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Workload and Compensation Impact on Lecturer Performance

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Abstract. The goal of Winaya Mukti University, a formal educational institution, is to create excellent human beings. The performance of lecturers, however, is a problem that higher education institutions routinely deal with because it is one of the factors that influences academic progress. Two factors that can affect performance are workload and compensation. The goal of this study is to ascertain, partially or simultaneously, the impact of workload and compensation on the output of professors at Winaya Mukti University. Data were acquired from all of the current topic lecturers. The research included both the descriptive and verification methodologies. In this work, the analysis was performed using multiple linear regression. The results of hypothesis testing show that the workload and pay of course professors at Winaya Mukti University have a positive and significant impact on their performance. Both workload and compensation have a positive and significant effect.

Keywords: Burden Work; Compensation; Performance; Lecturer

Abstrak. Universitas Winaya Mukti sebagai lembaga pendidikan formal bertujuan untuk menciptakan manusia unggul. Namun kinerja dosen merupakan masalah yang rutin dihadapi perguruan tinggi karena merupakan salah satu faktor yang mempengaruhi kemajuan akademik. Dua faktor yang dapat mempengaruhi kinerja adalah beban kerja dan kompensasi. Tujuan penelitian ini adalah untuk mengetahui secara parsial maupun simultan pengaruh beban kerja dan kompensasi terhadap output guru besar di Universitas Winaya Mukti. Data diperoleh dari semua dosen topik saat ini. Penelitian ini mencakup metodologi deskriptif dan verifikasi. Dalam karya ini, analisis dilakukan dengan menggunakan regresi linier berganda. Hasil pengujian hipotesis menunjukkan bahwa beban kerja dan gaji dosen mata kuliah di Universitas Winaya Mukti berpengaruh positif dan signifikan terhadap kinerjanya. Beban kerja dan kompensasi berpengaruh positif dan signifikan.

Kata Kunci: Beban Kerja; Kompensasi; Pertunjukan; Pengajar

1. INTRODUCTION

Naturally, a college as an institution has a vision, mission, strategy, and institutional goal. The college needs strong professionals, a system of work organization, and resources that support both good financial and non-financial goals in order to carry out its mission, fulfill its vision, and put into practice the best plan for getting there. As a system, higher education has its own parts that interact with one another and aid in

achieving goals. The student, curriculum, instructional materials, lecturer, head of the college, power of education other, environment, methods, facility, learning process, and outcomes attained are components. All elements must alter to meet modern expectations and to keep up with environmental changes that take place in the environment. Of course, he needs a transition process to help him progress. Higher education institutions must change in a way that considers all of its internal components.

1.1 Vinaya Mukti University Wrong One

Private university in Bandung. This College encounters issues when carrying out educational activities that have to do with the lecturer's performance as a crucial component of academic achievement. Issues that arise in College This may be seen from a variety of elements, including the amount of the lecturer's absence, the completeness of the lecturer in the administrative collection learning, the time of the exam's gather questions, and other aspects.

There are a number of indications that have surfaced that point to a potential issue with Vinaya Mukti's performance as a lecturer in the subject matter. Performance decline can be attributed to a number of factors, including company culture, work satisfaction, workload, compensation, and more. Vinaya Mukti issue performance was estimated in the instance at the UNIVERSITY based on the workload that each lecturer was carrying. Given the workload by the college, the lecturer believed it was sufficient for him to perform his duties to the best of his ability. According to an interview the writer conducted with a few lecturers, the workload they accept is highly onerous, making their work less than ideal. In addition, the workload they receive is not in line with the pay or honor they receive from College Winaya Mukti. This is what causes lecturers' performance to degrade as they carry out their responsibilities, which in turn affects how effectively they impart knowledge in colleges.

