



THE EFFECT OF COMPENSATION AND COMPETENCE ON THE PERFORMANCE OF *AD HOC* EMPLOYEES AT THE OGAN ILIR DISTRICT ELECTION COMMISSION

Sofyan, Marlina Widiyanti, Muhammad Yusuf, Agustina Hanafi

Student of Master Management, Sriwijaya University, Palembang, Indonesia

Email: sofyan.10608@gmail.com, marlinawidiyanti68@yahoo.co.id m.yusuf@polsri.ac.id, agustinahanafi@fe.unsri.ac.id

ABSTRACT

This study was conducted to determine the effect of compensation and competence on the performance of *ad hoc* employees at the General Election Commission of Ogan Ilir district. The population in this study is all *ad hoc* employees of KDP for the 2024 election at the Ogan Ilir Regency KPU which amounts to 80 employees and 5 commissioners to measure employee performance. So the total population in this study is 85 employees and all of them are samples used in this study using the census method. The results of multiple linear regression analysis show that compensation and competence have a positive and significant effect on employee performance. Compensation, agencies can provide salaries that are differentiated based on the level of education of employees so that employees who have a higher level of education can have a more adjusted salary difference. Competence, the role of superiors in providing motivation and morale, in addition, the provision of material, direction or training in accordance with employee needs as a provision for employees in facing challenges and changes that occur.

Keywords: Compensation, Competence, Employee Performance

INTRODUCTION

Human resources are the main asset for organizations that become planners and active actors of various activities in the organization. Human resources have thoughts, feelings, desires, status, and educational settings whose mindset can be brought into an organizational environment. So the success of an organization is supported by compensation and career development opportunities given to members of the organization. In developing the company at this time, it is required to implement good human resource management to produce high-quality employees. Human resource management is the development and utilization of employees in order to achieve selective individual, organizational, community, nation, and international goals and objectives (Panggabean, 2021).

The General Elections Commission of the Republic of Indonesia (abbreviated as KPU RI) is State institutions who organizes election at Indonesian. As mandated by the constitution, the administration of general elections is carried out by a general election commission that is

national, permanent, and independent. The national nature reflects that the working area and responsibility of the KPU as the organizer of the General Election covers the entire territory of the Unitary State of the Republic of Indonesia. The fixed nature shows the KPU as an institution that carries out its duties continuously even though it is limited by a certain tenure. The independent nature confirms that the KPU in holding General Elections is free from the influence of any party.

Likewise with the District/City KPU, in carrying out the task of organizing General Elections, the Ogan Ilir Regency KPU forms or appoints *ad hoc employees* to assist in the implementation of General Election activities, both presidential elections, members of the People's Representative Council of the Republic of Indonesia (DPR RI), Regional Representative Council (DPD), provincial People's Representative Council (DPRD), and district/city DPRD.

One of the *ad hoc employees* formed and appointed by the Ogan Ilir Regency KPU for the 2024 election is the District Election Committee (PPK). This KDP member was formed in 2022, considering that the 2024 election stage has begun in 2022. The number of KDP members for the 2024 election appointed by the KPU of Ogan Ilir Regency is 80 people spread across 16 districts in Ogan Ilir Regency, where each sub-district consists of 5 people.

The compensation received by members of the KDP KPU of Ogan Ilir Regency has increased every year, although not too significantly. However, the compensation in the form of honorarium is still below the Ogan Ilir District Minimum Wage (UMK).

