

Competence and Rewards on Employee Performance through Motivation at the Sultan Daeng Radja Regional General Hospital, Bulukumba Regency

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Abstract

The hospital is one of the leading health care organizations providing public health services and playing an essential role in promoting more significant improvements in public health. Hospitals are required to provide services of the highest quality in standard and can offer any lifestyle. This research was conducted at Sultan Daeng Raja Hospital, Bulukumba Hospital. This study used a randomized controlled trial using the Slovin model. The data collected in the questionnaire were analyzed by an analytical method using SPSS 23. However, the test method used the test method and examined its direct and non-qualifying effects. The conclusion is drawn from the research results. (1) There is no positive but significant difference in the competence of motivational staff at Sultan Daeng Raja Hospital in Bulukumba Hospital. (2) There is a positive and significant difference in work motivation between Sultan Daeng Raja Hospital in Bulukumba. (3) There are positive but insignificant differences between international developments in statutory recruitment at the Sultan Daeng Radja Regional Hospital, Bulukumba Regency. (4) The Sultan Daeng Raja District Hospital (Bulukumba Regency) is positive and significant. (5) Possibility of influencing motivation at Sultan Daeng Raja District Hospital, Bulukumba Hospital “rejected or rejected.” (6) The Effect of Proven Motivation at Sultan Daeng Raja Hospital, Bulukumba Regency “Rejected.”

Keywords

Competence, Reward, Motivation, and Performance.

1. Introduction

Employees play a crucial role in determining success as companies face global challenges. These challenges include expanding global markets, transferring humanity worldwide, and providing human resources for organizations.

Human Resource Management has four projects: research and development of human resources, one of which is personnel evaluation.

Hospitals are one of the leading health care organizations that provide public health services and play an essential role in promoting more significant improvements in public health. Hospitals must provide services of the highest quality in terms of standards and provide any lifestyle (Ministry of Health, RI, 2012). Performance is the result of work that someone from his work ethic has achieved. Self-esteem refers to the level of work of an employee. According to Marwansyah. Performance management is also defined as the result of efforts in some cases to acquire skills and actions. Productivity is the result of the interaction of effort, capacity, and productivity (Jannah et al., 2019; Lionardo et al., 2020; Yusuf et al., 2019). The individual and group activities of employees contribute to improving organizational performance because organizational performance is an extension of the results achieved in all business-related sectors. This is what all companies look forward to, so employees can maintain a high level of achievement. According to the researchers, improving the quality of work for all employees requires the local ability to feel responsible for organizing themselves to achieve good intentions. Organization, this influence will inspire and motivate employees. Thus, all operations can be performed according to standard operating procedures (SOPs). Empowered people come from integrated into their daily work and read positive results and career outcomes.

2. Literature Review

Cale in Sutrisno indeed, competence comes from the word qualification, which means skill, ability, and authority. In other words, competence can also be defined as the level at which a leader or conductor of skills or stats has good knowledge, skills, and behavior. Definition of Competence according to Government Regulation no. 101 of 2000 concerning Education and Training of Civil Servant Positions, Competence is the ability and characteristics possessed by a civil servant, in the form of knowledge, skills, and behavioral attitudes required in carrying out their duties. Definition of Competence according to Law no. 13 of 2003 concerning MANPOWER, work competence is the workability of everyone, which includes aspects of knowledge, skills, and work attitudes following established standards. So, it can be concluded that Competence is a set of individual performance behaviors that can be observed, measured and very important for the success of the performance of the individual himself or his company. The individual's performance behavior includes knowledge, skills, abilities, and characteristics related to the performance aspects of professional practice.

Human resource management will not be separated from the workforce or company employees. Every organization or company has a workforce that has different roles and tasks. Every company must also have a potential force, who always gives positive results, or a workforce that does not contribute much. According to Simamora awards/prizes are given to employees to increase employee productivity to have a competitive advantage. Meanwhile, according to Handoko, the award is a credit for efforts to obtain a professional by the required standard requirements. have a balanced education, namely business planning, scheduling, placement, and maintenance work to carry out operations efficiently and effectively. As a concrete step in learning outcomes, employees are rewarded with a performance that has shown good performance. According to Robert L. Mathis and John H. Jackson, the compensation system in the organization must be by the goals and strategies of the organization (Ervina et al., 2019; Novitasari et al., 2019; Rumaolat et al., 2019). It must also balance the cost of compensation at a level that ensures organizational competitiveness and provides adequate rewards for employees on employees' knowledge, skills, abilities, and performance. So, it can be concluded that the compensation system has significant benefits, both for the company and the employees themselves.

3. Method

This research is a comparative study (comparative study), a task used to solve problems with the help of statistics that are investigated carefully and carefully. This research uses the search method (search method) to identify the direct and indirect relationship between independent competition (competitive price) and dependent variable (performance), and dynamic variable (motivation). This research was conducted for the Sultan Daeng Radja District Hospital status in Bulukumba Regency, South Sulawesi, for two months in 2019. A total of 104 respondents participated in this study.

