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THE EFFECT OF REWARD, POLICY, AND WAGES ON THE EMPLOYEE PERFORMANCE IN "SITI KHODIJAH" HOSPITAL SEPANJANG INDONESIA Muhammad Anang Firmansyah
Fakultas Ekonomi dan Bisnis, Universitas Muhammadiyah Surabaya
anangfirmansyah.61@gmail.com ABSTRACT

The Siti Khodijah Sepanjang Hospital is a Charity Health Business owned by Persyarikatan Muhammadiyah.

The BPJS procedure that must be carried out by the hospital is quite complicated and the lack of information for BPJS users, such as nurses inpatient rooms must always monitor the ceiling limit limit of BPJS rates and the difficulty of referring to other hospitals whose classes are above Siti Khodijah Hospital. . This study uses a descriptive quantitative approach.

Data analysis of this study uses multiple linear regression analysis which is processed using the SPSS for Windows program. The sampling technique in this study used proportionate stratified random sampling and samples were 64 employees The results of this study are reward, policy and and wages have a significant effect simultaneously on the employee performance in Siti Khodijah Sepanjang Hospital.

Second, the most dominant variable influencing employee performance in Siti Khodijah Sepanjang Hospital is wages variable. Keywords: Performance, Awards, Company Policies and Administration, Wages. INTRODUCTION Employees in Indonesia work with a variety of motivations. Like getting a monthly salary, company policy, awards, developing potential, achievements, etc.

The potential of Human Resources is essentially one of the most important capital and promotions in achieving company goals. Therefore, managing HR can not be equated with managing machinery, materials, funds, etc. that are technical. The problem at the moment is the government health program for the Indonesian people, such as the Social Security Organizing Body (BPJS), which was previously known as Askes (health insurance). Then counted in 2014, Askes began to change its name to BPJS Health.

This government program is enough to make many hospitals have trouble with this. The problem is the procedure that must be carried out by the hospital is quite complicated and the lack of information for BPJS users, such as nurses inpatient rooms must always monitor the ceiling limit limit of BPJS rates and the difficulty of referring to other hospitals whose classes are above Siti Khodijah Hospital.

LITERATURE REVIEW Reward are to attract capable people to join organizations, keep workers from coming to work, and motivate workers to achieve high-level performance (Gibson, Ivancevich, and Donnelly, 2000 in Wibowo 2013). Reward can change someone and trigger increased motivation. Mahsun (2006) there are four alternative norms of reward giving so that they can be used to trigger employee motivation and productivity Policy is a general guideline for making decisions. Policy is the limit for decisions, determining what can be made and closing what cannot be made.

In this way, the Policy of channeling the members' thoughts to be consistent with the goals of the organization (Handoko, 2003).

Rivai (2005) in Khoiriyah's research (2009) "Wages are as fair and reasonable remuneration given to workers for their services in achieving organizational goals". Wages are direct financial rewards paid to employees based on working hours, the amount of goods produced or the amount of services provided.

So, unlike salary, which is relatively fixed, wages can change.

Hasibuan (1999) provides a definition or definition of basic wages as remuneration that is paid periodically to permanent employees and has a definite guarantee.

Mangkunegara (2013) "performance comes from the words Job Performance and Actual Performance.

The definition of performance is the quality and quantity results achieved by an employee in carrying out their duties in accordance with the responsibilities given to him ". While Kasmir (2016) stated that performance is the work and work behavior of a person in a certain period. Rivai and Basri, (2005) Performance is the result or overall success rate of a person during a certain period in carrying out a task compared to various possibilities, such as work standards, targets or targets or performance that has

been determined in advance and mutually agreed upon.

Maharjan (2012), performance is a result achieved because it is motivated by and satisfied with the work they do. STATEMENT OF THE PROBLEM Based on the background described, formulations of the problem are as follows: 1. Does Reward significantly affect Employees Performance? 2. Does Policy significantly affect Employees Performance? 3.

Does Wages significantly affect Employees Performance? OBJECTIVE OF THE STUDY Based on the background of the study and the formulation of the problem which has been described previously, the objectives to be achieved in this study are as follows: To test and analyze the effect of Reward on Employees Performance To test and analyze the effect of Policy on Employees Performance To test and analyze the effect of Wages on Employees Performance HYPOTHESES Based on the problem formulation proposed, theoretical foundation, framework of thinking process and the proposed conceptual framework, research hypotheses are formulated as follows: H1: Reward significantly affects Employees Performance at Siti Khodijah Hospittal. H2: Policy significantly affects Employees Performance at Siti Khodijah Hospittal.

