$), the number of class intervals is 8 and the length of the interval is 5, so that the frequency distribution of Employee Performance scores can be made. 48 respondents (48%) rated Employee Performance in the below-average category and the remaining 52 respondents (52%) rated Employee Performance above average, as shown in table 4.

Table 4 Frequency Distribution of Employee Performance Scores

Interval					
No	Interval Class	Absolute Frequency (fi)	Relative Frequency (%)	Valid Percent	Cumulative Frequency (%)
1	42-46	4	4.0	4.0	4.0
2	47-51	3	3.0	3.0	7.0
3	52-56	26	26.0	26.0	33.0
4	57-61	15	15.0	15.0	48.0
5	62-66	24	24.0	24.0	72.0
6	67-71	15	15.0	15.0	87.0
7	72-76	11	11.0	11.0	98.0
8	77-80	2	2.0	2.0	100.0
Total		100	100,0	100,0	

3.2.5 Validity Test

In this study, the validity of the content (content validity) and the construct (construct validity) validity are tested. Content legitimacy is an action considered in view of the degree to which the substance of the measure addresses all parts of the calculated system. While the consistency of the components of one construct and the other is measured by the construct's validity. The product moment correlation formula was used to determine whether or not the concept was true.

The statistical formula known as the Corrected Item Correlation method is utilized in order to test the validity of the research instrument (questionnaire), i.e., how well the measuring instrument fulfills its measurement function.

The r product moment table indicates that the critical validity limit value for 100 respondents is 0.197. Assuming the connection worth or r count is not exactly or under 0.197 then the survey things are proclaimed invalid. On the other hand, the questionnaire items are deemed valid if the calculated r-value is greater than 0.197.

The following are the outcomes of the questionnaire's validity check for each of the variables that were examined:

a. Compensation (X1)

Each item from each Compensation variable question (X1), because r count is greater than critical r all statements are valid, with a significant level of 5% (α=0.05). As shown in Table 5.

Table. 5 Compensation Validity Test (X1)

Statement	Correlation Coefficient (r count)	Limit Value (r critical)	Status
Item 1	0,643	0,197	Valid
Item 2	0,582	0,197	Valid
Item 3	0,605	0,197	Valid
Item 4	0,628	0,197	Valid
Item 5	0,508	0,197	Valid
Item 6	0,4100	0,197	Valid
Item 7	0,490	0,197	Valid
Item 8	0,395	0,197	Valid
Item 9	0,628	0,197	Valid
Item 10	0,508	0,197	Valid

b. Motivation (X_2)

Each item from each question of the Motivation variable (X2), because r count is greater than critical r so that all statements are valid, with a significant level of 5% (α=0.05). As shown in table 6.

Table.6 Motivation Validity Test (X2)

Statement	Correlation Coefficient (r count)	Limit Value (r critical)	Status
Item 1	0,656	0,197	Valid
Item 2	0,682	0,197	Valid
Item 3	0,693	0,197	Valid
Item 4	0,483	0,197	Valid
Item 5	0,351	0,197	Valid
Item 6	0,705	0,197	Valid
Item 7	0,629	0,197	Valid
Item 8	0,536	0,197	Valid
Item 9	0,666	0,197	Valid
Item 10	0,540	0,197	Valid

c. Job Satisfaction (Y)

Each item from each question variable Job Satisfaction (Y), because the r-count is greater than critical r so that all statements are valid, with a significant level of 5% (α=0.05). As shown in Table 7.

Table 7 Test of Job Satisfaction Variable (Y)

Statement	Correlation Coefficient (r count)	Limit Value (r critical)	Status
Item 1	0,641	0,197	Valid
Item 2	0,913	0,197	Valid
Item 3	0,406	0,197	Valid
Item 4	0,716	0,197	Valid
Item 5	0,642	0,197	Valid
Item 6	0,262	0,197	Valid
Item 7	0,400	0,197	Valid
Item 8	0,913	0,197	Valid
Item 9	0,734	0,197	Valid
Item 10	0,913	0,197	Valid

d. Employee Performance (Z)

Each item of each employee performance variable question (Y), because r count is greater than critical r so that all statements are valid, with a significant level of 5% (□=0.05). As shown in Table 8.

