

The Effect Of Welfare Benefits Toward Employee Performance At Pt Bank Panin, Tbk In Makassar City

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ABSTRACT

This study aims to determine the effect of welfare benefits toward employee performance at PT. Bank Panin, Tbk in Makassar City. This research is a quantitative research. The population in this study were all employees at PT Bank Panin, Tbk in Makassar City, of 228 people. Then the sample is the author takes 20 percent of the population, of 46 people. Data collection methods are carried out by observation, documentation, and questionnaires. The data analysis technique used is a simple linear regression analysis for hypothesis testing. The results showed that providing welfare benefits to employees had a positive and significant effect on employee performance at PT. Bank Panin, Tbk in Makassar City.

Keywords: Welfare Benefits, Employee Performance.

INTRODUCTION

Human resources are the most important assets in an organization and in an effort to maintain and develop the organization or company. In order to fostering and developing human resources, the element of welfare needs to be taken seriously because employee welfare is a very decisive factor in spurring the spirit of work and productivity of employee. With the increasing performance of employee, it can also support or affect the welfare of the employee, either directly or indirectly.

Welfare materially directly related to employee achievement, and can be provided in the form of compensation, such as transportation allowance, table money, pension allowance, religious holiday allowances, functional allowance, pocket money, bonuses, education allowance, medical allowance, dress uniform, furlough money, and death allowance. Meanwhile, non-material employee welfare can be in the form of providing facilities and services for employees such as the facilities provided by the company. Thus, it can be said that the welfare program consists of two main components, namely: compensation directly related to employee work performance as well as compensation that is not directly related to employee work performance but provided by the company to employees who are seen as additional income.

Providing employee welfare is very meaningful and beneficial for the company and employees. For employees, the provision of welfare is useful for creating harmonious industrial relations between the company and employees, improve employee morale, work discipline, and employee loyalty to the company (credibility, commitment and character). For companies, it can improve work

performance, work efficiency and work effectiveness. Employee welfare programs are very important for the realization of company goals, but employee welfare programs must be prepared based on existing regulations, based on the principles of fairness and guided by the capabilities of a company.

Therefore, PT. Bank Panin, Tbk in Makassar City as one of the companies engaged in the banking sector needs to improve the performance of their employees through a motivational process which is manifested by providing welfare benefits to their employees which in the end is expected to improve employee performance at this company.

LITERATURE REVIEW

Allowances are any additional benefits offered to workers, for example the use of vehicles, free lunch, low or no interest loans, health services, vacation assistance, and high-level share purchase schemes, such as senior managers, companies usually prefer to provide more benefits than increasing salary.

This allowance is only given to those who have certain positions, such as supervisors, chief, managers, or directors. The amount of allowance for each personnel is not the same. It really depends on the work load, the resulting achievements and the weight of the responsibilities carried, the job allowance is usually given together with the basic salary.

Every employee who works outside working hours or employees who work on holidays, or employees who have working hours greater than 8 hours a day, according to government regulations, the employee concerned is unable to receive overtime allowances. The amount of overtime allowances varies greatly, but usually each company has its own regulations that specifically regulate the amount of overtime allowance for each employee they have.

Religious Holiday allowances are income that must be paid by employers to workers or their families who are approaching religious holidays in the form of money or other forms. According to the 1994 government regulation, "everyone who employs other people is called an entrepreneur and is obliged to pay The Religious Holiday Allowances". This regulation does not question whether an entrepreneur is an individual, has limited individuals, a foundation or association. In essence, everyone who employs other people in exchange for wages is obliged to pay the religious holiday allowances.

Welfare is a form of human condition that is able to fulfill various aspects of their life's needs, so that it create a society that is in a safe, secure, peaceful condition, and so on, which concerns things that are positive for human life. Welfare can also be useful. The fulfillment of all aspects of human physical and spiritual needs, which in turn creates happiness in life.

The welfare programs provided by companies, institutions or organizations to employees should be useful, so that they can encourage the achievement of effective company goals. Employee welfare programs should be in accordance with the provisions set by the company and not. Performance according to Sulistiyani (2009: 223) is a combination of abilities, efforts, and opportunities that can be assessed from the results of his work. Meanwhile, according to Bernandin and Russel in Sulistiyani (2009: 223) states that performance is a record of outcomes resulting from certain

employee functions or activities carried out during a certain period of time. In order to achieve the company's goals and objectives, the organization is organized into smaller units, with a clear division of labor, work systems and work mechanisms.

According to Veitzhal (2009: 309) Performance refers to the level of achievement of tasks that make up an employee's job. Performance reflects how well the employee meets the requirements of a job. Often misinterpreted as an effort, which reflects the energy expended, performance is measured in terms of results. Fahmi (2010: 20) definition of performance is the result obtained by an organization whether the organization is profit oriented and non profit oriented generated over a period of time.

Supriyono (2010: 281) argues that: "Performance is a result achieved by a person in carrying out the tasks assigned to him based on skills, experience, and ability as well as time". Veithzal (2009: 312) in his book Human Resource Management company, states that "Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him".

