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The Effect of Motivation and Remuneration on Employee Performance with Leadership Style as a Moderating Variable at Dr Wahidin Sudiro Husodo Hospital, Mojokerto City

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Abstract: The purpose of this study was to analyze and determine the Effect of Motivation and Remuneration on Employee Performance with Leadership Style as a Moderating Variable at Dr Wahidin Sudiro Husodo Hospital, Mojokerto City. By using the census sampling technique, the number of respondents was 176 people. The results of the study showed that the Effect of Motivation on Employee Performance at Dr Wahidin Sudiro Husodo Hospital, Mojokerto City. Based on the assumption model test, it states that Motivation with an estimate regression weights value of 0.2010965, a standard error of 0.1429466, a critical ratio (t-table) of 3.4067947 and a significance probability value (P-value) of $0.019 \leq 0.05$. The Effect of Remuneration on Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Based on the assumption model test, it states that Remuneration with an estimate regression weights value of 1.4355248, a standard error of 0.9432325, a critical ratio (t-table) of 4.521920 and a significance probability value (P-value) of $0.012 \leq 0.05$. Leadership Style Moderates Motivation on Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Based on the assumption model test, it states that Leadership Style moderates Motivation on Performance with a Sobel test value of 1.80895669 and a significance probability value (P-value) of $0.05 \leq 0.05$. Leadership Style Moderates Remuneration on Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Based on the assumption model test, it states that Leadership Style Moderates Remuneration on Performance with a Sobel test value of 2.69121543 and a significance probability value (P-value) of $0.05 \leq 0.05$.

Keyword: Motivation, Remuneration, Performance, Leadership Style.

INTRODUCTION

RSUD dr Wahidin Sudiro Husodo Mojokerto City is a Work Unit within the local government environment that is formed to provide services to the community in the form of

providing goods and/or services that are sold without prioritizing profit, and in carrying out its activities based on the principles of efficiency and productivity. RSUD dr Wahidin Sudiro Husodo Mojokerto City is a hospital located at the western end of the border between Mojokerto city and Mojokerto district, precisely in Surodinawan sub-district, Prajuritkulon district which is the westernmost side of the city bordering Sooko sub-district, Mojokerto district. Initially, this hospital was located on Jalan Pahlawan, Balongsari sub-district, located in the heart of Mojokerto city, which was originally a type C hospital.

According to David (2017, p.86) The basic functions of management are divided into five, namely planning, organizing, motivating, employee placement and controlling. Motivation can be defined as the process of influencing people to complete specific goals. One of the employees who can develop themselves and be creative in their work. One of the important problems for leaders in an organization, Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City, is how to motivate employees to do good work. Gomes (1997) said that motivation has a very large influence on employee performance. If employee motivation is low, then the work results or performance are also low.

Research in various countries shows that there is a relationship between motivation and performance. Kiruja (2013) stated that employees are dissatisfied with the compensation or payments made by their company and their work environment. The results of his research prove that motivation has an influence on employee performance at the Public Sector Intermediate Technical Training Institution in Kenya. Muogbo (2013) in his research found that there was a significant relationship between extrinsic motivation and worker performance, while intrinsic motivation and performance had no influence. Likewise with other studies conducted by researchers in Indonesia. Some of them are: Sugianto (2011), Runtuwene (2011), and Mahardhika (2013), in their research found that motivation has an influence on employee performance.

Where in RSUD dr Wahidin Sudiro Husodo Mojokerto City, human resource development is always carried out through training, both held by this agency itself and by other agencies. Employees have their respective duties so that superiors only provide direction to their employees in each of their jobs. However, in reality there are still many personnel problems at RSUD dr Wahidin Sudiro Husodo Mojokerto City such as problems of inequality or differences in workload and also jealousy between employees with ASN, PPPK, and BULD status since this remuneration was issued. This indicates that the provision of remuneration is not in accordance with employee expectations so that it does not affect their performance.

The relationship between leadership style and remuneration is that the amount of employee remuneration itself is determined by their respective superiors. Where this remuneration system is given based on a certain grade or class of position without considering the level of education, ability, and length of service as well as the status of ASN, PPPK and BULD employees. So that the leadership style of the superior can strengthen or weaken the relationship between remuneration and employee performance. Employees involved in the problem always argue because of economic motives. The motivation of employees to work is to achieve and expect welfare so that they will perform well. But they are more tempted by the material that is promised by certain parties who violate the rules. So that this motivation ultimately does not improve employee performance. What happened at the dr Wahidin Sudiro Husodo Hospital, Mojokerto City should have been known by the superiors and become their responsibility. So that an idealistic, inspiring, intellectual leadership style, and having personal attention to its employees, will strengthen the relationship between employee motivation and performance. Based on the explanation that has been mentioned in the background above, the author wants to conduct a study entitled "The Influence of Motivation and

Remuneration on Employee Performance with Leadership Style as a Moderating Variable at the dr Wahidin Sudiro Husodo Hospital, Mojokerto City".

