The Influence of Work Motivation, Internal Control, Organizational Culture, Compensation on Employee Performance at PT Sapadia Wantata Rantauprapat

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Abstract:- This study aims to discover the Influence of Work Motivation, Internal Control, Organizational Culture, and Compensation on Employee Performance at PT Sapadia Wisata Rantauprapat. This is an associative research. The sampling technique used census and samples from the entire population (saturated sample) of 62 people. The type of data used is primary data and secondary data. The results of this study indicate that together a positive and a significant effect between variables Work Motivation, Internal Control, Organizational Culture, Compensation for Employee Performance at PT. Sapadia Wisata Rantauprapat (F test). In partial testing (T test) it is known that the variables of Work Motivation, Internal Control, Compensation have a positive and a significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat, with the most dominant T value that is influencing Internal Control in this study has a value that is far greater than other variables (Work Motivation, Organizational Culture, Compensation), so it can be said that the Internal Control is the dominant determinant in taking Employee Performance at PT. Sapadia Wisata Rantauprapat with tcount was 4.125)> t table 1.997 at α = 5% ie 0,000 <0.05 so that the second hypothesis in this study can be verified.

Keywords:- Work Motivation, Internal Control, Organizational Culture, Compensation, Employee Performance.

I. INTRODUCTION

➢ *Background of the Problem*

PT Sapadia Wisata Rantauprapat or known as Boombara Waterpark is engaged in the field of Water Tourism and Family Entertainment. Currently, Boombara Waterpark is the biggest water recreation attraction in Rantauprapat because there are a variety of exciting water rides, and in the future it plans to continue to carry out development in the framework of developing Boombara Water Park. For this reason, providing Work Motivation and Incentives to employees is needed to support optimal performance so that Boombara Waterpark becomes more developed in Rantauprapat Labuhanbatu.

Motivating employees to improve performance is one of the company's responsibilities so that company goals can be achieved. Low employee motivation is a problem that occurs in every company or organization. The phenomenon of work motivation is reduced morale, easy to feel bored and bored, do not use the maximum time, and lack of confidence from the actions taken.

Internal control is needed to direct employees to carry out work properly and in accordance with applicable rules and regulations. Implementation of an activity without internal control can directly influence the results of work and hinder the achievement of objectives. An effective and sustainable internal control is needed so that it can produce a positive impact for the development and change of employees for the better. The phenomenon of internal control is that disciplinary behavior by employees still often occurs in the form of delays in completing work.

Besides internal control, another factor that can affect employee performance is organizational culture. Organizational culture is a collective agreement on shared values and binds all people in the government organization concerned. The phenomenon found in organizational culture is employees' lack of understanding of the agency's vision and mission.

In addition to internal control and organizational culture, which can affect employee performance in an agency is compensation. Compensation is various forms of compensation given by the organization to employees for the time, thought and energy they have contributed to the organization. The phenomenon found is the lack of incentives provided by the company.

II.   METHOD

A. Type of Research

This type of research used in this research is an associative research, namely research that connects between two or more variables Sugiyono (2012). With a causal relationship that is a causal relationship Sugiyono (2012). The place and time of this research was conducted at PT. Sapadia Wisata Rantauprapat having its address at Jl. H. Adam Malik by Pass / Jl. Baru Rantauprapat, Labuhanbatu Regency.

B. Population and Samples

The population taken in this study were employees at PT. Sapadia Wisata Rantauprapat. The sample is part of the number and characteristics possessed by the population. For this reason, samples taken from the population must be truly representative. The sampling method uses a census sampling technique and takes a sample of the entire population (saturated sample) of 62 people.

C. Data Collection Methods and Techniques

In this study, the data collection method used was a questionnaire method, the type of questionnaire was a closed questionnaire with a Likert scale. Data collection techniques in this study were questionnaire and interview. According to Sugiyono (2012), data collection techniques include:

➢ Interview was used as a data collection technique conducting a preliminary study to find out problems that must be examined, to discover the things from respondents who are more downward and the number of the respondents.
➢ Questionnaire, was a data collection technique which was done by giving a set of questions or written statements to the respondent to be answered. Questionnaires were the efficient data collection techniques when researchers know for certain variables to be measured and know what can be expected from respondents.

