

The Influence of Work Motivation, Remuneration, and Workload on Employee Performance at PT BPR Sari Wira Tama Badung District

Ida Ayu Putu Clarantya Dyentari Surya¹, I Ketut Setia Sapta², Anak Agung Dwi Widyani³

Faculty Economics and Business, Mahasaraswati University Denpasar^{1, 2, 3}
Bali, 80233, Indonesia

Correspondence Email: dayuclara13@gmail.com

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ABSTRACT

Human resources are an important asset to an organization because they can determine whether human organizational goals are achieved. The purpose of this study is to determine the impact of work motivation, compensation and workload on employee performance. This research was conducted at PT BPR Sari Wira Tama Badung Regency. The research object in this study is work motivation, remuneration, workload on employee performance. The population and sample in this study were all employees at PT BPR Sari Wira Tama, Badung regency, totaling 41 employees. The sampling technique used was the saturated sampling method so that all employees were used as research respondents. The data analysis technique used in this study was multiple linear regression analysis processed using SPSS version 26 software. Based on the analysis results, this study shows that work motivation has a positive and significant impact on PT employee performance. The number of BPR Sari Wira Tama Badung regency will be increased. Compensation has a positive and significant impact on employee performance in PT. The number of BPR Sari Wira Tama Badung regency will be increased. Workload has a significant negative impact on PT staff performance. BPR Sari Wira Tama Badung regency will experience a recession.

Keywords: BPR, Employee Performance, Motivation Work, Remuneration, Workload

INTRODUCTION

Human resource management is potential which is assets and functions as capital (non-material / non- financial) in the organization business, that can realized become real potential (real). Physical and non-physical in realizing existence organization. Larasati (2018) stated that every responsible manager answer to human resource must notice things like appointment staff, maintain employees, development employees, look after obedience and order employees, as well increase company's ability. According to Hasibuan and Silvya (2019) stated human resource management is science and art arrange relationships and roles power work to be effective and efficient help realization objective companies, employees and society.

Employee performance is something achieved by employees it in work according to criteria certain thing that applies to something work certain. Employee performance improvement is done by placing workers following their competencies (Aryani et al., 2021). According to Afandi (2018) execution is comes about work that can be done accomplished by somebody or gather of individuals inside a bunch company in agreement with specialist and obligation reply each in exertion accomplishment objective organization illicitly, no violate legal and not contradictory with morals and ethics. With good performance, then every employee can finish all organizational tasks with effective and efficient. Then according to Razak et al. (2018) stated that performance comes from the word achievement work or actual performance which is meaningful performance work or actual achievements achieved somebody. Definition performance (achievement work) is quality and quantity work achieved an employee in operation its function in accordance with not quite enough the answer given to her.

PT BPR Sari Wira Tama is one of them. The company is located at Pertokoan Kuta Berlian Ruko No. 16, Jl Raya Kuta, No. 99X, Kuta, Kec. Kuta, Badung regency which operates in the field banking. Currently the company has 41 employees, activities carried out is collect funds from society in form deposit futures, savings funds or form others are equal with that as well as given credit for company small and community.

Based on results interviews conducted to leaders in the company so obtained information that performance employee is in a fluctuating condition. Can we look from level data absenteeism employee that percentage level absenteeism employees at PT BPR Sari Wira Tama Badung Regency January - December 2022 tends to be fluctuates where level absenteeism employee highest in the month February amounting to 4.88 percent whereas level absenteeism employee the lowest was in October at 3.52 percent. Absenteeism rate employee high because the employee often being absent because of sickness and without information letter from the doctor. Aside that, employee often being absent with information that is not clear as well as there is less employees discipline obey established regulations like often late moment come to the place work and go home more beginning. In relation with performance employees, the must quick fixed or resolved so that employees of PT BPR Sari Wira Tama Badung regency can give good performance and quality to company so that capable reach objective company in a way maximum.

One of factor affecting performance employee is work motivation. Work motivation is important thing in improving something effectiveness work, because people who have high motivation in working will try with as strong energy to get the job done can succeed with the best. Employees who own motivation work in work will help results performance from employee (Sedarmayanti, 2017).

According to Lis et al. (2022) motivation is a process of encouragement psychological to need individual as a comprehensive basic process based on power competitive according to perception and personality. That matter confirm that motivation is a process of awakening and encouraging behavior and performance. According to results research by Guna et al. (2022) and Rachmadan et al. (2020) state that work motivation influential positive and significant to performance employee.

