# EFFECT OF WORK DISCIPLINE AND JOB SATISFACTION ON THE PERFORMANCE OF WORKERS AT PKU MUHAMMADIYAH HOSPITAL YOGYAKARTA

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**Abstract**
This study aims to determine the effect of compensation and job satisfaction on the performance of workers at PKU Muhammadiyah Hospital. This research is a survey research using a questionnaire as an instrument. The population in this study consisted of 220 health workers who worked at the PKU Muhammadiyah Hospital in Yogyakarta. The data used in this study is primary data. The sample in this study amounted to 142 workers at PKU Muhammadiyah Hospital which were processed using SPSS 20 for windows.

The instrument validity test uses Product Moment, while the reliability test results use Cronbach Alpha. The analysis technique used is multiple regression analysis technique, and hypothesis testing using t test, F test and R Square determination test. The results of this study indicate that the variable (X1) has a positive and significant effect on the performance of workers at PKU Muhammadiyah Hospital. The work variable (X2) has a positive and significant effect on the performance of workers at PKU Muhammadiyah Hospital. Compensation (X1) and activity (X2) together or simultaneously have a positive and significant effect on worker Performance (Y).
**Keywords**: Compensation, Work Objectives, and Worker Performance

**Introduction**
The development of hospitals in accordance with customer demands has caused hospital services not only to pay attention to professionalism in the medical and nursing fields but also to medical support services. The functions of medical support services such as radiology, laboratories, medical rehabilitation, medical check-ups, medical records, pharmacy, nutrition, and rehabilitation are to support medical services. Law No. 22 of 2002 concerning regions has provided the greatest opportunity for regions to establish policies that are in accordance with

regional needs and explore all the potential that exists in people's lives themselves (National Communication and Information Agency, 2002).

When viewed from the point of view of human resources themselves, there is a main purpose why human resources work. The main goal is to survive and improve the quality of life through imbalance. This means that if on the one hand a person uses his knowledge, skills, and part of his time to work in an organization, on the other hand, the employee expects to receive an imbalance or compensation. Compensation is an imbalance provided by the company to employees for the work they produce. According to Rivai and Sagala (2011) there are two kinds of compensation, namely compensation compensation and non-financial compensation.

Compensation to employees must be appropriate and fair, because it can increase the ability of employees to increase work productivity, this is because employees can feel satisfaction in carrying out their work. Providing compensation to employees can motivate and provide job satisfaction. Studi Mangkunegara (2013) the compensation given to employees is very influential on the level of job satisfaction and work motivation, as well as work results. Providing compensation in accordance with the type of work and position, then employees will feel satisfaction at work.

A company must know the factors that can create job satisfaction for employees and can provide compensation appropriately, so that employee job satisfaction can be achieved which will be able to improve performance. Compensation is used as a tool to motivate employees to increase job satisfaction and employee performance. Good performance is to achieve company goals, so that performance improvement is needed by a company. Providing good compensation can shape employee performance for the better in a company. Compensation must be done fairly and appropriately, so that employees can feel job satisfaction and produce good performance.

This is supported by research conducted by Sugiyarti (2012) which states that someone who gets an award or reciprocity for his energy and contribution to the company is greater than what he expects can lead to a sense of satisfaction for employees, so he will continue to strive to improve his performance in the future. company. Job satisfaction is a picture of an employee's attitude, whether happy or not happy with the rewards he gets, work related to himself, his superiors, fellow employees, and the work environment. Mangkunegara (2013), job satisfaction is a feeling that supports or does not support employees who are related to their work and their conditions. Handoko (2014) explain that job satisfaction is a pleasant or unpleasant emotional state in which employees see their work. Mangkunegara (2013) make expectations performance is the results of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

This study focus on researched PKU Muhammadiyah Hospital because workers have an important role in the implementation of health, overall especially in PKU Muhammadiyah Hospital the number of workers is the most staff when compared to other workers in this case I make workers the object of this research. The dependent variable tis the performance of workers, neither independent variables are compensation and job satisfaction. Compensation is very important for the worker herself as an individual, the size of the compensation will affect the performance of the worker. Selection of Job Satisfaction is something that is expected by every worker, workers who feel satisfied can direct positive self-conditions such as being very active at work. Based on the background of the problem that has been described, this study intends to

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examine the effect of compensation and job satisfaction on the performance of workers. Specifically, the formulation of the problem in this study is as follows:

Do compensation have a positive and significant effect on the performance of workers at PKU Muhamadiyah Hospital?

Do job satisfaction have a positive and significant effect on the performance of workers at PKU Muhamadiyah Hospital?

Does compensation and job satisfaction simultaneously have a positive and significant effect on the performance of workers at PKU Muhammadiyah Hospital?

