THE INFLUENCE OF WAGE LEVELS, WORK MOTIVATION AND WORK COMMUNICATION ON VILLAGE DEVICES PERFORMANCE

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AUTHORS' CONTRIBUTIONS

This work was carried out in collaboration among all authors. Author Nursaimatussaddiya designed research, conducted statistical analysis, wrote protocols and wrote the first draft of the manuscript. Authors CCC and WC managed the research analysis and managed the literature search. All authors read and approved the final manuscript.

Original Research Article

ABSTRACT

The influence of wage levels, work motivation and work communication on village device performance (Case study in jambu village, bah sumbuh village and maria padang village). After conducting the analysis, it is seen from multiple linear regression testing $Y = 1.270 + 0.115X1 + 0.307X2 + 0.314X3$, indicating that the role of the Wage Level, Work Motivation and Work Communication variables has a positive effect on the Performance of Village Officials. Then the determinant coefficient test ($R2$) shows the results of the adjusted R square of 0.364 or 36.4%. This shows that the wage level variable (X1), the work motivation variable (X2) and the work communication variable (X3) can explain that the Village Apparatus Performance variable (Y) is 36.4%. For the t test (partial) the wage level variable (X1) has no effect on the performance of the village apparatus (Y), it is known that tcount (1.511) <ttable (2.01410), as well as the significance value of 0.138> 0.05, it can be concluded that The first hypothesis is rejected, for the t test (Partial) Work Motivation (X2) affects the Village Apparatus Performance (Y), it is known that tcount (3.113)> t table (2.01410), and the significance value is 0.003 <0.05, it can be concluded that the second hypothesis is accepted and for the t test (partial) the Work Communication variable (X3) affects the Village Apparatus Performance (Y), it is known that tcount (2.526)> ttable (2.01410), and the significance value is 0.015 <0.05, it can be concluded the third hypothesis is accepted. Furthermore, for the F test (Simultaneous) Fcount of 9.973 with α = 5%, dk of the numerator: k, dk of the denominator: 48-3-1 (5%; 3 .; 45), the value of Ftable is (3.20). From this description it can be seen that Fcount (9.973)> Ftable (3.20), and a significance value of 0.000 <0.05, it can be concluded that the fourth hypothesis is accepted, meaning that the work motivation variable (X2) and the Work Communication variable (X3) have an effect jointly (simultaneously) on the Village Apparatus Performance (Y).

Keywords: Wage level; work motivation and work communication; performance; village apparatus.

1. INTRODUCTION

With the development of the current era, the level of village population throughout Indonesia is increasing, let's say that in May 2018 the Central Statistics Agency (BPS) announced that there were 82,000 villages surveyed throughout Indonesia. Head of the Central Statistics Agency (BPS) Kecuk Suhariyanto

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said that this data collection was a routine activity that was carried out three times in 10 years. Where, the aim is to map information regarding infrastructure, economic and social potential, human resource potential and natural resources owned by the village. Whereas in Tebing Tinggi sub-district, Serdang Bedagai Regency itself consists of 14 villages, namely Jambu Village, Bah Sumbu Village, Gunung Kataran Village, Kedai Damar Village, Kuta Baru Village, Maria Padang Village, Naga Kesiangan Village, Paya Bagas Village, Paya Lombang Village, Desa Paya Mabar, Penonggol Village, Hermitage Village, Sei Priok Village (Sungai Periok), and Sei Rampah Village. Of the 14 villages that are spread out, it has 126 employees / village officials as well as a village head in the Tebing Tinggi sub-district, Serdang Bedagai Regency. The researcher took one example of a village that has Family Welfare Development (PKK) activities where this activity is filled with mothers who have positions in each village. In the village of guava itself, PKK women are involved in the oyster mushroom business, which is still managed by PKK mothers, one of which is Rina Rahma Sari as a seller to the Jambu Village community and people outside of Jambu Village itself. In addition, the Village Head of Jambu Village also targets young people who have interests and talents in religious activities, such as forming the Qasidah and Marhaban teams, but unfortunately this activity is still less attractive to teenagers, especially boys. In addition, to realize the maximum performance of village officials, the organization needs the performance of its employees.

According to Moeherionto [1], employee performance is the driving force for organizational operations, so that if employee performance increases, organizational performance will also increase. Employees are directed to improve their performance so that they have attitudes and behaviors that reflect responsibility, loyalty and discipline. In order to achieve the best performance, the organization has an interest in evaluating the implementation of work tasks generated by employees in accordance with a series of systems applicable in the organization. So far, many government agencies do not have employees with adequate competence, this is evidenced by the low productivity of employees and the difficulty of measuring employee performance, therefore this research will conduct a performance appraisal study based on wage levels.

