THE EFFECT OF REWARD, POLICY, AND WAGES ON THE EMPLOYEE PERFORMANCE IN “SITI KHODIJAH” HOSPITAL SEPAJANG 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 Hospital. H2: Policy significantly affects Employees Performance at Siti Khodijah Hospital. H3: Wages significantly affects Employees Performance at Siti Khodijah Hospital.

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 proportionate random sampling.

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 t 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 counts > 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 _Beta _ _ _ _Tolerance _VIF _ _1 _ (Constant) _-2.230 _738 _-2.312 _756 _ _ _ _ _ _ _ _ _ _ Reward _4.78 _115 _4.144 _000 _144 _6.957 _ _ Policy _4.58 _135 _3.58 _3401 _001 _113 _8.873 _ _ _Wages _499 _209 _247 _2390 _020 _117 _8.578 _ _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 increase 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.
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). Coefficients _ _Model _Unstandardized Coefficients _Standardized Coefficients _t _Sig.

Collinearity Statistics _ _B _Std. Error _Beta _ _ _Tolerance _VIF _ _1 _(Constant) _-0,230 _0,738 _ _-312 _0,756 _ _ _ _ _ _Reward _0,478 _ _1,115 _ _0,386 _ _4,144 _ _0,000 _ _1,144 _ _6,957 _ _ _ _ _ _Policy 0,458 _ _135 _ _358 _ _3,401 _ _001 _ _113 _ _8,873 _ _ _ _ _ _Wages _0,499 _ _ _ _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.


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