Based on the description of the background above, the problem limits can be obtained. The performance of workers is a determining factor for success in one of the hospitals, namely PKU Muhammadiyah Hospital so that the company runs according to what is desired. Workers must do a good job in order to produce that is in accordance with what is desired so that the work done is comparable and sufficient with the salary or wages received. This study conducted in the period from June to August 2019 at PKU Hospital. Indonesia.

**Benefits and Implications**

Based on the formulation of the problem, the objectives to be achieved in this study are to find out and analyze The effect of compensation, ob satisfaction, and both of them simultaneously on the performance of workers at PKU Muhamadiyah hospital. This research is expected to provide suggestions and input to improve the quality of health workers in an effort to improve the performance of health workers related to compensation and job satisfaction. The results of this study are expected to provide more knowledge to workers about compensation, job satisfaction and how to convey it so as to improve worker performance for the better. This research is expected to provide knowledge and contribution of ideas as a reference for further research on compensation and job satisfaction. This useful in developing and implementing the knowledge that has been obtained during his special lecture on compensation and job satisfaction.

**Theoretical Background**
**Compensation**

Compensation is everything that is received by employees as remuneration for their work or service proposed by Priansa (2014) stating that compensation is a service fee or remuneration provided by the organization to the workforce, because the workforce has contributed labor and thoughts for the progress of the organization in order to achieve the goals set. According to Handoko (2014) is everything that employees receive as compensation for their work. According to Rivai and Sagala (2011) there are two kinds of compensation, namely financial compensation and non-financial compensation. Financial compensation is a reward given by the company to employees in the form of money. Non-financial compensation is a reward given by the company to employees not in the form of money. Like relationship between superiors and subordinates, subordinates and subordinates, promotions, work environment, and promotions. Study Mr. Carrol, et al (1999) explained that compensation is an extrinsic or intrinsic reward. While the effectiveness of the compensation system depends on three characteristics, namely transparency, fairness and controllability. Gilley, Boughton and Maycunich (1999) mention that one of the best ways to increase performance capacity is to link compensation and rewards with

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growth in employee development. If all results are strengthened and appreciated they will be willing to do the work for which they are responsible repeatedly.

**Job Satisfaction**

Badriah (2015), job satisfaction is an employee's attitude or feeling towards the pleasant and unpleasant aspects of work that are in accordance with the assessment of each worker. Meanwhile, Robbins in Priansa (2014) mention that job satisfaction is a general attitude of an individual towards his work. Thus, Study Affandi (2016), job satisfaction leads to an increase in performance, so that satisfied workers will be more productive at work. The concept of job satisfaction (Job Statisfaction) refers to an individual's attitude or emotional reaction to his job. Other Study by Umar (2001) explains that job satisfaction is an assessment or reflection of the feeling of work towards the job. This can be seen in the positive attitude of workers towards their work and everything that is faced by their work environment.

**Workers Performance**

According to Mathis and Jackson in Priansa (2014), performance is basically what employees do or do not do in developing their work. From the above definition, employee performance is the result or achievement of something that has been done or done by someone within a certain period of time for the company. The results produced by a particular job or activities at a particular job during a certain period of time. The results of the work are the result of the abilities, skills, and desires achieved. Sugiarti (2012), performance is a logical effect of an employee who is driven by both internal and external factors. Actually closely related to the company and its human resources. In the delivery of performance, human resources are needed who have the level of ability, competence, motivation, and interests that are supported by the company's attitude in respecting and requiring human resources to be able to achieve performance (Wibowo, 2012). Based on Maulizar (2012) states that employee Performance (Job Performance) can be interpreted as the work achieved by employees in an organization in accordance with the authority and responsibilities given by the organization in an effort to achieve the vision, mission and goals of the organization concerned legally, not violating the law and in accordance with with morals and ethics. Rivai and Sagala (2011) performance is a real behavior that is displayed by everyone as work performance produced by employees in accordance with their role in the company. Employee performance is very important for the company in an effort to achieve goals.

**Hypothesis Development**
**The Relationship Between Compensation and Performance**

The hypothesis which states that compensation has a direct effect on employee performance is tested. This is evidenced by the results of the path coefficient test with a probability (p) which is less than 0.05 which is significant, meaning that compensation has a significant effect on the performance of workers. The magnitude of the path coefficient (beta) of 0.270 indicates the effect of compensation on the worker's performance is positive. This means that the perception of compensation related to the suitability of financial and non-financial rewards that get a positive response will be a driving factor for the higher worker performance. The results of this study are in line with what has been done by Widyamini and

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Hakim (2008) and Lewa (2005) that compensation is one of the determinants of performance. In particular, Lewa's research (2005) also explains that in addition to compensation, leadership and the physical work environment also contribute significantly to improving performance.
H1 = Compensation (X1) has a positive and significant effect on Worker Performance (Y)