Wage according to Sumarsono [2] is an acceptance as a job that functions as a guarantee of proper survival for humanity and productivity which is expressed in a value or form determined according to an agreement of law and regulations paid on the basis of an employment agreement between the employer with the recipient of work. Not only does the level of wages affect the performance of village officials, but work motivation also affects the performance of village officials.

According to Hadari Nawawi [3] Work motivation is a basic human need and as an incentive that is expected to meet the desired basic needs, so that if the need exists it will result in the success of an activity. Employees who have high work motivation will try to get their work done as well as possible. Apart from the wage level and work motivation there are also other factors, namely the work communication factor.

Malayu Hasibuan [4] states that communication in organizations has an important role, because it has a positive impact on employee morale and mental work, so that in the end it can support employees in achieving satisfactory work performance. Ineffective communication will have an impact on an organization in the village itself. Work communication is needed because it will increase organizational productivity. Work communication with village officials will make village officials progress in both technological and non-technological fields.

1.1 Research Purposes

a. This is to determine the effect of the Wage Level on the performance of Village officials.
b. This is to determine the effect of work motivation on the performance of village officials.
c. This is to determine the effect of work communication on the performance of village officials.
d. This is to determine the level of wages, work motivation and work communication simultaneously on the performance of the village apparatus.

2. THEORETICAL BASIS

2.1 Human Resource Management

In an organization, the most important thing that needs to be considered is human resources which are the main support for achieving organizational goals. Human resources occupy a strategic position in an organization, therefore human resources must be mobilized effectively and efficiently so that they have a high level of yield.

1. Andrew in Mangkunegara [5] states that:

Argues that human resource planning or workforce planning is defined as the process of determining labor requirements and means meeting these needs so that their implementation is integrated with organizational plans.

2. Rivai and Sagala in Priansa [6] states that:

Human Resource Management is one of the areas of general management which includes planning, organizing, implementing, and controlling aspects.

3. Flippo in Priansa [7] states that:

Human Resource Management is planning, organizing, directing, and controlling the procurement, development, compensation, integration, maintenance and dismissal of employees with the aim of realizing the goals of the company, individuals, employees and society.

From some of the opinions above, the authors can draw the conclusion that human resource management is a science and an art which contains managerial and operational functions aimed at making human resources as effective and efficient as possible to achieve the goals set. With human resource planning, it is possible to determine the need for labor based on forecasting, developing, implementing, and controlling these needs which are integrated with organizational plans in order to create the number of employees, assign employees properly and be economically beneficial.

2.2 Definition of Employee Performance

A corporate organization was founded because it has certain goals it wants and must achieve. In achieving its goals, every organization is influenced by organizational behavior. One of the activities most commonly carried out in organizations is employee performance, namely how he does everything related to a job or role in the organization.

The meaning of the word performance comes from the words job performance and is also called actual performance or work performance or actual achievement that has been achieved by a career person. Moeherionto [1].

Performance as the results of the work function / activity of a person or group in an organizational activity that is influenced by various factors to achieve organizational goals within a certain period. The function of the activity or work referred to here is the implementation of the results of the work or activities of a person or group which is the authority and responsibility of an organization.

Employee performance aspects can be seen as follows: a) work results, how a person gets something he does. b) discipline, namely accuracy in carrying out tasks, how a person completes his work according to the time demands required. c) responsibility and cooperation, how can someone work properly even though in the presence or absence of supervision. The above aspects are in line with. Prabu Mangkunegara [5] states that employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Definition of Wages: According to Badeni [8], wages are remuneration paid to daily workers based on the agreement agreed to pay them.

2.3 Work Motivation

1. Definition of Motivation

Work motivation is the giving of the driving force that creates the excitement of a person's work so that they are willing to work together, work effectively, and are integrated with all their efforts to achieve satisfaction ". According to Malayu Hasibuan [4]

2. Indicators of Work Motivation

According to Malaya Hasibuan [4], employee work motivation is influenced by the need for achievement, the need for affiliation, the need for competence and the need for power. Then from the need factor is derived into indicators to determine the level of work motivation of employees.

3. Motivation Theory

Motivation theory is divided into two drives:

a. Theory as an internal drive

According to Badeni [1] there are several models or theories about motivation that are in line with the view that motivation is an internal drive, namely:

1. Abraham Maslow's theory of need motivation Humans are motivated to satisfy the needs inherent in every human being which tend to be innate.
2. Theory X and Y: Humans basically consist of two types, namely the type of human belonging to the type X and Y.