Based on results observations and interviews early researchers do against 7 employees at PT BPR Sari Wira Tama Badung regency, other related problems with work motivation known on the indicator persistence. The level of lack persistence in employees seen from lack of employees in doing all work with diligent and serious, so employee not enough understand in interpret problems that will happen in the future.

Other influencing factors performance employee is remuneration. According to Sardjana et al. (2019) remuneration received employee must in accordance with the wages he receives are for his need life in a way fair and reasonable. This shows that work behavior is also important because of influence performance employee. In this case, remuneration expected can motivate employees to improve its performance and becoming better and more professional. Giving remuneration employee used for two objective bases namely to attract and retain quality employees in the organization, and to motivate employee that level more performance high (Angliawati, 2016).

Research result Nasution (2019) and Jazuli et al. (2023) stated remuneration influential positive and significant to performance employees, that is every individual from employees who have get remuneration well then growth or enhancement the performance will too better. Based on results observations and interviews early researchers do against 7 employees at PT BPR Sari Wira Tama Badung regency, other related problems with remuneration known in terms of bonuses and commissions. Bonuses and commissions received employee on surpassing performance specified results and time company not enough satisfying because exists distribution less work fair.

Apart from motivation work and remuneration, expenses work also becomes factor affecting performance employee. According to Sulistiyowati and Munandar (2021) burden work are the tasks given employees to be completed on time certain use skills and potential from work power. Workload can be divided into work load quantitative that arises as consequence from too many tasks, lots or too little is given to employees to complete in time certain. A crucial factor that must be avoided about burdened work, worker is excessive division of tasks. Another problem that can be triggered by excessive prices low burdened work is delays and slows down efficiency company. Heavy workload or light can influence work (Wibowo et al., 2021). Research result Prasetya et al. (2022) and Utomo (2019) stated that burdened work influential negative and significant to performance employees, expenses high work will cause down level performance employee.

Based on results observations and interviews early researchers do against 7 employees at PT BPR Sari Wira Tama Badung regency, other related problems with burdened work known on the indicators use time. Use time in directly related activities with activity company, like many employees who cannot complete work with appropriate time so that arise burden work that must be done completed within term time certain.

Based on description phenomena and results study previously, researcher try analyze influencing factors performance employees at BPR Sari Wira Tama Badung regency which includes: motivation work, remuneration and expenses work. So that researcher mean do study with the title "Influence Motivation Work, Remuneration and Workload on Employee Performance at PT BPR Sari Wira Tama, Badung Regency". Based on description background back above then in this research it can be formulated problem as following. First, does work motivation influence employee performance at PT BPR Sari Wira Tama Badung regency. Second, does remuneration affect employee performance at PT BPR Sari Wira Tama Badung regency. Third, does workload affect employee performance at PT BPR Sari Wira Tama Badung regency.

The research objectives in this study are based on the problem formulation described above, namely as follows. First, to analyze and clarify the impact of work motivation on employee performance at PT BPR Sari Wira Tama Badung rule. Second, to analyze and clarify the impact of remuneration on employee performance at PT BPR Sari Wira Tama Badung rule. Third, to analyze and clarify the impact of workload on employee performance at PT BPR Sari Wira Tama Badung rule.

LITERATURE REVIEW

Goal Setting Theory

Establishment theory goal (goal setting theory) initially put forward by Locke (1968) who stated exists connection between set goals with performance work (performance). Goal setting theory is one form theory motivation. Draft base this theory is someone who understands goals (what the organization expects to him) will influence behavior it works.

Employee Performance

According to Affandi (2018) execution is comes about work that can be done accomplished by somebody or bunch of individuals inside a gather company in agreement with specialist and obligation reply each in exertion accomplishment objective organization wrongfully, no violate legal and not contradictory with morals and ethics. With good performance, then every employee can finish all organizational tasks with effective and efficient. Succeed or not execution workers who have accomplished organization the will impacted by level execution from representative in a way person or bunches.

Work Motivation

Work motivation is important thing in improving something effectiveness work, because people who have motivation high work will try with as strong energy to get the job done can succeed with the bes. Employees who own motivation work in work will help results performance from employee (Sedarmayanti & Haryanto, 2017).

