

The Effect of Employee Compensation and Loyalty on Employee Work Productivity at Quantum and Partner Company in South Jakarta

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Abstract

Tujuan penelitian ini adalah untuk mengetahui pengaruh kompensasi dan loyalitas karyawan terhadap produktivitas kerja karyawan. Metode yang digunakan adalah kuantitatif. Hasil penelitian kompensasi dan loyalitas karyawan secara simultan berpengaruh signifikan terhadap produktivitas kerja karyawan dengan persamaan regresi $Y = 9,855 + 0,191 X_1 + 0,504 X_2$. Nilai kontribusi pengaruhnya sebesar 50,6%. Hasil nilai F hitung > F tabel atau (26,624 > 4,020). Secara parsial kompensasi berpengaruh signifikan terhadap produktivitas kerja karyawan dengan nilai t hitung > t tabel atau (2,605 > 2,00575). Loyalitas karyawan berpengaruh signifikan terhadap produktivitas kerja karyawan dengan hasil nilai t hitung > t tabel atau (5,632 > 2,00575).

Abstract

The purpose of this study was to determine the effect of employee compensation and loyalty on employee work productivity. The method used is quantitative. The results of the study of employee compensation and loyalty simultaneously had a significant effect on employee work productivity with the regression equation $Y = 9.855 + 0.191 X_1 + 0.504 X_2$. The value of the influence contribution is 50.6%. The result of the F value is calculated > F table or (26.624 > 4.020). Partially, compensation has a significant effect on employee work productivity with a calculated t value > t table or (2.605 > 2.00575). Employee loyalty has a significant effect on employee work productivity with the results of the t-value calculated > t table or (5.632 > 2.00575).

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INTRODUCTION

In the era of globalization, human resources are the basic capital in national development, therefore the quality of human resources is always to be developed and directed to achieve the expected goals. According to (Hasibuan, 2016) human resources is a science and art that regulates the relationship and role of labor to be effective and efficient in helping the realization of the goals of the company, employees, and society.

In realizing the goals of a company, it is by utilizing its human resources optimally, in order to provide value for a company. Basically, the success of a company is highly determined by quality human resources and having good competence will greatly affect the success of a company.

Because basically every company that is established has the hope that in the future it will experience rapid development in the scope of its activities and wants to create high productivity in a company.

Thus, employee work productivity can be interpreted as an individual's success in doing their tasks which can be seen in terms of the dimensions of attachment, planning skills, effort at work and overall employee work productivity. According to Setiawan (2021) stated that work productivity is a comparison between *output* (results and *inputs*).

According to Sinungan in Busro (2018:344), work productivity is the ability of a person or a group of people to produce goods and services within a certain time that has been determined or in accordance with a plan. However, in reality, employee work productivity often experiences problems,

including often work targets are not achieved, employees often skip school or get sick, attendance is not on time, and team cohesion is not solid.

Quantum and Partner was founded in November 2021. Quantum is a company that has legal consultants who have been certified as an advocate and administrator/curator who have quite qualified skills and experience in various sectors.

Quantum and Partner is one of the companies engaged in services in the form of Civil Partnerships, Quantum and Partner is a company that has specialization in the field of business law and corporate litigation, in its development quantum and partner can always win every case it handles and quantum and partner can also maintain its existence to be able to compete in the trade market.

Thus productivity can be interpreted as an improvement oriented to the progress of the company, the development of employee skills is intended so that in working can optimize the effectiveness of their abilities to be more productive, the provision of compensation can increase good work productivity. Every organization must update and develop a system in compensating employees' roles in a company is very important because employees carry out all the company's operational activities.

METHOD

Research is a series of scientific activities in order to solve a problem. The purpose of the research is to find answers to problems and provide alternatives used for problem solving. In this penelitan, the author uses a type of quantitative method.

According to Sugiyono (2018: 13) that the quantitative research method is a research method based on positivism (concrete data), research data in the form of numbers that will be measured using statistics as a calculation test tool, related to the problem being researched to produce a conclusion.

