

The Influence of Compensation and Work Facilities on the Performance of Inpatient Nurses at Tk.II Iskandar Muda Hospital

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Abstract

The research found the Influence of compensation and work facilities on the performance of inpatient nurse at Tk.II Iskandar Muda Hospital Kesdam Iskandar Muda. The data used in this study is preliminary data that was collected using a survey strategy using an online questionnaire with responses from researchers who were paid in accordance with the study's objectives. The study's time horizon is cross-sectional, with a minimum of 122 respondents. This research uses the statistical hypothesis test with the version 22 of the Social Science Program (SPSS). This study reduces compensation and work facilities. The study's findings indicate that the aforementioned variable has a positive and significant impact on work performance. Workplace facilities indicate that the results of this study have a positive and significant impact on work environment. The results of this study indicate that compensation and work facilities have a positive and significant impact on the work force of domestic workers in a hospital.

Keywords: *Compensation, Work Facilities, and Performance*

I. INTRODUCTION

A hospital is a healthcare institution that provides comprehensive individual health services, offering inpatient, outpatient, and emergency services according to the Indonesian Ministry of Health Decree No. 340/MENKES/PER/III/2010. According to the Indonesian Ministry of Health Regulation No. 1204/Menkes/SK/X/2004, a hospital is a health service facility where both sick and healthy people gather, which can become a place of disease transmission and environmental pollution, posing health hazards. The TK.II Iskandar Muda Hospital of Kesdam Iskandar Muda is an Indonesian Army hospital responsible for the healthcare services of Kesdam Iskandar Muda in Aceh. The primary mission of this hospital is to provide healthcare and support services to military members, civilian employees, and their families. This includes offering health services to naval and air force units within the Iskandar Muda Military Region, as well as to the general public. The vision of TK.II Iskandar Muda Hospital, Kesdam IM, is to become the pride, trust, and choice for soldiers, civilian employees, their families, and the community in the Aceh Province (rumahsakitiskandarmuda). The hospital's mission includes (1) delivering high-quality health services quickly, accurately, and satisfactorily, (2) prioritizing patient safety, (3) improving the quality of human resources

through continuous education and training, and (4) creating a clean, safe, and comfortable hospital environment.

Kesdam Iskandar Muda Hospital aims to enhance the performance of its personnel, particularly in delivering the best possible care to every patient. One of the Indonesian Army hospitals, RS Tk. II Iskandar Muda, is dedicated to this mission. Its vision is to become a reliable and preferred hospital for military members, civil servants, their families, and the general public. The hospital strives to provide high-quality health services that are fast, accurate, and satisfactory, prioritize patient safety, improve the quality of human resources through continuous education and training, and create a clean, safe, and comfortable environment (halodoc.com). To support its services to patients and their families, TK.II Iskandar Muda Hospital in Banda Aceh is equipped with medical service facilities including an Emergency Room, Polyclinic, Inpatient Services, Operating Room, ICU/ICCU, and Maternity Ward. Additional medical support services available include Radiology and CT Scan, Clinical Laboratory, EKG, Ultrasound, Pharmacy, and Medical Rehabilitation. Beyond these medical and medical support facilities, TK.II Iskandar Muda Hospital in Banda Aceh is also furnished with non-medical support facilities such as Nutrition Installation, Laundry, Mortuary, Electrical Systems, Water Supply, Waste Water Treatment Plant (IPAL), Medical Gas Installation, and Patient Evacuation services (rskesdamaceh.wordpress.com).

As stated by Samsuddin (2009:187-188), "The provision of compensation can enhance job performance and employee motivation. Therefore, the organization's or company's attention to rational and fair arrangements is highly necessary." The impact of compensation on employee performance, work achievement/performance, motivation, and job satisfaction tends to decline if employees believe they are receiving inadequate compensation (Benny Usman). The human resources of an organization are crucial for efficiency and effectiveness. Existing human resources must contribute to the organization's operations. There are many variables that influence these objectives, including internal organizational variables such as organizational commitment, compensation, and employee satisfaction. All these elements affect employee performance, according to Triyono (2008:35). Active human beings always need support, both internally and externally. Abilities, skills, and mastery of science and technology are internal supports for humans. However, external supports are the resources available in the environment. According to Sedarmayanti (2018), work facilities include all tools and materials used, the environment in which one works, the approaches used for work, and the work arrangements, whether individually or in groups.