Remuneration

According to Rizal et al. (2017), remuneration implies "something" that employees get as recompense for the commitment they have made to the organization where they work. Remuneration or pay has a vital capacity in working with the running association or organization and life (Hasibuan & Bayzura, 2021). Compensation incorporates a broader meaning than compensation, since it incorporates all shapes of rewards, both direct and indirect and routine or non-routine, for each employee towards the organization.

Workload

According to Sulistiyowati and Munandar (2021) workload is tasks given to employees to be completed at a certain time using the skills and potential of the workforce. Workload can be divided into quantitative workload which arises as a result of too many or too few tasks given to employees to be completed within a certain time.

Hypothesis

Agreeing to Sugiyono (2018) a speculation may be a brief reply to a investigate issue detailing, where the research issue detailing has been expressed within the shape of an explanation sentence. Based on definition issues and ponders References so can decided speculation as taking after.

H₁ : Motivation influential positive to performance employee.

H₂ : Remuneration influential positive to performance employee.

H₃ : Work load influential negative to performance employee.

RESEARCH METHODS

This research was conducted at BPR Sari Wira Tama which is located at Pertokoan Kuta Berlian Ruko No. 16, Jl. Raya Kuta, No. 99X, Kuta, Kec. Kuta, Badung regency, Bali. This location was chosen because found problem related with motivation work, remuneration and expenses work to performance employees at PT BPR Sari Wira Tama Badung regency. The sample in this research is: all over employees at PT BPR Sari Wira Tama, Badung regency, totaling 41 people. Determination technique sample used is method *saturated sampling* or method census because deep sample this research is lacking of 100, so all over employee made respondents study. Data collection methods used is observations, questionnaires, interviews, and documentation directly on the spot study. The data analysis technique used in this research is analysis linear regression multiple which processed use *software* SPSS version 26.

RESULTS

Validity Test

Table 1. Validity Test Results

Variabel	Item Pernyataan	Koefisien Korelasi	> 0.3	Keterangan
Motivasi Kerja (X ₁)	X _{1.1}	0.803	0.3	Valid
	X _{1.2}	0,825	0.3	Valid
	X _{1.3}	0,841	0.3	Valid
	X _{1.4}	0,836	0.3	Valid
	X _{1.5}	0,778	0.3	Valid
	X _{1.6}	0,863	0.3	Valid
	X _{1.7}	0,906	0.3	Valid
	X _{1.8}	0,824	0.3	Valid
Remunerasi (X ₂)	X _{2.1}	0.827	0.3	Valid
	X _{2.2}	0,856	0.3	Valid
	X _{2.3}	0,747	0.3	Valid
	X _{2.4}	0,793	0.3	Valid
	X _{2.5}	0,663	0.3	Valid
Beban Kerja (X ₃)	X _{3.1}	0,842	0.3	Valid
	X _{3.2}	0,792	0.3	Valid
	X _{3.3}	0.867	0.3	Valid

	$X_{3,4}$	0,840	0.3	Valid
Kinerja Karyawan (Y)	Y_1	0,742	0.3	Valid
	Y_2	0.848	0.3	Valid
	Y_3	0,777	0.3	Valid
	Y_4	0,787	0.3	Valid

Source: Appendix 3, processed data (2023).

Based on results testing validity in Table 1 is obtained mark coefficient bigger of 0.3 from each instrument meaningful research instrument study from variable Motivation Work, Remuneration, Workload and Employee Performance is valid.

Reliability Test

Table 2. Reliability Test Results

Variabel	Cronbach's Alpha	Keterangan
Motivasi Kerja (X_1)	0.938	Reliabel
Remunerasi (X_2)	0.838	Reliabel
Beban Kerja (X_3)	0.855	Reliabel
Kinerja Karyawan (Y)	0.797	Reliabel

Source: Appendix 4, processed data (2023).

Based on Table 2, it can be is known that mark *Cronbach's alpha* of each variable Motivation Work, Remuneration, Workload and Employee Performance own *Cronbach's Alpha* bigger of 0.60, then each variable is reliable.

