

# Influence Compensation, Motivation and Work Ethics to Performance Employee Directorate General Right Asasi Man Jakarta South

**Nurlaily Dariati<sup>1</sup>, Herry Krisnandi<sup>2</sup>, Kumba Digdowiseiso<sup>3\*</sup>**

<sup>1,2,3\*</sup> Management Study Program, Faculty of Economics and Business, National University Jakarta, Indonesia

E-mail: <sup>1</sup>nurlailydariati@gmail.com, <sup>2</sup>herrykrisnandi@civitas.unas.ac.id,

<sup>3\*</sup>kumba.digdo@civitas.unas.ac.id

## Abstract

Analyzing study following aim To use analyze about influence compensation, motivation And ethics Work to performance employee Directorate General Right Asasi Man. Type study use technique quantitative, method descriptive And method analysis data with use inferential analysis of multiple linear regression and using primary data in the form of a closed questionnaire to 100 respondents assisted by using application SPSS program version 23.0. As there is influence positive as well as from analysis prove that three variable free own influence on variable dependen. From results study This expect company For notice And evaluate Good from performance employee so Can increase more become Good And effective related Which can influence it.

Keywords: Compensation, Motivation, Ethics Work and Performance Employee

## INTRODUCTION

In the current era of globalization, every organization needs resources quality human beings, this is so that they can compete with other organizations other. Human Resources is an important component and plays a role driving activity in a company or organization. Achievement or success something company always be measured from how much tall level performance his employees. By because that needed source Power man which quality And competent so can compete with organization other. With so management source Power man own task Which must done that is arrange And manage source Power man Which There is in the company to then be directed according to values, goals and culture company. According to Susan (2019) Source Power man in connection this are employees who are always active and dominant in carry out every activity And activity company because employee like planner, implementer and decider realization organization goals.

The word performance is an abbreviation of inner work energy kinetics Language English called with performance. In matter this, say performance generally refers to "job performance" or "actual performance". Means a work performance or actual achievement achieved by someone in operate his duties. So that performance employee is something matter which greatly influences the success of an organization

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or company. Performance is also the result of work functions or activities that are influenced by various factors for reach objective organization in period certain. The activity function referred to here is the implementation of work results or the activities of a person or group over which they have authority and responsibility responsibility in an organization. Implementation of work results or work performance these are directed at achieving organizational goals within a certain time period Tika quoted from Kusumadewi (2013). Directorate Right Asasi Man has the task of carrying out government affairs in the field of human rights for help President in organize government country. On generally naturally matter this related employee which capable, must Can have performance employee Which Good and effective in increase productivity performance of human rights institutions, therefore there is a need evaluation related to the performance of employees working in human rights. Related data performance on employee right basic man can seen on table performance human rights employees to be evaluated and improve development performance his employees,

Compensation reflect effort organization for maintain his employees. Compensation which given to employee very influential on the level of work satisfaction and motivation, as well as results Work. Para employee requires expectations regarding rewards if a certain level of performance is achieved. Hope this determine objective And level performance in Century front. Matter that shows that compensation has an influence on employee performance, this is in line with research conducted by Abu Sari, Fakhry Zamzam and Aaron Syamsudin (2020) which state compensation in a way simultaneous influence employee performance. Meanwhile, from the research conducted by Lilis et al (2018) states that compensation has no effect significant to performance employee. Matter has proven with testing hypothesis.

The next factor that influences employee performance is motivation Work. Motivation is a factor that encourages someone to do something certain activities, therefore, are often interpreted as motivating factors behavior somebody (Istiqomalia, 2018). In move an employee to be in accordance with what an organization desires, it must be understood motivation an employee Work. Because motivation here it is which determine people's behavior to work as well arises needs and objective new. Matter This in line with study which done by Holy Sustainable & Meylani Tuti (2019) which state motivation influential positive and significant impact on employee performance. Meanwhile, from the research conducted by Isnaini Diana Putri Abdullah (2018) states that Motivation using the t test (Partial) negative influence significant to performance employee.

