



The Influence of Employee Compensation and Performance on the Productivity of the PT *Landside Service Unit* . Angkasa Pura II at Halim Perdanakusuma Airport

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Abstract

The purpose of this research is to determine the influence of Employee Compensation and Performance on the Productivity of the PT *Landside Service Unit* . Angkasa Pura II at Halim Perdanakusuma Airport. This research uses quantitative methods with a population of 50 *Landside Service unit employee respondents* and used as a saturated sample. From testing the Compensation variable (X1) on Productivity (Y), there is a positive influence showing a unidirectional relationship and the Compensation variable (X1) partially has a significant influence on Productivity (Y). Testing the Employee Performance variable (X2) on Productivity (Y) there is a positive influence showing a unidirectional relationship and the Employee Performance variable (X2) partially has a significant influence on Productivity (Y). The variables Compensation (X1) and Employee Performance (X2) on Productivity (Y) have a positive and significant effect. Productivity on Compensation and Employee Performance provides good and quality productivity, but compensation in this case the company can take a policy to meet the financial needs of its employees and the level of employee performance must continue to be increased.

Keywords : Compensation, Employee Performance, Productivity.



INTRODUCTION

PT. Angkasa Pura II Halim Perdanakusuma branch has a unit of employees authorized to provide services at *the Airport Terminal, namely Landside Service employees* . *Landside Service at the Airport Terminal* at Halim Airport itself is divided into two more parts for work, namely *Customer Service (CS)* and *Terminal Inspection Service (TIS)*. Halim Perdanakusuma airport's *Landside Service* unit is dedicated to working in two areas at the airport terminal.

Good productivity can be obtained if, in this case, the *Landside Service unit* , which has two jobs, namely *Customer Service* and *Terminal Inspection Service*, earns an income commensurate with their work. This statement is reinforced by previous research conducted by (Nurhaifa Idris, 2020)entitled The Effect of Compensation on Employee Work Productivity at PT. EDI Indonesia Jakarta. The results of this research are that the compensation variable has a very positive influence on employee work productivity.

(Sedarmayanti, 2013)states that one of the factors that influences productivity is adequate income, this can encourage employees to work effectively and focus, so that they will make optimal efforts to increase their productivity. Productivity can be said to be good if the employee performance system is improved. This was reinforced in previous research conducted by (Tiansi, 2022)the title The Influence of Employee Performance on Work Productivity in Sharia Banks. The results of this research are that employee performance variables have a positive effect on work productivity . The suggestions in this research state that companies should improve the performance of their employees so that their productivity levels are better.

From the results of the author's observations at the *Landside Service unit* PT. Angkasa Pura II at Halim Perdanakusuma Airport stated that the *Landside Service unit* was experiencing problems in their productivity because this unit had two jobs carried out within a certain time span in one day of their work *shift* . So, from the background of this problem, the author is interested in conducting research on how compensation and employee performance affect the productivity of the *Landside Service unit* ?

LITERATURE REVIEW

1. HUMAN RESOURCE MANAGEMENT

Human Resource Management is a branch of management that focuses on aspects related to the workforce or employees. The essence of Human Resources management is appreciating and managing the value of individuals in the organization. According to Mutiara S. Panggabean

(2004:15)human resource management, it can be defined as a process consisting of planning, organizing, leading and controlling activities related to job analysis, job evaluation, procurement, development, compensation, promotion and termination of employment in order to achieve predetermined goals. .

2. MARKETING MANAGEMENT

According to Suparyanto (2015) inSatriadi et al (2021) Marketing management is the process of analyzing, planning, organizing and managing programs that include conceptualizing, pricing, promoting and distributing products, services and ideas designed to create and maintain profitable exchanges with target markets to achieve company goals. It can be interpreted that marketing management in *Customer Service* and *Terminal Inspection Service* PT. Angkasa Pura II has the role of implementing and promoting service products at airports.

