

0808
2016



GOBOME

Global Conference on Business, Management, and Entrepreneurship



Widyadharma
Widyadharma
Widyadharma

Prof. Brr Didi Sukyadi, M.A.
NIP. 1967060919944031



CERTIFICATE

This is to certify that

Rahmi Widyanti

has participated as

PRESENTER of title: The Influence of Compensations and Social Assurance on Job Performance: Study on contract employees Palm

in

The 1st Global Conference

on Business, Management, and Entrepreneurship

Bandung, August 08th 2016

Chair

Prof. Dr. Ratih Murniyati M.P.
NIP. 196802261993012001



SURAT TUGAS

Nomor : 179 /PPS-UNISKA/A.15/VIII/2016

Yang bertanda tangan di bawah ini :

Nama : Drs. Deli Anhar, M.AP

NIP : 19621010 199103 1 002

Jabatan : Direktur Program Pascasarjana Uniska

Dengan ini menugaskan kepada dosen Pascasarjana Uniska M A B:


1. Dr. Dra. Hj. Rahmi Widyanti, M.Si NIDN 0021126201
2. Dr. H. Basuki, M.Si NIDN 1111066302

Untuk melaksanakan tugas sebagai :

Pemakalah pada Seminar Internasional *1st Global Conference on Business, Management and Entrepreneurial* di UPI Bandung tanggal 8 Agustus 2016.

Demikian Surat Tugas ini diberikan, agar dapat dilaksanakan sebagaimana mestinya.

Banjarmasin, 2 Agustus 2016
Direktur,



Drs. Deli Anhar, M.AP
NIP. 19621010 199103 1 002

Tembusan :

1. Ketua Umum Yayasan Uniska MAB Banjarmasin
2. Rektor Uniska MAB Banjarmasin
3. Arsip

CONFERENCE CHAIR

Prof.Dr.Ratih Hurriyati,M.P.
Universitas Pendidikan Indonesia
ratih@upi.edu

PROGRAM CHAIR

Dr. Lili Adi Wibowo, MM
Universitas Pendidikan Indonesia
liliadiwibowo@upi.edu



**Global Conference on Business, Management and Entrepreneurship
Bandung – Indonesia, 08 August 2016
FPEB-UPI BUILDING**

June 27, 2016

Rahmi Widyanti; Basuki
University of Islam Kalimantan (UNISKA)

Dear

We are pleased to announce that your full paper has been accepted for an oral presentation at Global Conference on Business, Management and Entrepreneurship (UPI GC-BME 2016)

Title:	The Influence of Compensations and Social Assurance on Job Performance: Study on contract employees Palm company
Author(s)	Rahmi Widyanti; Basuki

Universitas Pendidikan Indonesia has the pleasure of inviting you as oral presenter delegate to GC-BME 2016 to be held in Bandung, Indonesia on August 08 2016.

We look forward to your participation in the UPI GC-BME 2016.

Sincerely,
Conference Chair

Prof.Dr.Ratih Hurriyati, M.P.

Dokumentasi Seminar Internasional 1st GCBME 2016 UPI Bandung



The 1st UPI Global Conference on Business, Management and Entrepreneurship :
Your ID Code
Yahoo Mail/Inbox

The 1st UPI Global Conference on Business, Management and Entrepreneurship <bme@upi.edu>

To:rahmiwidyanti@yahoo.com

Mon, 13 June 2016 at 2:43 pm

Dear Dr. Rahmi Widyanti,

Your registration to The 1st UPI Global Conference on Business, Management and Entrepreneurship has been completed, here is your ID code :

02f9d637ceac6ca50ba891b8b372e8e9

You will need it to login to our site, so please do not delete this email.

Please login to submit your abstract and paper.

Thank you very much.

Best regards,

The 1st UPI Global Conference on Business, Management and Entrepreneurship Organizing Committee

Homepage : <http://bme.conference.upi.edu>

Email : bme@upi.edu

Abstract Submitted to The 1st UPI Global Conference on Business, Management and Entrepreneurship

Yahoo Mail/Inbox

The 1st UPI Global Conference on Business, Management and Entrepreneurship <bme@upi.edu>

To:rahmiwidyanti@yahoo.com

Mon, 13 June 2016 at 3:11 pm

Dear Dr. Widyanti,

We have received the submission of your abstract:

Title:

The Influence of Compensations and Social Assurance on Job Performance: Case Study Employees' contract Palm corporate in Kapuas District

Authors:

Rahmi Widyanti, Basuki

Institutions:

University of Islam Kalimantan (Uniska) Banjarmasin
School of Management Indonesia (STIMI) Banjarmasin

Content:

Abstract

The purpose of this study to examine and analyze the influence of compensations and social assurance to its impact on improving job performance of employees'. The research was conducted by using a quantitative approach that forms the causal relationship between variables. This is one corporate Dwie Warna Karya Ltd in Kapuas District. The number of samples used in this study amounted to 51 employees' with census sampling technique. The data analysis technique are used in this study are grouped into two, namely descriptive statistics analysis techniques and inferential statistical analysis techniques by using SPSS for Windows.