4. Result and Discussion

4.1. Validity and Reliability Test

Table 1. Questionnaire Validity Test Results

Variable	Question	Corrected Item Total Correlation	Cut Of Point	Information
Competence (X1)	X1.1	0,299	0,3	Valid
	X1.2	0,227	0,3	Invalid
	X1.3	0,251	0,3	Valid
	X1.4	0,256	0,3	Valid
	X1.5	0,213	0,3	Invalid
	X1.6	0,262	0,3	Valid
	X1.7	0,390	0,3	Valid
	X1.8	0,440	0,3	Valid
	X1.9	0,401	0,3	Valid
Reward (X2)	X2.1	0,514	0,3	Valid
	X2.2	0,506	0,3	Valid
	X2.3	0,456	0,3	Valid
	X2.4	0,635	0,3	Valid
	X2.5	0,593	0,3	Valid
	X2.6	0,649	0,3	Valid
	X2.7	0,660	0,3	Valid
	X2.8	0,646	0,3	Valid
	X2.9	0,664	0,3	Valid
motivation (Y1)	Y1.1	0,465	0,3	Valid
	Y1.2	0,527	0,3	Valid
	Y1.3	0,546	0,3	Valid
	Y1.4	0,380	0,3	Valid
	Y1.5	0,464	0,3	Valid
	Y1.6	0,474	0,3	Valid
	Y1.7	0,512	0,3	Valid
	Y1.8	0,531	0,3	Valid
	Y1.9	0,508	0,3	Valid
Performance (Y2)	Y2.1	0,513	0,3	Valid
	Y2.2	0,507	0,3	Valid
	Y2.3	0,515	0,3	Valid
	Y2.4	0,593	0,3	Valid
	Y2.5	0,602	0,3	Valid
	Y2.6	0,640	0,3	Valid
	Y2.7	0,600	0,3	Valid
	Y2.8	0,589	0,3	Valid
	Y2.9	0,593	0,3	Valid
	Y2.10	0,660	0,3	Valid
	Y2.11	0,613	0,3	Valid
	Y2.12	0,543	0,3	Valid
	Y2.13	0,597	0,3	Valid
	Y2.14	0,630	0,3	Valid
	Y2.15	0,632	0,3	Valid

4.2. Reliability Test

Table 2. Questionnaire Reliability Test Results

Variable	Alpha Cronbach	Value	Information
Competency (x1)	0,617	0,6	Reliable
Reward(x2)	0,863	0,6	Reliable
Motivation (Y1)	0,800	0,6	Reliable
Performance (Y2)	0,904	0,6	Reliable

The reliability value for each variable is obtained from Table 1 and Table 2; Competency variable (x1) - 0.617, reward (x2) - 0.863, motivation (y1) - 0.800, and efficiency (y2) 0.904. This number indicates that the test instrument used is reliable, as each variable has a Cronbach alpha value > of 0.6, indicating that all the statements tested have high reliability.

4.3. The model I Path Coefficient

The results of the calculation of multiple linear regression on model 1 in the table 'coefficients' as follows in Table 3:

Table 3. Effects of Multiple Linear Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	24,543	5,158		4,758	,000
	Competency (X1)	,138	,163	,082	,851	,397
	Reward (X2)	,281	,087	,312	3,224	,002

Dependent Variable: Motivation (Y1)

Based on the results of the analysis of regression model 1 on the label "coefficients" it can be known that the value of two variables: $X1 = 0.397 > \alpha = 0.05$ and $X2 = 0.002 < \alpha = 0.05$. This result concludes that regression model I, the variable X1, has a positive effect and is not significant, while X2 has a positive effect and significance on Y1.

4.4. Coefficients Determination Test Results

The R Square value in the "Summary" is 0.117, which indicates that the X1 and X2 contributions to Y1 were 11.7%, while the remaining 88.3% contributed to other constraints. Goods, for the value of e1 can be found in ratio $e1 = \sqrt{1 - 0.117} = 0.9396$ (Table 4).

Table 4. Summary of Results of Coefficient of Determination Analysis

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate
1	,342 [^]	,117	,099	2,637

4.5. Coefficients Line Model II

Table 5. Multiple Linear Regression Analysis Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	35,696	10,182		3,506	,01
	Competency (X1)	,157	,231	,066	,681	,497
	Reward (X2)	,166	,160	,106	1,038	,002
	Motivation (Y1)	,514	,172	,295	2,981	,004

Dependent Variable: Performance (Y2)

Based on the results (Table 5) of the analysis of the model II regression model in the table “coefficient,” it can be known that the value of the three variables, namely $X1 = 0.497 > 0.05$. $X2 = 0.302 > 0.05$ and $Y1 = 0.004 < 0.05$. This result concludes that Regression Model II, i.e., variable Y1, has a positivity and significant effect on Y2, while X1 and X2 have a positive effect and do not sign.