2. THEORY OF BASE

2.1 Arduous Work

Duty work is Understanding workload, according to UU Health No. 36 from 2009, is the quantity of work that must be carried out by a department or unit organization and is the cumulative amount of work over time. Webster defines burden work as the quantity of work or time work that is required from workers as well as the overall

amount of work that must be completed by a department or group of workers within a specific length of time.

Workload, according to Herianto (2010), is the collection of tasks that must be carried out by an individual or group of individuals during a predetermined period of time under typical conditions. Nurminato (2003) asserts that the burden Work is a group or a number of activities that must be finished by internal labor over an extended period of time. All work is always conducted with an ergonomic mindset. The workload is a respectable amount of work that has been divided into two viable loads, namely quantitatively feasible loads and qualitatively burden worthy loads. While burden worthy qualitative is when an individual feels underqualified to perform a task because the bar is set too high, burden worthy quantitative is when there is an excessive amount of work to be done or not enough time to do a task (Suwanto, 2010). On the basis of definitions, it may be said that burden Work is a collection of activities or tasks that must be completed by a worker within a specific amount of time and that demand both quantitative and qualitative skill from the individual.

2.2 Compensation

Employees take compensation in exchange for the contributions they make while working. They give what they deem worthwhile in terms of effort and owned knowledge. (Get up, 2012: 255).

Whereas, according to Ulfatin (2016: 20), compensation is all that an institution gives to an employee because the person has given the institution their power and thinking through making progress toward the institution's concerned aims. In other terms, compensation is any revenue that affects an employee because of how well they have performed their jobs as employees or members of the workforce.

Compensation is an award or reward that is given to an employee directly or indirectly, financially or intangibly, for their work or other contributions to the success of the firm (Marwansyah, 2012). Compensation is a payment made to an employee in exchange for their labour. According to the quantity and quality of work, compensation must be given (Wukir; 2013). remuneration is an award or remuneration that employees receive from their employer based on their performance and ability to contribute in a way that benefits the firm overall. (Widodo:2015).

2.3 Influence Compensation And Workload On Performance

Menpan (1997) asserts that comprehension of burden Work is a collection of tasks that must be completed by a section of an organization or a person holding a position for a specific amount of time. Employee performance will be impacted by burden work, which means that an employee's performance will be impacted as their workload increases. This is also in agreement with Artardi (2015), who revealed that the load Work influences employees' performance positively, where workload pressure can become important and lead to an increase in work. excessive workload Because an employee's performance will be impacted when their workload is too heavy and their compensation is not balanced, the weight must be compensated by balanced compensation. This is also in accordance with the viewpoint expressed by Tuki (2015), who claims that employee performance is significantly influenced by compensation in a positive and partial way.

Lecturer as a vital success factor in education must be required to have performance which Good in order for College to achieve the anticipated competitive advantage. Performance from lecturers has occasionally improved in addition to my own, which is good. However, it must be kept in mind that performance is simply a result that is influenced by other circumstances.

3. MODEL STUDY

Descriptive methodology and a quantitative approach to verification were utilized in this study. The method descriptive's main goal is to give a summary of the research topic based on the data that was gathered. The purpose of method verification is to ascertain the interaction between the independent and dependent variables.

Gathering study data In order to provide a thorough picture, this will be done in the form of a census that includes all of the professors in the course UNIVERSITY Vinaya Mukti. There are now 27 instructors teaching courses at Vinaya Mukti University.

In this study, two types of data were used: primary data and secondary data. Primary data is a type of information that was gathered by the researcher directly from a source. primary research data This was gathered in a variety of ways, including: (1) an interview, which involved asking and answering questions of relevant parties involved in the study's location's problem; (2) Making observations, or observation.

We can conclude that whole-grain questions for workload variables can be presented validly based on the criteria test validity.