2.4 Work Communication

Communication is the exchange of messages between humans with the same understanding goal, Marwansyah [9]. Communication within the company is a determinant of success in achieving goals, with communication there will be a reciprocal relationship from each person in the company in the form of orders, suggestions, opinions and criticism [10].

3. RESEARCH METHODS

The locations of the research conducted by researchers were:

1. Hamlet I Bandar Bejambu, Jambu Village, Tebing Tinggi District, Serdang Bedagai Regency.
2. Hamlet III Sigambiri, Maria Padang Village, Tebing Tinggi District, Serdang Bedagai Regency.
3. Hamlet VII Ladang Alas, Bah Sumbu Village, Tebing Tinggi District, Seradang Bedagai Regency.

Respondents in this research were the apparatus / employees of Jambu Village, Bah Sumbu Village and Maria Padang Village as many as 48 village officials.

3.1 Data Collection Technique

This research was conducted using a case study method. Case study research is an in-depth study of a particular case whose results are a complete and organized picture of the case, to be able to obtain the data and information needed, data collection techniques are used as follows:

Observation: Observation according to Basrowi [11] is a technique that is carried out by making careful observations and recording systematically. Or data obtained from the results of research on the object of research. In this case, Jambu Village, Bah Sumbu Village and Maria Padang Village.

Interview (Interview): Interview according to Sugiyono [11] is used as a data collection technique if the researcher will carry out a preliminary study to find problems that must be researched and also if the researcher wants to know things from the respondents who are more in-depth and the number of respondents is small / small.

Interview (interview) is a form of direct communication between researchers and respondents, communication takes place with questions and answers in face-to-face relationships with employees who are associated with researchers. This interview was conducted directly with Mrs. Rina Rahma Sari as the Head of Affairs (KAUR) in Jambu Village.

Questionnaire / Questionnaire: The data collection method in this study used a questionnaire, namely a data collection technique that was carried out by giving a set of questions or written statements to the respondent to answer. Kusumah (2011: 78) questionnaire is a list of written questions that researchers need.

This study uses a Likert measurement scale, where respondents will agree on the level of agreement regarding various statements, regarding various behaviors, objects, people or events. Sugiyono [11] says that a questionnaire is a data collection technique that is done by giving a set of questions or written statements to respondents to answer.

4. RESULTS AND DISCUSSION

4.1 Descriptive Analysis of Research Variables

Wage rate (X1): Based on the average respondent's answers are on a scale of agreeing and strongly agreeing with the average answer value of 3.53 (moderate / moderate). This shows that from the 5 indicators of measuring the wage level (X1) it can be concluded that the average wage rate (X1) is in the medium / moderate category.

Work motivation (X2): Based on the average respondent's answers are on a scale of agreeing and strongly agreeing with the average answer value of 3.1 (moderate / moderate). This shows that from the 3 indicators of measuring work motivation (X2) it can be concluded that the average score of work motivation (X2) is in the medium / moderate category.

Work communication (X3): Based on the average respondent's answers are on a scale of agreeing and strongly agreeing with the average answer value of 3.9 (high). This shows that from the 4 indicators of measuring the work communication variable (X3) it can be concluded that the average work communication score (X3) is in the high category.

Village Apparatus Performance (Y): Based on the average respondent's answers are on a scale of agreeing and strongly agreeing with the average answer value of 3.7 (high). This shows that from the 3 indicators of measuring the Village Apparatus Performance variable (Y) it can be concluded that the

average Village Apparatus Performance score (Y) is in the high category.

Normality test: Normality test aims to test whether in the regression model, confounding or residual variables have a normal distribution [12]. Data normality testing can be done using two methods, graphs and statistics. The normality test of the graph method uses a normal probability plot, while the normality test of the statistical method uses the one sample Kolmogorov Smirnov Test.

Normally distributed data will form a straight diagonal line and plotting the residual data will be compared with the diagonal line, if the residual data distribution is normal, the line describing the real data will follow the diagonal line [12].

The test results using SPSS 17 are as follows:

From the output in Table 1, it can be seen that the significance value (Monte Carlo Sig.) Of all variables is 0.792. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

Multicollinearity Test: The multicollinearity test aims to determine whether in the regression model there is a correlation between the independent variables. The multicollinearity test in this study is seen from the tolerance or variance inflation factor (VIF) value. The calculation of tolerance or VIF values with the SPSS 17.00 for windows program can be seen in Table 2.

