INFLUENCE COMPENSATION, MOTIVATION AND COOPERATION TEAM ON EMPLOYEE PERFORMANCE AT THE MEDAN SELAYANG DISTRICT OFFICE

Martha Zepania Sihombing[1], Tesalonika Agastha Manalu[2], Dwi Grace Lorencya Br Ginting[3,] Anasya Agnadira[4], Jurisman Simanjorang[5], Sunday Ade Sitorus[6]

Prima Indonesia University[1,2,3,4,5], HKBP Nomensen University[6]

ABSTRACT

The phenomenon of employee performance decline caused by compensation, motivation, and teamwork. The purpose to investigate and evaluate how teamwork, motivation, and pay affect employee performance at the Medan Selayang Sub-District Office. Quantitative research methodology is used. 76 permanent staff members of the Medan Selayang Sub-District Office made up the study's population and sample. Data was gathered using questionnaires and paperwork. The study concludes that, both together and separately, pay, motivation, and teamwork have a significant impact on employee performance at the Medan Selayang Sub-District Office.

Keywords: Compensation, Motivation, Teamwork, Employee Performance

Correspondence: Jurisman Simanjorang, SE, MM, Lecturer at Prima Indonesia University Medan, Email: jurismansimanjorang@unprimdn.ac.id

INTRODUCTION

Field at a glance become a sub-district that located in the city of Medan, North Sumatra. The Medan Selayang District Office is known as the vanguard of government hold role important in carry out task- task government. This task is divided into regional autonomy to meet the aspirations and needs of the community evenly. In order to meet the needs of the increasing population, the Medan Selayang District Office acts as a government institution that provides administrative services, such as making family cards, ID cards, birth certificates, and other important documents. As well as running various government programs aimed at the welfare of citizens.

Employee performance plays a vital role in determining success in an organization. In the sub-district office, employee performance also plays an important role in providing quality, fast, and efficient services. The Medan Selayang Sub-district Office has a part of the regional government that is responsible for implementing administrative functions, community services, and regional development programs.

Aspects that influence performance such as compensation, motivation, and cooperation Team. Compensation plays a very important role in the form of appreciation for the responsibilities that have been carried out, where appropriate compensation will be able to improve employee welfare and encourage employees to work more optimally. Furthermore, motivation is also a major factor in encouraging employee work enthusiasm, with high motivation, increasing employee dedication and commitment to carry out their duties. For example, high work motivation, environmental support that provides public services such as the Medan Selayang District Office, high work motivation is needed to provide good work results and satisfaction to the community.

Another aspect that support employee performance, namely teamwork. This teamwork covers communication, coordination, And solidarity Which Good between employees. If good teamwork is established, then task completion will be more efficient and work results will be more optimal and save more time.

Will but, challenge in the guard compensation that fair, as well as Increasing motivation and creating solid teamwork is not always simple. An imbalance in one of these factors has an impact on decreasing employee performance, which ultimately affects service to the community.

LITERATUR RIVEW

Mount *Hope Economic*
Journal (MEGA)

Compensation

According to Cashmere (2016), compensation It means reply service company to employees for their hard work in carrying out their work.

According to Afandi (2018:194), measurement compensation namely:

1. Wages And Wages

2. Incentives

3. Allowance

4. Facility

Motivation

Motivation It means encouragement psychological Which push worker in determinant of attitude patterns and consistency in dealing with problems (Himma, 2022).

Indicator motivation Work (Azizah, 2019), namely:

1. Responsibility

2. Performance Work

3. Opportunity For proceed

4. Confession on performance

5. Work Which challenge

Cooperation Team

Teamwork means a group of workers who collaborate in achieving their tasks so that the achievement of goals can be achieved quickly (Rimawati, 2020).

Rimawati (2020), size cooperation team namely:

1. Responsibility Together

2. Each other contribute

3. Direction ability in a way maximum

4. Communication that effective

Performance Employee

Employee performance is a number of results for completing their work. with standards, operational procedures, measurements that are appropriate for the company to achieve and serve (Torang, 2018).