H3: Wages significantly affects Employees Performance at Siti Khodijah Hospittal.

RESEARCH METHOD In this study using a quantitative research approach that is a research approach with emphasis on testing data. The data used are primary data in the form of questionnaires and interviews and secondary data in the form of documentation (employee performance evaluation, organizational structure, employee data, etc.) as supporting data that can be used to support primary data.

Data analysis technique used in this study is multiple linear regression analysis, analysis of reliability and validity, analysis of multiple determination coefficients, multiple correlation coefficients, t test and F test to determine the effect of variable rewards (X1) and company policies and administration (X2) , wage (X3) on employee performance (Y).

The population in this study were 181 employees and the sample size were 64 employees using the sampling technique which was propotionate random sampling.

Conceptual Framework RESULTS AND DISCUSSIONS VARIABLE _ITEM _r counts
_DECISION __Reward (X1) _1 _0,871 _Valid __ _2 _0,855 _Valid __ _3 _0,846 _Valid __ _4
_0,887 _Valid __ _5 _0,878 _Valid __ Policy (X2) _1 _0,868 _Valid __ _2 _0,781 _Valid __ _3
_0,830 _Valid __ _4 _0,795 _Valid __ _5 _0,858 _Valid __ Wages (X3) _1 _0,712 _Valid __ _2
_0,700 _Valid __ _3 _0,755 _Valid __ Employees Performance (Y) _1 _0,770 _Valid __ _2
_0,817 _Valid __ _3 _0,867 _Valid __ _4 _0,859 _Valid __ _5 _0,803 _Valid __ _6 _0,825
_Valid __ The r table value is obtained from calculating the value of $df = N - 2$.

Then the r table is obtained by looking at $df = 64 - 2 = 62$ that is 0.246. So that the data obtained from the study shows that each indicator is stated in the variables X1, X2, X3 and Y valid, this is proven that from each indicator where $r > r_{table}$.

VARIABLE _Alpha Cronbach's Coefficient _DECISION _X1 _0,952 _Reliable _X2 _0,933 _Reliable _X3 _0,851 _Reliable _Y _0,940 _Reliable _ _ The data obtained from the study showed that the variables of Award (X1), Work Environment (X2), Company Policy and Administration (X3) and Employee Performance (Y) had an alpha coefficient of cronbach's above 0.6 so that it proved reliable.

Results of Multiple Linear Regression Analysis: Coefficientsa

_Model	_Unstandardized Coefficients	_Standardized Coefficients	_t	_Sig.	_Collinearity Statistics	_B	_Std. Error
1	(Constant)		-.230	.738		-.312	.756
	Reward	.478	.115	.386	.4	144	.000
	Policy	.458	.135	.358	.3	401	.001
	Wages	.499	.209	.247	.2	390	.020

_a.

Dependent Variable: Employee Performance _ It can be seen that the regression equation produced is as follows: The regression formula used is: $Y = -0,230 + 0,478X1 + 0,458X2 + 0,499X3 + e$ Based on the analysis of the regression coefficient value, it can be concluded that: The value of the dependent variable Employee Performance (Y) can be seen from the constant value of -0.230 with a note that if the independent variables reward (X1), Policy (X2), and Wages (X3) do not affect the dependent variable Employee Performance (Y) The influence of independent variables reward (X1) on Employee Performance (Y) when viewed from the magnitude of the regression coefficient of 0.478 it can be interpreted that every change in the variable Award (X1) is one unit then the Employee Performance variable (Y) will increase by 0.478 with variable records Policy (X2) and Wages (X3) remain.

The influence of independent variables Policy (X2) on Employee Performance (Y) when viewed from the magnitude of the regression coefficient 0.458 it can be interpreted that every change in Policy variable (X2) is one unit then the Employee Performance variable (Y) will increased by 0.458 with variable notes reward (X1) and wages (X3) fixed.

