Research Article

Effect of Performance Assessment and Compensation on Lecturer and Employee Productivity in The Faculty of Education and Science North Sumatera Islamic University

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ABSTRACT

Performance Appraisal is an effort to identify, measure (assess) and manage (management) to determine decisions about success or failure in carrying out work carried out by workers with work standards set by the company. Compensation for organizations / companies means rewards / rewards to workers who have contributed in realizing their goals, through activities called work. Total productivity is nothing but the ratio of what is produced (out put) to all what is used (in put) to obtain these results. FKIP-UISU Medan is part of one of the faculties at the Islamic University of North Sumatra Medan and its address at Jalan Puri Number 18 Simpang Jalan Alloy Tenaga Medan. The problem formulation is "How big is the effect of performance appraisal and compensation on the productivity of lecturers and staff at the Teaching and Education Faculty of the Islamic University of North Sumatra".The purpose of this study was to determine the FKIP-UISU lecturer and staff assessment of performance appraisals, compensation provided, level of productivity. The results of the study using the formula of multiple correlation between variables x1 (performance appraisal) and x 2 (compensation) together with variable y (productivity of lecturers and staff) that is 0.826 which means it has a positive relationship because r count is greater than rtable (0.826> 0.361).   Based on the table, it is known that = 0.826 is at the coefficient interval 0.80 - 1,000, then the relationship of variable x1 (performance appraisal) with variable x2 (compensation) which is jointly correlated with variable y (lecturer and employee productivity) is included in the category very strong relationship. Based on the calculation of the value of Fcount = 28.890 this value is then consulted with Ftable with an error rate of 5% based on the numerator dk = k (2) and the denominator dk = n-k-1 (27), then Ftable = 3.35 is obtained. These results indicate that Fcount is greater than Ftable, 28.890> 3.35. Because the price of Fcount is far greater than the price of Fable, the proposed Zero Hypothesis (H0) is rejected and the Alternative Hypothesis (Ha) is accepted. According to the results of these calculations it can be concluded that the productivity of lecturers and staff at the Teaching and Education Faculty of the Islamic University of North Sumatra, Medan is influenced by performance evaluation and compensation variables of 68.15%, while 31.85% is influenced by other variables.

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1. INTRODUCTION

Everyone wants their life's needs to be fulfilled in a moral and material form. To achieve this humanity must worship and work hard. By working hard, and accompanied by sincere and sincere intentions and honesty will get compensation. Receiving appropriate compensation from the above can improve employee or employee welfare. An organization or company in providing compensation to employees or employees based on the results of performance appraisals. A planned system is needed to get an appropriate performance evaluation so that the compen-sation given by the company to employees or employees is effective and efficient. If the compensation received matches the employee's performance or the employee will get satisfaction at work, because his performance is valued by the company. The company also receives great benefits, because satisfaction is important in increasing employee or employee productivity, so that company goals can be achieved. Based on the description above it can be assumed that performance evaluation is very important as a basis for compensation in order to increase employee productivity in a company, particularly the Teaching and Education

Faculty of the North Sumatra Islamic University (FKIP-UISU) Medan, so the authors are interested in conducting further research by choosing the title: "The Effect of Performance Appraisal and Compensation on the Productivity of Lecturers and Staff at the Teaching and Education Faculty of the Islamic University of North Sumatra."

2. METHODS

2.1 Research Location, Research Object, and Research Time

2.1.1 Research Location

The location of the study was conducted at the Teaching and Education Faculty of the Islamic University of North Sumatra, Medan, which is located at Campus I of UISU, Jalan SM Raja Teladan, Medan.

2.1.2 Research Objects

The object of research is the performance appraisal variable and compensation as well as its effect on productivity.

2.1.3 Research Time

This research is planned by the author starting from April to July 2019.

2.2 Population and Sample

2.2.1 Population

According to Sugiyono (2005:72) the population is a generalization area consisting of: objects / subjects that have certain quantias and characteristics determined by researchers to be studied and then conclusions drawn. As for the population in this study were all Employees (Lecturers and Staff) in the Teaching and Education Faculty of the Islamic University of North Sumatra, Medan, amounting to 60 people.