Based on Table 2, it can be seen that the tolerance value of the wage level (X1) is 0.496, work motivation (X2) is 0.559. Work communication (X3) is 0.536 where everything is greater than 0.10 while the VIF value of the wage level (X1) is 2.017, work motivation (X2) is 1.790, Work communication (X3) is 1,865, where everything is smaller than 10 Based on the results of the above calculations, it can be seen that the tolerance value for all independent variables is greater than 0.10 and the VIF value of all independent variables is also less than 10 so that there is no symptom of correlation in the independent variables. So it can be concluded that there is no multicollinearity symptom between independent variables in the regression model.

Table 1. One sample Kolmogorov Smirnov test

One-Sample Kolmogorov-Smirnov Test			Unstandardized Residual
N			48
Normal Parameters[a,b]	Mean		0E-7
	Std. Deviation		1,61915506
Most Extreme	Absolute		,084
Differences	Positive		,084
	Negative		-,080
Kolmogorov-Smirnov Z			,585
Asymp. Sig. (2-tailed)			,884
Monte Carlo Sig. (2-tailed)	Sig.		,792[c]
	99% Confidence Interval	Lower Bound	,641
		Upper Bound	,943

a. Test distribution is Normal
b. Calculated from data
c. Based on 48 sampled tables with starting seeds 2000000
Source: Data processed from attachment 4 (2019)

Table 2. Multicollinearity test results

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
LEVEL OF WAGE	,496	2,017
WORK MOTIVATION	,559	1,790
WORK COMMUNICATION	,536	1,865

Source: Data processed from attachment 4 (2019)

Heteroscedasticity Test: The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from one residual observation to another. A good regression model is one that is homoscedastic or does not occur heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is the Scatterplot. Based on the results of data processing, the heteroscedasticity test in this study is shown in Fig. 1.

Based on Fig. 1, it can be seen if the data pattern is perfectly spread, some are above the zero point and some are spreading below the zero point. Because of this, it can be concluded that there are no symptoms of heteroscedasticity in the regression model.

Multiple Linear Regression Testing: Multiple linear regression testing explains the role of the wage level (X1), work motivation (X2) and work communication (X3) on the performance of the village apparatus (Y). Data analysis in this study using multiple linear regression analysis using SPSS 17.0 for windows. The analysis of each variable is described in the following description:

Based on Fig. 2, it can be seen if the data pattern is perfectly spread, some are above the zero point and some are spreading below the zero point. Because of this, it can be concluded that there are no symptoms of heteroscedasticity in the regression model.

Multiple Linear Regression Testing: Multiple linear regression testing explains the role of the wage level (X1), work motivation (X2) and work communication (X3) on the performance of the village apparatus (Y). Data analysis in this study using multiple linear regression analysis using SPSS 17.0 for windows. The

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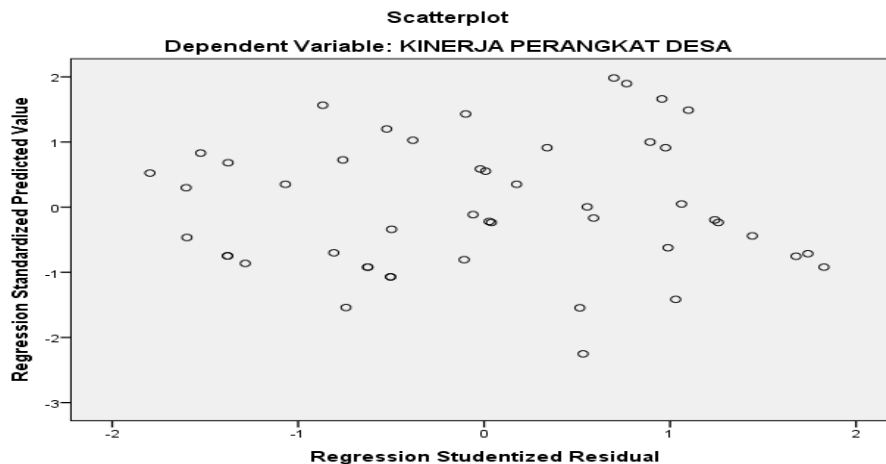

Fig. 1 Scatterplot

Table 3. Multiple linear regression results

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	1,270	2,988	
LEVEL OF WAGE	,115	,076	,250
WORK MOTIVATION	,307	,099	,484
WORK COMMUNICATION	,314	,124	,401

Source: Data processed from attachment 4 (2019)
Based on these results, the multiple linear regression equation which has the formulation: Y = a + b1X1 + b2X2 + b3X3 +
ε, so that the equation is obtained: Y = 1,270 + 0.115X1 + 0.307X2 + 0.314X3

Multiple Linear Regression Testing: Multiple linear regression testing explains the role of the wage level (X1), work motivation (X2) and work communication (X3) on the performance of the village apparatus (Y). Data analysis in this study using multiple linear regression analysis using SPSS 17.0 for windows. The analysis of each variable is described in the following description:

Based on Fig. 1, it can be seen if the data pattern is perfectly spread, some are above the zero point and some are spreading below the zero point. Because of this, it can be concluded that there are no symptoms of heteroscedasticity in the regression model.