According to Siagian (2017), the work environment can be defined as everything surrounding employees that influences the responsibilities assigned to them. Generally, the definition of the work environment is the setting in which employees perform their tasks. All companies strive to create a pleasant work environment because it impacts their performance. They must continuously monitor what happens within the company and what occurs outside of it. The work environment is the relationship between employees and their surroundings. An individual's physical environment significantly affects their health. The

facilities in the work environment should be ideal; for instance, good lighting impacts vision, loud noise affects hearing, and overcrowded spaces lead to high room temperatures, which necessitate the use of air conditioning, all of which can significantly disrupt their health.

Sedarmayanti (2018) states that the classification of the work environment consists of two types: (1) the physical work environment and (2) the non-physical work environment. The physical work environment encompasses all the physical conditions surrounding the workplace that can affect employees either directly or indirectly. The non-physical work environment includes all conditions related to work relationships, whether it is the relationship with supervisors, colleagues, or subordinates.

The requirements of the non-physical work environment in every office, such as the relationships between staff and supervisors, as well as supervisors and subordinates, must be given attention so that this non-physical work environment positively impacts employee performance. Office management planning to establish an office must consider the work facilities. Building a good production system will not succeed without satisfactory work facilities, such as office equipment, including office buildings, desks, chairs, wooden cabinets, steel cabinets, computers, laptops, printers, filing cabinets, shredders, overhead projectors, air conditioners, and safes to support office employee performance. Employees must be trained to use work facilities such as laptops and computers to perform their tasks effectively. This training can include programming and network computer techniques.

Better performance indicates an improvement in efficiency, effectiveness, or the quality of completing tasks assigned to an employee within an organization, according to Murty and Hudiwinarsih (2012: 215). Employee performance is influenced by organizational commitment. Theoretically, organizational commitment affects several critical behaviors necessary for organizational operations. According to Gibson, Ivancevich, and Donnelly (2010: 102), the absence of commitment reduces organizational effectiveness. Businesses or organizations tend to have highly engaged employees. High engagement reduces the need for supervision and aligns personal goals with organizational goals. Employees with high levels of engagement show strong confidence and support for the organization's objectives. These employees possess positive attitudes and views towards the organization and strive to do their best for the organization's benefit (Porter, 2002: 156). In other words, highly dedicated employees focus on improving the organization's fortunes as well as their own. According to Darlisi (2002: 124) and Robbins (2007: 256), highly dedicated employees lead to organizational success. For companies, compensation programs are crucial as they reflect efforts to retain human resources, keeping employees loyal and dedicated to the company.

According to Alfian Rizki Munggaran et al. (2015:2), compensation is intended to reward employees for the time, effort, and energy they contribute to the company. Therefore, the company should express its gratitude to its employees by providing appropriate or commensurate compensation. Providing the right compensation to employees motivates them to improve their performance, thereby achieving exceptional job satisfaction. To attain this job satisfaction, companies must consider their obligations. According to Hasibuan, as cited by Ahmad Fahrurozi et al. (2018:102), the purpose of providing

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remuneration is to ensure that all parties' needs are met, enabling employers to make a profit and ensuring that society or consumers receive good products or services at reasonable prices. Compensation facilities comprise both direct and indirect compensation.

According to Dessler (1998:89), direct compensation is "compensation through direct financial payments in the form of salaries, wages, incentives, commissions, and bonuses." Dessler (1998:85) also states that indirect compensation encompasses "all indirect financial payments an employee receives for continuing their employment with the company." To meet the needs of employees, both types of compensation must be provided. Moehariono (2009:319) asserts that the primary goal of any organization when creating a compensation system is to enhance employee performance and retain talented employees. The main objectives of a reward program, according to Gibson (2000:179) and Wibowo (2007:149), are to attract talented employees to join the organization, retain employees to continue working, and improve employee performance.