2.2.2 Samples

Sugiyono (2005: 73) states the sample is part of the number of characteristics possessed by the population. If the population is large, and researchers may not study everything in the population, for example due to limited funds, manpower and time, then researchers can use samples taken from that population. Istijanto (2005: 119) states that the number of samples drawn from the population often confuses researchers, because there are no standard guidelines that can be applied to all research situations. However, what needs to be considered is the level of population homogeneity. The more homogeneous the population, the number of samples used can be reduced, whereas for populations that are increasingly heterogeneous, the number of samples needed is increasingly large, so that differences or variations that can be covered entirely.

2.3 Data Collection Techniques

To obtain the data and information needed, the following data collection techniques are used:

1. Interview

Namely communicating directly (face to face) to the parties involved in this research.

2. Questionnaire

That is compiling a list of questions that are shown to respondents.

3. Document Study

Namely data obtained from company archives relating to the research title.

2.4 Data Analysis Techniques

2.4.1 Descriptive Analysis Method

That is an analysis process that begins by collecting data and then compiling by reporting it, analyzing and interpreting it so that a clear picture of the facts under study is obtained.

2.4.2 Quantitative Analysis Method

Namely testing and analyzing data by calculating the numbers and then drawing conclusions from the test, with the following formula:

a. Product Moment Correlation Test (Partial Test) to find the relationship between performance appraisal (x1) to productivity (y), then the product moment formula from Karl Pearson (1857-1936) is quoted from Sugiyono (2005: 182)

b. Hypothesis test partially or t test

c. Double Correlation (Simultaneous Test) Multiple correlation is used to find the simultaneous relationship between performance appraisal and compensation for productivity in the Teaching and Education Faculty of the Sumatara Islamic University, Medan by using the multiple correlation formula

3. RESULTS AND DISCUSSION

Here are the data from the field observations:
a. Data on the results of a questionnaire trial of 30 respondents consisting of employees and lecturers
b. Data on result of 3 aspects from 30 respondents

Table 1. F test Table Questionnaire Calculation of 30 Respondents :

No. Res.	x_1	x_2	y	x_1^2	x_2^2	y^2	x_1y	x_2y	x_1x_2
1	43	42	40	1849	1764	1600	1720	1680	1806
2	42	40	40	1764	1600	1600	1680	1600	1680
3	46	50	50	2116	2500	2500	2300	2500	2300
4	40	45	42	1600	2025	1764	1680	1890	1800
5	41	40	40	1681	1600	1600	1640	1600	1640
6	39	46	42	1521	2116	1764	1638	1932	1794
7	43	43	41	1849	1849	1681	1763	1763	1849
8	45	33	45	2025	1089	2025	2025	1485	1485
9	42	42	43	1764	1764	1849	1806	1806	1764
10	43	42	38	1849	1764	1444	1634	1596	1806
11	43	46	48	1849	2116	2304	2064	2208	1978
12	44	47	43	1936	2209	1849	1892	2021	2068
13	41	44	40	1681	1936	1600	1640	1760	1804
14	39	41	40	1521	1681	1600	1560	1640	1599
15	44	40	39	1936	1600	1521	1716	1560	1760
16	41	40	38	1681	1600	1444	1558	1520	1640
17	49	46	46	2401	2116	2116	2254	2116	2254
18	41	41	45	1681	1681	2025	1845	1845	1681
19	42	43	41	1764	1849	1681	1722	1763	1806
20	44	45	41	1936	2025	1681	1804	1845	1980
21	41	43	48	1681	1849	2304	1968	2064	1763
22	46	47	45	2116	2209	2025	2070	2115	2162
23	38	40	42	1444	1600	1764	1596	1680	1520
24	42	42	43	1764	1764	1849	1806	1806	1764
25	41	44	45	1681	1936	2025	1845	1980	1804
26	41	44	45	1681	1936	2025	1845	1980	1804
27	43	39	39	1849	1521	1521	1677	1521	1677
28	42	44	41	1764	1936	1681	1722	1804	1848
29	35	43	42	1225	1849	1764	1470	1806	1505
30	31	44	41	961	1936	1681	1271	1804	1364
$\sum$	1252	1286	1273	52570	55420	54287	53211	54690	53705

