

The Effect of Work Wages on Employee Performance At PT. Wilmar Food

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Abstrak

Sumber daya manusia memegang peranan penting dalam sebuah perusahaan, karena faktor manusia (karyawan) merupakan pendorong utama dalam setiap aktivitas di perusahaan, karena karyawan yang melakukan kegiatan perusahaan mulai dari perencanaan, dan pelaksanaan, hingga pengendalian setiap aktivitas dan aktivitas perusahaan. upah atas kinerja karyawan di PT. Wilmar Food Jambi. Penelitian ini merupakan penelitian kuantitatif deskriptif. Populasi dalam penelitian ini adalah karyawan yang bekerja di PT. Wilmar Food Jambi. Pengambilan sampel dengan teknik sampling jenuh, dengan sampel sebanyak 18 responden. Metode pengumpulan data dalam penelitian ini menggunakan angket. Metode analisis data penelitian ini menggunakan statistik deskriptif dengan menggunakan skor, persentase, dan tabel. Berdasarkan analisis yang telah dilakukan, dapat disimpulkan bahwa upah berpengaruh terhadap kinerja karyawan. Hal ini dapat dilihat dari persentase rata-rata pada variabel upah sebanyak 85% respon positif dan pada variabel kinerja karyawan sebanyak 97% respon positif yang diberikan oleh responden. Hal ini menunjukkan bahwa semakin baik tingkat remunerasi oleh perusahaan, semakin baik kinerja karyawan. Hasil penelitian ini menunjukkan bahwa upah berpengaruh terhadap kinerja karyawan.

Kata kunci: *Korelasi, Upah, Kinerja Karyawan*

Abstract

Human resources play an essential role in a company, because the human factor (employees) is the main driver in every activity in the company, because employees who carry out company activities start from planning, and implementing, to controlling every activity and activity of the company. wages on employee performance at PT. Wilmar Food Jambi. This research is descriptive quantitative research. The population in this study are employees who work at PT. Wilmar Food Jambi. Sampling with saturated sampling technique, with a sample of 18 respondents. The data collection method in this study used a questionnaire. This study's data analysis method used descriptive statistics using scores, percentages, and tables. Based on the analysis that has been done, it can be concluded that wages have an effect on employee performance. This can be seen from the average percentage on the wage variable as much as 85% positive response and on the employee performance variable as much as 97% positive response given by the respondent. This shows that the better the level of remuneration by the company, the better the employee performance. The results of this study indicate that wages have an effect on employee performance.

Keywords: *Correlation, Wages, Employee Performance*

Introduction

Human resources play an important role in a company, because the human factor (employees) is the main driver in every activity in the company, because employees who carry out company activities ranging from planning, implementing, to controlling every activity and activity of the company. Employees are important resources for companies (Junaidi et al., 2023), because they have talent (Sutrisno, 2019), energy and creativity that are needed by companies to achieve their goals (Tatilu et al., 2014). The success rate of a company can be seen from the company's performance in managing its resources. Companies with good performance, have effectiveness in handling their human resources, determine goals that must be achieved both individually and organizationally. Various stimuli of work motivation factors can improve employee performance, in general, humans working in a company have the aim of getting wages to meet their living needs, with the fulfillment of employee needs, it will create a pleasant working atmosphere in the company environment.

Wages can be used as a tool to motivate employees in order to Improve their performance and stimulate employees to play an active role in achieving company goals. In addition, wages are one of the factors that affect employee performance. In the Government Regulation of the Republic of Indonesia Number 78 of 2015 concerning Wages article 1 paragraph (1), wages are defined as the rights of workers or laborers received and expressed in the form of money in return from employers or employers to workers / workers determined and paid according to a work agreement, agreement, or legislation including benefits for workers / laborers and their families for a job or service that has been or will be Done. Work wages are inseparable from the role or results of the work (performance) of the employees themselves, therefore the rules set by the company must cover all sides needed by employees. According to Purwanto (2023) performance is also the result of work that has a strong relationship with the organization's strategic goals, consumer satisfaction, and contributes to the economy. Nuswantoro et al., (2023) explained that performance is about doing work and the results achieved from a job as well as about what is done and how

to do it.

In reality, a person's performance can be different from others. Every Companies are often faced with employee performance problems, every leader in the company will always strive so that every activity carried out achieves maximum results and is carried out effectively and efficiently. In general, humans are the main element in the success of a business (Hanadya et al., 2023; Susanto et al., 2022) How human resources in the form of work ethic, skills, knowledge, honesty, discipline, experience, and leadership can be optimized. At PT. Wilmar Food Jambi, employees are given wages in the form of basic wages, incentives, and other benefits. With these wages, when compared to daily needs can be sufficient or vice versa less, and there are several problems related to employee performance, among others, it can be seen from the low motivation to excel shown by some employees who work only if there are tasks from the leader or company, they do not independently complete the work well and quickly. Based on the background above, the author is encouraged to raise this issue in the form of research entitled "The Effect of Work Wages on Employee Performance at PT. Wilmar Food Jambi".