**The Relationship Between Job Satisfaction and Performance**
The hypothesis which states that job satisfaction has a direct effect on employee performance is tested. This is evidenced by the results of the path coefficient test with a probability (p) which is less than 0.05 which means it is significant. This means that job satisfaction has a significant effect on the performance of workers. The magnitude of the path coefficient (beta) of 0.172 indicates the effect of job satisfaction on worker performance is positive. This means that perceptions of job satisfaction related to feeling happy in various aspects of work that get positive responses will be a driving factor for the higher performance of workers. The results of this study are in line with what has been done by Muhadi (2007) and Syain (2008) that job satisfaction has a positive and significant effect on performance, this implies that performance can be improved if job satisfaction with the work of workers is felt to have been fulfilled. So that job satisfaction is a variable that has an influence on the performance of workers.

According to Cellucci and De Vries (in Huang, 2012) job satisfaction can be measured by salary, co-workers, supervisors, the work itself, and promotion opportunities. Salaries that are given fairly in accordance with the workload will make workers feel satisfied, so that their performance will be better. Harmonious and mutually supportive co-worker relationships at work will create a sense of comfort and increase good cooperation at work, so as to provide worker satisfaction with co- workers.
 H2 = Job satisfaction (X2) has a positive and significant effect on Worker Performance (Y)

**The Relationship Between Job Satisfaction on Worker Performance**
Performance can be affected by compensation and job satisfaction. This is supported by studies in several previous studies, such as research conducted by Leonardo and Andreani (2015) which found that compensation has a positive and significant effect on employee performance. Likewise in the research of Mahdi et al (2015) which proves that there is a significant effect of compensation and job satisfaction on worker performance. In Changgriawan's research (2017) which examines event organizer companies, it proves that there is a significant effect of job satisfaction on employee performance.
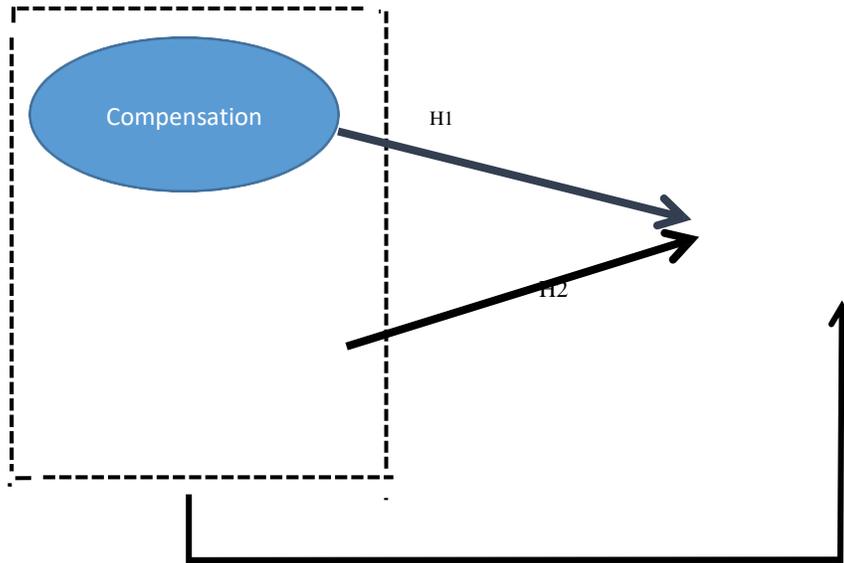H3 = Compensation (X1) and Job Satisfaction (X2) simultaneously have a positive and significant effect on Worker Performance (Y)

**Hypothesis Development**
Based on the theory that has been described above, the influence of each of these variables can be described in a paradigm model as shown in the figure below.
Research Model

**Figure Research Model**



H3
Source: Previous Research

X1 : Variable (Independent) Compensation X2 : Variable (Independent) Job Satisfaction
Y : Variable (Dependent) Worker Performance
Based on the literature review and the framework of thinking above, the hypotheses used in this research are:
H1 = Compensation (X1) has a positive and significant effect on Worker Performance (Y)
H2 = Job satisfaction (X2) has a positive and significant effect on Worker Performance (Y)
H3 = Compensation (X1) and Job Satisfaction (X2) simultaneously have a positive and significant effect on Worker Performance (Y)

**RESEARCH METHODS**
**Population**
According to Sugiyono (2015), population is a generalization area consisting of objects or subjects that have certain qualities and characteristics set by researchers to be studied and then drawn conclusions. The population in this study worker were amounting to 220 workers especially Nurse at PKU Muhammadiyah Hospital. Yogyakarta, Indonesia.
**Sample**
According to Sugiyono (2015), the sample is part of the number and characteristics possessed by the population. The sample is part of the population. By studying the sample, researchers will be able to draw conclusions that can be generalized to the research population of Sekaran (2006).
**Sampling technique**
Sampling technique is a way of taking research samples. The sampling technique in this study uses probability sampling. probability sampling is a sampling technique that provides equal

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opportunities or opportunities for each element or member of the population to be selected as sample members (Sugiyono 2012). The sampling technique that will be used by researchers in this study is simple random sampling according to Sugiyono (2012) which states that sampling from the population  is carried out randomly without regard to the equivalent in the population.