Table 1.1. Honorarium of Ad Hoc Employees of KDP and UMK Ogan Ilir

No.	Year	Honor		UMK Kab. Ogan Ilir
		Head	Member	
1.	2019	IDR 1,850,000	IDR 1,600,000	IDR 2,805,751
2.	2020	IDR 2,200,000	IDR 1,900,000	IDR 3,043,111
3.	2022	IDR 2,500,000	IDR 2,200,000	IDR 3,144,446

Source: KPU Ogan Ilir Regency

Table 1.1 shows the amount of honorarium received by *ad hoc* KDP employees and the amount of UMK Ogan Ilir in the three election periods. It can be seen that there is an increase in the salary of *ad hoc* KDP employees every election period, where in 2019 it was Rp 1,850,000 for the Chairman of the KDP and Rp 1,600,000 for KDP Members. Then in 2020 it increased to IDR 2,200,000 for KDP Chairmen and IDR 1,900,000 for KDP Members. Finally, in 2022 it will increase again to IDR 2,500,000 for KDP Chairmen and IDR 2,200,000 for KDP Members. Likewise with UMK Ogan Ilir, there is an increase every year. In 2019 it was IDR 2,805,751, increased to IDR 3,043,111 in 2020, then increased again to IDR 3,144,446 in 2022. From the description above, it can be seen that there is a considerable difference between the honorarium of *ad hoc* members of KDP and UMK Ogan Ilir, where the honorarium of *ad hoc* employees of KDP is much lower than UMK Ogan Ilir.

The *ad hoc employees of the* KDP for the 2024 General Election recruited by the Ogan Ilir Regency KPU did not fully have competence related to the implementation of the election at the time of recruitment. After being elected and appointed as members of the KDP, then they are given training related to their duties and authority in elections.

Table 1.2. Recapitulation of the Number of Ad Hoc Employee Applicants for KDP KPU Ogan Ilir Regency

No.	Year	Applicants		Sum
		Man	Woman	
1.	2019	107	78	185
2.	2020	292	118	410
3.	2022	432	152	584

Source: KPU Ogan Ilir Regency

Table 1.2 above shows a significant increase in the number of applicants for *ad hoc* employees of the KPU KPU Ogan Ilir Regency in the three periods of holding elections. In 2019, the number of applicants was 185 people, then increased in 2020 to 410 people. Finally, in 2022 it increased again to 584 people. The performance of the KPU of Ogan Ilir Regency can be seen based on key performance indicators that are adjusted to strategic planning documents and can be measured by various indicators.

Literature Review

Compensation

Providing proper compensation will have a positive effect on employees, because it is undeniable that compensation is the main goal for most employees who work in a company. Employee compensation is any form of payment or reward that is given to employees and arises from their employment (Dessler, 2019).

Competence

According to Spencer (2017) Competence is a basic characteristic of an individual that is causally related to *criterion referenced effective* and/or very high performance in a job or situation.

Employee Performance

Performance is a result achieved by employees in their work according to certain criteria that apply to a job (Robbins & Judge, 2019).

RESEARCH METHODS

In this study, the population is all *ad hoc* employees of KDP for the 2024 election at the Ogan Ilir Regency KPU which amounts to 80 employees and 5 commissioners to measure employee performance. So the population in this study is 85 employees. The determination of the number of samples used by the authors in this study is by census method (saturated sample) which is a sampling technique when all members of the population are used as samples. In this study, the respondents used were all *ad hoc* employees of KDP for the 2024 election at the Ogan Ilir Regency KPU totaling 80 employees and 5 commissioners to measure employee performance. So the number of samples used in this study was 85 employees.

RESULTS AND DISCUSSION

The value of *degree of freedom* (df) = $n - k = 85 - 3 = 82$ and 0.05 then obtained the value for this research data is 1.989. The results of the analysis can be explained as follows: The value of the compensation variable (X_1) 2.102 and the significance value of 0.039 then the value of $>$ namely ($2.102 > t_{\text{tabel } t_{\text{hitung } 1.989}}$) or the value (Sig.) $0.000 < 0.05$. This means that compensation has a significant effect on employee performance at the KPU of Ogan Ilir Regency. This proves that the first hypothesis of compensation has a positive and significant effect is acceptable. The value of the compatibility variable ($X_{t_{\text{hitung } t_{\text{tabel } t_{\text{hitung } 2}}}}$) is 8.052 and the significance value is 0.000, then the value of $>$ is ($8.052 > 1.989$) or the value (Sig.) $0.000 < 0.05$. This means that competence has a significant effect on employee performance at the KPU of Ogan Ilir Regency. This proves that the hypothesis of both competency has a positive and significant effect is acceptable. $t_{\text{hitung } t_{\text{tabel}}}$

