

The Influence of Financial Compensation, Work Motivation and Job Stress on Employee Performance at the Prama Sanur Beach Hotel

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Abstract:

Purpose:

This research aims to test and analyze the influence of financial compensation, work motivation and work stress on employee performance.

Methodology:

This research was conducted at the Prama Sanur Hotel with a sample of 57 respondents using a saturated sampling technique. All data obtained from the questionnaire distribution is suitable for use, then analyzed using multiple linear regression and hypothesis testing (t-test and f-test).

Findings:

The research results show that (1) Financial compensation, work motivation and work stress have a positive and significant effect on employee performance at Hotel Prama Sanur, and (2) Financial compensation has a positive and significant effect on employee performance at Hotel Prama Sanur. This means that the greater the financial compensation, the greater the employee performance at the Prama Sanur Hotel. (3) Work motivation positively and significantly affects employee performance at the Prama Sanur Hotel. This means that the more work motivation increases, the more employee performance at the Prama Sanur Hotel will increase. (4) Work stress negatively affects employee performance at the Prama Sanur Hotel.

Implication:

This means the more work stress increases, the more employee performance at the Prama Sanur Hotel decreases.

INTRODUCTION

Bali is one of the favorite tourist destinations for local and foreign tourists (Laksmi et al., 2023). Hotels are one of the most essential accommodations for tourism. Competition in the era of globalization is getting tighter every day. Human resource management is critical and must be paid attention to by company leaders to maintain the existence of their company (Laksmi et al., 2023).

Hotel employee performance is critical in the service industry, where skilled human resources will provide the best service (Saputra & Paranoan, 2024). As a hotel asset, this must be maintained. According to Ricardianto (2018), performance is a description of the level of achievement of implementing an activity program or policy to realize targets that include the goals of the organization's vision and mission set out in an organization's strategic plan.

Low employee performance will affect the hotel's stability (Saputra et al., 2023). Poor employees will prevent the hotel's targets from being achieved, making it difficult for the hotel to compete with other hotels. In the end, if the right solution is not immediately provided to deal with these performance problems, the hotel can also experience bankruptcy.

Employee Performance. Wartono (2019) defines "performance as a comparison of the results achieved with the participation of labor per unit of time (usually per hour)." According to Pandi (2022), performance is the extent to which a person has played a role in implementing organizational strategy.

Financial Compensation. According to Sugijanto and Sutanto (2022), financial compensation is compensation related to money or finance, paid directly and indirectly to employees.

Work Motivation. Motivation is a desire that arises from within a person or individual because he is inspired, encouraged and encouraged to carry out activities with sincerity, joy and sincerity so that the results of the activities he carries out are reasonable and of good quality Pandi (2022).

Job Stress. According to Pandi (2022), work stress is a condition that arises from interactions between individuals and their work, where there is a mismatch in characteristics and unclear changes that occur within the company.

METHODS

This research was conducted at the Prama Sanur Beach Hotel on Jalan Cemara, Sanur, South Denpasar, Bali. The research subjects are financial compensation, work motivation, work stress and employee performance. The study's population was 57, excluding 1 (General Manager).

RESULTS AND DISCUSSION

Table 1. Results of Multiple Linear Regression Analysis

Variable	Regression Coefficients		t	Sig
	B	Std. Error		
Financial compensation (X ₁)	0.925	0.228	4.055	0.000
Work motivation (X ₂)	0.368	0.162	2.270	0.027
Work stress (X ₃)	-0.412	0.162	-2.543	0.014
(Constant): 14,044				
F Statistics: 33,152				
Sig F: 0.000				
R ² : 0,633				
R: 0,808				

Source: Data processed in 2023

The multiple linear regression equation shows the direction of each independent variable towards the dependent variable. The multiple linear regression equation can be described as follows:

α = Constant value of 14.044, meaning that if financial compensation (X₁), work motivation (X₂) and work stress (X₃) are equal to zero, then employee performance is 14.044.

$\beta_1 = + 0.925$ indicates that financial compensation positively affects employee performance. If financial compensation increases, employee performance will increase.

$B_2 = + 0.368$ indicates that work motivation positively affects employee performance; if work motivation increases, employee performance will increase.

$B_3 = - 0.412$ indicates that work stress hurts employee performance. If work stress increases, employee performance will decrease.