Table 8 Test of Employee Performance Variables (Z)

Statement	Correlation Coefficient (r count)	Limit Value (r critical)	Status
Item 1	0,790	0,197	Valid
Item 2	0,639	0,197	Valid
Item 3	0,590	0,197	Valid
Item 4	0,572	0,197	Valid
Item 5	0,474	0,197	Valid
Item 6	0,572	0,197	Valid
Item 7	0,493	0,197	Valid
Item 8	0,750	0,197	Valid
Item 9	0,590	0,197	Valid
Item 10	0,639	0,197	Valid

3.2.6 Reliability Test

An internal reliability test is one way to evaluate a measuring instrument before collecting data. The reliability test used in this study is the Alpha Cronbach. This formula is used to determine the degree to which a measuring instrument can produce results that are relatively indifferent or consistent when measuring a social phenomenon repeatedly.

Table 9 Reliability Test Results

Variable	Nilai Alpha	Nilai Batas	Status
Compensation	0,848	0,60	Reliable
Motivation	0, 874	0,60	Reliable
Employee Satisfaction	0, 8100	0,60	Reliable
Employee Performance	0, 880	0,60	Reliable

3.2.7 Normality Test

To decide if the information are typically conveyed or not, the ordinariness test is applied. The data must have a normally distributed distribution in order to perform parametric analysis like linear regression. Regression's normality test can use the Kolmogorov-Smirnov Z method and the probability plots method to test the data for each variable.

The dynamic strategy utilizes the accompanying rules:

1. The information is typically disseminated in the event that the likelihood is > 0.05
2. If the probability is less than 0.05, the data are not normally distributed.

What's more, it very well may be presumed that the factors:

1. With a value of 0.298 greater than or equal to 0.05, employee performance is normally distributed.
2. Work fulfillment is regularly conveyed with a worth of 0.109 > 0.05
3. The standard deviation of compensation is 0.421 0.05 4. With a value of 0.760 or higher, motivation has a normal distribution.

As shown in Table 10.

Table 10 D Normality Test

Hypothesis Test Summary

No	Null Hypothesis	Test	Sig.	Decision
1	The Kompensasi distribution is normal, with a mean of 65,990 and a standard deviation of 6,16.	One: A Prototype of the Kolmogorov-Smirnov Test	421	Retain the null hipothesis
2	Motivasi has a normal distribution with a mean of 62,510 and standard deviation of 7,52.	One: A Prototype of the Kolmogorov-Smirnov Test	760	Retain the null hipothesis
	The distrbution of Kepuasan Kerja is typical with mean 62,660 and standard deviation 7,98	One – Sample Kolmogorov-Smirnov Test	109	Retain the null hipothesis
	Kinerja Karyawan's distribution is normal, with a mean of 61,770 and a standard deviation of 7,90.	One – Sample Kolmogorov-Smirnov Test	298	Retain the null hipothesis

Asymptetic significances are display The significancelevel is 05

1.1.1 Multicollinearity Test

When two or more independent variables in the regression model have a perfect or nearly perfect linear relationship, this is called multicollinearity. to determine from the value

of the Variance Inflation Factor (VIF) whether or not there is multicollinearity. In the event that the VIF esteem ≤ 10, it is expressed that there is no multicollinearity. In contrast, multicollinearity is declared if the VIF value is greater than 10. The value of VIF was calculated using the formula 1/(1-R2). The component (1-R2) is called collinearity resistance which truly intends that in the event that the collinearity resilience is beneath 0.1, there is a side effect of multicollinearity can reasoned that:

1. 1. Compensation has a tolerance value of 0.851 greater than 0.1 and a VIF of 1.175 less than 10, indicating that Multicollinearity 2 is not present.
2. Inspiration has a Resistance worth of 0.851 > 0.1 and a VIF of 1.175 ≤ 10, it is inferred that there is no multicollinearity. As shown in Table 11.

Table 11 Multicollinearity Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-9,683	4,930		1,964	,000		
	Compensation	,416	,074	,324	5,591	,000	,851	1,175
	Motivation	,704	,061	,671	11,570	,000	,851	1,175

4 Heteroscedasticity Test

Heteroscedasticity in the regression model is the existence of an inequality in the variance from the residuals. There is no need for a heteroscedasticity issue in a good regression model. Spearman's rho test is used by the authors to determine if heteroscedasticity exists.. Spearman's rho heteroscedasticity test associates the leftover worth of the relapse results with every free factor. The dynamic technique on the heteroscedasticity test with Spearman's rho is:

- In the event that the importance esteem is > 0.05, there is no heteroscedasticity issue
- In the event that the importance is <0.05, there is a heteroscedasticity issue.