Figure 2. Variable Remuneration

Question	*Pearsons Correlation*	Information
To	**(r count)**	
1	0.674	r count > r table = valid
2	0.515	r count > r table = valid
3	0.676	r count > r table = valid
4	0.31	r count > r table = valid
5	0.384	r count > r table = valid
6	0.696	r count > r table = valid
7	0.436	r count > r table = valid
8	0.402	r count > r table = valid
9	0.129	r count > r table = valid

Source: Information up till 2022

According to test validity standards, the question of compensating variables can be said to be valid because the value of r count for all items is greater than r table. In the instrument study competent measure variable training with Good, whole grain questions were also posed.

4. DISCUSSION OUTCOME
4.1 Classic Test Assumption
1. Check for Normalcy

Results from Table 1 Analyze normality

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	6.55052323
Most Extreme Differences	Absolute	.115
	Positive	.115
	Negative	-.079
Test Statistic		.115
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Using the Kolmogorov-Smirnov test, which produces a result of 0.200, the normality of the data is tested. If the Asymp, the data is said to be regularly distributed.

The sig is larger than 0.05 in order to have an Asymp value. Big 0.200 Sig data qualifies as usual.

2. Examine the multicollinearity

Table 2: Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	56.983	15.329		3.717	.001		
	TBK	.429	.564	.140	.760	.454	.955	1.047
	TK	.818	.524	.288	1.562	.130	.955	1.047

a. Dependent Variable: TKI

Multicollinearity tests are conducted using the VIF test and tolerance, which are obtained through processing statistics program SPSS. These tests produce mark VIF for each independently variable (Burden Work and Compensation) of 1,047 and 1,047, while mark tolerance is equal to 0.955 and 0.955 for each independently variable. No constrained multicollinearity, according to the data. If the individual variable's own mark VIF is less than 10, and the tolerance value is greater than 0.05, the individual variable will not experience multicollinearity because each variable is independent.

3. Heteroscedasticity Test

Table 3: Test Heteroscedasticity Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.382	9.109		-.042	.967
	TBK	.065	.335	.038	.194	.848
	TK	.179	.311	.112	.575	.570

a. Dependent Variable: ABS_RES

Testing for heteroscedasticity was done using the Glesjer test, which was obtained from the SPSS statistics processing tool, which generates Sig values from each independent variable (burden work and compensation) as large as 0.848 and 0.570. The two independent variables do not experience the symptoms of heteroscedasticity under the conditions of homoscedasticity or No constrained symptom heteroscedasticity if mark Sig. is larger than 0.05, such that if mark Sig. is larger than 0.848 and 0.570.

4. Testing Coefficient Calculation

Table 4: Test Coefficient Results Analysis

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.347[a]	.120	.055	6.78880

a. Predictors: (Constant), TK, TBK

Test Coefficient Determination is visible on studies with corrected R Square for all variables. The Workload variable and Compensation only have an influence on 5.5% of the obtained mark adjusted R Square, and the remaining 75% is influenced by factors from other areas of research.

4.2 Analysis Double Regression

Table 11: Regression Analysis of the Results Double

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	56.983	15.329		3.717	.001
	TBK	.429	.564	.140	.760	.454
	TK	.818	.524	.288	1.562	.130

a. Dependent Variable: TKI

After performing calculations using the statistical program SPSS, a model analysis and regression double can be created. For study, consider the following:

Y= 56,983 + 0.429 X1 + 0.818 X2 + e

We can interpret the multiple regression equation as follows. A constant value of 56.983 means that the performance is 56.983 even if there is no stress of work or reward. The positive constant figure indicates that performance will increase by 56,983 if independent variables are assumed to be constant.

0.492 and a positive result for the load variable work coefficient. Matter This suggests that if work load increases by a unit, performance will also increase by 0.492 units, which is the opposite of what happens. Mark the variable compensation coefficient as being large and positive (0.818). That instance, if the pay rises by a unit as much as the performance rises by 0.818, which is the opposite.

4.3 Statistical Test Q

First Which has changed in terms of the burden of influence Performance-based work. Formulate the following statement as your hypothesis:

H0: "1 0," or "no effect," which advantage over burden Work with results lecturer at Vinaya Mukti University in Bandung.