The Effect of Compensation on Ad Hoc Employee Performance at the KPU of Ogan Ilir Regency

The results of the analysis obtained in this study show that compensation has a positive and significant effect on employee performance so that the first hypothesis can be accepted. The results of this study are in line with the results of research from (Claudio, 2023); (Chao, 2023); (Hassan, 2022); (Touma, 2022); (Darmadi et al., 2022); (Marcelia et al., 2022); (Ybnu & Nasirin, 2021); (Aji & Reyzak, 2021); (Arismunandar & Khair, 2020); (Ningrum et al., 2020); (Fitria et al., 2019); (Lubis, 2019); and (Manik, 2019), which shows the result that compensation has a positive and significant effect on employee performance.

Based on respondents' responses to the salary indicator given by the agency according to the level of education I have, it showed the lowest value of 3.74. It is alleged that some employees said that the salaries given by the agency were not in accordance with the level of education owned by ad hoc employees at the KPU of Ogan Ilir district. Based on direct interviews with several respondents who are ad hoc employees of the KPU Ogan Ilir district said that the salary given was felt not to be in accordance with the level of education, especially in Diploma and Strata-1 education, where employees expect the salary given to be adjusted to the level of education they have because this is the main factor for employees in carrying out work. If the salary given is not in accordance with employee expectations, employees cannot provide maximum performance.

The indicator of providing official vehicles to meet work interests showed the highest score of 4.17. This shows that the agency provides official vehicle facilities to support and fulfill work interests for ad hoc employees of the KPU Ogan Ilir district. Official vehicles provided by agencies in supporting and meeting the needs of employees in carrying out work are in accordance with expectations, where official vehicles are always available, proper vehicle conditions and continuous updates. At the KPU Ogan Ilir district provides a wide selection of types of official vehicles, both 2-wheeled vehicles (motorcycles) and 4-wheeled vehicles (cars).

The Effect of Competency on Ad Hoc Employee Performance at the KPU of Ogan Ilir Regency

The results of the analysis obtained in this study show that competence has a positive and significant effect on employee performance so that the second hypothesis can be accepted. The results of this study are in line with the results of research from (Claudio, 2023); (Chao, 2023); (Levenson, 2023); (Tucker & Cofsky, 2023); (Marcel, 2023); (Anakpo, 2023); (Nur, 2023); (Simamora, 2023); (Kessi, 2022); (Gah, 2022); (Bustan, 2022); (Hajid, 2022); (Swanson & Kim,

2020); and (Papa, 2020), which shows the results that competence has a positive and significant effect on employee performance.

Based on the results of respondents' responses to the indicator I am interested in doing challenging tasks, it shows the lowest value of 3.88. It is alleged that ad hoc employees at the Ogan Ilir district KPU were not interested in the challenging task. Based on direct interviews with several respondents, ad hoc employees of the KPU Ogan Ilir district are accustomed to monotonous and stable work, where employees do not like challenging jobs. This is also an input for the role of superiors in motivating employees to be ready for various types of challenges that exist in work so that employees can easily accept and undergo challenging tasks.

In the indicator I have the initiative to learn and develop shows the highest score of 4.22. This shows that the ad hoc employees of the KPU of Ogan Ilir district have the initiative to learn and develop better. Ad hoc employees of KPU Ogan Ilir district have the willingness to continue to learn and develop, which is felt to be positive. Employees will try to upgrade their abilities, skills, experience and education to provide better abilities than before.

CONCLUSION

Compensation has a positive and significant effect on the performance of Ad Hoc employees at the KPU of Ogan Ilir Regency. Competency has a positive and significant effect on the performance of Ad Hoc employees at the KPU of Ogan Ilir Regency.

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