Apart from that, there is another variable that influences employee performance, namely ethics work, Ethics are the principles of implementing regulations towards individuals or something group, specifically standards Which You use to decide how you do something. every employee of course own mark ethics Which owned in organization Good individual or group, where if the company has good ethical values for employees then it can help the company's value in its performance or goals company. Employee with ethics Work which discipline and capable own qualified ethical criteria, then this will help the company recognized by para competitor And company separately become proceed with have good ethical employees. This is in line with research previous is Lilis Suriani (2018) which opinion that Ethics Work influential in a way significant to performance employee. As well as supported by expert opinion according to Kawiana (2020) states that HR activities too can direct change positive on ethics And can hold role important in efforts ethics company. Whereas from study which done by L. Lamere et al (2021) state that ethics Work influential negative and

not significant to performance employee.

This research aims to analyze the influence of compensation, motivation and work ethics on the performance of employees of the Directorate General of Human Rights. The theoretical benefits involve contributing as a reference point for further research in the areas of compensation, motivation, and work ethics. In this way, it is hoped that it will make it easier to obtain solutions and innovation. Practically, companies can use the results of this research as input to improve employee performance and achieve company goals. In addition, this research provides insight and knowledge for writers and readers, which can be used as a basis for further research on the relationship between compensation, motivation, work ethics and employee performance. It is also hoped that the results of this research can be a guide for institutions and a comparison for students conducting research in the future.

## RESEARCH METHODS

This research aims to analyze the influence of compensation, motivation and work ethics on employee performance at the Directorate General of Human Rights. The research objects are permanent employees of the Directorate General of Human Rights. Data collection was carried out through questionnaires, with variables of compensation, motivation, work ethics and employee performance. A sample of 100 employees was selected using the purposive sampling method. Data analysis uses multiple linear regression to find out how much influence compensation, motivation and work ethics have on employee performance. Validity and reliability tests were carried out to ensure data quality. Next, classical assumption tests were carried out, including normality, multicollinearity, autocorrelation and heteroscedasticity tests. The feasibility of the model was tested with the F-test and the coefficient of determination R<sup>2</sup>. Finally, the hypothesis was tested using the t test with a significance value of 0.05.

## RESULTS STUDY AND DISCUSSION

### A. Results Study

#### 1. Results Complete Estimate Study

##### a. Method Analysis

##### 1) Analysis Descriptive

The results of the test are used to determine the average and total values. The total of each variable is Compensation (X1), Motivation (X2), Ethics Work (X3) And Performance Employee (Y). Every variable consists from 4 question which must answered by respondents sake support accuracy data in research being carried out by the author. The following are the results from descriptive obtained:

##### a) Descriptive Variable Compensation

Compensation is all income in the form of money or goods directly or indirectly that employees receive as rewards on service which given to organization. Under this results from average total mean compensation as follows:

**Table 1. Average Total Mean Compensation (X1)**

No	Question	Mean
1	The size wages principal in accordance with work Which done	3.21
2	Wages principal the one I accept has fulfilled need base	3.24
3	Facility office only used For office activities	3.48
4	I feel Can depend on allowance For fulfillmentneed	3.67

<b>Average Total Mean</b>	<b>3.40</b>
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Source: Processed from SPSS 23, 2022

Based on on table 4 obtained results spread questionnaire get perceptions of answers to compensation variables with earnings mean smallest with mark 3.21 And acquisition mean biggest 3.67 with whole earned han total average mean 3.40.

**b) Descriptive Variable Motivation**

Motivation is as pusher for somebody for contribute which as big as possible sake success organization. As well as understanding also achieves the personal goals of the members of the organization concerned. Under this is the result from average totalmean motivation as follows:

**Table 2. Average Total Mean Motivation (X2)**

No	Question	Mean
1	Every employee comes to work before working hoursstarted.	4.24
2	Giving award on performance employee will give motivation Work employee	3.84
3	I No Once sigh in do work	3.80
4	Giving award on performance employee will give motivation Work employee	3.87
<b>Average Total Mean</b>		<b>3.93</b>

Source: Processed from SPSS 23, 2022

Based on on table 2 obtained results spread questionnaire get perceptions of answers to motivation variables with mean resultsthe smallest with a value of 3.80 and the largest mean gain with a value of 4.24 with whole acquisition total mean 3.93.

