

## SELF ABILITY, COMPENSATION AND SELF-EFFICIENCY ON EMPLOYEE PERFORMANCE AT SEMEN PADANG HOSPITAL

Nilla Pratiwi<sup>1</sup>, Farhana Widia<sup>2</sup>  
<sup>1,2</sup> Universitas Putra Indonesia YPTK, Padang  
 \* Corresponding Email: [nilapratwi@upiptk.ac.id](mailto:nilapratwi@upiptk.ac.id)

Vol.17 No.2 | June, 2023

**Submit :**  
13/03/2023

**accepted :**  
18/06/2023

**Publish :**  
19/06/2023

### Abstract

Employee performance at Semen Padang Hospital. The population in this study were all employees of Semen Padang Hospital. The sample selection technique used purposive sampling and obtained a sample of 72 samples. The method of analysis using multiple linear regression analysis with SPSS 21.0. Based on the results of research and hypothesis testing that have been carried out, the results of the study can be said that Independent Ability has a significant effect on employee performance at Semen Padang Hospital. Compensation has a positive and significant effect on employee performance at Semen Padang Hospital. Self Efficacy has no significant effect on employee performance at Semen Padang Hospital. Self ability, compensation, and self efficacy together have a positive and significant effect on employee performance at Semen Padang Hospital. And the contribution of the independent variables Self ability (X1), Compensation (X2) and Self Efficacy (X3) to the dependent employee performance (Y) is 0.792 or 79,2%. While the remaining 0.208 or 20,8% is influenced by other variables outside the study. It is expected to always improve self-ability and compensation in the company, because self-ability and compensation can improve employee performance. Companies are also advised to increase Self Efficacy through increasing indicators related to Self Efficacy, because Self Efficacy has not been able to provide a significant influence on employee performance.

**Keywords:** Self-Ability, Compensation, Self Efficacy, Employee Performance

© 2022 Lembaga Layanan Pendidikan Tinggi Wilayah X. This is an open access article under the CC Attribution 4.0 license (<https://creativecommons.org/licenses/by/4.0/>).

<http://publikasi.lldikti10.id/index.php/jit>

DOI : <https://doi.org/10.22216/jit.v17i2.2381>

PAGE : 493-500

doi: <https://doi.org/10.22216/jit.v17i2.2381>

1979-9292 / 2460-5611 ©2021 © 2022 Lembaga Layanan Pendidikan Tinggi Wilayah X

This is an open access article under the CC Attribution 4.0 license (<https://creativecommons.org/licenses/by/4.0/>).

JIT is Sinta 3 Journal (<https://sinta3.kemdikbud.go.id/journals/profile/2143>) accredited by Ministry of Research & Technology, Republic Indonesia



## INTRODUCTION

Service public is not quite enough answer government And held by agency government center And area as well as body business owned by country. Service public is goods And service public. role very important in arrange And direct activity (Rahma Puspita & Mustakim, 2021) . Wrong One form service public government is For fulfil need health public. as stated in Decision Minister Health Republic Indonesia, "Objective development health is For ensure that all person undergo life Healthy For reach degrees health public Which optimal" that is For increase awareness, will And ability (RI Ministry of Health, 2020) . The current situation of the corona virus pandemic (Covid-19) is a reflection of how well the performance of health workers should be appreciated because their current job responsibilities are very large. The role of health employees is to be at the forefront in providing primary health services at all levels of society, while still paying attention to health protocols . the number of personnel from Semen Padang Hospital is still limited. Limited personnel and the increasing number of post-Covid-19 patients make health workers have to work more extra than before, besides that the facilities that support work activities are also still not good, making the work carried out by health workers not optimal so that if it continues it will affect the performance of health workers who leading to a decrease in service quality. To support this, among other things, work discipline and optimal employee motivation are needed in providing health services to all levels of society. Employee performance is a very important thing in the company's efforts to achieve goals. In

everyday reality, companies really only expect the best performance or work results from their employees. However, If company No provide equipment in amount And quality Which Enough, method Work Which Good, means And condition Work other Which most in accordance, results Work best No will fully optimal, but will come from employee, profitable company. Very important for company For listen with careful And objective when something day they find that performance employee they Which bad in a manner whole Which must blamed due to lack of employee discipline at work, lack of work loyalty and lack of incentives provided by the company (Robbins & Coulter, 2016) . There are several factors that can affect the performance of Semen Padang Hospital employees, one of which is self-ability . Self-ability is a talent that a person must have in carrying out physical or mental tasks, while skills are talents that a person has and can be learned in carrying out a task (Muhdin, 2018) .

