THE EFFECT OF JOB ATTACHMENT AND INCOME SATISFACTION ON EMPLOYEE PERFORMANCE AT PT. LAMBANG BUMI PERKASA

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Abstract. *Companies that have resources such as assets, machines, and methods cannot provide optimal results if they are not supported by human resources who have more optimal performance in the face of high competition. This study aims to examine the effect partially or simultaneously of variables of job attachment and income satisfaction on employee performance at PT. Lambang Bumi Perkasa. This study took 40 respondents as a sample and used sampling using simple random sampling techniques. The analytical tool used in this study is multiple linear regression. The tests carried out are with classical assumption tests, F tests, and t tests. The results of this study explain that: Work engagement has an influence on Employee Performance at PT. Lambang Bumi Perkasa in Terbanggi Ilir Central Lampung. The Job Attachment has an influence of 34 percent on the Performance of PT. Lambang Bumi Perkasa. Income Satisfaction has an influence on Employee Performance at PT. Lambang Bumi Perkasa in Terbanggi Ilir Lampug Tengah, while Income Satisfaction has an influence of 54.6 percnet on the Performance of PT. Lambang Bumi Perkasa. Work Attachment and Income Satisfaction together have an influence on Employee Performance at PT. Lambang Bumi Perkasa in Terbanggi Ilir Central Lampung.*

Keywords: Work Attachment, Income Satisfaction, Employee Performance

PENGARUH KETERIKATAN PEKERJAAN DAN KEPUASAN PENGHASILAN TERHADAP KINERJA KARYAWAN DI PT. LAMBANG BUMI PERKASA

Abstrak. Perusahaan yang memiliki sumber daya seperti aset, mesin, dan metode tidak dapat memberikan hasil yang optimal jika tidak didukung dengan sumber daya manusia yang memiliki kinerja optimal lebih dalam menghadapi tingginya persaingan. Penelitian ini bertujuan menguji pengaruh secara parsial maupun simultan variabel keterikatan pekerjaan dan kepuasan penghasilan berpengaruh terhadap kinerja karyawan di PT. Lambang Bumi Perkasa. Penelitian ini mengambil 40 responden sebagai sampel dan menggunakan pengambilan sampel menggunakan teknik simple random sampling. Alat analisis yang dipakai dalam penelitian ini adalah regresi linear berganda. Pengujian yang dilakukan yaitu dengan uji asumsi klasik, uji F, dan uji t. Hasil dari penelitian ini menjelaskan bahwa : Keterikatan Kerja (work engagement) memiliki pengaruh terhadap Kinerja Karyawan pada PT. Lambang Bumi Perkasa di Terbanggi Ilir Lampung Tengah. Adapun Keterikatan Kerja mempunyai pengaruh sebesar 34 persen terhadap Kinerja Karyawan PT. Lambang Bumi Perkasa. Kepuasan Penghasilan memiliki pengaruh terhadap Kinerja Karyawan pada PT. Lambang Bumi Perkasa di Terbanggi Ilir Lampug Tengah, adapun Kepuasan Penghasilan mempunyai pengaruh sebesar 54,6 persen terhadap Kinerja Karyawan PT. Lambang Bumi Perkasa. Keterikatan Kerja dan Kepuasan Penghasilan secara bersama-sama memiliki pengaruh terhadap Kinerja Karyawan pada PT. Lambang Bumi Perkasa di Terbanggi Ilir Lampung Tengah.

Kata kunci: Keterikatan Kerja, Kepuasan Penghasilan, Kinerja Karyawan.

INTRODUCTION

Companies that have resources such as assets, machines, and methods cannot provide optimal results if they are not supported by human resources who have more optimal performance in the face of high competition. So, the company can get something that competing companies want. The resources in question are human resources. The success of an organization is largely determined by the human element in its company. Effective and efficient control of human resources will produce optimal performance of the company, both in terms of income and expenditure. One of the factors that affect the success rate of an enterprise is employee performance(Ardanti & Rahardja, 2017).

Employee performance is the result of someone's work to achieve these goals. According to(Widia & Rusdianti, 2018), employee performance is a work practice carried out by an employee as a basis for assessing employees and organizations. If there is a decrease in employee performance, it also has an impact on company performance.