3. AIRPORT

An airport is an airport that is used for landing or taking off aircraft, a place for loading and unloading of goods, a place for passengers to get on and off, including all types of facilities supporting these activities. (PP No.50 Tahun 1986, Tentang Penyedia Dan Penggunaan Tanah Serta Ruang Udara Sekitar Bandar Udara, 1986).

According to ICAO (International Civil Aviation Organization), an airport is defined as an area both on land and in waters with certain boundaries including buildings, installation equipment, and tools/equipment which are wholly or partly intended for aircraft operations, namely departure/take off , arrival/ landing (*landing*) and movement of the aircraft on the ground (*taxiing*)

4. COMPENSATION

According toMalayu S.P. Hasibuan (2016) **Compensation** is something received by workers as remuneration for their work in the form of money, direct or indirect goods received by employees as compensation for services provided to the company.

According to Husein Umar (2007:16)states that **compensation** is everything received by employees in the form of salaries, wages, incentives, bonuses, premiums, treatment, insurance and other similar things paid by the organization.

Compensation indicators according to Husein Umar (2007)in Sri Rahayuningsih (2017:704)are as follows:

1. Salary is a reward given by employers to employees whose receipt is routine and fixed every month, even if they do not come to work, the salary will still be received in full.

2. Incentives are awards or rewards given to motivate workers so that their work productivity is high.
3. A bonus is a lump sum payment given for meeting performance targets.
4. Wages are payments given to employees for the number of hours they work.
5. A premium is something given as a gift or donation or something paid extra as an incentive or designer or something additional payment on top of the normal payment.
6. Treatment is the provision of services to overcome risks associated with employee health.
7. Insurance is risk management for losses, loss of benefits and legal liability to third parties arising from uncertain events.

5. EMPLOYEE PERFORMANCE

Performance comes from the words *job performance* or *actual performance*, which means work performance or actual achievements achieved by someone. Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (A.A Anwar Prabu Mangkunegara, 2013:67).

According to (Dessler, 2007) performance appraisal, it is basically a key factor in developing an effective and efficient organization. Employees want and need feedback regarding the employee's performance and appraisals provide an opportunity to review the employee's progress, and to develop plans for improving performance.

According to (Dessler, 2007) there are five factors in popular performance appraisal, namely:

1. Job performance, including: accuracy, thoroughness, skills, and acceptance of output.
2. Quantity of work, including: volume of output and contribution.
3. Required leadership includes: needing advice, direction or improvement
4. Discipline, including: attendance, sanctions, documents, regulations, trustworthiness/reliability and punctuality.
5. Communication, including: relationships between employees and with leaders, communication media

Bernadin (Robbins, 2006:260) said that there are six indicators for measuring individual employee performance, namely:



1. Quality

is the level at which the desired activity results are close to the goal or perfect.

2. Quantity

is the amount produced, such as the number of units, the number of activity cycles completed.

3. Timeliness

Timeliness is measured from the employee's perception of an activity that is completed at the beginning until it becomes output.

4. Effectiveness

Work effectiveness in employees' perceptions in assessing the use of time in carrying out tasks, the effectiveness of completing tasks assigned to the company.

5. Independence

is the degree to which an employee can carry out his work functions without asking for help , guidance from other people or supervisors.

6. Work commitment

is the level at which employees have work commitment and employee responsibility towards the company .

6. PRODUCTIVITY

Work **productivity is a comparison between *input* and *output*** , or a comparison between the results of work that has been done and the overall effort that has been expended to achieve company goals. According to (Malayu S.P Hasibuan, 2010:128) Productivity is a comparison between output and input and explains the optimal way to utilize resources to produce goods or services . An employee is considered productive if he can produce goods or services according to the targets set in a short time or according to schedule. Employees are expected to achieve optimal results with balance in the use and utilization of available resources.

(Payaman J. Simanjuntak, 2011:141)states that productivity is a benchmark for achieving business results by comparing the value of the results achieved and the value of all materials and efforts to achieve these results. Good employee work productivity reflects the company's success in achieving its goals .