III.   RESULT AND DISCUSSION

A. Analysis of Multiple Linear Regression

Multiple linear regression analysis functions to determine the effect of the independent variable, namely Work Motivation (X_1), Internal Control (X_2), Organizational Culture (X_3) and Compensation (X_4) on the dependent variable, namely Employee Performance (Y) . Multiple linear regression analysis in this study using SPSS software for windows. The calculation of the multiple linear regression equation as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

Coefficients[a]							
Model	Unstandardized Coefficients				Standardized Coefficients		
B	Std. Error		Beta			t	Sig.
(Constant)	-.068	2.345				-.029	.977
Work Motivation	.226	.072	.279			3.148	.003
Internal Control	.439	.106	.371			4.125	.000
Organizational Culture	.178	.102	.165			1.750	.085
Compensation	.423	.108	.371			3.925	.000
a. Dependent Variable: Employee Performance b. Source: Hasil Pengolahan Data Primer							

Table 1:- Multiple Linear Regression Results

From Table 1 it was known that the Unstandardized Coefficients column in section b obtained a Work Motivation value of 0.226, b2 Internal Control of 0.439, b3 of Organizational Culture of 0.178, a Compensation value of b4 of 0.423 and a constant value (a) of -0.068 then a multiple linear regression equation is obtained as a following:

$$Y = -0{,}068 + 0{,}226\ X_1 + 0{,}439\ X_2 + 0{,}178\ X_3 + 0{,}423\ X_4 + e$$

The multiple linear regression equation can be described as follows:

➢ Constanta (a) = -0.068, meaning that if the independent variable Work Motivation (X_1), Internal Control (X_2), Organizational Culture (X_3) and Compensation (X_4) is zero, then the Performance of Employees at PT. Sapadia Wisata Rantauprapat remains at -0.068.
➢ Regression coefficient X1 (b1) = 0.226, meaning that if the Work Motivation factor is increased by one unit then the Employee Performance at PT. Sapadia Wisata Rantauprapat will increase by 0.226 units.

- Regression coefficient X2 (b2) = 0.439, meaning that if the Internal Control variable is increased by one unit, the Employee Performance at PT. Sapadia Wisata Rantauprapat will increase by 0.439 units.
- Regression coefficient X3 (b3) = 0.178, meaning that if the Organizational Culture variable is increased by one unit then the Employee Performance at PT. Sapadia Wisata Rantauprapat will increase by 0.178 units.
- Regression coefficient X4 (b4) = 0.423, meaning that if the Compensation variable is increased by one unit, the Purchase Decision at PT. Sapadia Wisata Rantauprapat will increase by 0.423 units.

B. Coefficient of Determination (R2)

The coefficient of determination shows the size of the contribution of the influence of the independent variable Work Motivation (X1), Internal Control (X2), Organizational Culture (X3) and Compensation (X4) on the dependent variable Employee Performance (Y), where $0 \leq \leq 1$. When the value approaches a value of 1 then shows the stronger relationship between the independent variable and the dependent variable. And conversely, if the determinant () is getting smaller or near zero, then the effect of the independent variable on the dependent variable is getting weaker. The results of processing from multiple linear regression analysis can be seen in table 2 below:

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.774a	.599	.571	1.739

Table 2:- Coefficient of Determination (R2) Summary Model

Predictors: (Constant), Work Motivation, Internal Control, Organizational Culture, Compensation.

Table 2 shows that:
- R = 0.774 means the relationship between variables Work Motivation, Internal Control, Organizational Culture, and Compensation to Employee Performance of 77.4%. It means to have a close relationship.
- Standard Error of Estimated is 1.739 the smaller the standard deviation means the better the model.

C. Hypothesis Testing Using Multiple Linear Regression Analysis

To test whether the proposed hypothesis is accepted or rejected t statistic (t test) is used. This test is conducted to find out how much influence the independent variable is Work Motivation (X1), Internal Control (X2), Organizational Culture (X3) and Compensation (X4) partially on the dependent variable, namely Employee Performance (Y). The results of processing from the T Test can be seen in table 3 as follows:

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
B	Std. Error	Beta				
	(Constant)	-.068	2.345		-.029	.977
	Work Motivation	.226	.072	.279	3.148	.003
	Internal Control	.439	.106	.371	4.125	.000
	Organizational Culture	.178	.102	.165	1.750	.085
	Compensation	.423	.108	.371	3.925	.000
a.Dependent Variable: Employee Performance b.Source: Primary Data Processing Results						

Tabel 3:- Hasil Uji T

- #### The Results of First Hypothesis Testing (X1)

In column T the variable Work Motivation (X1) has a value of tcount (3.148)> ttable (1.997) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.003 <0.05. Thus it can be concluded that the Work Motivation variable (X1) has a positive and significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat at α = 5%. This means that if the Work Motivation variable is increased by one unit, Employee Performance will also increase by 0.226 units. Positive t value indicates that the variable Work Motivation has a direct relationship with Employee Performance.