**c) Descriptive Variable Ethics Work**

Work Ethics are the principles of implementing regulations against individual or something group, specifically standards Which You useto decide how you do something. Below are the results from average totalmean motivation as following:

**Table 3. Average Total Mean Ethics Work (X3)**

No	Question	Mean
1	I always finish amount work with appropriatetime	3.97
2	I obey all regulation Which There is in workplace	3.81
3	I always be careful in finish work	3.85
4	I tried my best to focus deeplydo work.	3.89
<b>Average Total Mean</b>		<b>3.88</b>

Source: Processed from SPSS 23, 2022

Based on on table Which obtained results spread questionnaire get perception answer variable ethics Work with acquisition mean the smallest with a value of 3.81 and the largest mean gain with a value of 3.97 with whole acquisition average mean 3.88.

**d) Descriptive Variable Performance Employee**

Performance the main thing is is something factor for develop organizationally effectively, with the existence of an effective program. Below are the results of the average total mean employee performance as

following:

**Table 4. Average Total Mean Performance Employee (Y)**

No	Question	Mean
1	I capable finish work with appropriate time.	3.95
2	I capable finish work in accordance with target.	3.93
3	I No Can finish work too Lots.	3.90
4	Amount work Which Lots Can done with Good.	3.97
<b>Average Total Mean</b>		<b>3.93</b>

Source: Processed from SPSS 23, 2022

Based on the table, the results of distributing the questionnaire were obtained perception of employee performance variable answers with the smallest mean gain with a value of 3.90 and the largest mean gain with a value of 3.97 overall acquisition average mean 3.93.

**2) Analysis Inferential**

Inferential analysis is an analysis that emphasizes influence The independent variables are compensation, motivation and work ethics for the dependent variable that is performance employee Which mean generalize sample to inPopulation, where the results of this research from a sample can be representative for the population.

**3) Testing Instrument**

**a) Results Validity test**

As is the accuracy of the instrument to measure what is being measured. Regarding  $r_{count} > r_{table}$ , the questionnaire is declared valid and is different if  $r_{count} < r_{table}$ , questionnaire the no valid, use degrees of freedom  $(df) = n-2$  with alpha 0.05. With This set use formulam = 100 (100-2), so results obtained r Table (0.05) =0.196, as follows:

**Table 5. Results Test Validity of Compensation (X1)**

Variable	Question	r Count	r Table	Information
Compensation (X1)	P_1	0.727	0.196	Valid
	P_2	0.707	0.196	Valid
	P_3	0.648	0.196	Valid
	P_4	0.669	0.196	Valid

Source: Processed from SPSS 23, 2022

**Table 6. Results Test Validity Ethics Work (X3)**

Variable	Question	r Count	r Table	Information
Ethics Work (X3)	P_1	0.857	0.196	Valid
	P_2	0.884	0.196	Valid
	P_3	0.873	0.196	Valid
	P_4	0.900	0.196	Valid

Source: Processed from SPSS 23, 2022

**Table 7. Results Test Validity Performance Employee (Y)**

Variable	Question	r Count	r Table	Information
Performance	P_1	0.813	0.196	Valid
	P_2	0.856	0.196	Valid

Employee (Y)	P_3	0.896	0.196	Valid
	P_4	0.858	0.196	Valid

Source: Processed from SPSS 23, 2022

As in the calculation results tested with SPSS23 See the table above that in each of the questionnaire statement items has been submitted to respondents who have a test value that is more than r table. If compare the calculated r with rTable on the 100th N sample, namely 0.196. This meaning that the entire statement on the questionnaire for each variable item can be stated Valid.