Wake Up(2018), indicator performance employee is:

1. Number of workers

2. Quality worker

3. Provisions time

4. Presence

Mount Hope Economic
Journal (MEGA)

5. Ability cooperate
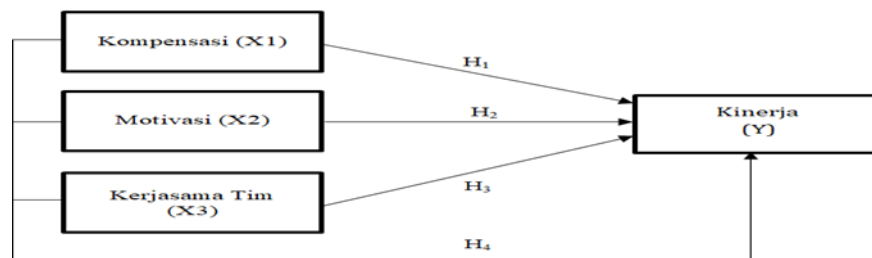
Framework Conceptual

Figure 1. Conceptual Framework

Hypothesis Study

H1: Compensation contribute positive And significant to performance employee at the Medan Selayang District Office

H2: Motivation contribute positive And significant to performance employee at the Medan Selayang District Office

H3: Cooperation team contribute positive And significant to performance employees at the Medan Selayang District Office

H4: Compensation, motivation, And cooperation team contribute positive And significant impact on employee performance at the Medan Selayang District Office

METHOD STUDY

Studies use quantitative as base method. Engraving (2016), quantitative meaning method of utilizing data in numerical form. Descriptive quantitative give explanation deep about a phenomena and produce patterns or categories of problems (Priyono, 2016). Causal relationships are characteristic of this research, as Siregar (2015:68) stated that causal refers to the correlation of cause and effect between two variables.

The research was conducted at the Medan Selayang District Office located on Jl. Bunga Cempaka No.54 A, Padang Bulan Selayang II, Medan Selayang District, and the research period is 2024. According to Herman & Yusran (2017) Population meaning all participants who become the center of attention. 76 permanent employees at the Medan Selayang District Office as the population. Sample It means part from amount population (Arikunto, 2017). Sample study This involving 76 employee Office Sub-district Head Medan At a glance, with questionnaire conducted on 43 employees.

According to The Siregars (2015:37), type data namely:

1. Primary

Data primary It means taking information in a way straight away with giving from the source (Sugiyono, 2019).

2. Secondary

Secondary is data got And originate from source others (Kriyantono, 2020, p.

The study was conducted in order to collect, among other things, a questionnaire that was distributed to employees and documentation studies from various sources.

Identification And Definition Operational Variables Study

Based on the hypothesis described above, the identification of research variables is arranged as follows.

1. The independent variable (X) is the one that influences, causes, or results in the formation of variable bound. Example: X1 = Compensation X2 = Work Motivation X3 = Teamwork

2. The dependent variable (Y) is influenced by or is the result of the independent variable.

RESULTS AND DISCUSSION

Testing Validity And Reliability

Validity testing means measurement of the validity or otherwise of the questionnaire. Based on testing rcount>rtable (0.361) and sig<0.05 that overall questionnaire compensation, motivation, teamwork and employee performance are declared valid so they can be used for the next stage.

Then the reliability produces Cronbach alpha> 0.6, so that all compensation, motivation, teamwork and employee performance questionnaires are declared reliable.

Table 2. Statistics Descriptive

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Kompensasi	76	8	40	28.50	10.515
Motivasi	76	11	50	27.22	8.347
KerjasamaTim	76	12	30	19.68	4.948
KinerjaKaryawan	76	23	50	36.83	7.204
Valid N (listwise)	76				

Source: Data processed with SPSS 20, 2025

Compensation with a sample size of 76 respondents with the lowest total of 8 and highest 40, mean as big as 28.50. Motivation produce total lowest 11 And highest 50, mean 27.22. Teamwork yielding the lowest total of 12 and the highest 30, mean 19.68. performance yielding a lowest total of 23 and a highest of 50, mean 36.83.

Mount Hope Economic
Journal (MEGA)

Testing This beneficial description distribution data Which will used in studies.
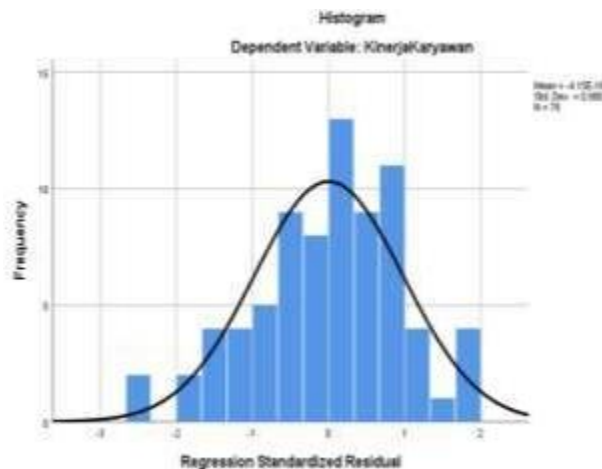