The patient from January to October 2021, as shown in Table 1 and Table 2, categorized into BPJS Dinas, BPJS Umum, and general patients, indicates an increase in the number of patients visiting Tk.II Iskandar Muda Kesdam IM Hospital Banda Aceh each month. This trend suggests that patients may be dissatisfied with the services they received.

Table 1.
Outpatient Visits in 2021

| | Month | Patient | | | Total |
|----|-----------|------------|-----------|---------|-------|
| | | BPJS Dinas | BPJS Umum | General | |
| 1 | January | 1299 | 1543 | 65 | 2907 |
| 2 | February | 1069 | 1836 | 262 | 3167 |
| 3 | March | 1071 | 2192 | 165 | 3428 |
| 4 | April | 1004 | 2205 | 188 | 3397 |
| 5 | May | 1098 | 1790 | 504 | 3392 |
| 6 | June | 1158 | 2155 | 222 | 3535 |
| 7 | July | 1187 | 2082 | 217 | 3486 |
| 8 | August | 1456 | 2427 | 258 | 4141 |
| 9 | September | 1281 | 2248 | 149 | 3678 |
| 10 | October | 1172 | 2288 | 106 | 3566 |

Source: Tk.II Iskandar Muda Kesdam IM Hospital Banda Aceh, 2021

Meanwhile, the number of inpatient visits in 2021 also varied:

Table 2.
Inpatient Visit 2021

| No | Month | Patient | | | Total |
|----|----------|------------|-----------|---------|-------|
| | | BPJS Dinas | BPJS Umum | General | |
| 1 | January | 141 | 490 | 13 | 644 |
| 2 | February | 99 | 434 | 8 | 541 |
| 3 | March | 111 | 449 | 9 | 569 |

| | | | | | |
|----|-----------|-----|-----|---|-----|
| 4 | April | 114 | 449 | 4 | 567 |
| 5 | May | 105 | 401 | 8 | 514 |
| 6 | June | 91 | 376 | 4 | 471 |
| 7 | July | 90 | 357 | 3 | 450 |
| 8 | August | 322 | 345 | 9 | 676 |
| 9 | September | 81 | 479 | 2 | 562 |
| 10 | October | 88 | 442 | 7 | 537 |

Source: Tk.II Iskandar Muda Kesdam IM Hospital Banda Aceh, 2021

To improve the performance of the Iskandar Muda II Hospital under Kesdam IM in Banda Aceh, there is an issue with the insufficient compensation system, as hospital personnel need to meet their own and their families' living needs. On the other hand, the hospital staff's salary system is still below the Regional Minimum Wage (UMR) standard, which affects the performance and productivity of the personnel. In such circumstances, individuals seek additional compensation besides their salary. The amount of compensation provided to employees of the Iskandar Muda II Hospital under Kesdam IM in Banda Aceh varies based on their length of service, rank or grade, and educational level. The following table illustrates the compensation amounts for paramedics at the Iskandar Muda II Hospital under Kesdam IM:

Table 3.
The Amount of Compensation for Inpatient Nurses

| No | Job Type | Salary | TPK/TC | Service Fee |
|----|-----------------------------|---------------|-------------|--|
| 1 | Medical Inpatient Staff | | | Based on the number of services provided |
| | Medical Profession | Rp. 1.100.000 | Rp. 200.000 | |
| | S1 in Health | Rp. 760.000 | Rp. 150.000 | |
| | D3 in Health | Rp. 720.000 | Rp. 150.000 | |
| 2 | Non-Medical Inpatient Staff | | | Incentives based on Hospital Revenue |
| | S1 General | Rp. 760.000 | Rp. 250.000 | |
| | D3 General | Rp. 720.000 | Rp. 250.000 | |
| | SMA | Rp. 670.000 | Rp. 250.000 | |
| | SMP | Rp. 620.000 | Rp. 250.000 | |
| | SD | Rp. 610.000 | Rp. 250.000 | |