Self-ability plays a major role in individual behavior and achievement. Ability in relation to work can be interpreted as an individual variable, ability cannot be separated from the concept of skills. Skills are expressed as skills related to the tasks that are owned and used in tasks. If every employee is aware of the abilities they have, it will have a big influence on their performance. Thus, if employees have the ability to formal education, non-formal education, the level of work experience they have, the level of desire will encourage their performance (Lubis et al., 2021). Research on the effect of self-ability on employee performance has been carried out by (Priyakesuma et al., 2021) and (Jaya &





Maryati, 2019) who found that self-ability has a positive and significant effect on employee performance. Apart from that, research from (Lubis et al., 2021) also found that self-ability has a positive and significant impact on employee performance. The next factor in this study that affects employee performance is compensation. Compensation is contract performance For use power Work For service Which given by him. Compensation is amount package Which offered organization to worker as compensation employee or user. Factor Which influence level compensation is offer And request power work , the ability and willingness of the company, employee work productivity, cost of living (cost of living), employee work position and type of work nature. From perspective House Sick, gift remuneration or remuneration is cost Which must issued House Sick to the nurse. With thereby, House Sick must Be careful evaluate work Which done by every nurse, Because company want to work the maximizing cost compensation Which they take it out. Research on the effect of compensation on employee performance has been carried out by (Nuruzzaman et al., 2021) and (Alwi & Sugiono, 2020) who found that compensation has a positive and significant effect on employee performance. Apart from that, research from (Alwan & Djastuti, 2021) also found that compensation has a positive and significant effect on employee performance. The last factor in this study that can influence employee performance is self-efficacy . Self efficacy is a person's belief about his chances of succeeding in achieving a particular task. Individuals with high self-efficacy will achieve better

performance because these individuals have strong motivation, clear goals, stable emotions and the ability to successfully perform activities or behaviors. Self-efficacy reflects an individual's belief in his ability to carry out a task at a specific level of performance. Self-efficacy is a belief that arises because you have confidence in your abilities to run.

## RESEARCH METHODS

According to (Ghozali, 2016) the regression model is a model used to analyze the effect of various independent variables on one dependent variable. The formula for multiple linear regression is as follows:

**Formula :**

$$KK = \alpha + \beta_1 SA + \beta_2 KP + \beta_3 SE + e$$

Testing the hypothesis using SPSS version 21.0 will reveal the significant effect of self-ability, compensation and self-efficacy on employee performance.

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

Information :

$$r^2 = \text{coefficient of determination}$$
$$n = \text{number of samples}$$

F test is a test of the regression relationship simultaneously which aims to determine whether all the independent variables together have a significant influence on the dependent variable. Calculating the F test :

$$F = \frac{R^2/(k-1)}{(1-R^2)/(n-k)}$$





Information :

$R^2$  = combined coefficient of determination

K = number of independent variables

n = number of samples

Test Criteria:

1. If F count < F table, then  $H_0$  is accepted and  $H_a$  is rejected

2. If F count > F table, then  $H_0$  is rejected or  $H_a$  is accepted

## RESULTS AND DISCUSSION

Something survey considered valid If questions in survey the can say something Which be measured by survey the. For measure effectiveness, matter This can done with use correlation between score question And score total constituents or variable. Test efficacy done with do correlation bivariate between every score index And score constituents whole. Decision making is based on the value of rcount ( Corrected Item-Total Correlation ) > rtable of 0.2139 and can be used for further analysis.