Performance is influenced by individual factors, organizational factors and psychological factors, a concept that discusses the positive psychological side of human relations to their work, is engagement (Jufrizen, 2013).

Employee engagement with their work (work engagement) is an important aspect that must be present in employees. Work engagement is a condition in which members of an organization identify with work and employees devote what they have to completing their tasks to the best of their ability (Yusniawan & Permana, 2018).

Stated that the understanding of work engagement is a force that motivates employees to improve higher performance, this power is in the form of a sense of pride in having work, commitment to the company or organization, commitment in carrying out attachment, related to work engagement, income satisfaction in the company also has an important role that has an impact on employee performance(Kristine, 2017).

There are various factors that affect performance including salary or income. In everyday life, the terms salary and wages are often known so that there are some people who consider the two terms the same but there are also those who distinguish them. According to (Jufrizen, 2013) salary is actually also wages only a little difference, salary is the amount of money received and it is certain and the time is always right, for example every month, an employee will receive a certain amount of money called salary, while wages are the amount of money he receives is not always the same or certain and the time is not always right. So it is clear that the difference between salary and wages is a guarantee of punctuality and certainty of the amount of money he receives,

the higher the salary, the more his performance will increase.

Research conducted by (Darmawan & Mardikaningsih, 2021) states that the level of salary will affect employee performance. According to (Wibowo, Suseno, & Sutarno, 2019) the higher the salary or income level will make performance increase, this in the compensation literature found strong evidence that individual incentives, salary levels and bonuses will make better performance for employees, compensation levels or salaries.

Income satisfaction or salary according to (Widia & Rusdianti, 2018) theory, income satisfaction is defined as the level of satisfaction with the salary received by employees compared to employee expectations. Satisfaction with salary is based on employee expectations of the salary, meaning that when the salary received matches or exceeds the employee's expectations it causes the employee to feel satisfied with the salary, but if vice versa then satisfaction with the salary is low.

Company performance is an important thing that must be achieved by every company anywhere, because performance is a reflection and the company's ability to manage and allocate its resources. A good performance measurement system is a set of performance measures that provide the company with useful information, thus helping to manage, control, plan, and implement the activities carried out by the company. With the performance measurement, the company is expected to be able to survive and follow the existing competition and development.

For example, at PT. PT. Lambang Bumi Perkasa, which is addressed at Flygi Ilir Village, Bandar Mataram District, Central Lampung Regency, is a company engaged in the palm oil mill business that has thousands of employees. The income of its employees also varies with the job attachment of each individual employee at PT. The symbol of the Mighty Earth which certainly produces diverse performances.

THEORETICAL BASIS

Corporate Strategy

According to Muliawan, (2017) mentioned that strategy is a united, thorough and integrated plan that links company excellence to environmental challenges and which is designed to ensure that the company's main objectives can be achieved through proper implementation by the company.

In some studies involving Blue Ocean strategy visualizes a company's current strategic position in the market space, but also helps map out future strategic strategies, companies and their managers focus their primary attention on the big picture rather than drowning in numbers and getting caught up in operational details(Wibowo et al., 2019).

Work Engagement

According to (Sakarit, 2021), work engagement is a positive, satisfying, work-related state of mind characterized by passion, dedication, and absorption. According to Bakker work engagement, how workers carry out their work to spend time and energy (vigor), making their work as something fun so that concentration is focused on their work (absoption). So work angegement is a condition where employees have an attachment to their work that makes the mind positive with the emergence of high spirits, feel proud of their work, and concentrate fully on their work.

Income Satisfaction (salary)

Salary is a remuneration in the form of money received by an employee as a consequence of his position as a cariawan who has contributed and also his mind to achieve a goal for the company. Salary is all salaries paid by a company to its employees. Managers, administrative employees, and also sales employees. Salary is a provision of financial payments to employees as a reward for the work they have done and also as a motivation for the implementation of activities in the future.

Salary is income that is usually received by a person and can be used to meet his needs. Salary is also not the only motivation for achievement, but salary can be said to be important because it can encourage employees to excel, so that the high and low salary given to employees will affect employee performance and loyalty to the company.