The study found that financial and non financial as a form of compensation between employees and the social assurance between employees' are high, both can give an increase in job performance of employees' in Kapuas District.

This study could accommodate all the hypothesized both of compensations by employees' able to deliver significant improvements to the job performance.

Finally, the application of compensations and social assurance in a was found to significantly job performance.

Keywords:

compensation, social assurance, job performance

Topic:

Organizational Behavior, Leadership and Human Resources Management

Thank you very much.

Best Regards,

The 1st UPI Global Conference on Business, Management and Entrepreneurship Organizing Committee

Website: <http://bme.conference.upi.edu>

Email: bme@upi.edu

[The 1st UPI Global Conference on Business, Management and
Entrepreneurship] Abstract Edited

Yahoo Mail/Inbox

The 1st UPI Global Conference on Business, Management and Entrepreneurship <bme@upi.edu>

To:rahmiwidyanti@yahoo.com

Mon, 13 June 2016 at 3:30 pm

Dear Dr. Widyanti,

Your abstract has been edited:

Title:

The Influence of Compensations and Social Assurance on Job Performance: Case Study Employees' contract Palm corporate in Kapuas District

Authors:

Rahmi Widyanti, Basuki

Institutions:

University of Islam Kalimantan (Uniska) Banjarmasin
School of Management Indonesia (STIMI) Banjarmasin

Content:

The purpose of this study to examine and analyze the influence of compensations and social assurance to its impact on improving job performance of employees'. The research was conducted by using a quantitative approach that forms the causal relationship between variables. This is one corporate Dwie Warna Karya Ltd in Kapuas District. The number of samples used in this study amounted to 51 employees' with census sampling technique. The data analysis technique are used in this study are grouped into two, namely descriptive statistics analysis techniques and inferential statistical analysis techniques by using SPSS for Windows.

The study found that financial and non financial as a form of compensation between employees and the social assurance between employees' are high, both can give an increase in job performance of employees' in Kapuas District.

This study could accommodate all the hypothesized both of compensations by employees' able to deliver significant improvements to the job performance.

Finally, the application of compensations and social assurance in a was found to significantly job performance.

Keywords:

compensation, social assurance, job performance

Topic:
Organizational Behavior, Leadership and Human Resources Management

Thank you very much.

Best Regards,
The 1st UPI Global Conference on Business, Management and Entrepreneurship Organizing
Committee
Website: <http://bme.conference.upi.edu>
Email: bme@upi.edu

REVIEWER FEEDBACK UPI-GCBME

Yahoo Mail/Inbox

Bussines Management International Conference <bme@upi.edu>

To:rahmiwidyanti@yahoo.com

Fri, 2 Sept 2016 at 9:33 am

Kepada Yth,

Pemakalah GC-BME

Terimakasih atas partisipasi Bapak/ Ibu peserta dan pemakalah atas partisipasinya pada kegiatan the 1st UPI Global Conference Business, Management and Entrepreneurship (UPI-GCBME).

Berikut terlampir hasil review paper, yang akan segera diterbitkan pada serial conference (proceedings) Atlantis Press (terindeks CPCI-SSH Thomson Reuters). Untuk memperlancar proses penerbitan, maka kami menghimbau kepada para penulis untuk segera mengirimkan hasil perbaikannya, kami memohon kerjasama semua pemakalah untuk mengirimkan hasil revisi secara tepat waktu. Jika hasil revisi tidak dikirimkan maka, dengan sangat menyesal maka makalah bapak/ ibu tidak akan diterbitkan.

Terdapat lampiran yang disertakan, diantaranya:

1. Makalah yang telah dilayout sesuai template Atlantis Press, mohon bapak/ ibu mengecek kembali jika terdapat beberapa kekeliruan, terutama terkait nama penulis dan afiliasinya.
3. Contoh cara menuliskan sitasi dengan menggunakan *Vancouver Style*.

Atas perhatian dan kerjasamanya, segenap panitia UPI-GCBME mengucapkan terima kasih.

Best regards,

Tim Editor UPI-GCBME

Sincerely,

Prof Dr Ratih Hurriyati, M.P.