Model	Unstandardized Coefficients		Standardized Coefficients Betas	t	Sig.
	B	std. Error			
(Constant)	,942	2,709		,348	,729
Self Ability	,251	,052	,321	4,813	,000
Compensation	,661	,069	,641	9,549	,000
Self Efficacy	,075	,068	,069	1,099	,275

Table 2. Multiple Linear Regression Analysis Coefficients

Interpretation based on these equations can be interpreted as follows:

- A constant of 0.942 means that if *Self ability* and *Compensation* and *Self Efficacy* do not exist or have a value of 0 (zero), then the employee's performance remains constant at 0.942 units of weight.
- The regression coefficient of the *Self-ability variable* is 0.251 meaning that if *Self-ability* is increased by one weight unit, assuming *Compensation* and *Self-Efficacy are ignored or have a value of 0 (zero)*, it will result in an increase in employee performance of 0.251 unit weight.
- The regression coefficient of the *Compensation variable* is 0.661 meaning that if the *Compensation* is increased by one weight unit, assuming *Self ability* and *Self Efficacy* are ignored or have a value of 0 (zero), it will result in an increase in employee performance of 0.661 weight unit.
- The regression coefficient of the *Self Efficacy variable* is 0.075 meaning that if *Self Efficacy* is increased by one weight unit, assuming *Self ability* and *Compensation* are ignored or have a value of 0 (zero), it will result in an increase in employee performance of 0.075 weight units .





Effect of self-ability on employee performance. Based on the table above, it shows that the variable Self ability (X 1 ) with a t count value of 4.813 > t table 1.667, and a significant value of 0.000 <0.05, it can be concluded that H 1 is accepted , meaning Self ability (X 1 ) partially influences positive and significant to employee performance (Y). Effect of Compensation on Employee Performance Based on the table above, it shows that the Compensation variable (X 2 ) with a t count value of 9.549 > t table 1.667 and a significant value of 0.000 <0.05, it can be concluded that H 2 is accepted , meaning that Compensation (X 2 ) partially has a positive and significant effect on employee performance (Y). Based on the table above, it shows that the variable Self Efficacy (X3) with a t count value of 1.009 <t table 1.667 and a significant value of 0.275> 0.05, it can be concluded that H3 is rejected , meaning Self Efficacy (X3 ) partially has no significant effect on employee performance (Y). Calculated F value is 91.105 > F table 2.74, and a significant value of 0.000 <0.050, it can be concluded that H4 is accepted , which means that Self ability ( X1 ), Compensation (X2) and Self Efficacy (X3) simultaneously have a positive and significant effect on employee performance (Y).

## CONCLUSION

1. From the results of the first hypothesis test partially it can be concluded that *Self-ability* significant effect on Employee performance at Semen Padang Hospital.
2. From the results of hypothesis testing both partially it can be concluded that Compensation positive and significant

effect on Employee performance at Semen Padang Hospital.

3. From the results of hypothesis testing third partially it can be concluded that *Self Efficacy* no significant effect on Employee performance at Semen Padang Hospital.
4. From the results of hypothesis testing fourth simultaneously it can be concluded that *Self ability* , Compensation, and *Self Efficacy* jointly have a positive and significant effect on Employee performance at Semen Padang Hospital. And the contribution of the independent variables *Self ability* (X 1 ), Compensation (X 2 ) and *Self Efficacy* (X 3 ) to the dependent variable Employee performance (Y) is 0.792 or 79.2% . While the remaining 0.208 or 20.8% is influenced by other variables outside the research.

## BIBLIOGRAPHY

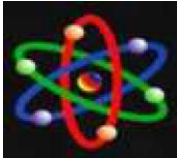
- Abduh, M., Rivai, F., & Kadir, R. (2019). The Influence of Role Stress, Self Efficacy, Adaptability, on Nurse Performance at Pupuk Kaltim Siaga Ramania Hospital, Samarinda. *Journal of Maritime Public Health* .
- Abellia Permatasari, & Siti Mujanah. (2021). The Effect Of Self Ability, Compensation, And Self Efficacy On Employee Performance At Rizqy Jaya Mulia Sidoarjo Company. *Journal Of Applied Management And Business (Jamb)* , 2 (1), 21–30. <https://doi.org/10.37802/Jamb.V2i1.156>
- Akuba, SF, Purnamasari, D., & Firdaus, R. (2020). The Effect of Reasoning Ability, Self-Efficacy and Problem