**Types and Sources of Data**

The data source of this research is the primary data source. Primary sources are data that directly provide data to data collectors, Sugiyono (2014). The primary source of this study came from direct respondents, namely workers at PKU Muhammadiyah Hospital.

**Data Collection Techniques**

To obtain information about compensation and job satisfaction on the worker performance, primary data will be used. Primary data here is specifically collected by researchers to answer the researcher's questions. This primary data will be obtained through the distribution of questionnaires to respondents, namely workers at PKU Muhammadiyah Hospital. Yogyakarta. Questionnaire is a data collection technique that is done by giving a set of questions or written statements to respondents  to answer. Questionnaires are an efficient data collection technique if the researcher knows with certainty the variables to be measured and knows what to expect from the respondents (Sugiyono, 2012).

**Variable Operational Definition**

The operational definition of a variable is a view of the meaning or term in research. The variables used in this study are the independent variable and the dependent variable. The operational definition of research variables is an explanation of each variable used in research on the indicators that make it up.

Independent Variable

Independent variables or independent variables are influencing variables, which cause the emergence or change of the dependent variable. This study has independentvariables, namely:

Compensation

Compensation is a service fee or remuneration provided by the organization to workers, because these workers have contributed energy and thoughts for the progress of the organization in order to achieve the goals set by Priansa (2014). The compensation variable is the first independent variable or X1. Indicators of X1 Compensation there are indicators, namely:

K1. compensation in the form of salary K2. compensation in the form of facilities
K3. compensation in the form of allowancesJob Satisfaction

Job satisfaction is a feeling that supports or does not support employees  related to their work and their conditions. (Mangkunegara 2013). Job satisfaction variable is the second independent variable or X2. Indicators of job satisfaction X2 there are indicators, namely:

KK1. Opportunity to advanceKK2. Willingness to work KK3. Wages
KK4. Company and ManagementKK5. Supervision
KK6. Working ConditionKK7. Communication KK8. Facility

Dependent Variable

The dependent variable or the dependent variable, the worker's performance here is called Y. As Y, the worker's performance will be examined whether this variable is influenced by the independent variable.

Worker Performance

Performance is the result of work achieved by employees in an organization in accordance with the authority and responsibility given by the organization in an effort to achieve the vision, mission and goals of the organization concerned legally, not violating the law and in accordance with morals and ethics.
KP1. Work  Discipline KP2. Attitude and Behavior
KP3. Carry out hospital proceduresKP4. Work quality

**Variable Measurement Scale**
The measurement scale is an agreement that is used as a reference to determine the length of the short interval in the measuring instrument, so that the measuring instrument for measurement will produce quantitative data Sugiyono (2005). With the Likert scale, it is hoped that it will facilitate researchers in compiling a list  of questions or questionnaire statements with a structure. The Likert scale used to measure in this study are:
1 Strongly Disagree (STS) Score 1
2 Disagree (TS) Score 2
3 Neutral (N) Score 3
4 Agree (S) Score 4
**5**  Strongly Agree (SS) Score 5**Data analysis method Respondent Description**
Respondent data in this study included gender, last education, age, and  status also used quantitative analysis methods. Sugiyono (2015), quantitative analysis is the data analysis technique used is clear, which is directed to answer the problem formulation or test the hypothesis that has been formulated in the proposal.

**Test Instrument**
**Validity Test**
Validity test is a test carried out to ensure the ability of the scale to measure the intended concept. The benefit of the validity test is to find out whether the items in the questionnaire are really able to reveal with certainty what will be studied. The validity test was conducted to measure the instrument's ability to measure the ability to measure research variables. This test is carried out by testing the items of the questionnaire questions which will later be given to the respondents.
In this pre test study, trials were conducted on 30 respondents. Calculation of validity was carried out with SPSS version 20. Significant test was carried out by comparing the value of r table for degreeoff freedom (df) = n-2, in this case n is the number of samples. In this study the number of samples (n) = 30 and the magnitude of df can be calculated as 30-2 = 28 with df = 28 and alpha 0.05 obtained from r table = 0.374. if r count is greater than r table and the value is positive, then the item or question or indicator is declared valid to facilitate the validity test, then a factor analysis is carried out in the SPSS computer program.
**Reliability Test**
The reliability test in this study used the Cronbach alpha method to determine whether each instrument was reliable or not. This measurement using the cronbach alpha method will be carried out using the help of the SPSS 20 program. A construct or variable is said to be reliable if it gives a cronbach alpha value > 0.60 accepted (Ghozali, 2011)