Influence of independent wages variables (X3) on employee performance (Y) when viewed from the magnitude of the regression coefficient of 0.499 it can be interpreted that every change in wages variable (X3) is one unit then the Employee Performance variable (Y) will increase by 0.499 with variable records reward (X1) and Policy(X2) remain. ANOVAa

_Model	_Sum of Squares	_Df	_Mean Square	_F	_Sig.
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_1_Regression_1965,510_3_655,170_247,664_000b_ _Residual_158,724_60
 2,645 _Total_2124,234_63_ _a. Dependent Variable: Employee Performance
 _b. Predictors: (Constant), Reward, Policy, Wages
 F count value (247,664) > F table (2,758) This shows that Reward (X1), Policy (X2), and
 Wages (X3) simultaneously or together have the same **effect on Employee Performance**
 (Y). _Coefficientsa_ _Model_ Unstandardized Coefficients_ Standardized Coefficients_ t
 _Sig.

Collinearity Statistics _B_ Std. Error_ Beta_ _Tolerance_ VIF_ _1_ (Constant) _-,230
 738 _-,312_ ,756_ _Reward_ ,478_ ,115_ ,386_ 4,144_ ,000_ ,144_ 6,957_ _Policy
 458 ,135_ ,358_ 3,401_ ,001_ ,113_ 8,873_ _Wages_ ,499_ ,209_ ,247_ 2,390_ ,020
 117 8,578_ _a.

Dependent Variable: Employee Performance _
 Value of t count (4,144) > table (2,000) This shows that partially the variable Reward (X1)
effect on Employee Performance (Y). **The value of t count** (3.401) > table (2,000) This
 shows that partially the Policy variable (X2) has an **effect on Employee Performance** (Y).
Value of t count (2,390) > table (2,000). This shows that partially the wages variable (X3)
effect on Employee performance (Y).

Based on the regression coefficient and the t test carried out on the three dependent
 variables, **it can be concluded that the** dominant variable **effect on Employee**
 Performance (Y) is the wage variable (X3) **with a regression coefficient** of 0.499. Then
 followed by variable Reward (X1) with regression coefficient 0.478 and the last variable is
 Policy (X2) **with a regression coefficient** of 0.458.

The **results of this study indicate that** partially the variable of Reward (X1) **effect on**
Employee Performance (Y) with **the value of t count** (4,144) > table (2,000). This means
 that if the award program is implemented properly, it will improve Employee
 Performance. This is also in line with the results of Omtinah's (2013) and Susanto (2015)
 research that Reward significantly effect on Employee Performance.

The **results of this study** also show that partially variable of Policy (X2) **effect on**
Employee Performance (Y) with **the value of t count** (3,401) > table (2,000). This means
 that if Policy issued by a leader is considered wise and benefits employees, it will
 improve Employee Performance. This is in line with the results of Pratama's research
 (2011) **that there is a significant** effect of hygiene factors and motivators on police work
 motivation, which in hygiene factors is one of the indicators studied is company policy .

The results of this study also show that partially variable of wages (X3) effect on Employee Performance (Y) with the value of t count (2.390) > table (2,000). This means that if a given wages increases, it can also improve Employee Performance.

CONCLUSION Based on the results of research testing two conclusions can be drawn to answer the following problem formulation: 1.

Reward, Policy, Wages have a significant effect simultaneously on Employee Performance in Siti Khodijah Sepanjang Hospital. 2. Among the variables of Reward, Policy, Wages, the most dominant variable influencing Employee Performance at Siti Khodijah Sepanjang Hospital is the wages variable. RECOMMENDATIONS Based on the results of the study, suggestions proposed are as follows: 1.

As we know that Wages, Policy, as well as wages are factors that effect on Employee Performance, it is expected that at Siti Khodijah Hospital Sepanjang it is necessary to pay attention to these Wages factors to further improve Employee Performance. 2. To improve Employee Performance optimally, it should continue to make improvements and supervision of employees, to maintain and improve the quality of human resources for employees in the inpatient rooms of Siti Khodijah Hospital Sepanjang. 3.

Siti Khodijah Hospital Sepanjang also needs to pay attention to Reward factors, Policy and to motivate employees to improve Employee Performance. 4. To the next researchers it is suggested that the unit of analysis be further deepened, both variables and research indicators, so that it can further sharpen the results that the authors have obtained in this study. REFERENCES [1] Al-amin, M. N. (2015).

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