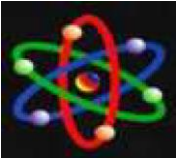
- Solving Ability on Mastery of Mathematical Concepts. *Jnpm* (National Journal of Mathematics Education) .  
<https://doi.org/10.33603/jnpm.v4i1.2827>
- Alwan, HI, & Djastuti, I. (2021). The Effect of Compensation on Employee Performance with Job Satisfaction as an Intervening Variable. *Journal Of Islamic Economic Business Febi Institut Dirosat Islamiyah Al-Amien Prenduan* .
- Alwi, M., & Sugiono, E. (2020). The Influence of Recruitment, Work Placement and Compensation on Employee Performance at Pt Indoturbine Jakarta Pusat. *Oikonomia: Journal of Management* .
- Ardi, VTP, Astuti, ES, & Sulisty, MCW (2017). The Effect of Self Efficacy on Employee Engagement and Employee Performance (Study on Employees of Pt. Telekomunikasi Indonesia Regional V Surabaya). *Journal of Business Administration (Jab)* .
- Arifin, N. (2017). *Human Resource Management: Theory And Cases* . Unisnu Press.
- Arifudin, O. (2019). The Effect of Compensation on Employee Performance at Pt. Global (Pt.Gm). *Mea Scientific Journal (Management, Economics, & Accounting)* , 3 (2), 184–190.  
<https://doi.org/10.31955/Mea.Vol3.Iss2.Pp18>
- Arizona, D., Riniwati, H., & Harahap, N. (2017). Analysis of the Effect of Leadership Style, Work Motivation and Organizational Commitment on Employee Performance (Study at the Department of Maritime Affairs and Fisheries of Malang Regency). *Api Student Journal* .
- Cahyaningrum, W., & Heru, R. (2020). The Effect of Career Development and Self Efficacy on the Performance of Bank Mandiri Tarakan Employees. *Journal of Economics* .  
<https://doi.org/10.35334/jek.v11i2.1431>
- Clem, AL, Hirvonen, R., Aunola, K., & Kiuru, N. (2021). Reciprocal Relations Between Adolescents' Self-Concepts Of Ability And Achievement Emotions In Mathematics And Literacy. *Contemporary Educational Psychology* .
- Ferdinand, PDA (2016). *Management Research Methods: Research Guidelines For Thesis, Thesis And Dissertation Of Management Science*. In Undip 2 .
- Ghozali, Imam. (2016). *Multivariate Analysis Application With IBM SPSS 23 (Edition 8) Program* .
- Ginting, SO, Pelawi, P., & Syariani, V. (2020). The Effect of Ability, Training, Work Motivation and Work Discipline on Employee Performance at Pt. Dami Mas Prosperous Kampar Riau. *Wirab Journal of Microskil Economics* , 10 (02), 2–12.
- Hardina, M., & Vikaliana, R. (2020). The Effect of Compensation on Employee Performance at Pt. Jaeil Indonesia. *Jesya (Journal of Economics & Sharia Economics)* , 2 (2), 209–223.  
<https://doi.org/10.36778/jesya.v2i2.74>
- Harsuko, R. (2018). *Human Resource Management: Main Activities And HR Development* - Harsuko Riniwati - Google Books . UB Media