Conference Chair

**The 1st UPI Global Conference on Business, Management and Entrepreneurship
Indonesia University of Education**

<http://bme.conference.upi.edu/>

Business and Economic Education Faculty
Business and Management Master Program
and Management Science Doctorate Program
School Of Post Graduate
Universitas Pendidikan Indonesia
email : ratih@upi.edu

+62 22 2007634
+62 22 2021405 (faks)

[Download all attachments as a zip file](#)

○

Rahmi Widyanti_edit.doc

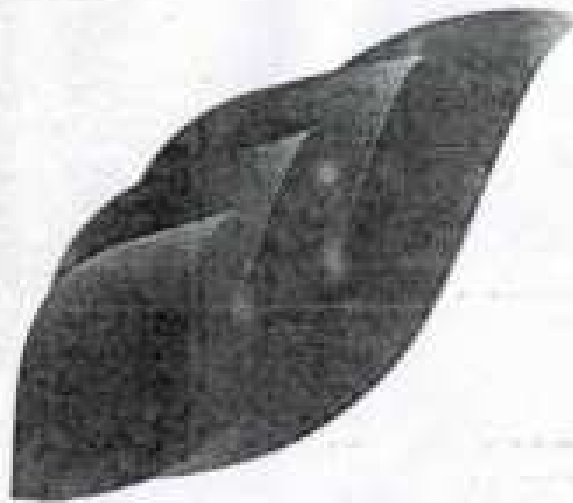
52.5kB

○

Contoh Teknik Sitasi Vancouver1.pdf

487.4kB

0808
2016



GCBME

Global Conference on Business, Management, and Entrepreneurship



Vice Rector for Research,
Partnership and Business

Prof. Dr. Didi Sukyadi, M.A.
NIP. 1967060919944031



CERTIFICATE

This is to certify that

Rahmi Widyanti

has participated as

PRESENTER of title: *The Influence of Compensations and Social Assurance on Job Performance: Study on contract employees Palm*

In

The 1st Global Conference

on Business, Management, and Entrepreneurship

Bandung, August 08th 2016

Chair

0808
2016

Prof. Dr. Ratih Widyanti M.P.
NIP. 196802251993012001

The Influence of Compensations and Social Assurance on Job Performance: Study on Contract Employees' Palm Company

by Rahmi Widyanti

Submission date: 11-Mar-2020 07:35PM (UTC-0500)

Submission ID: 1273972112

File name: BME110.pdf (1.49M)

Word count: 2015

Character count: 11580

The Influence of Compensations and Social Assurance on Job Performance: Study on Contract Employees' Palm Company

Rahmi Widjanti¹

Faculty Ekonomi

Universitas Islam Kalimantan (UINIK)
Banjarmasin – Indonesia
rahmiwidjanti@yaho.com

Basuki

Prodi Manajemen

Sekolah Tinggi Ilmu Manajemen Ichsania (STIMI)
Banjarmasin – Indonesia
Basuki.stimi1@gmail.com

Abstract—Compensation is any form of payment to employee work they provide their employer, including social assurance. The purpose of this study is to analyze the influence of compensation and social assurance in its impact on improving job performance of employees'. The research was conducted by using a quantitative approach that forms the causal relationship between variables. This is one palm company in Kapanas District. The number of samples used in this study amounted to 11 contract employees' with census sampling technique. The data analysis techniques are used in this study are grouped into two, namely descriptive statistics analysis techniques and inferential statistical analysis techniques by using SPSS for Windows. This study found that compensation and the social assurance are high, both can give an increase in job performance of contract employees' in Kapanas District. This study could accommodate all the hypothesis both of compensation and social assurance by companies able to deliver significant improvements in the job performance.

Keywords— Kapanas Indonesia, compensation, social assurance and job performance

I. INTRODUCTION

Compensation system generally is seen as an instrument for distributing to employees, the distribution of is based on production, time work, agencies and based on their merit [1]. Most organizations used compensation to defined organizational goals and motivate employee performance to one achieve them [2], including social assurance. Social assurance given by a company would provide security and a feeling of security to workers [3].

Performance is part duty rate of a result of working should be given workers to employee. High performance of employees, companies should aware of compensation and social assurance is a driving in achieving productivity, because with the high productivity it is capable of ensuring survival company [4]. Company palm largest in Kapanas District this employing two types of employees namely permanent employees and contract employees. Pay system different between both employees it causes the problem in of employee performance, so we needed researched how the influence of

compensation and social assurance of the contract employees performance.