Furthermore, the schematic of this research framework is as follows:

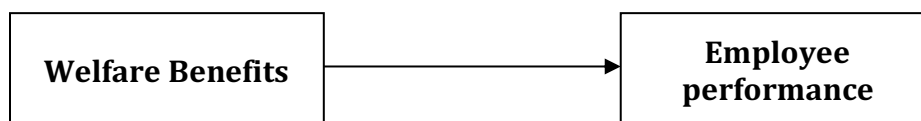


Figure 1. Schematic Framework

RESEARCH METHOD

The research method used is quantitative descriptive analysis. The research sample of 46 employees, namely 20% of the population of 228 employees at PT. Bank Panin Tbk. Data collection method with observation, interviews and documentation. The data analysis technique used is a simple linear regression with the help of a program

RESULT

Table 1. Welfare Benefits to Fulfilling Their Life Needs

Options	Answer category	Frequency	Percentage (%)
A	Very Fulfilling	30	65.22
B	Fulfilling	5	10.87
C	Quite Fulfilling	11	23.91
D	Less Fulfilling	0	0
E	Not Fulfilling	0	0
	Amount	46	100.00

Source: Questionnaire processed data, 2020

Table 2. Benefits Received by Employees Are Given Fairly

Options	Answer Category	Frequency	Percentage (%)
A	Very fair	14	30.43
B	Fair	27	58.70
C	Fair enough	5	10.87
D	Not fair	0	0
E	Unfair	0	0
	Amount	46	100.00

Source: Questionnaire processed data, 2020

Table 3 Receiving welfare benefits on time

Options	Answer Category	Frequency	Percentage (%)
A	Very Precise (5 months)	37	80.43
B	Precise (6 months)	4	8.70
C	Quite Precise (7 months)	5	10.87
D	Less Precise (8 months)	0	0
E	Inaccurate (9 months)	0	0
	Amount	46	100.00

Source: Questionnaire processed data, 2020

Table 4. The Level of Accuracy of Employees Receiving Benefits

Options	Answer Category	Frequency	Percentage (%)
A	Very precise	16	34.78
B	Precise	18	39.13
C	Quite Precise	11	23.91
D	Less precise	1	2.17
E	Inaccurate	0	0
	Amount	46	100.00

Source: Questionnaire processed data, 2020

Table 5. Welfare Benefits Able to Improve Performance

Options	Answer Category	Frequency	Percentage(%)
A	Very Capable	41	89.13
B	Capable	2	4.35
C	Quite Capable	3	6.52
D	Under- Capable	0	0
E	Not Capable	0	0
	amount	46	100.00

Source: Questionnaire processed data, 2020

Based on the data obtained through the questionnaire distributed to the respondents as listed in table 1-5, the results of the analysis from the SPSS process are as follows:

Simple Linear Regression Analysis

Table 6: ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	30,196	1	30,196	3,593	, 065b
	Residual	369,739	44	8,403		
	Total	399,935	45			
Constant: 35,167						
Source: Primary data processed using SPSS Ver.23 for windows, 2020						

Significant levels of trust, in this study the significant level used is 0.05 or 5%, meaning that the level of trust or trustworthiness is 95 percent and the error rate is 5 percent.

Correlation coefficient

Correlation test is used to test whether there is a significant relationship between variable X (welfare benefits) and variable Y (work performance) for more details, it can be seen in the table as follows:

Relationship between Welfare Benefits and Work Performance

To determine the relationship and effect of welfare benefits on employee performance at PT. Bank Panin Tbk in Makassar City, it can be seen in table 7 below:

Table 7: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	, 275a	, 076	, 054	2,89882
a. Predictors: (Constant), Welfare Benefits				

Source: Primary data processed using SPSS Ver. 23 for windows, 2020

In table 7, it can be seen that the correlation coefficient (R) is 0.275, this shows that welfare benefits have a moderate relationship to the work performance of employees at PT Bank Panin, Tbk. Furthermore, the coefficient of determination (R²) shows that the value (R²) is 0.076 or 7.60%, meaning that the welfare benefit variable contributes to the performance of employees at PT Bank Panin, Tbk in Makassar City only 7.60%, while the remaining 92, 40%, influenced by other factors that were not examined in this study such as supervision from the leadership, organizational culture, work atmosphere, and so on.

DISCUSSION

The results showed that the welfare benefits received by employees at PT. Bank Panin, Tbk in Makassar City were in the category quite well. In this case, it can be seen from the welfare allowance itself that it is quite capable of fulfilling daily needs. Receiving welfare benefits that are fair and constant at the time is a factor that can improve employee performance at work. This is consistent with the respondent's answer that the receipt of allowances is given fairly. The reward of a company cannot be separated from the level of employee performance. Therefore, an award is given in the form of an additional salary for employees so that they are motivated to further improve their performance.

The performance at PT. Bank Panin, Tbk in Makassar City is in a good category. In this case it is supported by the quality and quantity of employees, working time and good cooperation.

One of the factors that is a requirement in order to have increased performance is that the employee must have good quality and quantity in completing his work. In terms of quality, an employee must be careful, disciplined and responsible in completing each job, while in terms of quantity, seen from the number of jobs or tasks that can be produced by employees with the completion process on time.

Furthermore, welfare benefits have a moderate relationship with employee performance, while the effect of welfare benefits on employee performance is very small. This shows that PT. Bank Panin Tbk in Makassar City must pay attention to and improve other factors besides welfare benefits in improving employee performance.

CONCLUTION

The provision of welfare benefits to Bank Panin, Tbk in Makassar City is in quite well category. This is viewed from the welfare benefits obtained by employees. The performance of the employees of PT. Bank Panin, Tbk in Makassar City is in a good category by looking at the volume of work, quality and quantity of employees, working time and good cooperation with colleagues.

Welfare benefits have a moderate relationship with employee performance, then the effect is positive but not significant on employee performance at PT. Bank Panin, Tbk in Makassar City. This means that employee performance is not only affected by welfare benefits but is more influenced by other factors which are not investigated in this study.

RECOMMENDATION

The provision of welfare allowances is proven to have a small effect on employee performance, so it is recommended that besides continuing to increase the provision of employee health allowances, it is also recommended to pay attention to other factors that affect employee performance which are not examined in this study such as work environment, leadership, motivation and so on.

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