Analysis Multiple Linear Regression

Table 3. Analysis Results Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	9,789	2,130		4,597	0,000
Motivasi Kerja (X_1)	0.192	0,046		4,140	0,000
Remunerasi (X_2)	0,260	0,067		3,897	0,000
Beban Kerja (X_3)	-0,293	0,064		-4,540	0,000
R Korelasi	= 0.926				
R Square	= 0,858				
Adj R Square	= 0,846				
F-Hitung	= 74,324				
Sig F	= 0.000				

Source: Appendix 7.

From the results of Table 3 above, it is obtained value $a = 9.789$, value $b_1 = 0.192$, value $b_2 = 0.260$ and value.

$b_3 = -0.293$, then equality regression multiple become:

$$Y = 9.789 + 0.192 X_1 + 0.260 X_2 - 0.293 X_3$$

Based on results this equation, can explained on influence Motivation Work (X_1), Remuneration (X_2) and Workload (X_3) on Employee Performance (Y), namely as following:

- $b_1 = 0.192$, that is if Motivation Work (X_1) increases whereas Remuneration (X_2) and Workload (X_3) no changes, then Employee Performance (Y) will increase.
 $b_2 = 0.260$, that is if Remuneration (X_2) increases whereas Motivation Work (X_1) and Workload (X_3) no changes, then Employee Performance (Y) will increase.
 $b_3 = -0.293$, that is if the Workload (X_3) increases whereas Motivation Work (X_1) and Remuneration (X_2) are not changes, then Employee Performance (Y) will decrease.

Normality Test

Table 4. Results of the One Sample Komogrov-Smirnov Normality Test

		Unstandardized Residual
N	Mean	41
		0.0000000
Normal Parameter ^{a,b}	Std.	0,79984842
Most Extreme Differences	Deviation Absolute	0,064
	Positive	0,064
	Negative	-0,060
		0,064
Kolmogorov-Smirnov Z.		0,064
Asymp. Sig. (2-tailed)		0.200 ^{c, d}

Source: Appendix 8.

Table 4 results below show Asymp. Sig. (2- tailed) is .200 over big from 0.05. With thereby can said that variable the normally distributed.

Multicollinearity Test

Table 5. Multicollinearity Test Results

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Motivasi Kerja (X_1)	0.452	2.213
Remunerasi (X_2)	0.484	2.066
Beban Kerja (X_3)	0.643	1.556

a. Dependent Variable: Kinerja Karyawan (Y)

Source: Appendix 8.

Calculation results in Table 5.14 show all variable free own mark more *tolerance* big from 0.10. The calculation results mark *Variance Inflation Factor* (VIF) also shows all variable free own VIF value is below 10. So, you can conclude that none is multicollinearity in variables free in the regression model.

Heteroscedasticity Test

Table 6. Heteroscedasticity Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.557	1.140		0.489	0,628
Motivasi Kerja (X_1)	-0.016	0,025		- 0,046	0,522
Remunerasi (X_2)	0,046	0,036		1.288	0,206
Beban Kerja (X_3)	-0,023	0,035		-0.664	0,511

a. Dependent Variable: abs_res

Source: Appendix 8.

The Glejser test results in Table 6 were obtained mark significance, all variable free worth Sig. bigger from 0.05. This means a regression model the no contain symptom heteroscedasticity.

Correlation Analysis

Based on Table 3 above, value coefficient correlation (R) is 0.926 which is significant connection variable Work Motivation, Remuneration and Workload on Worker Execution at PT BPR Sari Wira Tama Badung regency is positive and very strong because are in the category (0.80 0 -1.0 0 0).

Coefficient Test Determination (R^2)

To know big influence between Work Motivation, Remuneration and Workload on Employee Performance at PT BPR Sari Wira Tama Badung regency, then used analysis determination. Coefficient test results determination (R^2) can be seen in Table 3 above. In Table 3, the magnitude *Adjusted R Square* was 0.846 (84.6%). It means influence Work Motivation, Remuneration and Workload on Worker Execution at PT BPR Sari Wira Tama Badung regency amounted to 84.6% whereas the remaining 15.4% is influenced by other outside factors this research.