**Data Analysis**

**Multiple Linear Regression Analysis**

Multiple linear regression is used by researchers if the researcher intends to predict how the state (up and down) of the variable is suspended if two or more independent variables are independent (Sugiyono, 2008). So that this research can be formulatedby Information

Y = Employee Performance (dependent variable)a = constant

b1 = Compensation CoefficientX1 = Compensation

b2 = Job Satisfaction CoefficientX2 = Job Satisfaction

e = Standard error

**Hypothesis testing test**

**(Partial)**

The t-test was used for the significance of the partial and independent effect on the dependent variable. The t-statistical test basically shows how far the influence of an independent variable individually in ranking the dependent variable (Gozali, 2011). The conclusions that can be drawn in this t-test are to look at the significance (α) with the following conditions:

If sig count > 5% then Ho is accepted while Ha is rejected.If sig count < 5% then Ha is accepted while Ho is rejected.**F Test (Simultaneous)**

The F test is intended to test the significant level of influence of the independent variables X as a whole on the dependent variable Y

The F test basically shows whether all independent variables or all those included in the model have a joint influence on the dependent/related variable (Gozali, 2011). In the F test taken is by looking at the significance (α) with the following conditions:

If sig count > 5% then Ho is accepted and Ha is rejectedIf sig count < 5% then Ha is accepted and Ho is rejected**Determination coefficient test ($R^2$)**

The coefficient of determination test essentially measures how far the model's ability to explain the variation of the dependent variable is. The value of the coefficient of determination is between zero and one. A small $R^2$ value means that the ability of the variables to explain the variation of the dependent variable is very limited. The value of $R^2$ that is close to one means that the independent variable provides almost all the information needed to predict the variation of the dependent variable Gozali (2011)

**Research Instrument Test**

Testing of research instruments was carried out with validity and reliability tests. The test was conducted to determine the results of the questionnaire test that had been distributed in the study. In testing this instrument there are several respondent data that must be filled in in addition to the list of questions for each variable.

**Validity Test**

Validity test is used to test and determine the accuracy and accuracy of the measuring instrument. The significant test was carried out by comparing the value of r table for degree off freedom (df) = n-2, in this case n is the number of samples. In this study the number of samples (n) = 30 and the magnitude of df can be calculated as 30-2 = 28 with df = 28 and alpha 0.05 obtained from r table = 0.374. if r count is greater than r table and the value is positive, then

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the item or question or indicator is declared valid. The number of sample sizes used in the validity test is 30 respondents.

**Validity Test Results**
**Compensation Validity Test**
Tabel Validity Test I for variable Compensation (X1) Phase I n=30

| No | Question | r count | r table | Status |
|----|----------|---------|---------|--------|
| 1 | K1_1 | 0.866 | 0.374 | Valid |
| 2 | K1_2 | 0.731 | 0.374 | Valid |
| 3 | K2_3 | 0.694 | 0.374 | Valid |
| 4 | K2_4 | 0.642 | 0.374 | Valid |
| 5 | K3_5 | 0.769 | 0.374 | Valid |
| 6 | K3_6 | 0.862 | 0.374 | Valid |

Source: primary data

From the output above, it can be seen that each question item is valid because it has a Pearson correlation / r count greater than r table (0.374). Thus the questionnaire can be continued with the reliability testing phase.

**Job Satisfaction Validity Test**
Table validity test Job Satisfaction variable (X2) Phase I n=30

| No | Questions | r Count | r Table n=30 | Status |
|----|-----------|---------|--------------|--------|
| 1 | KK1_1 | 0,542 | 0,374 | Valid |
| 2 | KK1_2 | 0.643 | 0,374 | Valid |
| 3 | KK1_3 | 0,271 | 0,374 | Tidak Valid |
| 4 | KK2_4 | 0,529 | 0,374 | Valid |
| 5 | KK2_5 | 0,347 | 0,374 | Tidak Valid |
| 6 | KK3_6 | 0,603 | 0,374 | Valid |
| 7 | KK3_7 | 0,615 | 0,374 | Valid |
| 8 | KK4_8 | 0,496 | 0,374 | Valid |
| 9 | KK4_9 | 0,489 | 0,374 | Valid |
| 10 | KK5_10 | 0,245 | 0,374 | Tidak Valid |
| 11 | KK6_11 | 0,655 | 0,374 | Valid |
| 12 | KK6_12 | 0,684 | 0,374 | Valid |
| 13 | KK7_13 | 0,749 | 0,374 | Valid |
| 14 | KK7_14 | 0,665 | 0,374 | Valid |
| 15 | KK7_15 | 0,424 | 0,374 | Valid |
| 16 | KK8_16 | 0,490 | 0,374 | Valid |
| 17 | KK8_17 | 0,010 | 0,374 | Tidak Valid |