Source: Tk.II Iskandar Muda Kesdam IM Hospital Banda Aceh, 2021

The provision of compensation and facilities can influence the performance of inpatient nurses at the Iskandar Muda Kesdam IM Hospital Tk.II in Banda Aceh to improve their performance. The phenomenon observed at the Iskandar Muda Kesdam IM Hospital Tk.II in Banda Aceh is that the performance of inpatient nurses is still unsatisfactory, especially in terms of the services provided to patients and their families. The low performance of personnel is attributed to the inadequate compensation provided by the hospital to its staff. Financial compensation given to inpatient nurses is still perceived as insufficient considering the workload they have to bear. Inpatient nurses only receive a monthly salary and minimal allowances, which are deemed insufficient to meet the needs of their families. Additionally,

the working facilities provided by the hospital are also perceived as inadequate, such as internet access, computers, printers, and medical equipment necessary for comfort and to support the hospital's core tasks.

II. LITERATURE REVIEW

Compensation

Compensation refers to the total rewards given to employees as remuneration for their services or contributions to the organization. According to Dessler, as translated by Angelica (2015:417), compensation encompasses all forms of payment or rewards provided to employees arising from their employment relationship. Another perspective on compensation is presented by Suparyadi (2015:271), where the overall compensation received by workers as recognition for their contributions to the organization, whether monetary or non-monetary, is known as compensation.

Compensation is the total rewards received by employees as recognition for their contributions to the organization, whether financial or non-financial. Based on the definitions above, it can be concluded that compensation is the remuneration received by employees from the company as a form of reward for their services or contributions to the organization, both directly and indirectly. In implementing compensation programs, it should be based on principles of fairness and adequacy. This must be carefully considered to ensure that the rewards provided result in good employee performance.

According to Sedarmayanti (2017:175), there are two principles of compensation:

1. Principle of Fairness : Employee behavior and working conditions within the organization are influenced by compensation based on the principle of fairness. In this principle of fairness, there is consistency in rewards for employees performing tasks of equal weight. With the establishment of the principle of fairness, a good atmosphere of cooperation between employees and the company is formed, and work motivation, discipline, loyalty, and employee stability will be better.
2. Principle of Adequacy : To meet their own needs and those of their families, employees must receive compensation at a reasonable and fair level. This is done so that the compensation provided can reflect status, recognition, and the level of needs fulfillment enjoyed by the employee and their family.

According to Davis and Werther, as translated by Marwansyah (2016:276), compensation is divided into two general forms: direct financial compensation and indirect financial compensation. According to Dessler, as translated by Angelica (2015:417), direct financial compensation refers to direct payments in the form of wages, salaries, incentives, commissions, and bonuses. According to Marwansyah (2016:276), indirect financial compensation includes all forms of benefits such as allowances, insurance, employee social assistance, and so forth.

Facilities

Facilities are natural comforts in the workplace, physical amenities provided by companies to their employees for routine company activities, with a relatively permanent timeframe and providing benefits for the future. Additionally, these facilities are a form of non-monetary compensation provided by the company to its employees, which can be enjoyed individually or as a group. According to Lupiyoadi & Hamdani (2009), facilities assist in the implementation of work processes. Facilities are individual offer elements that can be increased or decreased without changing the service model and quality. Facilities are also tools to differentiate school programs from competitors. According to Asri et al. (2019), workplace facilities are tools provided by organizations to facilitate the organization's operations in achieving the goals set by management. The availability of workplace facilities benefits employees as it enhances their performance in the workplace. According to Jufrizen & Hadi (2021), the indicators of workplace facilities are categorized into three main groups: (1) Work tool facilities; (2) Work equipment facilities; and (3) Social facilities. Meanwhile, examples of available workplace facilities include: (1) Availability of clean and adequate toilets; (2) Availability of clean prayer rooms; (3) Availability of ample parking space; and (4) Each employee has a comfortable desk and chair.