Employee Performance

Employee performance is a work result that can be achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity and time. Work performance is a combination of three important factors, namely the ability and interest of a worker, the ability and acceptability of the explanation of task delegation, and the role and level of motivation of a worker. The higher the three factors above, the greater the work performance of the employee concerned (Yusniawan & Permana, 2018).

The notion of employee performance as the last measure of an employee's success in carrying out his work. Employee performance shows a behavioral result that is assessed by several criteria or quality standards of a work result. This quality problem is related to the good and bad results done by employees. If employee behavior provides work results in accordance with standards or criteria set by the organization, employee performance is classified as good, and vice versa if employee behavior provides work results that are less or not in accordance with the standards set by the organization, employee performance can be said to be less good(Ariffin & Said, 2016).

RESEARCH METHODS

Data analysis in this study is quantitative analysis, which is an analysis method with numbers that can be calculated or measured and in the process using statistical tools. Statistics itself is a scientific method used to collect, manage, analyze, and interpret data in the form of numbers then draw conclusions on the data, where the data is presented in the form of tables, graphs or figures.

The management of statistical data in this study used the SPSS application version 21. In order to obtain data from respondents well, questionnaires as research data collection instruments must meet the requirements of validity and reliability. For this reason, the questionnaire must first be tested for the level of validity and reliability.

The object of research is the problem of work attachment, income satisfaction and employee performance. With the object of all employees at PT. Lambang Bumi Perkasa is 120 people as a population, consisting of 70 people as permanent employees and 50 people as contract employees.

Provides a limitation that for the number of populations above 100 can be taken a sample size of 10% - 25% but for a population of less than 100 people, the number of samples is taken as a whole. From some of the theories from the experts above, the author takes Arikunto's theory, namely if the population is above 100 people, the size of the sample taken is 10% - 25%. So judging from the total number of employees of PT. Lambang Bumi Perkasa above as many as 40 people will be sampled in this study as many.

Multiple linear regression analysis is an analysis that aims to determine the presence or absence of a dependency relationship, and the direction of the dependency relationship between two or more independent or independent variables (X) with the dependent or dependent variable (Y) whether positive or negative. Multiple linear regression analysis aims to predict or categorize the value of the dependent variable if the value of the known independent variable increases or decreases.

RESEARCH RESULTS AND DISCUSSION

To find out how far the value of the bound variable (Y), namely Employee Performance, changes if the value of the independent variable (X1), namely Work Engagement, is changed by one unit, regression analysis is used.

Table. 1. The Effect of Work Engagement on Employee Performance

Model	Unstandardized Coefficients		Unstandardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	14.994	6.641		2.258	.031
X1	.693	.170	.583	4.064	.000

Based on the simple linear regression table above can be entered into the equation: Y = 14.994 + 0.693 X1 The meaning is that every time there is an addition to the value of the Work Attachment variable by 1 point, it will increase Employee Performance by 0.693 points.

From the t-Test output in table 4. It can be seen that the value of t count is: 1.857 when compared with t table at the real level of 95% and a = 0.05 which is 0.19 then t calculate > t table so that it can be concluded that there is an influence between the variable Work Attachment on the variable Employee Performance of PT. Lambang Bumi Perkasa in Terbanggi Ilir Central Lampung is accepted.

The condition of Work Engagement shows that the respondent's answer interval is between 40-44 with a good category. Based on the results of this study, the opportunity to increase Work Attachment is still very open, it is proven that there are still very few respondents who choose the very good category 18% of all responses to this study. For this, it is necessary to improve Work Attachment to PT. Lambang Bumi Perkasa in Terbanggi Ilir Lampug Tengah so that this Work Attachment activity can be carried out as well as possible so that employees can improve their performance.

Table. 2. The Effect of Income Satisfaction on Employee Performance

Model	Unstandardized Coefficients		Unstandardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	17.333	6.641		4.347	.000
X2	.629	.170	.739	6.199	.000

Based on the simple linear regression table above can be included in the equation: Y = 17.333 + 0.629 X2 The meaning is that every time there is an addition of value to the Income Satisfaction variable by 1 point, it will increase Employee Performance by 0.629 points.