**b) Results Test Reliability**

As it should test reliability this done useful for knowing the measurement is looking for a relatively similar result when testing repeated. The testing method is Cronbach's Alpha, if it is a measuring instrument or questionnaire on mark Cronbach's Alpha > 0.60 can is known that his research reliable. However, if Cronbach's Alpha is <0.6, this is the research instrument what is done is not reliable. The test results are from the reliability test results as following:

**Table 8. Results Test Reliability**

No	Variable	Reliability	R Table	Information
1	Compensation (X1)	0.628	0.6	Reliable
2	Motivation (X2)	0.878	0.6	Reliable
3	Ethics Work (X3)	0.901	0.6	Reliable
4	Performance Employee (Y)	0.879	0.6	Reliable

Source: Processed from SPSS 23, 2022

The results from the table above are said to be the value on a questionnaire used, measuring all variables in the research is said to be good or reliable. Because all the variable results are Compensation (X1), Motivation (X2), Ethics Work (X3) And Performance Employee (Y) own Cronbach's Alpha more big with r Table, namely 0.6, it is known that compensation is 0.628, whereas motivation with a value of 0.878, as well as work ethics with a value of 0.901 along with employee performance a number 0.879 It means all over variable can stated reliable or has fulfil test conditions.

**4) Test Assumption Classic**

**a) Results Normality test**

Normality test using the Kolmogorov Smirnov test. Later research results compared to with results mark the crisis. In taking mark test that is significant (sig) >  $\alpha = 0.05$  stated data distribute in a way normal. As The following are the results from analysis that data done:

**Table 9. Results Test Normality  
 One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		100
Normal Parameters a, b	Mean	,0000000
	Std. Deviation	1.60077827

Most Differences	Extreme Absolute	,073
	Positive	,067
	Negative	-,073
Test Statistics		,073
Asymp. Sig. (2-tailed)		,200 c,d

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Corrections.
- d. This is a lower bound of the true significance.

Source: Processed from SPSS 23, 2022

As is known from results on results test normality, is known that the Asymp.Sig (2-tailed) value is 0.200 as in the regression model state that the data distribute with normal because its significance  $0.200 > 0.05$ .

**b) Results Test Multicollinearity**

To detect whether there is multicollinearity or not, it can be seen in VIF and Tolerance values. How to detect that there is multicollinearity in regression model if the result is  $VIF < 10$  or  $tolerance > 0.1$  is hereby declared that multicollinearity does not occur, but if the opposite occurs then it does multicollinearity. As for the results analysis which done like following this:

**Table 10. Results Test Multicollinearity Coefficients <sup>a</sup>**

Model	Collinearity Statistics	Tolerance	
		Tolerance	VIF
1	Compensation (X1)	,941	1,062
	Motivation (X2)	,496	2,017
	Ethics Work (X3)	,495	2,019

a. Dependent Variables: Performance Employee (Y)

Source: Processed from SPSS 23, 2022

As is known from the results of the multicollinearity test in table 4.13 can be seen and stated as an independent variable, namely compensation VIF worth  $1.062 < 10$  and tolerance value  $0.941 > 0.1$ , as well as for motivation has a VIF test value of  $2.017 < 10$  and has tolerance with the value  $0.496 > 0.1$ , and likewise work ethics has VIF results of  $2.019 < 10$  and with a tolerance value of  $0.495 > 0.1$ . The conclusion is that the regression model the stated no multicollinearity occurs.

**c) Results Test Autocorrelation**

Taking decision in test Durbin Watson if there is something relationship between the data then autocorrelation occurs. To detect its occurrence autocorrelation, with use method Durbin Watson (DW). Results comparison produce conclusion as  $dU < dW < 4-dU$ , means It was determined that there was no autocorrelation. In the test results on autocorrelation, writer using statistics Durbin Watson (DW) as follows:

**Table 11. Results Test Autocorrelation  
 Model Summary <sup>b</sup>**

Model	Durbin-Watson
1	1,904

b. Dependent Variables: Performance Employee (Y)  
 Source: Processed from SPSS 23, 2022

As is known, the results of the autocorrelation test in table 4.14 are explained that Durbin Watson (DW) has a value of 1.904 where the value of K or amount the independent variable is 3 and the value of N or sample is 100. So it is known the value of dL is 1.613 and the known value of dU is 1.736. From calculations and comparison with the Durbin Watson table, that the values are in Du as well as  $4 - Du$  is known to be  $dU < dW < 4 - dU = 1.736 < 1.904 < 4 - 1.736 (2.264)$ . As from results test which done Can set that model regression the No happen an autocorrelation.