And it can be concluded that:

2. Pay has an importance worth of 0.212 > 0.05, it tends to be reasoned that there is no heteroscedasticity issue
3. Inspiration has an importance worth of 0.442 > 0.05, it tends to be inferred that there is no heteroscedasticity issue, as shown in Table 12.

Table 12. Heteroscedasticities Test

Correlations

	Unstandardized Residual	Compensation	Motivation	Job Satisfaction
Spearman's rho Unstandardized Residual Correlation Coefficient Big (2-tailed) N	1,000 100	-126 ,212 100	,078 ,442 100	,026 ,799 1000
Compensation Correlation Coefficient Big (2-tailed) N	-,126 ,212 100	1,000 100	,351 ,000 100	,602 ,000 1000
Motivation Correlation Coefficient Big (2-tailed) N	0,78 ,442 100	,351 0,000 100	1,000 100	,684 ,000 100
Employee Performance Correlation Coefficient Big (2-tailed) N	,026 ,799 100	,602 ,000 100	,084 ,000 100	1,000 100

** Correlation is significant at the 0,01 level (2-tailed)

3.3 Hypothesis Test

By looking at the pattern of relationships that demonstrate how a variable or set of variables affects other variables, both directly and indirectly, path analysis is used to test data. The stages that result from path analysis are as follows.

5 Testing Sub Structure 1

Sub Structure Equation 1 : $Y = \rho yx_1 X_1 + \rho yx_2 X_2 + \rho ye_1$

Test Results for Sub Structure 1 :

Table 13 Simultaneous Test

ANNOVA [a]

Model		Sum of Squares	*df*	*Mean Square*	*F*	*Sig*
1	Regression	4000,456	*7*	*2000,228*	*84,431*	*000 b*
	Residual	2297,984	*97*	*23,691*		
	Total	6298,440	*99*			

a. Dependent Variable: job satisfaction

b. predictors : (Constants) , Motivation , Compensation

Table 14 Partial Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-8,337	5,711		1,460	,000		
	compensation	,528	,086	,408	6,130	,000	,851	1,175
	Motivation	,579	,071	,545	8,204	,000	,851	1,175

a. Dependent Variable: Job Satisfaction

3.3.2 Interpretation of Sub-Structure Test Results 1:

The rules for testing significance are:

a) Ho is acknowledged and Ha is acknowledged whether the likelihood worth of 0.05 is more prominent than or equivalent to the likelihood worth of Sig or [0.05 Sig], it isn't influential for demonstrate that it.
b) Ho and Ha are accepted if the probability value of 0.05 is significant and greater than or equal to the probability value of Sig or [0.05 Sig]..

1. Remuneration and Inspiration impact at the same time/together Work Fulfillment.
2. Pay has an effect on job satisfaction.
3. Work fulfillment is impacted by inspiration.

Table 15. R Square Sub Structure 1

Model Summary [b]

Model	R	R Square	Adjust R Square	Std, Error of the Estimate	Durbin - Watson
1	,797[a]	,635	,628	4,86730	1,852

a. Predictors: (Constant) Motivation, Compensation
b. Dependent Variable: Job satisfaction

The aftereffects of the relapse estimation as displayed in Table 15 should be visible that the coefficient of assurance (changed R2) acquired is 0.635. This indicates that the Compensation and Motivation variables can account for 63.5 percent of variation in the Job Satisfaction variable, and that other variables not suggested in this study can account for the remaining 36.5%.

3.3.3 Testing Sub Structure 2

Sub Structure Equation 2 : Z = ρzx1 X1 + ρzx2 X2 + ρze2 + ρzy

Regression Testing Results for Sub Structure 2:

Table 16 Simultaneous Test

ANNOVA a

Model	Sum of Squares	df	Mean Square	F	Sig
1 Regresion	5705,994	3	1901,998	390,391	,000 b
Residual	467,716	96	4,872		
Total	6173,710	99			

a. Dependent variable : Employee Performance

b. Predidictors : (Constant) Job satisfaction, Compensation, Motivation

Table 17 Partial Test

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	-9,683	4,930		1,964	,000		
Compensation	,416	,074	,324	5,591	,000	,851	1,175
Job Satisfaction	,704	,061	,671	11,570	,000	,851	1,175
Motivation	,736	,046	,743	15,984	,000	,851	1,175

a. Dependent Variable: Employee Performance

Interpretation of Sub-Structure Test Results 2:

1. Employee performance is affected simultaneously by compensation, motivation, and job satisfaction.

Table 16 demonstrates that the joint test/F test had a Sig value of 0.000. Assuming the Sig worth of 0.000 was under 0.05, or [0.000 0.05], then Ho was dismissed and Ha was acknowledged, demonstrating that the assessment coefficient was significant. Employee performance is influenced by job satisfaction, motivation, and compensation.