- University of Brawijaya Malang.  
Hasibuan, MSP (2017). Human Resource Management. Revised Edition Jakarta: Bumi Aksara .
- Herwana, L., Prayekti, & Septyarin, E. (2021). The Effect Of Self Efficacy, Communication, And Financial Compensation On Employee Performance. *Almana : Journal of Management and Business* , 1 (69), 5–24.
- Jaya, DK, & Maryati, T. (2019). The Influence of Ability, Achievement Motivation and Locus of Control on Individual Performance Through Mediating Self-Efficacy. *Business Journal: Theory And Implementation* .
- Kawiana, IGP (2020). Human Resource Management, Company "HR". In Unhi Press .
- Kotler, P., & Armstrong, G. (2018). *Kotler & Armstrong, Principles Of Marketing | Pearsons*. In Pearson .
- Lengkong, CM, Areros, WA, & Sambul, S. (2020). Job Stress and Self-Efficacy on Employee Performance at Pt. Manado Karya Anugrah. *Productivity* .
- Lubis, A.R., . F., Harahap, AZ, T., PD, & Siregar, AK (2021). The Influence of Work Attitude, Self-ability and Work Stress on the Performance of Public Works and Spatial Planning Office Employees in Sibolga City. *Jekkp (Journal of Economics, Finance and Public Policy)* .
- Mahmudi, M. (2016). *New Public Management (Npm): A New Approach to Public Sector Management*. Synergy .
- Mangkunegara, AAAP (2018). *Corporate Human Resource Management*. In Rosdakarya Youth .  
<https://doi.org/10.1038/Cddis.2011.1>
- Manurung, N., & Riani, AL (2017). The Effect of Work Discipline, Work Motivation, Job Satisfaction and Competence on Organizational Commitment. *Journal of Competitiveness Management* .  
<https://doi.org/10.23917/Dayasaing.V18i1.3788>
- Nursalam. (2017). *Nursing Science Research Methodology*. In Salemba Medika .
- Nuruzzaman, A., Chilyatul Baroroh, L., & Mia Audina, R. (2021). The Effect of Motivation and Compensation on Employee Performance. *Journal of Syntax Transformation* .  
<https://doi.org/10.46799/Jst.V2i12.466>
- Oktaviyani, KM, Rahmawati, PI, & Parma, IPG (2020). The Effect of Work Ability and Motivation on Employee Performance at the Nugraha Lovina Seaview Resort & Spa Hotel. *Prospects: Journal of Management and Business* , 2 (1), 93.  
<https://doi.org/10.23887/Pjmb.V2i1.26206>
- Priska, J., Rahmawati, E., & Utomo, S. (2020). The Effect of Self Efficacy, Motivation and Job Satisfaction on Employee Performance at Pt. Pln Puruk Cahu, Murung Raya Regency. *Journal of Business and Development* , Vol 9 (No 1), Pages 83-98.
- Priyakesuma, S., Efendi, N., Simamora, S., Batubara, RH, & Harianja, RP (2021). The Influence of Personal Ability, Organizational Commitment and Organizational Culture on Employee Performance at the





- Department of Population and Civil Registration of West Aceh Regency. *Jram (Journal of Multiparadigma Accounting Research)* .
- Purwanto, F., & Mujanah, S. (2021). The Effect Of Self-Leadership, Self-Ability, And Resilient On The Performance Of Surabaya Satreskrim Police Investigators Through Organizational Commitments As Intervening Variables . 45–60.
- Rivai, V. (2018). Human Resource Management In Human Resource Management For Companies From Theory To Practice. Pt Raja Grafindo Persada .
- Rivai, V., & Mulyadi, D. (2016). Leadership And Organizational Behavior. In *Leadership And Organizational Behavior* .
- Robbins, S. ., & Coulter, M. (2018). Management. in Boston .
- Santi, N., Hamzah, A., & Rahmawati, T. (2017). Influence of Self-Efficacy, Subjective Norms, Behavioral Attitudes, and Education. *Ispirasi Journal of Business and Management*
- Shadiqi. (2018). *Social Psychology book. Social Psychology book* .
- Simamora, H. (2017). Human Resource Management 3rd Edition. Human Resources .
- Sugiyono. (2016). Quantitative, Qualitative, and R&D Research Methodology. In Cv Alfabeta . <https://doi.org/10.3929/ethz-b-000238666>
- Sujarweni Wiratna. (2017). Research Methodology - Business And Economics. In *Research Methodology* . <https://doi.org/10.1145/2505515.2507827>
- Wardani, DSK (2016). Effects of Effective Communication Training to Increase Student Self-Efficacy. *Journal of Educational and Developmental Psychology* .
- Widhiartha, N., & Putra, A. (2021). The Influence of Self Esteem and Self Efficacy on Employee Performance at Cluster V Abiansemal Elementary School, Badung Regency . 1 (3), 852–860.
- WIDIAninggar, AA (2018). The Effect of Self-Efficacy and Locus of Control on Mathematics Learning Achievement. *Formative: Scientific Journal of Mathematics Education* . <https://doi.org/10.30998/Formatif.V4i2.143>
- Wijaya, C. (2017). Organizational behavior. In *Indonesian Education Development Concern Institute (Lpppi)* .
- Zebua, SN, & Siahaan, E. (2021). The Effect of Emotional Intelligence, Creativity, and Adaptability on High School Teacher Performance. *Journal of Educational Sciences* , 3 (6), 3509–3519.
- Zuanda, A., Kholidin Hasibuan, M., Yulinda Yusuf, D., & Islam North Sumatra, U. (2020). The Influence of Work Attitude, Self-ability and Work Stress on the Performance of Public Works Service Employees. *Journal of Management & Business Research (Jrmb)* , 5 (2), 254.