**d) Results Test Heteroscedasticity**

The regression heteroscedasticity test categorized as good certainly does not happen matter heteroscedasticity. When is known No happen heteroscedasticity somatter the Which Good, so mark significance  $> 0.05$ . As Can know There is or or not heteroscedasticity so in Test Glejser namely doing method aggregate from variable independent to Abs RES. As for test results heteroscedasticity can is known from following results:

**Table 12. Results Test Heteroscedasticity  
 Coefficients <sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	1,904	,807			2,359	,020
	Compensation (X1)	-,047	,040	-,121		-1,160	,249
	Motivation (X2)	-,007	,060	-,018		-,123	,903
	Ethics Work (X3)	,002	,059	,006		,039	,969

a. Dependent Variables: Abs\_RES  
 Source: Processed from SPSS 23, 2022

As is known from the test results carried out in Table 12, namely testing heteroscedasticity using the Glejser Test, then explained model regression on study this can stated No happen heteroscedasticity. All variable independent compensation own magnitude test value with significance worth  $0.249 > 0.05$ , and motivation has a magnitude The significance test value is  $0.903 > 0.05$  and with work ethics the test value is the same worth significance  $0.969 > 0.05$ .

**5) Analysis Regression Linear Multiple**

As aligned with analysis regression linear multiple is known something form analysis discuss so far where influence For variable free (X), namely compensation, motivation and work ethics towards something variable tied to employee performance (Y). In terms of calculating linear regression coefficients multiple tests using the SPSS program, regarding the test results already done can be known as follows:

**Table 13. Results Test Analysis Regression Linear Multiple Coefficients a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,165	1,223		2,589	,011
	Compensation (X1)	,171	,061	,199	2,813	,006
	Motivation (X2)	,225	,091	,240	2,466	,015
	Ethics Work (X3)	,432	,089	,474	4,863	,000

a. Dependent Variables: Performance Employee (Y)

Source: Processed from SPSS 23, 2022

Based on from results test on table 13 show if that compensation, motivation and work ethic variables from the multiple linear regression test is

$$K = 0.199 K + 0.240 M + 0.474 E$$

Interpretation:

Y = Employee Performance K = Compensation

M = Motivation

E = Work Ethics

Based on the results of multiple linear regression, we have conclusions as following:

- a) The regression coefficient value for the compensation variable in the regression equation shows a value of 0.199 if the compensation variable increases by 1% so can interpreted If compensation experience ascension, so performance employee will experience something enhancement as big as 0.199 with assumption variable free other own mark still. Sign positive showing influence which one way between variable independent and variable dependent. It means, variable compensation influential positive and significant to performance employee.
- b) The regression coefficient value for motivation in the regression equation shows a value of 0.240 if the motivation variable increases by 1%, it can be interpreted that if motivation increases, then employee performance will experience an increase of 0.240 assuming the other independent variables have a fixed value. The positive sign indicates a unidirectional influence between the independent variable and the dependent variable. This means that the motivation variable has a positive and significant effect on employee performance.
- c) Mark coefficient regression For ethics Work on matter equality regression showing mark 0.474 If variable ethics Work experience increase 1% so can interpreted If ethics Work experience ascension, so performance employee will experience something enhancement as big as 0.474 with assumption variable free other own mark still. Sign positive showing influence which one way between variable independent and variable dependent. It means, variable ethics Work influential positive and significant to performance employee.