- #### Second Hypothesis Testing Results (X2)

In column T the Internal Control variable (X2) tcount (4.125)> ttable (1.997) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0,000 <0.05. Thus it can be concluded that the Internal Control variable (X2) has a positive and a significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat at α = 5%. This means that if the product variable is increased by one unit, Employee Performance will increase by 0.439 units. A positive t value indicates that the Internal Control variable has a direct relationship with Employee Performance.

➢ *Third Hypothesis Testing Results (X3)*

In column T the variable Organizational Culture (X3) tcount (1,750)> ttable (1,997) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.085> 0.05. Thus it can be concluded that Organizational Culture (X3) variable has a positive and does not have significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat at α = 5%. This means that if the organizational culture variable increases by one unit, Employee Performance will increase by 0.178 units. Positive t value indicates that the Organizational Culture variable has a direct relationship with Employee Performance.

➢ *The Fourth Hypothesis Testing Results (X4)*

In column T the Compensation variable (X4) tcount (3,925)> ttable (1,997) which means that Ho is rejected and

Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value is 0,000 <0.05. Thus it can be concluded that the compensation variable (X4) has a positive and a significant effect on the performance of the employees of PT. Sapadia Wisata Rantauprapat at α = 5%. This means that if the compensation variable is increased by one unit, Employee Performance will also increase by 0.423 units. A positive t value indicates that the Compensation variable has a direct relationship with Employee Performance.

➢ *Results of Hypothesis Testing X1, X2, X3. X4,*

To test whether the proposed hypothesis is accepted or rejected, use the F statistic (F test). F test aims to determine the effect simultaneously on independent variables, namely Work Motivation (X1), Internal Control (X2), Organizational Culture (X3) and Compensation (X4) on the dependent variable Employee Performance (Y).

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	257.356	4	64.339	21.274	.000[b]
Residual	172,386	57	3.024		
Total	429,742	61			
a. Predictors: (Constant), Work Motivation, Internal Control, Organizational Culture, Compensation.					
b. Dependent Variable: Employee Performance					

Table 4:- Test Results F ANOVAb

In Table 4 it can be seen that the Fcount value is 21,274 with a significance level of 0,000. Based on the F test results the data of this study are significant, it can be seen from the sig value smaller than the alpha value (0,000 <0.05).

If the significance level is below 0.05 then H0 is rejected and Ha is accepted.

Conclusions

F~count~	F~table~
21.274	2,360

Table 5:- Reability Statistics
Source: Primary Data Processing Results

Representation of ANOVA, namely: The calculated F value is 21,274 while the F value at the 95% confidence level (α = 0.05) is 2.360. This means that Fcount 21,274> F table 2,360 ie Ha is accepted and Ho is rejected. For the significance level of 0,000 <0.05, shows that the variables namely Work Motivation (X1), Internal Control (X2), Organizational Culture (X3) and Compensation (X4) together (simultaneously) have a positive and a significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat.

D. Discussion of Research Results

In accordance with the results of respondents' answers to the intended questions related to the variables studied in the study, and the results of statistical testing of the proposed hypothesis, it can be adjusted several things as the findings of this study.

➢ *Effects of Work Motivation on Employee Performance*

Based on the t test the variable Work Motivation (X1) has a tcount (3.148)> t table (1.997) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.003 <0.05. Thus it can be concluded that the Work Motivation variable (X1) has a positive and significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat at α = 5%.

This is in line with research by Anggriawan, etc. (2015) with the research title "The Effect of Incentives and Motivation on Employee Performance (Study of Employees of CV Suka Alam (Kaliwatu Rafting) Kota Batu, East Java". This research was conducted to observe the impact of the influence of incentives and motivation on employee performance which is an important issue in a number of organizations. The calculated F value is 42.479,

while the F table value is 3.111. Because the calculated F value> F table is 42.479> 3.111 then the regression analysis model is significant.