Research Methods

This research is a quantitative type of research, using multiple regression analysis methods with analytical tools using SPSS. The population in this study is all employees at PT. Wilmar Food Jambi numbering 18 people, with saturated sampling technique, saturated sampling is a sampling technique where all members of the population are used as samples. So, the number of samples used in this study was 18 employees at PT. Wilmar Food Jambi. In this final report research, the author took the object of research at PT. Wilmar Food Jambi which is located at Jalan KH. Ahmad Basari No. 12, KM. 15 Comp. Jambi City Warehouse. Data Collection Methods in this study can be grouped into two, namely:

a. Data Primer

Data that comes from original sources or primary sources that we generally refer to as source persons. Data obtained through direct interviews and questionnaires to respondents to obtain the information needed. In this study,

the data collection technique was by submitting a list of statements given to respondents either directly using the Likert scale. Likert scale is a scale that can be used to measure the attitudes, opinions and perceptions of a person or group of people towards the symptoms or phenomena studied.

Answers from questionnaires given using Likert scales, containing attitude scales with positive statement scores and negative statement scores. Strongly agree (Weight 5), Agree (Weight 4), Disagree (Weight 3), Disagree (Weight 2), Strongly disagree (Weight 1).

Table 1 Likert Scale

No	Answer Options	Value Weighting
1	Totally agree	5
2	Agree	4
3	Disagree Less	3
4	Disagree	2
5	Strongly disagree	1

b. Data Seconds

The collection of data and information needed is obtained indirectly, meaning the data obtained and obtained by studying books, and literature related to the problem.

a. Analysis Techniques

According to Kesumawati & Aridanu (2017), Data analysis techniques are activities after data from all respondents or other data sources are collected. Activities in data analysis are grouping data based on variables and types of respondents, tabulating data based on variables from all respondents, presenting data for each variable studied, doing calculations to answer problem formulations (Lormore & Stephens, 1994).

Data analysis techniques in this study use descriptive statistics by collecting data and presenting data in the form of tables, percentages, and value scores. Which describes the results of the study. The data used in this study are:

1. The observation made is to look at the performance of employees at PT.

Wilmar Food Jambi

2. Data collection techniques using questionnaires given to employees at PT. Wilmar Food Jambi.

Results of Research and Discussion

Result

This research was conducted from March to July 2022 on employees of PT. Wilmar Food Jambi as a population of 18 people, with respondents who fit the sampling technique used amounted to 18 people. This research data was obtained from questionnaires given to respondents in the form of questionnaires containing several statements to capture data on the effect of wages on employee performance.

a. Descriptive Analysis of wage variables

Descriptive analysis is used to determine the effect of wages on employee performance at PT. Wilmar Food Jambi, based on the frequency distribution of respondents' answers and responses to statements in the questionnaire. The statement items in the wage variable and the employee performance variable as a whole are depicted in the form of a frequency description table. In this case, the author performs with descriptive analysis, so that frequency, percent, and other values and categories are known.

To provide an overview of the research results of each variable studied, an assessment category is determined based on the value score obtained from the questionnaire results. The way to determine the intended assessment category is as follows. Determine the assessment weight for each option contained in table 1, namely the value weight table, in this case it is determined based on the rating scale, namely the *Likert scale*.

Calculates the value score for each statement item, namely by multiplying the value weight by the number of frequencies (the number of respondents' answers each alternative answer to each statement item) The lowest value and the highest value, in this case the lowest value = the number of respondents (the number of respondents is 18, then the lowest value is 18).

While the highest value, the lowest value is multiplied by the weight of the

highest value, which is $18 \times 5 = 90$. Thus, the lowest value is 18 and the highest value is 90. Because there are five alternative answers (according to the *Likert scale*), there must also be five assessment categories, for that the next step is to determine the interval distance from the lowest value to the highest value until five assessment categories are obtained. The interval distance can be done with the following calculation:

$$\begin{aligned}
 \text{JI} &= \frac{(90 - 18)}{5} \\
 &= 14,4
 \end{aligned}$$

Thus, the assessment categories for each statement item and assessment of the variables studied are as follows:

Table 2 Value score categories

Score score	Category
18 – 32,4	Bad
32,4 – 46,8	Not good
46,8 – 61,2	Enough
61,2 -75,6	Good
75,6 - 90	Excellent