**6) Results Test Appropriateness Model**

**a) Results F test**

Testing the hypothesis using the F test ANOVA which done with see

something level significant or compare the quantities in the calculated F values and table F values. Test on the F statistic has a set significance level of 0.05. As per the criteria in making decisions on the F test if there is a sig value  $< 0.05$  it is said  $H_0$  is rejected and  $H_a$  is accepted, which states that the independent variable has an effect positive and significant for the dependent variable. The results of the F test are as follows following:

**Table 14. Results Test F (ANOVA)**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	307,063	3	102,354	38,733	,000
	Residual	253,687	96	2,643		b
	Total	560,750	99			

a. Dependent Variables: Performance Employee (Y)

b. Predictors: (Constant), Ethics Work (X3), Compensation (X1), Motivation (X2)

Source: Processed from SPSS 23, 2022

As from results test f which done on test ANOVA above, is known that F count with mark 38,733, with have significance 0,000. Noted that F table obtained from value of degrees of freedom df (residual) namely 2.70 at a 5% confidence level ( $\alpha=0.05$ ). The calculated F is stated to be greater than f table ( $38.733 > 2.70$ ) with a significance level of  $0.000 < 0.05$ . Can concluded every variable together influential on variable dependent namely employee performance.

**b) Results Test Coefficient Determination ( $R^2$ )**

In study this coefficient determination for know influence of variables. The higher the value on R Square, the better. Results which approach mark 100% showing that variable give something information needed to make predictions. The test results of the coefficients determination ( $R^2$ ) at table:

**Table 15. Results Test Coefficient Determination**

Model Summary <sup>b</sup>			
Model	R	R Square	Adjusted R Square
1	,740	,548	,533
			RStd. Error of the Estimate
			1,626

a. Predictors: (Constant), Work Ethics (X3), Compensation (X1), Motivation (X2)

b. Dependent Variables: Performance Employee (Y)

Source: Processed from SPSS 23, 2022

As is known from results R Square as big as 0.548 or when in the percentage becomes 54.8%, which means that employee performance variables are influenced by exists variable compensation, motivation as well as ethics Work as big as 54.8% as whereas with the rest Which worth 45.2% influenced by variable others outside regression model has been researched by the author.

**c) Results t test**

Test hypothesis as analysis which done For know influence compensation, motivation, as well as ethics Work on performance employees using a significance level of 0.05. It is known at t table is known through the formula  $df=nk-1$ , namely ( $df=100-3-1=96$ ) it is known that t table worth 1,984, mark results t count is at on significant  $< 0.05$  means  $H_0$  is rejected and  $H_a$  is accepted, which means the proposed hypothesis can be stated accepted. This hypothesis test is carried out by looking for a t test how to compare a calculated t and t table value and  $sig < 0.05$ . As for results test as follows:

**Table 16. Results t test  
Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	3,165	1,223		2,589	,011
	Compensation (X1)	,171	,061	,199	2,813	,006
	Motivation (X2)	,225	,091	,240	2,466	,015
	Ethics Work (X3)	,432	,089	,474	4,863	,000

a. Dependent Variables: Performance Employee (Y)  
Source: Processed from SPSS 23, 2022

As is known from the results of the t test, it is known that it is consistent with an analysis carried out, based on the t test, can be concluded as follows this:

- (1) Testing on hypothesis variable compensation to performance employee with obtain, tcount with mark 2,813 > ttable 1,984 on levelsignificance is  $0.006 < 0.05$ . So it can be concluded that compensation influential positive as well as significant to performance employee Directorate General Human rights.
- (2) Testing on hypothesis variable motivation to performance employee obtained the calculated t value, there is a value of 2.466 > t table 1.984 at level significance worth  $0.015 < 0.05$ . So Can For concluded motivation has a positive and significant effect on the performance of Directorate employees General Human rights.
- (3) Testing on hypothesis variable ethics Work to performance employee obtain the t value calculate by value 4,863 > ttable 1,984 at level significance is  $0.000 < 0.05$ . So the conclusion means that ethics Work influential positive as well as significant to on performance employee Directorate General Rights Human Rights.

**B. Discussion**

**1. Compensation for Employee Performance of the Directorate General of Human Rights Man**

As based on the analysis in this research, this is known that compensation have influence positive as well as significant on performance employee of the Directorate General of Rights Asasi Man. The following is reinforced with from exists results analysis Which is known through a number of testing Which carried out by researchers as well as test results from several tests. Including from results from test t showing that tcount > ttable that is mark t count 2,813 > t table 1.984 and obtained a significant value  $< \alpha = 0.05$ , namely ( $0.006 < 0.05$ ).

Matter the Can withdrawn conclusion that compensation influential positive as well as significant to performance employee on DirectorateGeneral Human rights.