2. Employee performance is influenced by compensation.

A Sig value of 0.000 from the Individual test (partial) / t-test indicates that the path analysis coefficient is significant. Ho is rejected and Ha is accepted if the Sig value of 0.000 is less than 0.05 or [0.000 0.05]. Consequently, compensation has a significant impact on employee performance.

3. A Sig worth of 0.000 from the Singular test (incomplete)/t-test shows that the way examination coefficient is critical. As shown in Table 17, Ho is disqualified and Ha is acknowledged if the Sig value of 0.000 is less than 0.05 or [0.000 0.05]. As a result, employee performance is significantly impacted by motivation.
4. Employee performance is affected by job satisfaction.

The Singular test (incomplete)/t-test had a Sig value of 0.000, as shown in Table 17. Ho is excluded from the equation and Ha is accepted when the Sig value of 0.000 is less than 0.05, or [0.000 0.05], indicating the significance of the investigation coefficient. Thus, work fulfillment fundamentally affects representative execution.

Table 18. R Square Sub Structure 2

Model Summary b

Model	R	R Square	Adjusted R square	Std Error of The Estimate	Durbin-Watson
1	,961a	,924	,922	2,20727	2,204

a. predictors : (Constant) Job Satisfaction, Compensation, Motivation

b. Dependent Variable: Employee performance

The consequences of the relapse estimation as displayed in table 18 should be visible that the coefficient of assurance (changed R2) acquired is 0.924. It implies that 92.4% implies that varieties in the Gig Fulfillment variable can be made sense of by the Pay and Inspiration factors while the excess 7.6% is made sense of by different factors not proposed in this review.

(a). Direct effect (Direct effect / DE)

Table 19 Direct Influence

Influence	To	Symbol	Great Influence
Compensation	Job satisfaction	ρyx_1	0,405
Motivation	Job satisfaction	ρyx_2	0,545
Compensation	Employee performance	ρzx_1	0,324
Motivation	Employee performance	ρzx_2	0,671
Employee performance	Employee performance	Pzy	0,743

(b). Indirect Effect (Indirect Effect / IE)

Table 20 Indirect Influence

Influence	To	Through	Symbol	Great Influence
Compensation	Employee Performance	Job satisfaction	ρyx_1 x ρzy	0,303
Motivation	Employee Performance	Job satisfaction	ρyx_2 x ρzy	0,405

(c). Mediation Test with Sobel Test

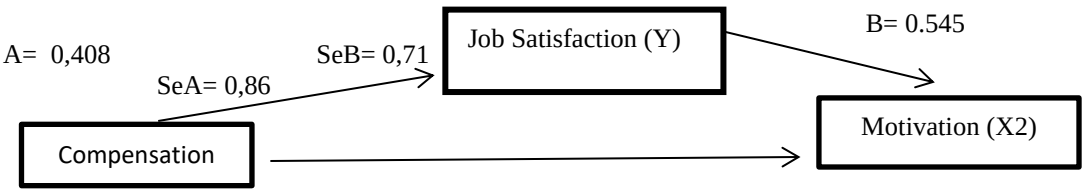
Table 21 Regression Coefficient

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	-8,337	5,711		1,460	,000		
Compensation	,528	,086	,408	6,130	,000	,851	1,175
Motivation	,579	,071	,545	8,204	,000	,851	1,175

a. Dependent Variable: Job Satisfaction

According to the regression results presented in Table 21, the value of the welfare program in the form of employee benefits to compensation has a regression coefficient value of 0.408, has a standard error of 0.086, and has a significance level of 0.000. On the other hand, motivation has a coefficient value of 0.545, has a standard error of 0.071, and has a significance level of 0.000. So remuneration straightforwardly affects work fulfillment as well as inspiration which significantly affects work fulfillment. A model will be created if the thing is described:



The model is a path analysis model with the variables Compensation, Motivation, and Job Satisfaction, with the variable Job Satisfaction (y) acting as a mediator, formed from the results

of the first and second regressions. The Sobel test's z value cannot be obtained directly from the regression results; instead, it must be calculated manually using the formula.