➢ *Effects of Internal Control on Employee Performance*

Based on the t test the Internal Control variable (X2) has a tcount (4.125)> t table (1.997) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0,000 <0.05. Thus, it can be concluded that the Internal Control variable (X2) has a positive and a significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat at α = 5%.

This is in line with Maharani's research (2015) in a study entitled "The Effect of Internal Control on Employee Performance in the Medical Services Division at Jember Clinic Hospital". Based on the results of research that has been done about the effect of internal control on employee performance in monitoring with a t value of 2.596 where all the variables t value is greater than t table that means internal control, risk assessment, control activities, information and communication, and monitoring affect employee performance.

➢ *Effects of Organizational Culture on Employee Performance*

Based on the t test of the variable Organizational Culture (X3) tcount (1,750) <ttable (1,997) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.085> 0.05. Thus it can be concluded that Organizational Culture (X3) variable has a positive and not significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat at α = 5%.

This is in line with Lina (2014) in her research entitled "Analysis of the Effects of Leadership and Organizational Culture on Employee Performance with a Reward System as a Moderating Variable". Based on the results of his research is Organizational Culture has no significant effect on the performance of UMSU bureau employees. This is possible because the rewards given to UMSU bureau employees are not based on workload but based on years of service, class and position and the level of employee attendance.

➢ *The Effects of Compensation on Employee Performance*

Based on the results of the t test the variable Compensation (X4) tcount (3,925)> ttable (1,997) which means that Ho is rejected and Ha is accepted. While the significant value is smaller than the probability value of 0.05 or significant value of 0.005 <0.05. Thus it can be concluded that the compensation variable (X4) has a positive and significant effect on employee performance at PT. Sapadia Wisata Rantauprapat at α = 5%.

This is also in line with Cecilia's research (2015) in a study entitled "The Effect of Internal Control, Organizational Culture, and Compensation on the Performance of Civil Servants in the Karo District Regional

Civil Service Agency". The results of this study indicated that there was a positive and significant effect between compensation on the performance of civil servants in the Karo Regency BKD, this is indicated by the calculated t value of 2.180> t table value of 1.658 and the significance value of the table at 0.032 (below 0.05) .

➢ *The Effects of Work Motivation, Internal Control, Organizational Culture, and Compensation on Employee Performance*

Based on the results of the study, the Fcount value was 21,274 while the Ftable value at the 95% confidence level (α = 0.05) was 2.340. This means that Fcount 21,274> F table 2,360 ie Ha is accepted and Ho is rejected. For the significance level of 0,000 <0.05, it shows that the variables of Work Motivation (X1), Internal Control (X2), Organizational Culture (X3), Compensation (X4) and together (simultaneously) have a positive and significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat.

The Role of Work Motivation, Internal Control, Organizational Culture, Compensation, is becoming increasingly important, because today there is a tendency to change the motives of an employee to do an innovative activity, where the activity increases the ability to perform.

IV. CONCLUSION

The conclusion was formulated by the author in a study entitled "Work Motivation in Internal Control, Organizational Culture, Compensation for Employee Performance at PT. Sapadia Wisata Rantauprapat "is:
➢ Research results based on Ajusted R Square of 0.571 means that 57.1% of Employee Performance factors can be explained by Work Motivation, Internal Control, Organizational Culture, Compensation.
➢ The results of the research based on the F test show that the variables of Work Motivation, Internal Control, Organizational Culture, Compensation together (simultaneously) have a positive and significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat.
➢ Research results based on the T test show that Work Motivation, Internal Control and Compensation have a positive and significant effect on Employee Performance at PT. Sapadia Wisata Rantauprapat.
➢ Based on the T test the Internal Control variable (X1) has the most dominant influence on Employee Performance at PT. Sapadia Wisata Rantauprapat. Internal Control Variables in this study have a much greater value compared to other variables (Work Motivation, Organizational Culture, Compensation), so it can be said that Internal Control is the dominant determining factor in taking Employee Performance at PT. Sapadia Wisata Rantauprapat with Tcount of 4.125)> t table 1.997 at α = 5% ie 0,000 <0.05 so that the second hypothesis in this study can be verified.

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