Source: Primary Data

From the table above, it can be seen that the items KK1_3, KK2_5, KK5_10 and KK8_17 from the Job Satisfaction variable have Pearson correlation / r count 0.271, 0.347, 0.245 and 0.010 which are smaller than r table (0.374). So that items KK1_3, KK2_5, KK5_10 and KK8_17 are declared invalid. Then the question must be replaced or deleted and repeat the same process. After deletion of invalid questions, namely Job Satisfaction KK1_3, KK2_5, KK5_10 and KK8_17 the results of the validity test are as follows:

Table Validity test II for the variable Job Satisfaction (X2) Phase II n=30

| No | Question | r count | r table n=30 | Status |
|----|----------|---------|--------------|--------|
| 1 | KK1_1 | 0,579 | 0,374 | Valid |
| 2 | KK1_2 | 0,535 | 0,374 | Valid |
| 3 | KK2_4 | 0,579 | 0,374 | Valid |
| 4 | KK3_6 | 0,688 | 0,374 | Valid |
| 5 | KK3_7 | 0,662 | 0,374 | Valid |
| 6 | KK4_8 | 0,488 | 0,374 | Valid |
| 7 | KK4_9 | 0,512 | 0,374 | Valid |
| 8 | KK6_11 | 0,693 | 0,374 | Valid |
| 9 | KK6_12 | 0,730 | 0,374 | Valid |
| 10 | KK7_13 | 0,802 | 0,374 | Valid |
| 11 | KK7_14 | 0,750 | 0,374 | Valid |
| 12 | KK7_15 | 0,550 | 0,374 | Valid |
| 13 | KK8_16 | 0,478 | 0,374 | Valid |

Source: Primary Data

From the output above, it can be seen that each question item is valid because it has a Pearson correlation/r arithmetic value greater than r table (0.374), thus this questionnaire can be continued at the reliability stage.

Table Validity test I for worker Performance (Y) Stage I

| No | Butir Soal | r hitung | r tabel n=30 | Status |
|----|-----------|----------|--------------|--------|
| 1 | KP1_1 | 0,845 | 0,374 | Valid |
| 2 | KP1_2 | 0,180 | 0,374 | Tidak Valid |
| 3 | KP2_3 | 0,890 | 0,374 | Valid |
| 4 | KP2_4 | 0,802 | 0,374 | Valid |
| 5 | KP2_5 | 0,557 | 0,374 | Valid |
| 6 | KP3_6 | 0,387 | 0,374 | Valid |

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| 7 | KP3_7 | 0,587 | 0,374 | Valid |
|---|---|---|---|---|
| 8 | KP3_8 | 0,492 | 0,374 | Valid |
| 9 | KP4_9 | 0,711 | 0,374 | Valid |
| 10 | KP4_10 | 0,890 | 0,374 | Valid |

Source: primary data

From the table above, it can be seen that the item KP1_2 of the worker Performance variable has a Pearson correlation / r count 0.180 which is smaller than the r table (0.374). So that item KP1_2 is declared invalid. Then the question must be replaced or deleted and repeat the same process. After deletion of invalid questions, namely worker Performance KP1_2, the results of the validity test are as follows:

Table Validity test II for worker Performance (Y) Stage II

| No | Butir Soal Question | r hitung r count | r table n=30 | Status |
|---|---|---|---|---|
| 1 | KP1_1 | 0,852 | 0,374 | Valid |
| 2 | KP2_3 | 0,887 | 0,374 | Valid |
| 3 | KP2_4 | 0,808 | 0,374 | Valid |
| 4 | KP2_5 | 0,509 | 0,374 | Valid |
| 5 | KP3_6 | 0,453 | 0,374 | Valid |
| 6 | KP3_7 | 0,601 | 0,374 | Valid |
| 7 | KP3_8 | 0,523 | 0,374 | Valid |
| 8 | KP4_9 | 0,672 | 0,374 | Valid |
| 9 | KP4_10 | 0,887 | 0,374 | Valid |

Source: primary data

From the output above, it can be seen that each question item is valid because it has a Pearson correlation/r arithmetic value greater than r table (0.374), thus this questionnaire can be continued at the reliability stage.