Table 2. Point calculation table Performance Evaluation Aspects of 30 respondents

No. Responden	Performance Evaluation									
	1	2	3	4	5	6	7	8	9	10
1	SS	SS	SS	S	S	S	STS	S	TS	KS
2	SS	SS	S	S	S	KS	STS	SS	KS	S
3	SS	SS	SS	SS	SS	SS	STS	SS	SS	SS
4	SS	S	S	S	S	S	TS	S	TS	KS
5	S	SS	S	S	S	S	KS	S	STS	S
6	SS	SS	S	S	S	KS	KS	SS	S	S
7	SS	SS	S	SS	S	S	STS	S	KS	S
8	SS	SS	SS	SS	S	SS	STS	S	KS	S
9	SS	SS	S	S	SS	S	KS	S	TS	S
10	SS	SS	SS	SS	S	S	STS	S	KS	KS
11	SS	SS	SS	SS	SS	SS	TS	S	KS	TS
12	SS	SS	S	SS	S	SS	TS	S	TS	S
13	SS	SS	S	SS	SS	KS	KS	SS	KS	KS
14	SS	SS	S	S	S	KS	KS	S	KS	S
15	S	SS	SS	SS	SS	S	TS	S	TS	S
16	SS	SS	S	S	S	S	TS	S	KS	S
17	SS	SS	SS	SS	SS	SS	STS	S	STS	SS
18	SS	SS	SS	SS	S	S	KS	S	S	S
19	S	SS	S	SS	SS	S	TS	S	KS	S
20	SS	SS	SS	SS	SS	SS	TS	SS	KS	TS
21	SS	SS	S	S	SS	SS	KS	SS	S	KS
22	SS	SS	S	S	SS	SS	STS	S	TS	SS
23	SS	S	S	S	S	KS	TS	S	TS	TS
24	SS	SS	S	SS	SS	S	KS	S	TS	KS
25	S	S	S	S	SS	S	TS	S	TS	S
26	S	S	S	S	SS	S	TS	S	TS	S
27	S	S	S	SS	SS	S	STS	S	TS	S
28	S	SS	S	SS	SS	SS	KS	S	STS	TS
29	STS	SS	SS	S	SS	S	SS	S	SS	SS
30	STS	SS	S	SS	S	TS	KS	TS	SS	S

Table 3. Point calculation table Compensation Aspects of 30 respondents

No. Responden	Compensation									
	1	2	3	4	5	6	7	8	9	10
1	S	S	S	S	S	S	SS	SS	S	S

2	S	S	S	S	TS	S	SS	SS	S	S
3	SS	SS	SS	SS	SS	SS	SS	SS	SS	SS
4	S	S	SS	S	SS	S	SS	SS	S	SS
5	S	S	SS	S	S	STS	SS	SS	S	S
6	SS	SS	SS	KS	S	S	SS	SS	SS	SS
7	S	S	SS	S	KS	SS	SS	SS	S	S
8	S	S	KS	KS	KS	S	KS	KS	KS	KS
9	S	S	S	S	SS	S	S	S	SS	S
10	S	S	S	S	S	S	S	SS	SS	S
11	S	SS	S	SS	KS	SS	SS	SS	SS	SS
12	SS	S	SS	SS	SS	S	SS	SS	SS	S
13	SS	S	SS	SS	TS	SS	SS	SS	S	S
14	S	S	S	S	KS	S	SS	SS	S	S
15	S	S	S	S	S	S	S	S	S	S
16	S	S	S	S	S	S	S	S	S	S
17	SS	SS	SS	SS	STS	SS	SS	SS	SS	SS
18	S	S	KS	S	S	S	SS	SS	KS	SS
19	SS	KS	S	SS	S	S	SS	SS	S	S
20	SS	S	KS	SS	KS	SS	SS	SS	SS	SS
21	KS	S	S	KS	S	SS	SS	SS	SS	SS
22	SS	S	SS	SS	KS	SS	SS	SS	SS	SS
23	S	S	S	S	S	S	S	S	S	S
24	S	S	S	S	KS	S	SS	SS	S	SS
25	S	S	SS	S	S	S	SS	SS	S	SS
26	S	S	SS	S	S	S	SS	SS	S	SS
27	S	KS	KS	KS	S	SS	S	SS	S	S
28	KS	S	S	SS	SS	S	SS	SS	S	SS
29	S	S	SS	S	SS	S	S	SS	S	S
30	S	S	SS	S	SS	S	SS	SS	S	S