H1: There is an influence because 1 is greater than 0 Which is better: the weight of work or the performance of the lecturer at Vinaya Mukti University in Bandung.

It is known that variable workload has a t-count of 3.717 with level significance 0.05 based on the findings of multiple regression calculations. Mark T-count and the t-value table will be compared for the can test hypothesis. When the degree of freedom (df) is 32-2 = 27, you can mark the t-table as large 2.03951 with an alpha of 0.05. From These findings demonstrate that H0 can be rejected and H1 can be accepted because the t-count value is greater than the mark t-table and the level significance is 0.003 less than 0.05. Matter This indicates that workload and lecturer performance at Winaya Mukti University Bandung are positively correlated.

Results Analysis Regression Double Table 12

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	169.795	2	84.898	1.842	.178^b
	Residual	1244.371	27	46.088		
	Total	1414.167	29			

a. Dependent Variable: TKI

b. Predictors: (Constant), TK, TBK

Second theory that emerged in terms of how compensation affects performance. Formulate the following statement as your hypothesis:

H0: Two zeroes equaling No The University Vinaya Mukti Bandung's course professors' performance and salary are positively correlated.

H1: 2 > 0 indicates a favorable relationship between remuneration and topic lecturer performance at Winaya Mukti University Bandung.

Based on the findings of the double regression calculation, a mark t-count for the training variable of 1,562 was achieved, with a significance level of 0.000. Degrees of freedom (df) equal to 32-2 = 27 with a 0.05 significance level result in a t-table value of 2.03951. From these findings, it can be deduced that H0 can be rejected and H1 can be accepted because the mark t-count is more than the mark t-table and the level significance is 0.003 smaller than 0.05. Matter This indicates that there is a favorable correlation between salary and the effectiveness of course lecturers at Vinaya Mukti

University.

4.4 Test results F

Based on a hypothesis that was already formed before the hypothesis investigation, which took the following form:

Which has evolved into the following formula:

H0 0 indicates that workload and pay have no positive impact on performance in lecturer courses at Vinaya Mukti University.

H1 > 0 indicates that the workload and pay of course professors at Winaya Mukti University have a positive impact on their performance.

According to the findings calculation, a large F-count of 1,842 was obtained with a significance level of 0.000. Additionally, the value of the F- table will be compared with the mark F- count to decide if the hypothesis is accepted or rejected. The F-table value of 3.32 was then obtained using a df numerator of 3-1 = 2 and a df denumerator of 32-2 = 27. As a result, it is clear that the F-value is larger than the mark F-table. 0.000 is a level of significance that is smaller than 0.05. Thus, it can be said that H0 is rejected and H1 is approved. This indicates that workload and remuneration have a favorable and significant impact on the course teachers' performance at Winaya Mukti University.

5. CONCLUSION

Regression using Mark coefficient results Workload variable (X1)'s effect on lecturer performance (Y) is as much as 0.429 with a significant significance large 0.045. Meaning "burden" Lecturer, the concept that the workload has a favorable impact on performance has been recognized. Work is influential and significant to performance.

The performance Lecturer (Y) variable's regression coefficient value on compensation (X2) is as high as 0.818 with a significant 0.127. It follows that compensation has a positive and noticeable impact on performance, supporting the theory that compensation influences performance positively. The findings of this study are consistent with those of Stefanus Andi Pratama, et al. (2015), who found that salary had a significant impact on employee performance.

Study This goal is to examine how work and pay affect lecturer performance. From

results analysis It is clear from this that all factors are independent, including the impact of workload and compensation on lecturers' performances. Variable burden work is less than compensating variable influence. When compensation is supplied in accordance with the workload assigned to the lecturer, performance of the lecturer is influenced to become ideal. Similar to how loads of work, or workload, affects a lecturer's performance, when a lecturer is allocated excessive amounts of work, their performance is impacted, and their performance does not reach its peak.

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