As the results of the research were strengthened by the questionnaire submitted the researchers got an average result of 3.40. Which means Most of the respondents' answers stated that they agreed with compensation. Results than study Which done This Also strengthened from results analysis (Ash Sari, Fakhry Zam Zam And Aaron Syamsudin (2020) compensation, in a way simultaneous influence on performance employee..

This shows that compensation makes employees motivated for always achievement And Work with enterprising from exists giving direct compensation, indirect compensation and non-financial compensation or financial compensation in order to achieve employee work benefits and this is done in order to achieve the goals set by the Directorate General of Human Rights Man. With so that compensation have impact which meaningful for business entities or organizations, it really helps performance employee on institution to improve its productivity which is carried out.

## **2. Motivation to Performance Employee Directorate General Right Asasi Man**

As based on the analysis in this research, this is known that motivation have influence positive as well as significant on performance employee Directorate General Right Asasi Man. Matter following strengthened with from exists results analysis Which is known through a number of testing Which done by researcher as well as results test from a number of testing. Including from results from test t showing that  $t_{count} > t_{table}$  that is mark  $t_{count} 2,466 > t_{table} 1.984$  and obtained a significant value  $< \alpha = 0.05$ , namely  $(0.015 < 0.05)$ . It can be concluded that motivation has an influence positive and significant on employee performance at the Directorate General of Rights Asasi Man.

As the results of the research were strengthened by the questionnaire submitted the researchers got an average result of 3.93. Which means Most of the respondents' answers stated that they agreed with the provision of something motivation will to employee to use can increase performance para employee for can can push para employee Work with maximum in carry out his duties. The results of the research carried out are also strengthened from the results of the analysis (Bayu Saptianingsih (2020) there is an influence joint motivation for the performance of production employees at PT Mrs Meneer Semarang.

As this shows, motivation is a basic factor an employee works well so he can give good effort better than employees to be able to advance the vision and mission of the institution's organization has set.

## **3. Work Ethics on Employee Performance of the Directorate General of Human Rights Man**

As based on the analysis in this research, this is known that ethics Work have influence positive as well as significant on performance employee of the Directorate General of Rights Human Rights. The following is reinforced with from exists results analysis Which is known through a number of testing Which carried out by researchers as well as test results from several tests. Including from results from test t showing that  $t_{count} > t_{table}$  that is mark  $t_{count} 4,863 > t_{table} 1.984$  and obtained a significant value  $< \alpha = 0.05$ , namely  $(0.006 < 0.05)$ . Matter the Can withdrawn conclusion that ethics Work influential positive as well as significant to performance employee on Directorate General Human

rights.

As the results of the research were strengthened by the questionnaire submitted the researchers got an average result of 3.88. Which means most of the respondents' answers stated that they agreed with having one good work ethics in an organization or government institution. Results than study Which done This Also strengthened from results analysis (Agung Budiarto, Yonathan Pongtuluran & Syaharuddin Y (2018) The work ethics variable has a positive and significant effect on employee performance PT. Sustainable Ramayana Sentosa, Tbk. Samarinda Square Branch, which means The better the work ethic in the company, the better the performance will be employee that will be produced.

As is known with para employee which have A Good work ethics will create disciplined and mobile employees with good work ethics to be able to improve performance at the institution operate productivity Which There is on institution government, ethics Work the role as drafter to a number behavior which held. By creating a work ethic, relationships can be created harmony, harmony and mutual benefit between groups as individuals or group or institution.

## CONCLUSION

Based on the results of research regarding the influence of compensation, motivation and work ethics on employee performance at the Directorate General of Human Rights, it can be concluded that these three factors have a positive and significant influence on employee performance. Good compensation, appropriate motivation, and maintained work ethics can influence employee performance effectively. Suggestions for the Directorate General of Human Rights include the importance of paying attention to compensation which can significantly improve employee performance, increasing focus on motivational factors that influence productivity, as well as intensive attention to employee work ethics. As a suggestion for further research, it is recommended to consider expanding research variables to produce more accurate and effective research in the same field of study.

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