Figure 2. Histogram Graph
Source: Data processed with SPSS 20, 2025

The graph shows a symmetrical bell shape, with a peak in the middle and an even distribution of data on both sides, an indication that the data may be biased. normally distributed.
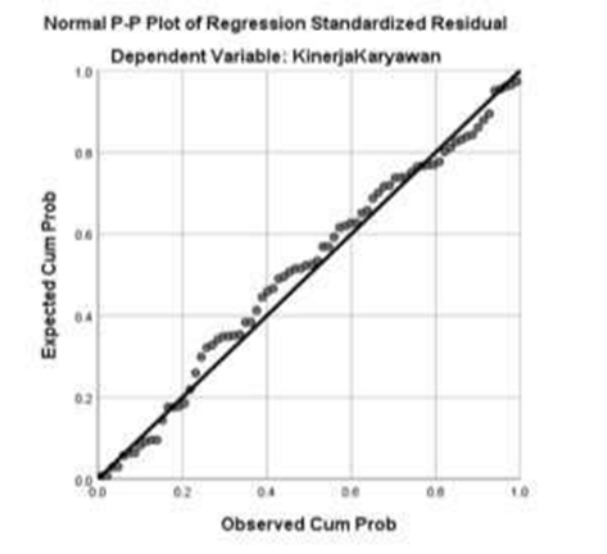

Figure 3. Normality P Plot
Source: Data processed with SPSS 20, 2025

Chart can explained data around line diagonal so that n o r m a l l y distributed .

Table 3. Kolmogrov Smirnov Test

Mount Hope Economic Journal (MEGA)

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		76
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	4.22872143
Most Extreme Differences	Absolute	.069
	Positive	.054
	Negative	-.069
Test Statistic		.069
Asymp. Sig. (2-tailed)		.200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Data processed with SPSS 20, 2025

Results testing earn distributed normal caused 0.200>0.05.

Table 4. Multicollinearity Test

		Coefficients[a]							
		Unstandardized Coefficients		Standardized Coefficients				Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.		Tolerance	VIF
1	(Constant)	8.338	2.563		3.254	.002			
	Kompensasi	.246	.048	.359	5.167	.000		.992	1.009
	Motivasi	.361	.073	.418	4.931	.000		.667	1.500
	KerjasamaTim	.593	.124	.407	4.798	.000		.665	1.504
a. Dependent Variable: KinerjaKaryawan									

Source: Data processed with SPSS 20, 2025

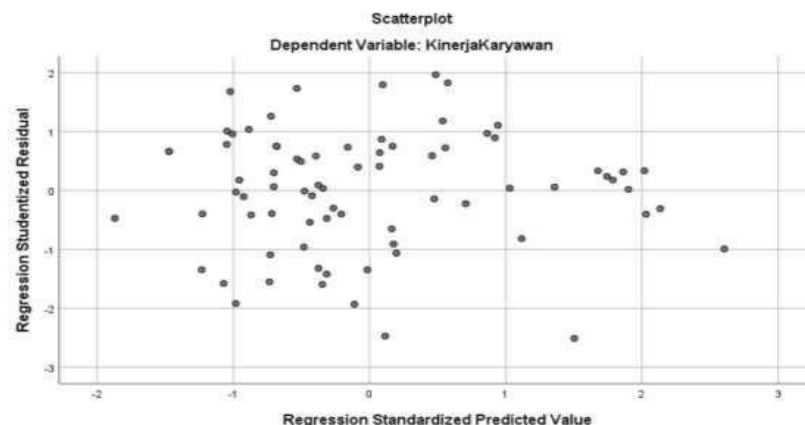Mark tolerance>0.1 And VIF<10 so that No detected multicollinearity.

Figure 4. Scatterplot Heteroscedasticity Test
Source: Data processed with SPSS 20

The distribution of data is unclear and has not been collected in one location so it is not yet contains heteroscedasticity.