Table 2. F Test Results

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2382.583	3	794.194	33.152	.000 ^b
	Residual	1269.663	53	23.956		
	Total	3652.246	56			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Job Stress, Financial Compensation, Work Motivation

Source: Data processed in 2023

$H_0: b_1, b_2, b_3 = 0$. The variables financial compensation (X_1), work motivation (X_2), and work stress (X_3) do not significantly affect employee performance (Y) at the Prama Sanur Hotel.

$H_a: b_1, b_2, b_3 > 0$, the variables financial compensation (X_1), work motivation (X_2) and work stress (X_3) have a significant effect on employee performance (Y) at the Prama Sanur Hotel.

Table 3. T-test results

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.044	4.804		2.923	.005
	Financial Compensation	.925	.228	.456	4.055	.000
	Work motivation	.368	.162	.258	2.270	.027
	Job Stress	-.412	.162	-.240	-2.543	.014

a. Dependent Variable: Employee Performance

Source: data processed in 2023

$H_0: b_i = 0$, meaning that the financial compensation variable partially does not affect employee performance at the Prama Sanur Hotel.

$H_a: b_i \neq 0$, meaning the financial compensation variable partially influences employee performance at the Prama Sanur Hotel.

1. Based on the F test (simultaneously), $F_{count} (33.152) > F_{table} (2.78)$ is obtained with the significance value of F being $0.000 < 0.05$, so H_0 is rejected. The results of this research align with research conducted by Anik Irawati (2022), which states that financial compensation, work motivation and work stress significantly affect employee performance.
2. The influence of financial compensation on employee performance is obtained by count $(4.055) > t_{table} (2.006)$ with a significance level of $0.000 < 0.05$, so H_0 is rejected. H_a is accepted. which means the results of this research are in line with research conducted by Mangasa Panjaitan, Ade Oktaviani Sinaga and Eva Delianan

Manurung (2022), Ferry Muliadi Manalu (2022), Wahyu Maulana (2019) which states that financial compensation has a significant positive effect on employee performance.

3. The influence of work motivation on employee performance was obtained by count $(2.270) > \text{table } (2.006)$ with a significance level of $0.027 < 0.05$, so that H_0 was rejected and H_a was accepted, which means that the work motivation variable had a significant positive effect on employee performance at the Prama Sanur Hotel. The results of this research align with research conducted by Anik Irawati (2022), Sandhi Fialy Harahap and Satria Tirtayasa (2022), which stated that work motivation significantly influences employee performance.
4. The effect of work stress on employee performance was obtained by count $(-2.543) > \text{table } (-2.006)$ with a significance level of $0.014 < 0.05$, so that H_0 was rejected and H_a was accepted, which means that the work stress variable had a significant adverse effect on employee performance at the Prama Sanur Hotel. The results of this research align with research conducted by Massie et al. (2018) and Sandiartha and Suwandana (2020), which stated that work stress has a significant positive effect on employee performance.

CONCLUSION

1. Financial compensation, work motivation and work stress positively and significantly affect employee performance at the Prama Sanur Hotel.
2. Financial compensation positively and significantly affects employee performance at the Prama Sanur Hotel. This means the more financial compensation increases, the more employee performance at the Prama Sanur Hotel will increase.
3. Work motivation positively and significantly affects employee performance at the Prama Sanur Hotel. This means that the more work motivation increases, the more employee performance will improve.
4. Work stress negatively and significantly affects employee performance at the Prama Sanur Hotel. This means that the more work stress increases, the more employee performance at Hotel Prama Sanur decreases. To improve employee performance at Hotel Prama Sanur, it is recommended that Hotel Prama Sanur do as follows:

Suggestion.

1. Overall, the financial compensation at the Prama Sanur Hotel is quite good. Still, the statement on the monetary compensation variable with the lowest average score is, "I receive benefits from the company to support my work." Therefore, Hotel Prama Sanur's leadership should provide appropriate employee benefits, such as health and old age benefits.
2. Overall, the motivation for work at the Prama Sanur Hotel is quite good. However, the work motivation variable with the lowest average score includes the statement, "I am always praised for my good work." Therefore, Hotel Prama Sanur should reward employees who work beyond the company's targets.
3. Overall, work stress at the Prama Sanur Hotel is relatively high. However, the work stress variable with the highest average score is "I accept excessive job demands." Therefore, the Prama Sanur Hotel should divide the work equally among all employees so that there is no overlap or employees feel that the work assigned is too heavy.
4. Further research is hoped to add variables that can influence employee performance, expand the scope of the study, or change research locations that are not only focused on one area, thereby providing a more comprehensive view and being able to be implemented in general.

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