

The Effects of Compensation and Work Motivation Towards Turnover Intention

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Abstract: *An employee is an asset to a company. Without contributions from employees, the company's goals will not be achieved. Compensation is a form of remuneration from the company for the work done. In conducting employees ' work requires the motivation to be well-performing. This research aims to determine the effect of compensation for turnover intention, the method of research used is a descriptive and variation method. The results show that compensation affects the turnover of intention. Although there are still some elements that need to be considered because it has a low value that belongs to the category quite well. Work motivation affects the turnover of intention. Although there are still some elements that need to be considered because it has a low value that needs to be improved again that is in the category quite good. Compensation and work affect the turnover intention based on the hypothesis test result. An employee is an asset to a company. Without contributions from employees, the company's goals will not be achieved. Compensation is a form of remuneration from the company for the work done. In conducting employees ' work requires the motivation to be well-performing. This research aims to determine the effect of compensation for turnover intention, the method of research used is a descriptive and variation method. The results show that compensation affects the turnover of intention. Although there are still some elements that need to be considered because it has a low value that belongs to the category quite well. Work motivation affects the turnover of intention. Although there are still some elements that need to be considered because it has a low value that needs to be improved again that is in the category quite good.*

Keywords: *Compensation, Work Motivation, Turnover*

I. INTRODUCTION

One of the most important factors in a company is human resources. The company's success in achieving its objectives depends on the ability of human resources to perform the tasks given to him by the company. Therefore, companies must create an atmosphere that can motivate employees. Handling

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the right resources can make the company more dynamic and thriving. (Usman,2013). Human resource management is especially necessary to minimize the desire of employees to exit or emphasize the turnover level intention. According to Handko (2011:322), The desire of employees to exit (turnover intention) is an indicator of the extent of the success of the system so that employees still have a passion for working and committed to the Company. Handoko (2011:322). Turnover Intention According to Harnoto (2002:2) is, "the content or intensity of the desire to exit the company, many reasons that led to the turnover of this Intention and among them is the desire to get more work Good thing ". The increase in the intention turnover of a company will harm the company because it is consuming the cost and time of hiring a new employee again. Based on research conducted in the field is known that the number of employees who come out more than the number of employees who have entered or persisted. If the problem is left continuously, there will be ongoing turnover so that the company will lose employees and ultimately affect the effectiveness and efficiency of company XXX.

Compensation and motivation work is a factor that affects the turnover intention within the company. Compensation is very important to employees in terms of fulfilling their economic needs. If employees are satisfied with the compensation, they receive then the whole may affect their attitude as well as their behavior (Saudi, 2018). To create a productive work environment is also conducive to the company then the compensation should be done fairly and evenly. Compensation is the overall reply of service received by the employee because it has done its job, and the company gives in the form of money, With the aim that employees are motivated and participated in the company's development activities and also build employee commitments. A way the personnel department to improve work achievement, motivation and job satisfaction is through compensation (Handoko: 2003), while according to Simamora (2004). (Silaban & Syah, 2018), People with high productivity will be more motivated to work on When performance is associated with rewards.

II. LITERATURE REVIEW

In support of achieving the goal of the company's factors, the employee is one of the most important factors, to achieve the purpose of the company's employees who exert all of its capabilities. Each employee who works in a company has different needs. The factor of these needs is what can be the impetus of an employee working more vigorous and good at doing his job to fulfill these needs. Work is an employee's way of fulfilling their needs in the form of compensation. Hasibuan (2011:117) suggests that "compensation is all income in the form of money, direct or indirect goods that the employee receives in return for the services provided to the company." Compensation given should be following what is expected by an employee, if compensation is not following what is expected to be a decline in the motivation of employee work, considering that the employee has been with a strong Give energy and mind for the sake of sustainability or achievement of corporate objectives. Given the importance of employees ' work motivation for the company, the company must implement by the expected employee's fulfillment of their needs. McCormick in the Mangkunegara (2012:94) stated that "work motivation is an influential condition of generating, directing, and maintaining behavior related to the work environment." Attitudes such as obedience, discipline in work, and more accountable for work

will be demonstrated by employees who have a high spirit of work. Business and good cooperation between company leaders and employees are important to help suppress turn over intention and achievement of company objectives. To motivate employees, leaders must know the driving factor to improve employee motivation, such as the good working relationship between superiors and subordinates, suitability of salary and wages, comfortable and decent workplace environment, Achievement of employee performance, and the recognition and fair treatment in anticipation of high turn over the intention.

C. Research Methodology

III. METHOD OF DATA COLLECTION

Based on his research, descriptive and verified active. According to Sugiyono (2006:21) "A descriptive method is a method of research aimed at describing, explaining the circumstances that exist in the company based on the facts and data collected and then compiled systematically." The verification method, according to Sugiyono (2006:6), is a proof of research to test the hypothesized results of a descriptive study with a statistic calculation, so that the conclusions can be concluded that present the accepted hypothesis or Rejected. " The study was conducted through data collection in the field, and the research method used was the survey method. The survey was conducted by taking samples from one population and using questionnaires as a Data collector tool.