Performance

According to Kasmir (2016), performance is the result of work and work behavior achieved by an employee while performing the duties and responsibilities assigned to them within a certain period. Meanwhile, Mangkunegara (2016) defines performance as the quality and quantity of work achieved by an employee while performing the duties and responsibilities assigned to them. Based on the above descriptions, it can be concluded that performance is the result of work and work behavior achieved over a certain period when completing assigned tasks and responsibilities.

In reality, employee performance under certain conditions does not always align with the desires of the employees themselves, the company, or governmental institutions. Numerous obstacles can affect the performance of individuals and organizations. Leaders must first identify what factors can influence their employees' performance. According to Edison, Anwar, and Komariyah (2017), performance is influenced by competence, technology/machines, methods/systems, and other factors.

According to Kasmir (2016), several factors influence performance, including abilities and skills, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline. Performance can be measured using criteria such as quality, quantity, timeliness, cost-effectiveness, and the need for supervision. Kasmir (2016) suggests various ways to assess employee performance, including quality, quantity, timeliness, cost-effectiveness and supervision. According to Edison, Anwar, and Komariyah (2017), performance metrics include targets, quality, completion time, and adherence to standards.

Hypothesis

Based on the theoretical framework outlined above, the hypotheses for this research are formulated as follows:

H1: Compensation has a positive effect on the performance of inpatient nurses at Tk.II Iskandar Muda Hospital.

H2: Work facilities have a positive effect on the performance of inpatient nurses at Tk.II Iskandar Muda Hospital.

H3: Compensation and work facilities together have an effect on the performance of inpatient nurses at Tk.II Iskandar Muda Hospital.

III. RESEARCH METHOD

The research method is fundamentally a scientific approach to obtaining data for specific purposes (Sugiyono, 2017:2). Research based on rational, empirical, and systematic principles is known as the scientific method. This study uses a quantitative approach. According to Sugiyono (2017:8), quantitative research is based on positivism and is used to study specific populations or samples. It collects data using research instruments and analyzes the data quantitatively or statistically to test the formulated hypotheses.

Population and Sample

According to Sugiyono (2017:80), the population is defined as a generalization area consisting of objects/subjects with specific qualities and characteristics determined by the researcher to be studied and then drawn conclusions. To obtain primary data as the main data in this study, the researcher collected data and information by distributing questionnaires, involving all 122 inpatient nurses working at Rumah Sakit Tk.II Iskandar Muda. The number of respondents to be included in the study is 122 people from the total population. The sampling technique used is the saturated sampling technique. According to Sugiyono (2017:85), saturated sampling is a technique for determining samples where all members of the population are used as samples.

Data Collection Techniques

The semantic differential scale is used to measure the attitudes towards the variables of compensation (X1), work facilities (X2), and performance (Y) in this study. This scale serves as a reference for determining the length of the intervals within the measurement tool, ensuring that the tool produces quantitative data when used for measurement. This scale is in the form of multiple-choice and checklists. Below is an example that will be displayed using the semantic differential scale:

Table 4.
Scoring of Responses

| VERY NEGATIVE | SCORE | | | | | VERY POSITIVE |
|-------------------|-------|---|---|---|---|-----------------|
| Very Poor | 1 | 2 | 3 | 4 | 5 | Very Good |
| Very Low | 1 | 2 | 3 | 4 | 5 | Very High |
| Very Insufficient | 1 | 2 | 3 | 4 | 5 | Very Sufficient |

Source : Sugiyono (2017:142), customized

Associative data analysis is used to address the identification of problem number 3, which is to measure the extent of the influence of independent variables on the dependent variable both partially and simultaneously using the multiple regression analysis method. According to Sugiyono (2017:192), the formula for multiple regression analysis is as follows:

$$Y = a + b_1 X_1 + b_2 X_2$$

Description:

- Y = Dependent Variable (performance)
- X1 = Independent Variable (compensation)
- X2 = Independent Variable (work facilities)
- a = Intercept value
- b = Regression coefficient (estimator of regression direction β)

According to Ghazali (2018), the multiple linear regression model used aims to demonstrate a valid relationship equation or best linear unbiased estimator (BLUE). The model must meet the classic assumptions of ordinary least squares (OLS). To fulfill these assumptions, this research conducts tests consisting of normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test. These tests utilize SPSS data processing.