Multiple Linear Regression Testing: Multiple linear regression testing explains the role of the wage level (X1), work motivation (X2) and work communication (X3) on the performance of the village apparatus (Y). Data analysis in this study using multiple linear regression analysis using SPSS 17.0 for windows. The analysis of each variable is described in the following description:

The description of the multiple linear regression equation above is as follows:

a. The constant value (a) of 1,270 indicates the magnitude of the Village Apparatus Performance variable (Y) if the wage level variable (X1), the work motivation variable (X2) and the Work Communication variable (X3) are equal to zero.
b. The regression coefficient value of the wage rate (X1) (b1) of 0.115 indicates the role of the wage level (X1) on the performance of village apparatus (Y) assuming that the work motivation variable (X2) and the work communication variable (X3) are constant. This means that if the wage level factor (X1) increases by 1 unit of value, it is predicted that the Village Apparatus Performance (Y) will increase by 0.115 unit value assuming work motivation (X2) and the Work Communication variable (X3) are constant.

c. The regression coefficient value of work motivation (X2) (b2) of 0.307 indicates the role of work motivation (X2) on the performance of village apparatus (Y) with the assumption that the wage level variable (X1) and the work communication variable (X3) are constant. This means that if the work motivation variable (X2) increases by 1 unit of value, it is predicted that the Village Apparatus Performance (Y) will increase by 0.307 unit value assuming the wage level (X1) and the Work Communication variable (X3) are constant.

d. The regression coefficient value of Work Communication (X3) (b3) is 0.314, indicating the role of work communication (X3) on the performance of village apparatus (Y), assuming that the Wage Level (X1) and Work Motivation (X2) variables are constant. This means that if the Work Communication factor (X3) increases by 1 unit of value, it is predicted that the Village Apparatus Performance (Y) will increase by 0.314 units of value with the assumption that the wage level (X1) and work motivation (X2) are constant.

Coefficient of Determination (R2): The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. The greater the coefficient of determination, the better the ability of the independent variables to explain the dependent variable. If the determination (R2) is getting bigger (close to 1), then it can be said that the influence of variable X is large on the performance of the village apparatus (Y). The value used in looking at the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The coefficient of determination can be seen in Table 4.

Table 4. Coefficient of determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,636[a]	,405	,364	1,67344

Source: Data processed from attachment 4 (2019)

Based on Table 4, it can be seen that the adjusted R square value is 0.364 or 36.4%. This shows if the wage level (X1), work motivation (X2) and work communication (X3) can explain the Village Apparatus Performance (Y) of 36.4%, the rest is 63.6% (100% - 36.4%) explained by other variables outside of this research model.

5. CONCLUSION

The results of multiple linear regression testing, the regression equation obtained is Y = 1.270 + 0.115X1 + 0.307X2 + 0.314X3

The description of the multiple linear regression equation is as follows:

a. The constant value (a) of 1.270 indicates the magnitude of the Village Apparatus Performance variable (Y) if the wage level variable (X1), the work motivation variable (X2) is equal to zero.
b. The regression coefficient value of the wage rate (X1) (b1) of 0.115 indicates the role of the wage level (X1) on the performance of village apparatus (Y) assuming the variable work motivation (X2) is constant. This means that if the wage rate factor (X1) increases by 1 unit of value, it is predicted that the Village Apparatus Performance (Y) will increase by 11.5% in the unit value assuming constant work motivation (X2).
c. The regression coefficient value of work motivation (X2) (b2) of 0.307 indicates the role of work motivation (X2) on the performance of village apparatus (Y) with the assumption that the wage level variable (X1) is constant. This means that if the work motivation factor (X2) increases by 1 unit of value, it is predicted that the Village Apparatus Performance (Y) will increase by 30.7% in the unit value assuming a constant wage rate (X1).
d. The regression coefficient value of Work Communication (X3) (b3) is 0.314 indicating the role of the Wage Level (X1) Performance of Village Officials (Y) with the assumption that the wage level variable (X1) is constant. This means that if the Wage Level factor (X1) increases by 1 unit of value, it is predicted that the Village Apparatus Performance (Y) will increase by 31.4% in the unit value assuming a constant wage rate (X1).

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COMPETING INTERESTS

Authors have declared that no competing interests exist.

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