The tool used to collect the data in this research is the questionnaire so that the instrument in this research can provide data that is per the expected, it is necessary to test the instrument. Testing of the research instrument is conducted with validity and reliability tests

IV. RESULT

Based on the calculation data of SPSS correlation coefficient (R) known that the whole correlation item variable X is greater than r table or 0.2061, then the instrument is declared valid: validity test results regarding compensation

statement	R Count	R table	Information
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VAR00001	0,693	0,2564	
VAR00002	0,651	0,2564	
VAR00003	0,693	0,2564	Valid
VAR00004	0,591	0,2564	Valid Valid
VAR00005	0,723	0,2564	Valid Valid Valid
VAR00006	0,673	0,2564	Valid Valid Valid
VAR00007	0,573	0,2564	Valid Valid Valid
VAR00008	0,657	0,2564	Valid Valid
VAR00009	0,563	0,2564	
VAR00010	0,667	0,2564	
VAR00011	0,641	0,2564	

Validity Test Results Regarding Motivation

statement	R Count	R table	Information
VAR00001	0,580	0,2564	Valid
VAR00002	0,661	0,2564	Valid Valid
VAR00003	0,553	0,2564	Valid Valid Valid
VAR00004	0,596	0,2564	Valid
VAR00005	0,778	0,2564	

Validity Test Results Regarding Turnover

statement	R Count	R table	Information
VAR00001	0,571	0,2564	Valid
VAR00002	0,617	0,2564	Valid Valid
VAR00003	0,442	0,2564	Valid Valid Valid
VAR00004	0,681	0,2564	Valid Valid Valid
VAR00005	0,719	0,2564	Valid
VAR00006	0,524	0,2564	
VAR00007	0,561	0,2564	
VAR00008	0,507	0,2564	

Reliability test results

Based on the results of the processing using the alpha-Cronbach ‘s method obtained the results of the reliability test survey each variable as follows:

Variable	Cronbach’s Alpha	Amount	Conclusion
		em	

Compensation	0,865	7	Reliable
Motivation	0,864	10	Reliable
Turnover	0.829	14	Reliable
Intention			

From the calculation result with the SPSS Program obtained the value of the reliability test or Cronbach's Alpha > 0.60, so it can be said that all variable items can be said to be reliable.

Multiple linear regression analyses

Data analysis results with the help of computer processing based on SPSS calculations obtained multiple regression equations based on the following output.

Model	Unstandardized		Standardized		Correlation			
	B	Std. Error	Beta	T	Sig.	Zero	Partial	Part
1 (Constant)	-.341	.243		-1.405	.166			
Compensation	.576	.084	.595	6.898	.000	.734	.527	.345
(1) Motivatio								
(2)	.372	.087	.367	4.257	.000	.756	.574	.390

Dependent Variable: Turnover Intention

Based on the output above then:

$$Y = + 1 1 + 2 2 + e$$

$$Y = -0,341 + 0,576 1 + 0,372 2 + e$$

With the following description:

1. Turnover Intention decreases if not influenced by compensation and motivation work. This is indicated by a negative marked constant value of -0.341
2. The compensation value is 0.576 and indicates a positive direction which means if the compensation variable increases then the Turnover Intention variable will decrease by 0.576.
3. The motivation value of 0.372, indicating a positive direction which means if the motivation of work increased then the Turnover Intention variable will decrease by 0.372.

Correlation coefficient and coefficient of determination

Data analysis results with the help of computer processing based on SPSS calculation obtained multiple correlation coefficient and coefficient of determination based on the following output. Model

Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
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1	.892a	.796	.788	.38181
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The value of the correlation coefficient between the compensation (X1) and the work motivation (X2) with Turnover Intention (Y) is 0.892 indicating a very strong relationship because it is in the position between 0.80 – 1.00. While the magnitude of the compensation influence (X1) and the work motivation (X2) on Turnover Intention determined by compensation (X1) and motivation work (X2) obtained a value of 79.6% while the remaining 20.6% is influenced by other factors that are not researched.

V. CONCLUSIONS & RECOMMENDATIONS

CONCLUSIONS

Based on the results of research and discussion it can be concluded as follows:

1.Compensation affects turnover intention. It is shown by obtaining a t-value of 6.898> from t table 2.004, then Ha is accepted, and Ho is rejected. It can also be concluded that there is a positive influence between compensation for Turnover Intention. Although there are still many factors that need attention because it has a low value about the facilities health insurance provided by companies and education benefits that are still included in the category is quite good.

2.Work motivation has an influence on turnover intention as indicated by the acquisition of t arithmetic 4.257> from t table 2.004, then Ha is accepted, and Ho is rejected. It can be concluded that there is a positive influence between work motivation on Turnover Intention. Some elements need to be considered because they have low scores and need to be improved again, namely the opportunity for self-actualization which is still in the quite good category.

3.Work compensation and motivation affect turnover intention in Company XXX based on the results of simultaneous hypothesis testing. Thus, the proposed hypothesis can be accepted because compensation and work motivation significantly influence turnover intention.

VI. RECOMMENDATIONS

Based on the conclusions discussed above, the authors try to convey some suggestions for consideration, including:

- Health and education benefits still do not meet employee expectations, which means companies need to pay attention by providing appropriate, timely benefits, because they motivate employees to work.
- Company management needs to involve employees in work-related activities. in addition to being able to add insight into this activity, it will also increase employee skills at work.

- Leaders also need to pay attention both in the form of motivating praise and appreciation for each employee, so that the praise and appreciation will motivate employees to work better.

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