Table 3
 Description of respondents' responses to wage variables

Statement	(X)										N	Score	Category
	SS (5)		S (4)		KS (3)		TS (2)		STS (1)				
	F	%	F	%	F	%	F	%	F	%			
Item 1	9	50	7	38,9	2	11,1	0	0	0	0	18	79	Very good
Item 2	8	44,4	10	55,6	0	0	0	0	0	0	18	80	Very good
Item 3	8	44,4	9	50	1	5,6	0	0	0	0	18	88	Very good
Item 4	5	27,8	11	61,1	2	11,1	0	0	0	0	18	75	Very good
Item 5	9	50	3	16,7	4	22,2	2	11,1	0	0	18	69	Good
Item 6	8	44,4	5	27,8	5	27,8	0	0	0	0	18	75	Good
Item 7	10	55,6	6	33,3	2	11,1	0	0	0	0	18	80	Very good

sum	316,6	283,4	88,9	11,1	0	546
average percentage	45,22 86	40,48 57	12,7	1,585 71	0	
average score						78

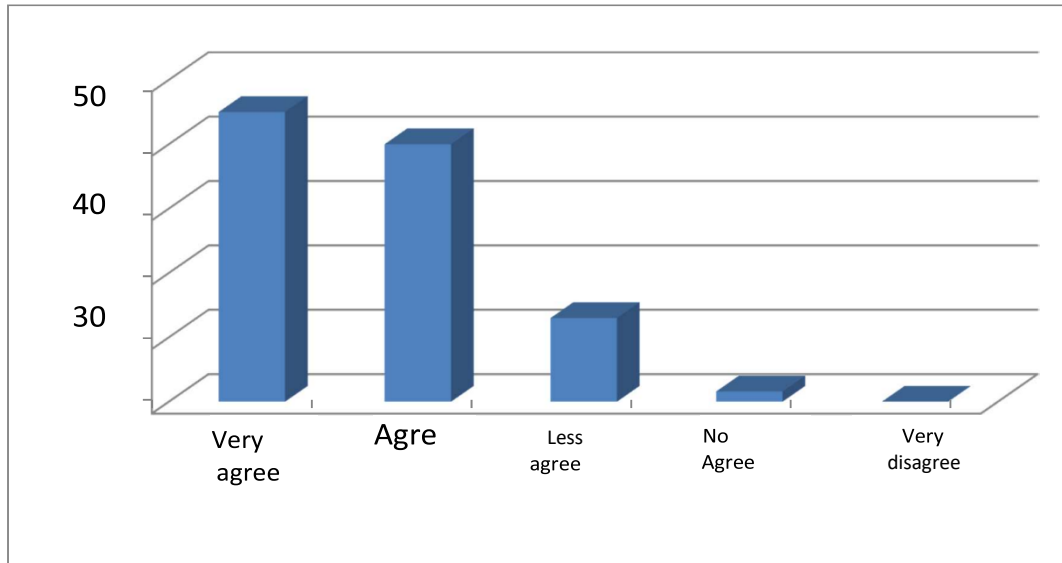


Figure 1. Average percentage of wage variables

The author's question to respondents on the statement "wages in accordance with the specified standard" mostly stated that they strongly agreed that there were 9 people (50%) with a score of 79 in the very good category. This means that employee wages are in accordance with the specified standards. In response to the statement "The company uses good wage payment procedures", some respondents stated that they strongly agreed with 10 people (55.6%) with a score of 80 in the category. This means that according to the employee's assessment the wage procedure has been done very well.

Respondents' responses to the statement "wage increases can improve employee performance" were 9 people who agreed (50%) with a score of 81 in the very good category. This means that wages are one of the factors that can affect employee performance. Respondents' responses to the statement "Wages given by the company according to employee performance". Some respondents agreed with 11 people (61.1%) with a score of 79 in the very good category. This means that the wages given by the company are in accordance with employee performance.

Respondents' responses to statements were given incentives when working overtime. Some agreed as many as 9 people (50%) with a score of 69 in the good category. This means that incentives when working overtime are often given to employees.