II. LITERATURE REVIEW

A. Previous Research

Results of previous research shows that there are significant influence between compensation and social assurance against employee performance, although using different respondents and measuring instrument. Soraji in his research found compensation and social assurance influence on job productivity [4]. Research of Yermash et al found compensation could increasing the job performance [2]. Result study of Wilena is used intrinsic rewards and extrinsic reward has an effect on performance the secondary school teacher [5]. The result of Lai Hui found with good compensation design influence employee satisfaction and performance [1].

B. Framework of Research

Compensation as a reward or gained to services to be provided a company to employees to increased job motivation and technique ability, theoretical, conceptual and moral employees in accordance with their needs work. So when the compensation aimed at improving spirit and passion work employees to give the results of maximum for the company, while social assurance aims to improve security and satisfied with corporation for job-employee implementation [7].

Employee performance was a result of working individual or group that appeared after effort is done with utilization of the incentives work is in a person with their ability to carry out a job [7]. Compensation influence employee's performance [8]. Similar with the statement, [6] this study also found that compensation and social assurance in simultaneous and partial contribute significantly to work performance employees. So the thought was the research is that compensation and assurance have a significantly to employee performance whether partial and together.



Fig. 1. Framework of Research

III. RESEARCH METHODOLOGY

This research is explanatory research with the approach causality, is research who want to seek **explanation in the form of cause and effect relationship (cause-effect)** among some concept or several variables or several strategies developed in the management [8], [9]. The population in this research are contract employees in a palm company in Kupas district which totaled 51 people, while the sample is not done the simple collection in this research as all respondents population be used as criteria as follows:

- Has become an employee contract at least 2 (two) year
- Production age (less than 55 years old)

Statistical tests using program spss for windows version 20.

IV. RESULT AND DISCUSSION

A. Hypothesis Test Result

Based on the calculation of statistics tests obtained the calculation on regression analysis linear simple obtained constant of 0.642 and score direction regression compensation (X1) as much as 0.382, so obtained equation a line regression is: $Y = 0.642 + 0.382 X_1$. This means that employee performance without supported compensation (constant) the 0.642 and any change/increase variable compensation will determine much of the employee performance, every time there was like one points on the variables of compensation led the increasing the score performance variables employees of 0.382. This result supported the statement compensation is one of the most important to influence performance [8].

The calculation on regression analysis linear simple obtained constant of 0.845 and a score direction regression social assurance (X2) as much as 0.339, so obtained equation the regression line is: $Y = 0.845 + 0.339 X_2$. This means that employee performance without supported social assurance (constant) 0.845 and any change/increase variable social assurance will determine much of the employee performance, every time there was like one points on the variables of social assurance led the increasing the score performance variables employees of 0.339. This result supported the statement social assurance could impact on employee performance [8].

Based on the calculation of statistics obtained value F count = 34.048 with significance of $F < 0.000$. The significance used 5 percent this value chart with $df_1 = 2$ and $df_2 = n-k-1 = 51-2-1 = 48$ obtained F table of 3.19. So F count (34.048) were greater than F table (3.19). This hypothesis said that there

was influence simultaneously between compensation (X1) and social assurance (X2) of employee performance (Y) acceptable. And receiving hypotheses third or not the simultaneous, means level of employee performance be very much determined by compensation and social assurance. This fact can be understood that compensation employees is one of the factors important in supporting of employee performance, so are social assurance that is one the key success of employee performance [2] and [4].

B. Discussion

Based on the respondents answer had of compensation the results compensation employees at company palm in Kupas District was already carried out well, because based on the respondents answer as a whole in terms questions compensation variable with a score of average ranged from 2.87 to 3.12, while seen from the average score variable compensation is of 3.04, that means that most of respondents said they agreed that compensation already provided well. The results of the testing of hypotheses first namely compensation influence significantly of the performance of employees proven. The result of this research is similar with the results of research conducted by Yareah [2] and [5] that shows a positive relationship and significant between compensation with the performance of employees, compensation is it services companies should perceived fair to employees and the size of the compensation must be in accordance with hope employees.

Similar with this study, [10] compensation system is one of the most important potential in order to influence performance, [11] because compensation is total reward given to the employees as a return for their hard work.

Social assurance given a company to a contract employees considered to have already good by employees. This seen from the results of the respondents answer, social assurance given a company to a contract employee was already carried out. This can be seen from of the respondents answer as a whole in terms questions variable social assurance between 2.88 to 3.25. Based on the average score variable social assurance is 3.02, so that means that most of respondents said they agreed that social security already provided well. The results of the testing of hypotheses both the social security impact on of employee performance proven. This study shows that the better social assurance given a company to an employee the good of employee performance. Social assurance it is a guarantee protection afforded the company of loss of income employees by the accident work, illness or length of employees who had been discharged [5]. The results of the study supporting previous research [3] and [9].