Z= $\frac{ab}{\sqrt{(b^2SE_a^2)+(a^2SE_b^2)}}$

Z= 0,401

The Z value is 0.401 with a significant level of 0.05. So job satisfaction can mediate the effect of compensation on employee performance.

3.4 Model Suitability Testing

The purpose of the goodness of fit test is to determine whether or not the proposed model matches the data. In way examination for a proposed model, it is supposed to be fit with the information on the off chance that the example relationship lattice isn't very different from the assessed connection framework (recreated connection network) or anticipated relationship grid (anticipated relationship grid). Coming up next is the plan of the factual speculation in regards to the way examination model's appropriateness:

H_a = R ≠ R (0) : The estimated correlation matrix is different from the sample correlation matrix

H_0 = R = R (0) : The estimated correlation matrix is not different from the sample correlation matrix

Utilizing the model suitability statistical test coefficient Q and the formulation as to test the path analysis model's suitability:

$$Q = \frac{1 - R^2_m}{1 - M}$$

Where Q = Coefficient Q

$R^2_m = 1 - (1 - R^2_1) . (1 – R^2_2) …..(1 – R^2_p)$

The interpretation of R^2m and the determination coefficient are identical in this instance. (R^2) in the regression analysis. Based on table 15 and table 18, the following results are obtained:

$R^2_m = 1 – (1-R^2_1).(1-R^2_2) ..... (1-R^2_p)$

$R^2_m = 1 – (0,365)^2.(0,076)^2$

$R^2_m = 1 – 0,000798$

$R^2_m = 0,9992$

The diversity of data that the model can explain is 99.92 percent with a R^2m value of 0.9992, or the information in the data can be explained by the model in 99.92 percent of cases and 0.08 percent by other variables outside the model.

6 Path Analysis

The consequences of the way investigation can be portrayed in general which makes sense of the impact of pay and inspiration on work fulfillment and the effect on representative execution. It tends to be deduced in the image underneath:

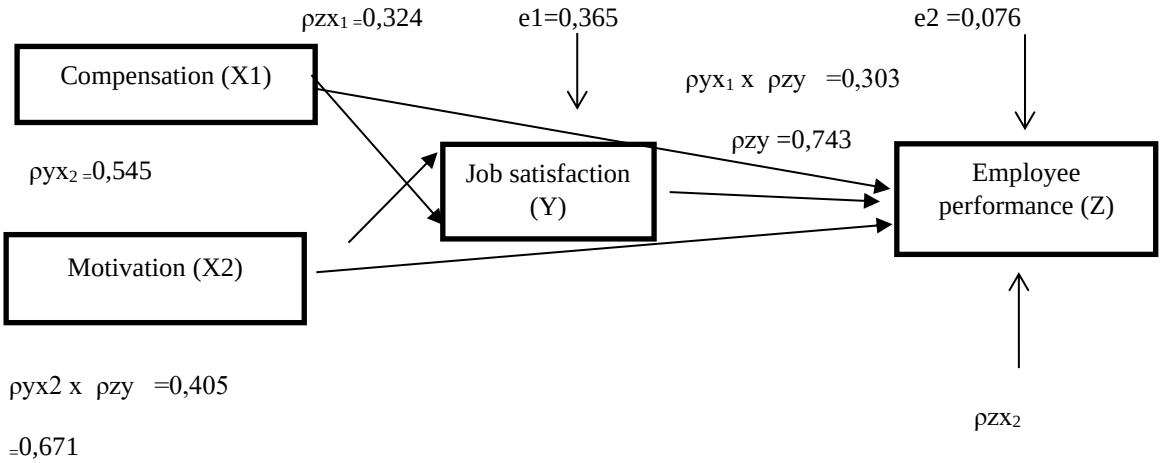


Figure 1. Path Analysis Results

Path Analysis Equation for Sub Structure 1 :

$Y = \rho yx_1 X_1 + \rho yx_2 X_2 + \rho ye_1$

$Y = 0{,}405\ X_1 + 0{,}545\ X_2 + 0{,}365 e_1$

Path Analysis Equation for Sub Structure 2 :

$Z = \rho zx_1 X_1 + \rho zx_2 X_2 + \rho ze_2 + \rho zy$

$Z = 0{,}324\ X_1 + 0{,}671 X_2 + 0{,}076 e_2 + 0{,}743$

Based on the calculation results can be explained as follows.