To determine whether employee work productivity has increased or not, a productivity evaluation is needed. This evaluation can be carried out by considering various performance indicators.



Indicators of work productivity according to (Sutrisno, 2016) are:

1. Ability

The ability a person has to complete work tasks professionally, on time, be responsible at work, master the field of work and understand the work in accordance with the directions and regulations set by the company.

2. Improve the results achieved

Do work optimally, and as efficiently as possible, able to work together with colleagues and superiors so that company goals are achieved and to improve good work results.

3. Work enthusiasm

: A person's attitude to be better than yesterday by making serious efforts to achieve work results and according to the company targets that have been set. An employee who has high work enthusiasm means that his work results achieve goals or are in accordance with company regulations.

4. Personal development

An individual's drive to improve their work skills reaches its peak when their passion for work increases. The greater the enthusiasm employees have, the higher the level of difficulty they face. Therefore, self-development efforts are needed for employees to achieve the desired goals.

5. Quality

An employee who shows the best quality of work and improves the quality of his work to achieve the goals he wants to achieve both personally and at the company.

6. Efficiency

The ability of an employee to carry out work in a timely manner, being able to save work facilities and adjusting the number of working hours.

RESEARCH METHODS

The method for conducting this research is a descriptive method with a quantitative approach. and divided into a series of stages, first the author distributed questionnaires to 50 CS and TIS PT employees. Angkasa Pura II at Halim Perdanakusuma Airport which is primary data, and the author collected data through secondary data, namely journals, online articles and expert books. then the author processed the data with SPSS (*Statistical Package for Social Sciences*) software and tested it with several tests starting from Instrument Testing, Classical Assumption Testing, and Hypothesis Testing.

RESULTS AND DISCUSSION

Hypothesis 1: It is suspected that there is an influence of compensation on productivity

Simple Linear Regression Analysis of X1 Against Y

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	8,525	2,975		,006
	Compensation	,784	,099	,753	,000

a. Dependent Variable: Productivity

This simple linear regression equation means that for every 1 unit increase in the value of the variable X1 (Compensation) by 1 unit, it will be followed by an increase in Y (Productivity) by 0.784 .

Based on the results obtained from the regression coefficient above, a regression equation can be created to estimate the Productivity variable influenced by the Compensation variable as follows. $Y=8.525+0.784$

Based on the calculations obtained above, namely, the calculated t value is $7.935 > t$ table of 1.677, it can be concluded that H_0 is rejected and H_a is accepted. Then it can be concluded that the hypothesis which states that there is a significant influence between the Compensation variable on Productivity is accepted.

Hypothesis 2: It is suspected that there is an influence of employee performance on productivity

Simple Linear Regression Analysis of X2 Against Y

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	14,143	3,666		,000
	Employee performance	,621	,127	,575	,000

a. Dependent Variable: Productivity

This simple linear regression equation means that every 1 unit increase in the value of the variable X_2 (Employee Performance) by 1 unit will be followed by an increase in Y (Productivity) by 0.621 .

Based on the results obtained from the regression coefficient above, a regression equation can be created to estimate the Productivity variable which is influenced by the Employee Performance variable as follows. $Y=8.525+0.784$

Based on the calculations obtained above, namely, the calculated t value is $4.875 > t$ table of 1.677, it can be concluded that H_0 is rejected and H_a is accepted. Then it can be concluded that the hypothesis which states that there is a significant influence between the Employee Performance variable on Productivity is accepted.

Hypothesis 3: It is suspected that there is an influence of employee compensation and performance on productivity

Multiple Linear Regression Analysis X_1 and X_2 Against Y

		Coefficients ^a		Standardized Coefficients Beta	t	Sig.
Model		Unstandardized Coefficients B	Std. Error			
1	(Constant)	6,569	3,238		2,029	,048
	Compensation	,671	,125	,645	5,377	,000
	Employee performance	,187	,130	,174	1,446	,155

a. Dependent Variable: Productivity

The multiple linear regression equation above means that the constant value is 6.569 . This shows that, the value of Compensation (X_1) and Employee Performance (X_2) is equal to Zero (0), then the Productivity (Y) value is 6.569 with the assumption that the other variables have a fixed value .