Table 4. Point calculation table Productivity Aspects of 30 respondent

No. Responden	Productivity									
	1	2	3	4	5	6	7	8	9	10
1	S	KS	S	S	SS	S	S	S	S	S
2	S	TS	KS	S	SS	S	SS	S	S	SS
3	SS	SS	SS	SS	SS	SS	SS	SS	SS	SS
4	SS	KS	S	SS	S	S	S	S	SS	S
5	SS	KS	TS	S	S	S	S	S	SS	SS

6	SS	KS	KS	S	SS	S	S	SS	S	SS
7	SS	STS	SS	S	S	S	SS	S	SS	S
8	SS	STS	SS	SS	SS	SS	SS	SS	S	SS
9	S	SS	KS	SS	S	SS	S	S	S	SS
10	S	TS	S	S	S	S	S	S	S	S
11	SS	KS	SS	SS	SS	SS	SS	SS	SS	SS
12	S	TS	SS	SS	SS	SS	SS	S	S	S
13	S	TS	KS	S	S	S	SS	S	SS	SS
14	S	KS	S	S	S	S	SS	S	S	S
15	S	KS	S	S	S	S	S	S	S	S
16	S	TS	S	S	S	S	S	S	S	S
17	SS	STS	SS	SS	SS	SS	SS	SS	SS	SS
18	SS	KS	SS	SS	SS	SS	S	SS	S	S
19	S	TS	SS	SS	S	SS	SS	KS	S	S
20	SS	TS	KS	SS	S	SS	S	S	SS	S
21	SS	KS	SS	SS	SS	SS	SS	SS	SS	SS
22	SS	KS	S	SS	SS	SS	SS	S	S	SS
23	S	S	S	S	SS	SS	S	S	S	S
24	S	TS	S	SS	SS	SS	SS	SS	SS	KS
25	SS	TS	S	S	SS	SS	SS	SS	SS	SS
26	SS	TS	S	S	SS	SS	SS	SS	SS	SS
27	S	TS	S	SS	S	S	KS	S	SS	S
28	SS	TS	S	S	SS	S	S	S	SS	S
29	SS	S	TS	S	S	SS	SS	S	S	SS
30	SS	S	STS	S	SS	S	SS	SS	S	S

RESPONDENTS AMOUNT ANALYSIS

In the following bar chart graph can be seen the total accumulated amount of measurement measurements for each point in each aspect in total. on the bar graph the symbols "SS" (really like), "S" (like), "KS" (less like), "TS" (don't like), "" STS "(very dislike).

a. Product Moment Correlation Test (Partial Test)

To calculate whether the relationship between variable x1 (Performance Appraisal) and variable y (Productivity of Lecturers and Staff) is significant or not, it can be seen through the calculation that the result is 0.807. The calculation results above = 0.807 is the result of the correlation between the variable x1 (performance appraisal) and the variable y (lecturer and employee productivity) is positive, because the r count is greater than the table (0.807 > 0.361). To calculate whether the relationship between variable x2 (Compensation) and variable y (Productivity of Lecturers and Staff) is significant or not, it can be known through calculation and the results of 0.706. The calculation result above = 0.706 is the result of the correlation between the variable x2 (performance appraisal) and the variable y (lecturer and staff productivity) is positive, because the r count is greater than the table (0.706 > 0.361). The calculation result above = 0.725 is the result of the correlation between the variable x1 (performance evaluation) and the variable x2 (compensation) is positive, because the r count is greater than the rtable (0.725 > 0.361)

b. Hypothesis of Partially Test or t-Test

To find out the value of this coefficient is significant or can not be calculated and the results of the above calculation = 7.227, with an error level of 5% and dk = 28 obtained price table = 2.048, then the correlation coefficient is significant, because tcount is greater than the table (7.227 > 2.048). The calculation results above = 5.268, with an error level of