The testing hypotheses simultaneously that statement to suspect that compensation variable and social assurance variable give a significant contribution to employee performance at companies in Kupas District acceptable the first significant ($\alpha = 0.05$ (5%) is the value of the regression coefficient from $t = 0.765$ and probability of $(p) = 0.000$ less than 0.05 and $R^2 = 0.587$, are positive 58.7, this means that 58.7 % fluctuations in the employee performance can be caused by compensation variable and social assurance



variable, while is 41,33 % caused by other variables outside of this study. This result supported the study of Lai Hui [1] and Setiadi [4].

V. CONCLUSION AND SUGGESTIONS

A. Conclusion

Based on the results of the analysis that has been done, it can be taken a conclusion that when compensation and social assistance given with good will can have an influence positive on of employee performance contract. Whether partial and simultaneously.

B. Suggestions

Based on the results of the analysis it is suggested that in order to increase performance employees, manager is expected to more attention to social assistance contract employees so what is desire and hope employees understandable and use it as a means of in achieving the target company.

For future research, enrichment of the results of research it can be carried out by applying model this research on sample which is large and heterogeneous, also on employment different status (outsourcing or permanent employees) are so that the result of obtained can reveal a difference in the treatment that must be considered company in treating an employee with employment different status (permanent employee or contract employees).

REFERENCES

- [1] Hui-Hui Lai, "The influence of compensation system design on employee satisfaction", *African Journal of Business Management*, 2011, Vol. 5(26), pp. 10710-10723.
- [2] Yonah, Erromaul, Darius, "Relationship between Compensation and Employee Productivity", *Sriwijayan Journal of Business Economics, And Management Studies*, 2013, Vol.2, No.1.
- [3] Charlesworth, Sam and Marshall, Helen, "Sacrificing Workers? The curious case of salary sacrificing in non-profit community services in Australia", *International Journal of Public Sector Management*, 2011, Volume 24, No.7, pp.673-683.
- [4] Setiadi, "Programas Ujrah dan Insentif Sosial terhadap Produktivitas Kerja Karyawan PT. Sumter Makmur Semarang", 2009, Unip Semarang.
- [5] Widada, Jane Nelson, Silas Nyantoro, M.A, "Effect of Compensation on Performance of Public Secondary School Teachers in Eldoret Municipality Kenya", *International Journal of Scientific and Research Publications*, 2013, Volume 3, Issue 6.
- [6] Urena, Michael and Andrea, "Exceptional Frontier Performance: Learning from the Mexican Home Tradition", *Organizational Dynamics*, 2014, 43, pp.37-49.
- [7] Sugiono, "Metode Penelitian Bisnis", Erlangga, 2009, Jakarta.
- [8] Supriatna, Murti dan Effendi, Sefyan, 2006, Metodologi Penelitian Survey, LPJMS, Jakarta.
- [9] Behrstock, L.A. and JM.Fried, "Taxical compensation as an agency problem", *Journal of Economic Perspectives*, 2003, 17(3):71-92.
- [10] Bari, N.S.R, "The impact of performance-based compensation on restructuring", *Journal of Financial Economics*, 2006, 79(1):35-67.
- [11] Epstein, G.S, "Fiscalized Income, Promotion and Incentive Effect", *International Journal of Manpower*, 2009, Volume 27, No. 2, pp. 104-125.
- [12] Cashway, Barry, "Human Resource and Management, The Association for Management Educational and Development", 2004, London.
- [13] Dredley, Gary, "Manajemen Sembelajaya Manasia, 2007, Pustaka Hal, Indonesia.

The Influence of Compensations and Social Assurance on Job Performance: Study on Contract Employees' Palm Company

ORIGINALITY REPORT

11%

SIMILARITY INDEX

9%

INTERNET SOURCES

4%

PUBLICATIONS

5%

STUDENT PAPERS

PRIMARY SOURCES

1	eprints.umsida.ac.id Internet Source	4%
2	Submitted to Universitas Pendidikan Indonesia Student Paper	2%
3	stiestembi.ac.id Internet Source	2%
4	business.expertjournals.com Internet Source	1%
5	Submitted to Universitas Mercu Buana Student Paper	1%
6	repository.uinjkt.ac.id Internet Source	1%
7	Michael Useem, Andrea Useem. "Exceptional frontline performance: Learning from the Medal of Honor tradition", Organizational Dynamics, 2014 Publication	1%

Exclude quotes Off

Exclude matches Off

Exclude bibliography On