IV. RESULT AND DISCUSSION

Validity Test

Table 5.
Validity Test Result

| Variable | r Cal | r Table | Description |
|-------------------|-------|---------|-------------|
| Compensation 1 | 0,694 | 0,177 | Valid |
| Compensation 2 | 0,752 | 0,177 | Valid |
| Compensation 3 | 0,780 | 0,177 | Valid |
| Compensation 4 | 0,804 | 0,177 | Valid |
| Compensation 5 | 0,756 | 0,177 | Valid |
| Compensation 6 | 0,706 | 0,177 | Valid |
| Compensation 7 | 0,735 | 0,177 | Valid |
| Compensation 8 | 0,662 | 0,308 | Valid |
| Compensation 9 | 0,695 | 0,177 | Valid |
| Compensation 10 | 0,740 | 0,177 | Valid |
| Work Facilities 1 | 0,803 | 0,177 | Valid |
| Work Facilities 2 | 0,811 | 0,177 | Valid |
| Work Facilities 3 | 0,556 | 0,177 | Valid |
| Work Facilities 4 | 0,747 | 0,177 | Valid |
| Work Facilities 5 | 0,773 | 0,177 | Valid |
| Work Facilities 6 | 0,786 | 0,177 | Valid |
| Work Facilities 7 | 0,801 | 0,177 | Valid |
| Work Facilities 8 | 0,722 | 0,177 | Valid |

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| | | | |
|---------------|-------|-------|-------|
| Performance 1 | 0,838 | 0,177 | Valid |
| Performance 2 | 0,857 | 0,177 | Valid |
| Performance 3 | 0,786 | 0,177 | Valid |
| Performance 4 | 0,770 | 0,177 | Valid |
| Performance 5 | 0,816 | 0,177 | Valid |
| Performance 6 | 0,786 | 0,177 | Valid |

Source: data processed, 2022

Validity testing is conducted by comparing the calculated r value (r calculated) with the table r value (r table) for a degree of freedom (df) = n - 2, where n is the sample size, which in this case is 122 respondents. Thus, with df = 122 - 2 = 120 and an alpha of 0.05, the r table value is 0.177.

Reliability Test

To conduct this study, 122 questionnaires were distributed to respondents. To measure reliability, a one-time measurement method is used, comparing the results with other questions or measuring the correlation between responses. The Cronbach's alpha statistical test can be used in SPSS to measure the reliability of a variable. The Cronbach's alpha value is the minimum value considered reliable, and if the value exceeds 0.60, the variable is considered reliable (Ghozali, 2016). The results of the reliability test for the independent and dependent variables are as follows:

Table 6.
Reliability Test Result

| Variable | Cronbach Alpha | r Table | Description |
|-----------------|----------------|---------|-------------|
| Compensation | 0,860 | 0,176 | Reliable |
| Work Facilities | 0,754 | 0,176 | Reliable |
| Performance | 0,815 | 0,176 | Reliable |

Source: SPSS Result, 2022

Clasical Assumption Test

The test for checking the normality was conducted using the non-parametric Kolmogorov-Smirnov (K-S) statistical test with the following hypotheses (Ghozali, 2018:165):

Ho = the residual data is normally distributed

Ha = the residual data is not normally distributed

The decision-making criteria for the Kolmogorov-Smirnov (K-S) test are:

- a. $\alpha \text{ symp.sig} < 0,05$ the data is not normally distributed
- b. $\alpha \text{ symp.sig} > 0,05$ the data is normally distributed