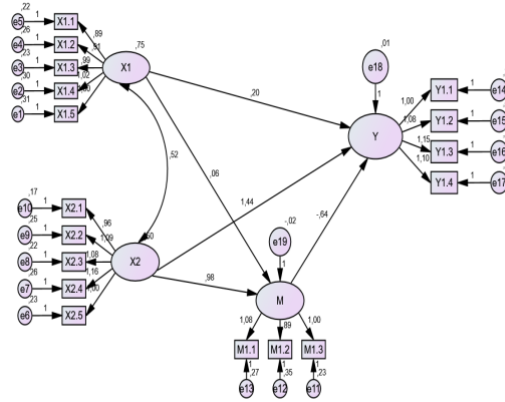
METHOD

This type of research is quantitative research. This research is an observational study conducted on a number of objects according to their actual conditions, without any interval from the researcher. This research design uses a cross-sectional method approach. With a population of 176 people. The census sampling technique means that all populations are used as samples in the study

RESULTS AND DISCUSSION

No. Item Pertanyaan	r_{hitung}	Keterangan
Lingkungan Kerja (X1)		
1	0,752	Valid
2	0,736	Valid
3	0,783	Valid
4	0,785	Valid
5	0,756	Valid
Remunerasi (X2)		
1	0,711	Valid
2	0,764	Valid
3	0,763	Valid
4	0,788	Valid
5	0,719	Valid
Gaya Kepemimpinan (Z)		
1	0,749	Valid
2	0,707	Valid
3	0,784	Valid
Kinerja Pegawai (Y)		
1	0,662	Valid
2	0,720	Valid
3	0,801	Valid
4	0,686	Valid

No	Variabel	Alpha	Keterangan
1	Motivasi	0,921	Reliabel
2	Remunerasi	0,915	Reliabel
3	Gaya Kepemimpinan	0,828	Reliabel
4	Kinerja Pegawai	0,867	Reliabel



			Estimate	S.E.	C.R.	P	Label
M	<---	X1	,0629622	,0836226	2,7529335	,0314899	
M	<---	X2	,9802394	,1277073	7,6756733	***	
Y	<---	M	,6447858	,9927943	1,6494657	,0510374	
Y	<---	X1	,2010965	,1429466	4,4067947	,0194883	
Y	<---	X2	1,4355248	,9432325	3,5219205	,0120290	
X1.5	<---	X1	1,0000000				
X1.4	<---	X1	1,0188124	,0885360	11,5073286	***	
X1.3	<---	X1	,9878715	,0820366	12,0418316	***	
X1.2	<---	X1	,9138079	,0811562	11,2598620	***	
X1.1	<---	X1	,8931685	,0768338	11,6246830	***	
X2.5	<---	X2	1,0000000				
X2.4	<---	X2	1,1567238	,1023758	11,2987999	***	
X2.3	<---	X2	1,0802062	,0952578	11,3398190	***	
X2.2	<---	X2	1,0875205	,0979187	11,1063614	***	
X2.1	<---	X2	,9639547	,0839465	11,4829591	***	
M1.3	<---	M	1,0000000				
M1.2	<---	M	,8888260	,0932832	9,5282584	***	
M1.1	<---	M	1,0842025	,0941778	11,5122996	***	
Y1.1	<---	Y	1,0000000				
Y1.2	<---	Y	1,0778845	,1282251	8,4061922	***	
Y1.3	<---	Y	1,1496180	,1115644	10,3045262	***	
Y1.4	<---	Y	1,1022111	,1114854	9,8865922	***	

DISCUSSION

First Hypothesis Motivation on Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis, based on the assumption model testing, it states that Motivation with an estimate regression weights value of 0.2010965, a standard error of 0.1429466, a critical ratio (t-table) of 3.4067947 and a significance probability value (P-value) of $0.019 \leq 0.05$. Second Hypothesis Remuneration on Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis, based on the assumption model testing, it states that Remuneration with an estimate regression weights value of 1.4355248, a standard error of

0.9432325, a critical ratio (t-table) of 4.521920, then a significance probability value (P-value) of $0.012 \leq 0.05$

The Third Hypothesis Leadership Style Moderates Motivation for Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis, based on the assumption model testing, it states that Leadership Style Moderates Motivation for Performance with a sobel test value of 1.80895669, then a significance probability value (P-value) of $0.05 \leq 0.05$.

The Fourth Hypothesis Leadership Style Moderates Remuneration for Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing, it states that Leadership Style Moderates Remuneration on Performance with a Sobel test value of 2.69121543 and a probability significance value (P-value) of $0.05 \leq 0.05$.

CONCLUSION

- 1 The Influence of Motivation on Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City, critical ratio (t-table) 3.4067947 then the significance value of probability (P-value) $0.019 \leq 0.05$.
- 2 The Influence of Remuneration on Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City, critical ratio (t-table) 4.521920 then the significance value of probability (P-value) $0.012 \leq 0.05$.
- 3 Leadership Style moderates Motivation on Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City with a sobel test value of 1.80895669 then the significance value of probability (P-value) $0.05 \leq 0.05$.
- 4 Leadership style moderates remuneration on employee performance at Dr Wahidin Sudiro Husodo Regional Hospital, Mojokerto City with a Sobel test value of 2.69121543 and a probability significance value (P-value) of $0.05 \leq 0.05$.

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