Every 1 unit increase in the value of the Compensation variable (X_1) by 1 unit will be followed by an increase in the Employee Productivity variable (Y) by 0.671 with the assumption that the Employee Performance variable (X_2) is constant. Every 1 unit increase in the value of the Employee Performance variable (X_2) by 1 unit will be followed by an increase in the Productivity variable (Y) by 0.187 with the assumption that the Compensation variable (X_1) is in a constant state.

F Test Table

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1232,499	2	616,249	33,243	,000 ^b
	Residual	871,281	47	15,538		
	Total	2103,780	49			

a. Dependent Variable: Productivity

b. Predictors: (Constant), Employee Performance, Compensation

Based on the table above, it can be seen that the calculated f value is $33.243 > f$ table is 3.195, so it can be concluded that H_0 is rejected and H_a is accepted. This means that there is a positive and significant influence between the Compensation and Employee Performance variables together or simultaneously on productivity. Then it can be concluded that the hypothesis which states that there is a significant influence between the Compensation and Employee Performance variables together on Employee Productivity is accepted.

CONCLUSIONS AND IMPLICATIONS

CONCLUSION

1. Based on testing the Compensation variable (X_1) on Productivity (Y), there is a significant influence. The partial t test results show a significance value that is smaller than the probability value. So based on these results it can be concluded that there is a positive influence and shows a unidirectional relationship. Productivity in the *Landside Service unit* is very much influenced by their compensation , so companies can take policies to meet the financial needs of their employees.
2. Based on testing the Employee Performance variable (X_2) on Productivity (Y), there is a significant influence. The results of the partial t test show a significance value that is smaller than the probability value. So based on these results it can be concluded that there is a positive influence and shows a unidirectional relationship. Productivity in *Landside Service units* turns out to be quite influenced by their performance.
3. There is a positive and significant influence on the Compensation (X_1) and Employee Performance (X_2) variables on Productivity (Y). The results of the simultaneous F test show that the calculated F value exceeds the F table value, which means that the hypothesis can be accepted, there is an influence of variable X on variable Y simultaneously and obtained in this research proves that H_0 is rejected and H_a is accepted. The variables Compensation (X_1) and



Employee Performance (X2) have a positive and significant effect on Productivity (Y). This shows that productivity in the *Landside Service unit* is influenced by Employee Compensation and Performance.

IMPLICATIONS

Implication is a consequence or direct result of the findings of a scientific research. The results of this research are regarding the factors that influence the productivity of the PT *Landside Service unit* . Angkasa Pura 2 Halim Perdanakusuma. Based on the research results, it is known that employee compensation and performance variables have a positive influence on productivity.

In connection with this, the implications are as follows:

1. Based on the lowest recapitulation average value for the Compensation variable, with the statement "The benefits I get are given regularly" (X1 Number 5). Efforts that can be made by companies are that companies can provide benefits to employees more regularly so that employees are more enthusiastic and more productive in carrying out tasks that have been entrusted with totality.
2. Based on the lowest recapitulation average value for the Employee Performance variable with the statement "I am responsible for every work result ordered" (X2 Number 15). Efforts that can be made by the company are that the company can adopt a policy for the *Landside Service units* , *Customer Service* and *Terminal Inspection Service*, to separate their employees, so that the work of one personnel does not do two jobs in a certain time period. And companies can provide direction or guidelines and better work training to employees so that employees have a high sense of responsibility for the results of their performance.
3. Based on the lowest recapitulation average value for the Productivity variable with the statement "I always want to improve the results of the work I do every day" (Y Number 20). Efforts that can be made by companies are that companies can provide training, provide materials and seminars, this aims to increase knowledge, skills and work effectively so that employee work productivity can be said to be good. Companies need to monitor employee performance, this aims to increase employee productivity.



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