Table 7.
Normality Test Result

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual | |
|--|-------------------------|-------------------------|------|
| N | | 122 | |
| Normal Parameters ^{a,b} | Mean | .0000000 | |
| | Std. Deviation | 2.22830550 | |
| Most Extreme Differences | Absolute | .084 | |
| | Positive | .084 | |
| | Negative | -.083 | |
| Test Statistic | | .084 | |
| Asymp. Sig. (2-tailed) ^c | | .033 | |
| Monte Carlo Sig. (2-tailed) ^d | Sig. | .035 | |
| | 99% Confidence Interval | Lower Bound | .030 |
| | | Upper Bound | .039 |

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Source: SPSS Result, 2022

From Table 7, it is evident that out of 122 respondents, the result for Asymp. Sig. (2-tailed) is 0.33, which means $\alpha_{\text{symp.sig}} > 0.05$, indicating that the data is normally distributed.

Table 8.
Multicollinearity Test Result

| | | Coefficients ^a | | | | | Collinearity Statistics | |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|-------|-------------------------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Tolerance | VIF |
| | | B | Std. Error | Beta | | | | |
| 1 | (Constant) | 5.730 | 1.241 | | 4.618 | <.001 | | |
| | Kompensasi | .174 | .038 | .334 | 4.603 | <.001 | .484 | 2.067 |
| | Fasilitas Kerja | .396 | .051 | .562 | 7.758 | <.001 | .484 | 2.067 |

a. Dependent Variable: Kinerja

Source: SPSS Result, 2022

From Table 8, it is observed that the tolerance value for each variable is > 0.1 and the VIF value for each variable is < 10 . This indicates that the data for the compensation and work facilities variables are free from multicollinearity.

Table 9.
Heteroscedasticity Test Result

| | | Coefficients ^a | | | | |
|-------|-----------------|-----------------------------|------------|---------------------------|--------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 5.217 | .753 | | 6.925 | <.001 |
| | Kompensasi | -.069 | .023 | -.357 | -3.005 | .324 |
| | Fasilitas Kerja | -.025 | .031 | -.095 | -.801 | .425 |

a. Dependent Variable: RES2

Source: SPSS Result, 2022

Based on Table 9, it is observed that the significance values for the independent variables are as follows: the significance value for the recruitment variable is 0.32 (> 0.05) and

the significance value for the selection variable is 0.42 (> 0.05). Therefore, it can be concluded that these independent variables are free from heteroscedasticity.

Multiple Linear Regression Analysis

Multiple linear regression is used for research that involves more than one independent variable. According to Ghozali (2018), multiple linear regression analysis is used to determine the direction and magnitude of the influence of independent variables on the dependent variable. The results of the multiple linear regression analysis will test the extent to which compensation and work facilities affect performance.

Table 10.
Regression Result
Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|-------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 5.730 | 1.241 | | 4.618 | <,001 |
| | Kompensasi | .174 | .038 | .334 | 4.603 | <,001 |
| | Fasilitas Kerja | .396 | .051 | .562 | 7.758 | <,001 |

a. Dependent Variable: Kinerja

Source: SPSS Result, 2022

From Table 10, the regression equation can be derived with the assumption of an increase of 1 in each independent variable as follows:

$$\hat{Y} = \alpha + \beta_1.X_1 + \beta_2.X_2 + \beta_3.X_3 + \epsilon$$

$$\hat{Y} = 11,375 + 0,257X_1 + 0,681X_2 + 0,05$$

The above equation can be interpreted as follows:

1. The constant of 11.375 indicates that the value of Y is 11.375 assuming that X1 and X2 are constant.
2. The Recruitment Regression Coefficient (X1) of 0.257 indicates that each increase of 1 in X1 will increase Y by 0.257.
3. The Selection Regression Coefficient (X2) of 0.681 indicates that each increase of 1 in X2 will increase Y by 0.681.