Mount Hope Economic
Journal (MEGA)

Table 5. Glacier Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.982	1.540		3.236	.002
	Kompensasi	-.008	.029	-.031	-.268	.789
	Motivasi	.023	.044	.075	.529	.599
	KerjasamaTim	-.105	.074	-.201	-1.415	.162

a. Dependent Variable: RES2

Source: Data processed with SPSS 20, 2025

Significant compensation(0.789>0.05), Motivation (0.599>0.05) And cooperation team (0.162>0.05) own conclusion Not yet happen heteroscedasticity.

Table 6. Multiple Linear Regression

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.338	2.563		3.254	.002
	Kompensasi	.246	.048	.359	5.167	.000
	Motivasi	.361	.073	.418	4.931	.000
	KerjasamaTim	.593	.124	.407	4.798	.000

a. Dependent Variable: KinerjaKaryawan

Source: Data processed with SPSS 20, 2025

Employee Performance = 8.338+0.246 compensation +0.361 motivation +0.593 teamwork

1. The constant value of 8,338 means that compensation, motivation and teamwork are considered zero (0), so Employee Performance is 8,338.

2. The compensation regression unit value of 0.246 means that for every increase of 1, employee performance will increase by 0.246 units.

3. Mark unit regression motivation 0.361 means every increase 1, so performance employees will experience an increase of 0.361 units.

4. Mark unit regression cooperation team 0.593 means every increase 1, so employee performance will increase by 0.593 units.

Table 7. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.810a	.655	.641	4.316

a. Predictors: (Constant), KerjasamaTim, Kompensasi, Motivasi

Source: Data processed with SPSS 20, 2025

Mount Hope Economic
Journal (MEGA)

Performance employees are described in terms of variation compensation variable, motivation And cooperation The team amounted to 64.1%, then 35.9% (100%-64.1%) described other factors in the study, such as job promotions, job training and so on.

Table 8. Simultaneous Test

Model		Sum of Squares	df	Mean Square	F	Sig.
		ANOVA^a				
1	Regression	2551.620	3	850.540	45.661	.000^b
	Residual	1341.156	72	18.627		
	Total	3892.776	75			
a. Dependent Variable: KinerjaKaryawan						
b. Predictors: (Constant), KerjasamaTim, Kompensasi, Motivasi						

Source: Data processed with SPSS 20, 2025

$_{calculated}$ F value (45.661)>F $_{table}$ (2.73) and Sig 0.000<0.05 means that Ha is accepted and Ho is rejected, simultaneously Compensation, motivation, and teamwork contribute positively and significantly to employee performance at the Medan Selayang District Office.

Table 9. Partial Test

		Unstandardized Coefficients		Standardized Coefficients		
		Coefficients^a				
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	8.338	2.563		3.254	.002
	Kompensasi	.246	.048	.359	5.167	.000
	Motivasi	.361	.073	.418	4.931	.000
	KerjasamaTim	.593	.124	.407	4.798	.000
a. Dependent Variable: KinerjaKaryawan						

Source: Data processed with SPSS 20, 2025

1. Compensation obtained a $_{calculated\ t\ value}$ (5.167) > t $_{table}$ (1.993) and Sig. 0.000<0.05 , meaning that H1 is accepted that partially compensation contributes positively and significantly to employee performance at the Medan Selayang District Office.

2. Motivation to obtain mark t $_{count}$ (4.931) > t $_{table}$ (1,993) And Sig 0.000<0.05 , means that H2 is accepted that partially motivation contributes positively and significantly to employee performance at the Medan Selayang District Office.

3. Cooperation team to obtain mark t $_{count}$ (4.798) > t $_{table}$ (1.993) And Sig 0.000<0.05 , means

that H3 is accepted that partially teamwork contributes positively and significantly to employee performance at the Medan Selayang District Office.

Discussion

Influence Compensation To Employee performance

The results of the processing are that compensation contributes positively and significantly to employee performance with the support of Fauzan's study (2022). Compensation plays a major role in the form of appreciation for the responsibilities that have been carried out, where appropriate compensation will be able to improve employee welfare and encourage employees to work more optimally.

Influence Motivation On Performance Employee

The test results are that motivation contributes positively and significantly to employee performance with the support of the study by Goni et al. (2021). High motivation has an impact on hard work in carrying out work more creatively and more productively, thereby improving employee performance.

The Impact of Cooperation Team On Performance Employee

The test results are that teamwork contributes positively and significantly to employee performance with the support of Putri et al.'s study (2023). Teamwork is a major aspect in improving employee performance. Creating a mutually supportive work environment, organization produces increased work accuracy, And employee performance overall. Good teamwork improves productivity, quality of work, and work ability, thus positively impacting individual and overall organizational performance.