Respondents' response to the statement "Wages as a whole are able to meet the needs of daily life". Some said they strongly agreed with 8 people (44.4%) with good scores. This shows that the wages given by the company are enough to meet the daily needs of employees. Respondents' responses to the statement "The Company pays attention to meeting the needs and facilities of employees". Strongly agreed as many as 10 people (55.6%) with a score of 81 in the very good category. This shows that the company has paid good attention to meeting the needs and facilities of employees. In general, the wage variable is included in the excellent category with a total value score of 546. And the average variable wage is 78.

b. Descriptive analysis of employee performance variables

In the next questionnaire, there are 5 questions regarding employee performance variables. The data obtained are as follows:

Table 4
 Description of respondents' responses to employee performance variables (Y)

Statement	SS (5)		S (4)		KS (3)		TS (2)		STS (1)		N	Score	Category
	F	%	F	%	F	%	F	%	F	%			
Item 1	14	77,8	0	0	4	22,2	0	0	0	0	18	82	Very good
Item 2	8	44,4	10	55,6	0	0	0	0	0	0	18	80	Very good
Item 3	9	50	9	50	0	0	0	0	0	0	18	81	Very goodk
Item 4	5	27,8	11	61,1	0	0	2	11,1	0	0	18	72	Good
Item 5	13	72,2	3	16,7	0	0	2	11,1	0	0	18	81	Very good
sum		272,2		183,4		22,2		22,2		0		396	
average percentage		54,44		36,68		4,44		4,44		0			
average score												79,2	

Respondents' responses to the statement "I always take initiative in carrying out work" as many as 14 people expressed strong agreement (77.8%) with a score of 82 in the very good category. This means that the majority of employees in the company always take the initiative in carrying out work. Respondents' response to the statement "My work is always completed on time". Agreeing with 10 people (55.6%) with a score of 80 in the Very Good category. This means that employees have implemented the discipline of working time well.

Respondents' response to the statement "the employee is responsible for his work". Strongly agree with 9 people (50%), and agree with 9 people (50%) with a score of 81 in the very good category.

This means that employees have taken good responsibility for their work. Respondents' responses to the statement "have high enthusiasm in carrying out work" expressed agreement as many as 11 people (61.1%) with a score of 72 in the good category.

This means that some employees have high enthusiasm in carrying out work. Respondents' response to the statement "Can work independently and work together with all employees". Strongly agreed with 13 people (72.2%). This means that the majority of employees can work well manidrially as well as in teams. In general, the variable performance of employees in the category is excellent. With a total score of 396, and an average variable value of employee performance of 79.

Discussion

At PT. Wilmar Food Jambi provides wages based on several factors including: applicable laws and regulations, employee positions, and also length of service. The results of data analysis have shown that employees at PT. Wilmar Food Jambi have assessed that the standards of providing wages, procedures applied, incentives, and fulfillment of needs and facilities provided by the company can be said to be in accordance with employee expectations in supporting their work motivation, so that wages have a significant influence on

increasing work motivation motivation. Similarly, research conducted by (Aranki et al., 2019) explained that the results of the hypothesis test stated that wages have a positive and significant effect on employee performance on CV. Lumintu Perdana Ciwaringin District, Cirebon Regency. In this study are: 1. Wages on CV. Lumintu Perdana has reached 77.57%2. Employee performance on CV. Lumintu Perdana has reached 75.56%. There is a positive and significant influence of wages on employee performance on CVs. Lumintu Perdana in Ciwaringin District, Cirebon Regency. In another study, (Avey et al., 2011; Ayuningtyas et al., 2021; Badaruddin et al., 2021) explained the results of this study were collected by questionnaires that examined and analyzed with simple regression. The person correlation validity test and reliability test using Cronback Alpha are data quality tests used in this study. The study used an adjusted R2 test, f test, and t test for hypothesis testing in this study. The variable has a significant effect on employee performance with a signification value of 0.002. The results of this study show that wage variables have a significant effect on employee performance significantly

In general, it can be seen that the performance of employees at PT. Wilmar Food Jambi's is already in the good category. It's just that there are still some employees, who carry out work not optimally (low performance). Based on the results of interviews and observations that have been conducted, that not only wages affect employee performance but also several other factors such as, motivation, individual personal factors, quality of support among colleagues, and so on. Performance in carrying out its functions does not stand alone but is always related to employee job satisfaction and the level of rewards given and influenced by skills, and abilities.

Conclusion

Based on the results of research and discussion described in the previous chapter, conclusions can be obtained related to research on the effect of wages on employee performance at PT. Wilmar Food Jambi the conclusion is as follows:

1. Payroll system

Based on the results of the study, it can be concluded that the wages provided by the company as a whole (basic wages, benefits, incentives, and facilities) have been done well. This is supported by the many positive responses given by respondents to wage indicators. However, based on observations from the research results, there are still problems related to wages, such as the salary system following the central company, and delays in providing incentives.

2. Employee performance level

Based on the results of the questionnaire calculations carried out, it can be concluded that overall performance in the company is in the good category. There are only a few employees who have low performance.

3. The Effect of Wages on Performance

Based on the analysis that has been done, it is concluded that wages affect employee performance. This can be seen from the average percentage in the wage variable as much as 85% of positive responses and in the employee performance variable as much as 97% of positive responses given by respondents. This shows that the better the level of wages given by the company, the better the level of employee performance.

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