1. Acceptance is given to the first hypothesis, which states that pay has a significant positive impact on job satisfaction. The analysis reveals that the path coefficient from the variable X1 (Compensation) to the variable Y (Job Satisfaction) is 0.405, or 40.5 percent, with a significance level of 0.000. This proposes that expanded remuneration from the business will without a doubt bring about expanded work fulfillment.
2. The second hypothesis, which asserts that motivation has a significant beneficial effect on job satisfaction, is accepted. The analysis reveals that, with a significance level of 0.000, the path coefficient from the variable X2 (motivation) to the variable Y (job satisfaction) is 0.545, or 54.5 percent. This suggests that work fulfillment is correlated with work inspiration.
3. The third hypothesis, which asserts that compensation significantly improves employee performance, is accepted. In light of the findings of the examination, the relationship between the variables X1 (remuneration) and Z (worker execution) has a coefficient of 0.324, or 32.4%, equal to 0.000. This suggests that the organization's employee performance is better and more assured the higher and more grounded the compensation.
4. The fourth hypothesis, which asserts that motivation significantly improves employee performance, is accepted. The analysis reveals that, with a significance level of 0.000, the path coefficient from variable X2 (Motivation) to variable Z (Employee Performance) is 0.671, or 67.1 percent. This shows that representatives' presentation comparable to the business will improve and be

more guaranteed the more inspired they are.

5. The fifth theory, that representative presentation has a significant impact on work efficiency, is accepted. Considering the outcomes of the assessment, the way coefficient of the Y variable (Occupation Satisfaction) to the Z variable (Delegate Execution) is 0.743 or 74.3% with an importance of 0.000. As a result, higher levels of job satisfaction are associated with greater employee loyalty to the business.
6. The sixth hypothesis is accepting the magnitude of the effect that compensation has on employee loyalty and job satisfaction. The investigation uncovered a way coefficient of 0.303, or 30.3%, from the variable X1 (remuneration) to the variable Z (worker execution) through work fulfillment.
7. The seventh speculation, which expresses that work fulfillment affects representative dependability through inspiration, is acknowledged. The examination's discoveries show that Occupation Fulfillment has a way coefficient of 0.405, or 40.5%, from the variable X2 (inspiration) to the variable Z (representative execution).

4. CONCLUSION

From the aftereffects of the examination and investigation, the accompanying ends are drawn:

1. According to the findings, job satisfaction is significantly and positively influenced by compensation. The study's beta (variable way coefficient) for the inspiration hands-on fulfillment variable is 0.405, or 0.000.
2. The outcomes show that inspiration fundamentally affects work fulfillment. The analysis's path coefficient (Beta) from the discipline variable to the job satisfaction variable has a significance level of 0.000, according to the findings.
3. Remuneration has a positive and critical direct impact on work efficiency, as indicated by the review's discoveries. The results indicate that the significance level of the analysis's path coefficient (Beta) from the motivational variable to the work productivity variable is 0.000.
4. The results show that motivation has a positive and significant impact on employee performance. The investigation's way coefficient (Beta) between the representative execution variable and the inspiration variable is 0.671, with an importance level of 0.000.
5. Employee performance was found to be positively correlated with job satisfaction in the study. The analysis's path coefficient (Beta) between the Employee Performance variable and the Job Satisfaction variable is 0.743, with a significance level of 0.000.
6. 6. The study demonstrates that employee performance is significantly and positively impacted by indirect compensation. The analysis revealed that both the organizational culture variable and the employee performance variable had a path coefficient (Beta) of 0.303.
7. The study found that employees' performance is positively impacted by indirect motivation. The way coefficient (Beta) of the discipline variable to the Laborer Execution variable is 0.405, taking into account the assessment's delayed effects.
8. The consequences of the review show that remuneration and inspiration at the same time can make sense of 63.5%. While other factors outside of the study account for the remaining 36.5%.

9. The study found a coefficient of determination of 0.924, or 92.4 percent, in sub-structure 2. The remaining 7.6%, on the other hand, is accounted for by variables outside of the study.

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