From the t-Test output in table 4. Visible i tcount i: 4,360. When compared with ttable at the real level of 95% and a = 0.05, which is 0.19, then calculate the ttable > so that it can be concluded that there is an influence between the variable of Income Satisfaction on Y Performance of PT. Lambang Bumi Perkasa in Terbanggi ilir Central Lampung is accepted.

Job Income Satisfaction Conditions at PT. Lambang Bumi Perkasa based on respondents' answers is still quite good. This condition must be maintained and the opportunity to increase Income Satisfaction is still very open, this is evidenced by the few respondents who choose very good, which is only 13.5% of all research respondents. For this reason, attention is needed from the head of the company PT. Lambang Bumi Perkasa in Terbanggi Ilir Central Lampung to further increase the income of its employees so that employees can further improve their performance.

Job Income Satisfaction Conditions at PT. Lambang Bumi Perkasa based on respondents' answers is still quite good. This condition must be maintained and the opportunity to increase Income Satisfaction is still very open, this is evidenced by the few respondents who choose very good, which is only 13.5% of all research respondents. For this reason, attention is needed from the head of the company PT. Lambang Bumi Perkasa in Terbanggi Ilir Central Lampung to further increase the income of its employees so that employees can further improve their performance.

Table. 3. Hypothesis Testing of the Effect of Variable X1 (Work Attachment) and Variable X2 (Income Satisfaction) on Variable Y (Employee Performance)

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	310.653	2	155.327	22.409	.000a
Residual	214.874	31	6.931		
Total	525.527	33			

In the Anova output (analysis of Variance) above, you can see the calculated f value of 22.409. When compared with the ftable at the real level of 95% and a = 0.05 which is 12.32, then f calculate the > of the table so that it can be concluded that there are positive and significant influences between the variables of Work Attachment and Income Satisfaction together on the variable Employee Performance at PT. Lambang Bumi Perkasa is flown by Lampung ilir is being received.

Employee Performance shows that the respondent's answer interval is between 41-43 with a fairly good category. This condition must be improved because based on the results of the study, the opportunity to improve Karywan Performance is still very open. Hard work from all parties, especially in terms of employee job income satisfaction so that the company improves its Employee Work Engagement in order to improve its Employee Performance.

This can be done because every time there is an addition of value to the Income Satisfaction variable, it will increase Employee Performance. And every time there is an addition of value to the variables of Income Satisfaction and Work Attachment, together it will improve Employee Performance. Based on the results of multiple linear regression, it can be seen that the value of the Occupational Attachment regression coefficient is the smallest, while the largest is the Income Satisfaction regression coefficient. This shows that the contribution of the Job Attachment variable is higher (dominant) when compared to the Income Satisfaction variable. For this reason, if you want to improve Employee Performance, you should improve the quality of Work Engagement first and then improve Employee Income Satisfaction in order to improve Employee Performance at PT. Lambang Bumi Perkasa in Terbanggi Ilir

Central Lampung.

CONCLUSION AND IMPLICATION

Based on the results of the study, the following conclusions were obtained 1) Work engagement has an influence on Employee Performance at PT. Lambang Bumi Perkasa in Terbanggi Ilir Central Lampung.; 2) 2. Income Satisfaction has an influence on Employee Performance at PT. Lambang Bumi Perkasa in Terbanggi Ilir Lampug Tengah; and 3) 3. Work Attachment and Income Satisfaction together have an influence on Employee Performance at PT. Lambang Bumi Perkasa in Terbanggi Ilir Central Lampung.

Based on the conclusions that have been drawn and also based on the description of the research results, the author gives the following implications 1) To improve Work Attachment, it is necessary to pay attention to the smallest statement indicators, namely: I am willing to work more than is usually expected to help the company. For this reason, companies must pay more attention to employees who have high loyalty like this so that Work Attachment increases again; 2) To improve Income Satisfaction, it is necessary to pay attention to the smallest statement indicators, namely: Overall salary in accordance with effort. Although there are still company employees whose salaries are not sufficient to meet their daily needs, the company must be more concerned about this Income Satisfaction

problem to improve employee performance; and 3) Improvement in Employee Performance, namely in the indicator: Always loyal to the company. Here the company must always give encouragement and encouragement so that employees who already have this kind of dedication can be further improved and who do not have this kind of dedication can be triggered to improve their performance

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