5% and dk = 28 obtained the value of ttable = 2.048, then the correlation coefficient is significant, because tcount is greater than ttable (5.268 > 2.048). The calculation results above = 5.578, with an error level of 5% and dk = 28 obtained the value of t table = 2.048, then the correlation coefficient is significant, because tcount is greater than the table (5.578 > 2.048).

c. Double Correlation (Simultaneous Test)

Then to find out the correlation between variables x1 (Performance Assessment) and x2 (Compensation) on the Productivity of Lecturers and Staff (y) in FKIP-UISU, whether significant or not, can be calculated using multiple correlation analysis the following results are obtained. The results of these calculations are the values obtained from the calculation of the correlation between the variables x1 (performance appraisal) and x2 (compensation) together with the variable y (lecturer and employee productivity) which is 0.826 which means it has a positive relationship because the r count is greater than the rtable (0.826> 0.361). Based on the table, it is known that = 0.826 is at the coefficient interval 0.80 - 1,000, then the relationship of variable x1 (performance appraisal) with variable x2 (compensation) which is jointly correlated with variable y (lecturer and employee productivity) is included in the category very strong relationship.

d. Simultaneous hypothesis test or F-test

To see whether the coefficient can be generalized, the significance must be tested through calculations and the value of Fcalculate = 28.890 this value is then consulted with Ftable with a 5% error level based on the numerator dk = k (2) and dk the denominator = nk-1 (27), then obtained Ftable = 3.35. These results indicate that Fcount is greater than Ftable, 28.890> 3.35. Because the price of Fcount is far greater than the price of Fable, the proposed Zero Hypothesis (H0) is rejected and the Alternative Hypothesis (Ha) is accepted.

e. Determinant Test (D)

Furthermore, to see which variable is the most influential between performance appraisal and compensation for the productivity of lecturers and staff at the Teaching and Education Faculty of the Islamic University of North Sumatra, Medan, a determinant test (D) was conducted with the following results:

D = x 100%

D = (0.826) 2 x 100%

D = 0.6815 x 100%

D = 68.15%

From the results of these calculations it can be concluded that the productivity of lecturers and staff at the Teaching and Education Faculty of the Islamic University of North Sumatra, Medan is influenced by variables outside the contribution of this study such as leadership, communication, and Occupational Safety and Health (K3).

4. CONCLUSION

Based on the results of the descriptions above, the following conclusions can be drawn:

(1) Performance Appraisal is an effort to identify, measure (assess) and manage (management) to determine decisions about success or failure in carrying out work carried out by workers with work standards set by the company.

(2) Compensation for the organization/company means appreciation/reward to workers who have contributed in realizing their goals, through activities called work.

(3) Total productivity is nothing but the ratio of what is produced (output) to all what is used (input) to obtain these results.

(4) In accordance with the analysis and evaluation obtained, that the performance appraisal has a significant influence or role on the productivity of lecturers and staff at the Teaching and Education Faculty of the North Sumatra Islamic University in Medan which can be seen from the calculated value of rtable (0.807 > 0.361). Where the effect is positive. Then compensation has a significant role or influence on the productivity of lecturers and staff at the Teaching and Education Faculty of the Islamic University of North Sumatra, Medan, which can be seen from the calculated value of rtable (0.706 > 0.361). and has a positive influence. Whereas performance appraisal has influence or a significant role in compensation in the Teaching and Education Faculty of the Islamic University of North Sumatra, Medan, which can be seen from the size of the rtable (0.725 > 0.361).

(5) Based on the calculation of the value of Fcount = 28.890 this value is then consulted with Ftable with a 5% error level based on the numerator dk = k (2) and the denominator dk = n-k-1 (27), then Ftable = 3.35 is obtained. These results indicate that Fcount is greater than Ftable, 28.890> 3.35. Because the price of Fcount is far greater than the price of Fable, the proposed Zero Hypothesis (H0) is rejected and the Alternative Hypothesis (Ha) is accepted.

(6) According to the results of these calculations it can be concluded that the productivity of lecturers and staff at the Teaching and Education Faculty of the Islamic University of North Sumatra, Medan is influenced by the performance evaluation and compensation variables of 68.15%, while 31.85% is influenced by other variables.

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