Table 6. Model Summary

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate
1	,364 [^]	,132	,106	4,580

a. Predictors. (Constant), Motivation (Y1), Competency (X1), Reward (X2)

The sum of R-squared in the Summary Scale was 0.132 (Table 6). It indicates that X2, X2, and 11 were involved in 12 by 13.2%, with the remaining 86.8% by the Iain variables included in the study. Meanwhile, the value e1 can be found using $e2 = (1 - 0.132) = 0.9316$.

4.6. Discussion

Effect of force on operations at Sultan Daeng Raja Regional Hospital, Bulukumba District; This study indicates that fitness does not increase motivation in Sultan Daeng Raja Hospital, Bulukumba Rehabilitation. Test method 1 (street test) was used, which found no significant difference between random compression changes at the Sultan Daeng Radja District Hospital in Bulukumba. The results can be seen in the linear regression analysis of Model 1 with a value of $X1 = 0.082$ and a significance level of $0.397 (p < 0.05)$. Therefore, the opinion expressed by the author is rejected or rejected because there is no significant difference in the change in motivation at the Sultan Daeng Raja District Hospital in Bulukumba. In this context and personal well-being, one of the individual tasks is expected to increase his progress in the task.

Motivation for Compensation for Advice at the General Hospital of Sultan Daeng Raja Province, Bulukumba Regency; According to the results of this study, the award did not significantly affect the effectiveness of the Sultan Daeng Radja District Hospital, Bulukumba Regency. Products can be determined using the Experiment 1 research methodology to determine whether the cost of consolidation compensation is not high at the Sultan Daeng Raja District Hospital in Bulukumba. The results can be seen in most of the linear regression studies in Model 1 with a value of $X1 = 0.312$ and a reward level of $0.002 (p < 0.05)$. Therefore, the opinion expressed by the author is rejected or rejected because there is no significant difference in the change in motivation at the Sultan Daeng Raja District Hospital in Bulukumba. In this case, it is shown that rewards will be designed intentionally to motivate employees to be more involved in stressful work because there is a perception that as a reward for their work, employees will work hard. The Impact of Work Motivation at the Sultan Daeng Raja Regional Hospital, Bulukumba Regency; This study indicates that motivation significantly impacts violence in Sultan Daeng Raja Hospital at Bulukumba Hospital. The results, which can be seen in the analysis of the Experiment 2 method, found that the order for a reimbursement of replacement costs at the Sultan Daeng Raja District Hospital in Bulukumba was not significant. The results can be seen in most of the linear path studies of linear regression model 2 with $X/ = 0.295$ with a mean stimulus value of $0.004 (p < 0.05)$. Thus, the hypothesis accepted by the authors is recognized or has a significant influence on the motivational variables evaluating outcomes at the Sultan Daeng Raja District Hospital, Bulukumba Regency. In this case, motivation proves to be necessary for the agency. The decline on a personal level is due to the lack of institutional focus on stats, and stat should develop programs such as “compensation™ for staff. Employees should be motivated to work and grow.

Impact of Qualification on Outcome at Sultan Daeng Radja Regional Hospital, Bulukumba District; This study indicates that fitness has no significant effect on exercise at Sultan Daeng Raja Hospital, Bulukumba Hospital. The results, which can be seen in the methodological analysis of Experiment 2, found no significant difference in changes in job performance at the Sultan Daeng Raja District Hospital, Bulukumba. The results can be seen in the linear regression multivariate analysis Model 2 with a value of $X_1 = 0.066$ and a reward level of 0.497 ($p < 0.05$). Thus, the suggestions made by the authors were neither accepted nor rejected because there was no significant difference in performance changes at the Sultan Daeng Raja District Hospital in Bulukumba.

Electivity of Work Compensation at Sultan Daeng Raja Regional General Hospital, Bulukumba Rehabilitation; This study indicates that prizes do not significantly impact the performance of the Sultan Daeng Raja District Hospital, Bulukumba Regency. The results can be determined using the methodological analysis of Experiment 2 Method 2 to determine that the replacement of the Sultan Daeng Raja Bulukumba District Hospital for performance is not significant. The result is possible.

5. Conclusion

If skills are improved and perfected, employees will be motivated to work. The reward will encourage employees to work hard. If our motivation is good, we will automatically succeed. If we are good enough, our stat performance will increase, and if we do not have power, we'll have less turnover. Higher employee rewards will improve employee performance, and if the tips are lower or lower, client performance will decline work. By providing fair compensation to employees, they will be motivated to develop and improve the workforce. If incentives increase, labor productivity will increase to improve employee performance.

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