Simultaneous Testing

The F-statistic test is conducted to show that all independent variables included in the model have a combined effect on the dependent variable (Ghozali, 2018:98). The significance level used is 95% ($\alpha = 0.05$), which is a common significance level in social sciences indicating a sufficiently reliable relationship between variables. A significance level of $\alpha = 0.05$ means that the research results can be considered reliable if the error in the research process is no more than 5%. Below is the table of simultaneous test results:

Table 11.
F-Test Result
ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|---------|--------------------|
| 1 | Regression | 1385.062 | 2 | 692.531 | 137.168 | <,001 ^b |
| | Residual | 600.807 | 119 | 5.049 | | |
| | Total | 1985.869 | 121 | | | |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Fasilitas Kerja, Kompensasi

Source: SPSS Result 2022

From the F-test results in Table 11, it can be seen that the significance value is $0.001 < 0.05$, indicating that the recruitment and selection processes collectively influence performance.

Partial Testing

The T-statistic test is conducted to determine the effect of each independent variable on the dependent variable (Ghozali, 2018:98). This test is performed with the criterion that if the significance value is less than 0.05, the hypothesis is accepted.

Table 12.
T-test Result
Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|-------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 5.730 | 1.241 | | 4.618 | <,001 |
| | Kompensasi | .174 | .038 | .334 | 4.603 | .110 |
| | Fasilitas Kerja | .396 | .051 | .562 | 7.758 | <,001 |

a. Dependent Variable: Kinerja

Source: SPSS Result 2022

From the two independent variables, the compensation variable has a significance value above 0.05, thus it can be concluded that the compensation variable does not significantly affect performance. Meanwhile, for the work facility variable, it has a significance value below 0.05, indicating that the compensation variable significantly affects performance.

V. CONCLUSION AND SUGGESTION

Conclusion

Based on the questionnaire results received and data processing conducted, the following conclusions can be drawn:

1. Compensation does not have a partial and significant effect on performance. The compensation variable also falls into the category of poor interpretation scores for compensation questions on the questionnaire. This indicates that the compensation process at the inpatient nursing institution of Tk.II Iskandar Muda Kesdam Iskandar Muda Hospital needs to be re-evaluated in terms of procedures or compensation policies themselves.
2. Work facilities have a partial and significant effect on performance. The selection variable has a significant value, meaning that the facilities question on the questionnaire is good. However, this does not mean that the work facility process is perfect at the inpatient nursing institution of Tk.II Iskandar Muda Kesdam Iskandar Muda Hospital, but it needs to be further improved to make the existing work facilities process even better than before.
3. Compensation and work facilities have a simultaneous effect on performance. These results serve as a reference for the inpatient nursing institution of Tk.II Iskandar Muda Kesdam Iskandar Muda Hospital that the compensation and work facilities processes cannot be separated and must be carried out maximally to attract soldiers with good work quality or performance that can be absorbed by the institution effectively and efficiently achieving the institution's goals.

Suggestion

Several suggestion for the Ministry of Health:

- a. Monitor and supervise the compensation and work facilities processes at the inpatient nursing institution of Tk.II Iskandar Muda Kesdam Iskandar Muda Hospital.
- b. Monitor and supervise policies related to the compensation and work facilities processes at the inpatient nursing institution of Tk.II Iskandar Muda Kesdam Iskandar Muda Hospital.
- c. Provide moral or material support to improve the performance of the nursing soldiers at the inpatient nursing institution of Tk.II Iskandar Muda Kesdam Iskandar Muda Hospital.

Then, Several suggestion for the inpatient nursing institution of Tk.II Iskandar Muda Kesdam Iskandar Muda Hospital:

- a. Conduct periodic evaluations related to the compensation and work facilities processes of the inpatient nursing staff at the institution and assess the performance of nurses who have joined the institution periodically.
- b. Provide appropriate and adequate training for the inpatient nursing staff at the institution to improve their performance.

On the other hand, for the future researchers, the author hopes that future researchers can conduct research on the performance of inpatient nursing staff at Tk.II Iskandar Muda Kesdam Iskandar Muda Hospital by examining other variables and observing the latest phenomena so that the research can be beneficial to the institution.

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