Table Overall Validity Test Results of Variables

| Butir Soal | Kompensasi | Kepuasan Kerja | Kinerja Perawat | r tabel | Status |
|---|---|---|---|---|---|
| K1_1 | 0,866 | | | 0,374 | Valid |
| K1_2 | 0,731 | | | 0,374 | Valid |
| K2_3 | 0,694 | | | 0,374 | Valid |
| K2_4 | 0,642 | | | 0,374 | Valid |
| K3_5 | 0,769 | | | 0,374 | Valid |
| K3_6 | 0,862 | | | 0,374 | Valid |

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| | | | | | |
|---|---|---|---|---|---|
| KK1_1 | | 0,579 | | 0,374 | Valid |
| KK1_2 | | 0,535 | | 0,374 | Valid |
| KK2_4 | | 0,579 | | 0,374 | Valid |
| KK3_6 | | 0,688 | | 0,374 | Valid |
| KK3_7 | | 0,662 | | 0,374 | Valid |
| KK4_8 | | 0,488 | | 0,374 | Valid |
| KK4_9 | | 0,512 | | 0,374 | Valid |
| KK6_11 | | 0,693 | | 0,374 | Valid |
| KK6_12 | | 0,730 | | 0,374 | Valid |
| KK7_13 | | 0,802 | | 0,374 | Valid |
| KK7_14 | | 0,750 | | 0,374 | Valid |
| KK7_15 | | 0,550 | | 0,374 | Valid |
| KK8_16 | | 0,478 | | 0,374 | Valid |
| KP1_1 | | | 0,852 | 0,374 | Valid |
| KP2_3 | | | 0,887 | 0,374 | Valid |
| KP2_4 | | | 0,808 | 0,374 | Valid |
| KP2_5 | | | 0,509 | 0,374 | Valid |
| KP3_6 | | | 0,453 | 0,374 | Valid |
| KP3_7 | | | 0,601 | 0,374 | Valid |
| KP3_8 | | | 0,523 | 0,374 | Valid |
| KP4_9 | | | 0,672 | 0,374 | Valid |
| KP4_10 | | | 0,887 | 0,374 | Valid |

Source: primary data

**Reliability Test**
Reliability is a tool to test the results of the questionnaire which is an indicator of the variables studied. A reliable bond questionnaire if the answers to the questions contained in the questionnaire are consistent from time to time in the SPSS for Windows program, it provides facilities to measure reliability with the Cronbach Alpha statistical test. The data can be said to be reliable if the Cronbach Alpha valueis greater than 0.6. The following data is the result of calculating the reliability ofeach research variable using Cronbach Alpha.

`Table Overall Variable Reliability Test Results

| No. | Variable | Cronbach Alpha Value | > | **Result** |
|---|---|---|---|---|
| 1 | Compensation | 0,842 | 0,6 | Reliabel |
| 2 | Job Satisfaction | 0,858 | 0,6 | Reliabel |
| 3 | worker Performance | 0,857 | 0,6 | Reliabel |

Source: primary data

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Compensation, from the results of Cronbach Alpha carried out includes reliable data. From each answer there is a correlation between the answers to the existing questions. Supported by the resulting Cronbach Alpha value, which is 0.842, which is greater than 0.6. Job Satisfaction, the value generated by this variable is 0.858, with the provision that the value is greater than 0.6, so the results of the job satisfaction variable in the test are reliable. In this variable from each item the questions and answers are consistent. Worker Performance, the value generated by this variable is

0.857, with the provision that the value is greater than 0.6 so that the results of the worker Performance variable in the test are reliable. In this variable, each item of questions and answers is consistent.

**Data Analysis**
**Multiple Linear Regression Analysis**
Multiple linear analysis was used to measure the effect of independent variables consisting of Compensation and Job Satisfaction on worker Performance. This analysis is used and is intended to determine the effect of variables on Compensation and Job Satisfaction on worker Performance. From the results of processing with the SPSS program produces the following values:

From the results of processing with the SPSS program produces the following values: Based on these results, the following equation can be obtained:

$Y = 0.818 + 0.528 x1 + 0.282 x2 + e$

The regression equation for each value can be interpreted as follows:

a = 0.818 is a constant value. If the values of X1 and X2 are assumed to be 0 then the value of worker Performance will decrease by 0.000.

1 = 0.528 coefficient is positive, meaning that there is a positive relationship between Compensation (X1) and worker Performance. The greater the value of Compensation (X1), the higher the worker's Performance. The coefficient of compensation variable (X1) is 0.582. This means that if the other variables have a fixed value and the Compensation variable (X1) increases, the worker Performance increases by 0.528

2 = 0.282 coefficient is positive, meaning that there is a positive relationship between Job Satisfaction (X2) and worker Performance (Y). The greater the job satisfaction (X2), the higher the worker's performance. The regression coefficient of the Job Satisfaction variable (X2) is 0.282, meaning that if the other variables have a fixed value and the Job Satisfaction variable (X2) increases, the worker Performance increases by 0.282.