The Influence of Compensation, Motivation and Teamwork on Employee Performance

The test results are compensation, motivation and teamwork contribute positively and significantly to employee performance with the support of Noviyanti's study (2023). Compensation, motivation and teamwork have a strong and positive relationship to employee performance. Fair compensation is driven by increased motivation and productivity, then high motivation encourages solid teamwork, which in turn impacts overall employee performance.

CONCLUSION

Conclusion in study show:

1. Compensation produces tcount (5.167) > table (1.993) and sig $0.000 < 0.05$ This means that compensation contributes positively and significantly to employee performance. at the Medan Selayang District Office.

2. Motivation to obtain count (4.931) > ttable (1.993) and sig $0.000 < 0.05$ means

Mount Hope Economic
Journal (MEGA)

Motivation contributes positively and significantly to employee performance at the Medan Selayang District Office.

3. Teamwork earns tcount $(4.798) >$ table (1.993) and sig $0.000 < 0.05$ It means cooperation team contribute positive And significant to performance employees at the Medan Selayang District Office.

4. In general simultaneous F count $(45.661) >$ Ftable (2.73) and sig $0.000 < 0.05$ means means

    that Ha is accepted and Ho is rejected, so it is concluded that simultaneously Compensation, motivation, and teamwork contribute positively and significantly to employee performance at the Medan Selayang District Office.

REFERENCE

Afandi, P. 2018. Human Resource Management (Theory, Concept and Indicators). Riau: Zanafa Publishing

Arifin. 2017. Qualitative, Quantitative, and R & D Research Methods. Bandung: Alfabeta.

Arikunto, Suharsimi. 2017. Research Procedure: A Practical Approach, Edition. Revision VI. Jakarta: PT Rineka Cipta

Azizah, FN 2019. The Influence of Compensation and Work Environment on Employee Performance Through Job Satisfaction (Study at PT. Yukbisnis Indonesia, Kota Baru Parahyangan, West Bandung). Faculty of Economics and Business, Brawijaya University, 1-13.

Wake up, Wilson. 2018. Human Resource Management. Jakarta: Erlangga

Duli, N. 2019. Quantitative Research Methodology. Yogyakarta: Budi Utama.

Faiqotul Himma. 2022. Work Motivation is: Definition, Indicators, and Examples. Majoo.

Ghozali, Imam. 2016. Multivariate Analysis Application with IBM SPSS Program. 25. Semarang: Diponegoro University Publishing Agency.

Hermawan, A., & Yusran, HL 2017. Quantitative Approach to Business Research. Kencana, National Library: Catalog in Publication (KDT)

Ismanto, H., & February, S. 2021. Application of SPSS and Eviews in Analysis. Research Data. Sleman: Deepublish.

Kasmir. 2018. Human Resource Management (Theory and Practice). Depok: PT Rajagrafindo Persada.

Kriyantono, R. 2020. Practical techniques of quantitative and qualitative communication research with practical examples of Thesis, Dissertation, and Accompanied by Media Research, Public Relations, Advertising, Organizational Communication, Marketing Communication. Rawamangun: Prenadamedia Group.

Priyatno, Duwi. 2022. A Quick Way to Learn Data Analysis with SPSS 20. Yogyakarta: CV. Andi Offset.

Priyono. 2016. Quantitative Research Methods. Sidoarjo: Zifatama Publishing.

Rimawati, Lia Setyo, Abdul Kodir Djaelani, and Afi Rahmat Slamet. 2020. The Influence of

Leadership Style, Communication, and Teamwork on Employee Performance (Study at PT. Jawara Bangun Persada Karangploso Malang). EJRM: Electronic Journal of Management Research

11.23 (2022).

Singgih, Santoso. 2019. Mastering statistics with SPSS 24. Jakarta: PT. Elexmedia. Komputindo

Siregar.2015. Quantitative Research Methods. Jakarta: Prenadamedia

Sugiyono. 2019. Quantitative and Qualitative Research Methodology and R&D. Bandung: Alfabeta.

Sujarweni, Wiratna. 2020. Business & Economic Research Methodology. Yogyakarta: Pustaka Baru Press.

Torang, Syamsir. 2018. Organization and Management (Behavior, Structure, Culture, and Organizational Change). Bandung: Alfabeta.

Carving. 2016. Survey Research Methods. Jakarta: LP3ES