Model Fit Test (F-test)

Based on Table 3, it is obtained mark F_{count} amounting to 74,324 with Significant F value of more than 0.000 small of 0.05 ($0.000 < 0.05$), this means that in a way simultaneous Work Motivation (X_1), Remuneration (X_2) and Workload (X_3) have an effect significant (real) impact on employee performance (Y).

t-Test

Testing t-test statistics are used to test in a partial way influence Work Motivation (X_1), Remuneration (X_2) and Workload (X_3) on Employee Performance (Y) at PT BPR Sari Wira Tama Badung regency. The t test results can be seen in Table 3 above. First, judging from Table 3 above, the Work Motivation variable (X_1) with the *Standardized Coefficients Beta value* shows a positive direction of 0.382 and a noteworthy esteem rise to $0.000 < 0.05$. This implies that there's a positive and critical (genuine) impact between Work Inspiration (X_1) on employee Performance (Y).

Second, judging from Table 3 above, the Remuneration variable (X_2) with the *Standardized Coefficients Beta value* shows a positive direction of 0.347 and a noteworthy esteem break even with to $0.000 < 0.05$. This implies that there's a positive and critical (genuine) impact between Remuneration (X_2) on employee Performance (Y). Judging from Table 3 above, the Workload variable (X_3) with the *Standardized Coefficients Beta value* shows a negative direction of -0.351 and a significant value equal to $0.000 < 0.05$. This implies that there's a negative and noteworthy (genuine) impact between Work Stack (X_3) on employee Performance (Y).

DISCUSSION

Influence Motivation Work on Employee Performance

Variable Work Motivation formed by eight indicator that is condition work hard, future orientation, level high ideals, errand / objective introduction, exertion to advance, diligence, colleagues chosen work, and representatives. Results of data analysis statistics prove that there is influence positive and significant between variable Work Motivation on Employee Performance at PT BPR Sari Wira Tama Badung regency, so hypothesis tested the truth. It means that the more increasing Work Motivation so Employee Performance will be increased too. That matter show that diligent employee in line with Employee Performance levels at PT BPR Sari Wira Tama Badung regency.

The comes about of this inquire about are within the same course with studies distribute by Guna et al. (2022), Rachmadan et al. (2020) and Adzansyah et al. (2023) which appear that there's impact positive and noteworthy between Work Motivation to Employee Performance.

Influence Remuneration on Employee Performance

Variable Remuneration formed by five indicators that is salary, incentives, *benefits*, bonuses and commissions, and allowances. Results of data analysis statistics prove that there's impact positive and critical between variable Remuneration on Employee Performance at PT BPR Sari Wira Tama Badung regency, so hypothesis tested the truth. It means that increasing Remuneration then Employee Performance will be increased too. That matter show increasing allowance will improve employee performance at PT BPR Sari Wira Tama Badung regency.

The results of this research are in the same direction with studies conducted by Nasution (2019), Jazuli (2023) and Permatasari et al. (2022) which show that Remuneration influential positive and significant to Employee Performance.

Influence Workload on Employee Performance

Variable Workload formed by five indicators namely the target that must be achieved, condition work, use time, and standards work. Results of data analysis statistics prove that there is influence negative and noteworthy between variable Workload on Employee Performance at PT BPR Sari Wira Tama Badung regency, so hypothesis tested the truth. It means that the more as workload increases, employee performance increases will decrease. That matter show that the size of the work target employee affecting employee performance at PT BPR Sari Wira Tama Badung regency. The results of this research are in line with studies conducted by Prasetya et al. (2022) Utomo (2019) and Lukito and Alriani (2019) which show that workload contains a negative and critical impact on employee performance.

CONCLUSIONS

Based on comes about investigation and discourse about influence Work Motivation, Remuneration and Workload on Employee Performance at PT BPR Sari Wira Tama Badung regency can concluded as follows. First, motivation work contains a positive and critical impact on Employee Performance at PT BPR Sari Wira Tama Badung regency. This means that in the event that work inspiration increments it'll be taken after by an increment in representative execution, then again in the event that work motivation diminishes it'll be taken after by a diminish in worker execution. Second, remuneration incorporates a positive and critical impact on representative execution at PT BPR Sari Wira Tama Badung regency. This means that if remuneration increments it'll be taken after by an increment in representative execution, then again if remuneration diminishes it'll be taken after by a diminish in representative execution. Third, workload contains a negative and noteworthy impact on employee performance at PT BPR Sari Wira Tama Badung regency. This means that if the workload increases, employee performance will increase will decreases, on the other hand, if the workload decreases, employee performance will decrease will increase.

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DECLARATION OF CONFLICTING INTERESTS

The authors declared no potential conflicts of interest.

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