**Partial test or t test**
The Compensation Variable (X1) has a value of 0.000 <0.05. Thus Ho is rejected or H1 is accepted, so there is a significant effect between Compensation (X1) on worker Performance (Y). Job Satisfaction Variable (X2) has a value of 0.000 <0.05. Thus Ho is rejected or H2 is accepted, so there is a significant influence between Job Satisfaction (X2) on worker Performance (Y). Simultaneous Test (F Test)

The results of the F test output obtained a Sig value of 0.000. When compared with alpha 0.05, 0.000 <0.05, it means that the variables of Compensation and Job Satisfaction together have a

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positive and significant effect on worker Performance. So it can be concluded that Ha is accepted and Ho is rejected.

**Coefficient of Determination Test R²**

The coefficient of determination R square is used to influence the percentage of the dependent variable caused by the independent variable. It can be seen from the output value of the SPSS program which refers to the Adjusted R Square column. The following is the adjusted R Square value from the output of the SPSS program. From the results of these data, it can be concluded that the Adjusted R Square value of 0.681 or 68.1% is able to explain the independent variable Compensation, Job Satisfaction has an effect on the dependent variable of Worker Performance and the remaining 31.9% is influenced by other variables not included in the study. .

**Discussion**

The first hypothesis is that compensation (X1) has a positive and significant effect on the performance of nurses at PKU Muhammadiyah Hospital. This proves that there is a significant value of $0.000 < 0.05$ with a regression coefficient of 0.528. So it can be concluded that the compensation variable (X1) has an effect on the performance of nurses at PKU Muhammadiyah Hospital. Based on this research, every nurse gets a salary every month on time and every year gets a holiday allowance.

The second hypothesis statement is job satisfaction (X2) has a positive and significant effect on the performance of nurses at PKU Muhammadiyah Hospital. This proves that there is a significant value of $0.000 < 0.05$ with a regression coefficient of 0.282. So it was concluded that the variable job satisfaction (X2) had an effect on the performance of nurses at PKU Muhammadiyah Hospital. Based on this research, every nurse feels comfortable with the work atmosphere in the company and the communication relationship between co-workers is well established.

The third hypothesis statement, namely Compensation (X1) and Job Satisfaction (X2) simultaneously affect the Performance of Nurses at PKU Muhammadiyah Hospital. This proves that there is a significant value of $0.000 < 0.05$. So it can be concluded that the variables of Compensation (X1) and Job Satisfaction (X2) together have an effect on Nurse Performance at PKU Muhammadiyah Hospital. Based on this research, every nurse has done a good job, with full accuracy and concentration.

**Conclusion**

This study aims to determine and analyze whether compensation and job satisfaction affect the performance of nurses at PKU Muhammadiyah Hospital. In this study, the variables used were Nurse Performance and the independent variables were Compensation and Job Satisfaction. The sample used in this study were 142 respondents from nurses at PKU Muhammadiyah Yogyakarta. Based on the results of existing research, researchers can draw the following conclusions Compensation has a positive and significant effect on the worker performance of nurses at PKU Muhammadiyah Hospital. Job satisfaction has a positive and significant effect on the performance of nurses at PKU Muhammadiyah Hospital. From the results of the F test and the simultaneous test between Compensation and Job Satisfaction on Worker Performance with a significant value of $0.000 < 0.05$.

**Research Limitations**

In this study, the sample used as respondents was only PKU Muhammadiyah hospital nurses. This research was carried out at the PKU Muhammadiyah Hospital, especially on the

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performance of nurses and not overall in various other hospitals, so there is a possibility of different results from similar research with other objects.This study only examines the independent variables of compensation and job satisfaction. With the dependent variable is the performance of nurses. There are still other factors that can be used as research variables regarding performance such as work environment, work motivation, leadership style, work ability, work relations and salary satisfaction.

**Suggestion**

Improve the performance of every worker to be more active in doing work to achieve company goals. In addition, it is expected that every nurse can perform in accordance with existing rules so that the performance that has been carried out goes according to the objectives and can maintain and become even better. For further research in order to examine other variables outside of compensation and job satisfaction on the performance at PKU Muhammadiyah Hospital, such as: work environment, work motivation, leadership style, work ability, work relations, salary satisfaction and other variables on nurse performance. It is hoped that in their research they can use other methods in researching objects. For example, conducting direct interviews with respondents. So that the information obtained can be more numerous and varied than the questionnaire, whose answers are already available and can be further expanded.

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