RESULTS AND DISCUSSION

Result

Normality Test

The normality test aims to test whether in the regression model, the bound variable and the free variable both have a normal distribution or not. A good regression model has a normal or near-normal distribution. The normality of the data is seen through the normal curve display histogram, based on the shape of the curve image. The data is said to be normal if the curve shape has a slope that tends to be balanced, on the left side and the right side, and the curve is almost perfect bell-shaped.

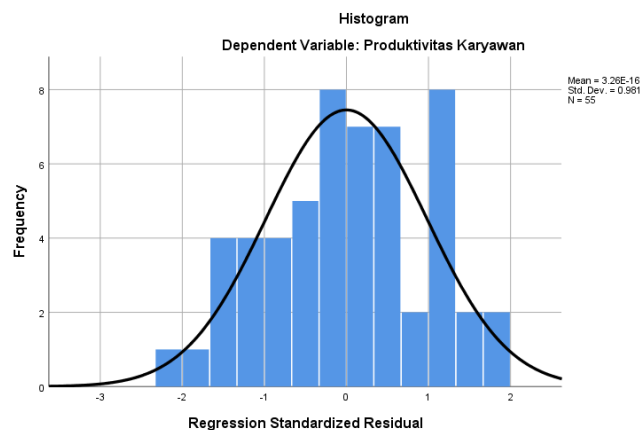


Figure 1 Normality Test Histogram

Based on Figure 1, it shows that the data can be said to be normal, because the curve is not tilted to the right or left, but tends to be in the middle and shaped like a bell.

Heteroscedasticity Test

The Heteroscenty test aims to test whether there is an unevenness in variance from the residual of one observation to another in the regression model. If the variance from the residual of

one observation to another is fixed, it is called heterokedasticity. A good regression model is one that is homokedasticity or no heteroscedasticity occurs.

The way to detect the existence or absence of heteroscedasticity can be known by looking at the presence or absence of a certain pattern in the scatterplot graph between the predicted value of the bound variable (ZPRED) and its residual (SRESID) where this test is determined by looking at the scatterplot graph with the testing criteria of the points spread randomly between the positive and negative axes, the points that spread do not form a pattern, either widened, narrowed, wavy, and so on. As illustrated below.

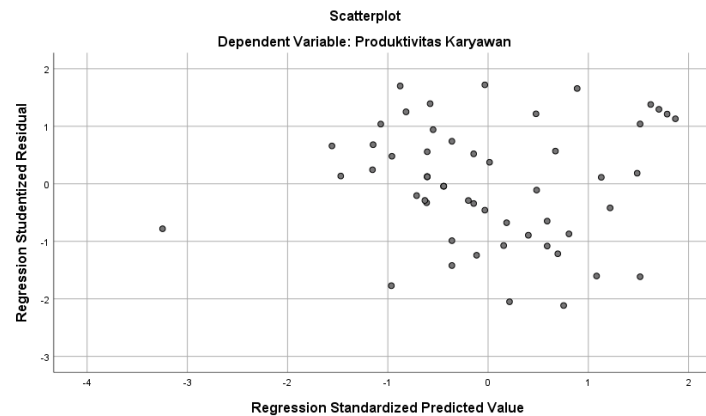


Figure 2 Scatterplot

It can be seen in the graph 2 that the dots are scattered randomly and do not form any pattern. This shows that the similarity of variants from the residual of one observation to another remains or called homoscedasticity. In other words, this study shows that the regression model meets the requirements.

Multicollinearity Test

The multicollinearity test is used to show whether or not there is a direct relationship (correlation) between independent variables. Multicollinearity occurs if the tolerance value is less than 0.10 and the VIF value is more than 10 (ten), it can be interpreted that there is multicollinearity. Meanwhile, if the tolerance value is more than 0.10 and the VIF value is less than 10 (ten), it can be interpreted that there is no multicollinearity.

Table 1 Multicollinearity Test Results Coefficients

Type	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Compensation	.899	1.113
Loyalty	.899	1.113

Source : processed data SPSS26

From the table above, it shows that there is no tolerance value less than 0.10 which means there is no correlation between independent variables. As a result of the calculation of the value obtained, it can be seen that the VIF value is less than 10. Thus, it can be concluded that there is no symptom of multicollinearity among the independent variables.

Multiple Regression Test

Table 2 Multiple Linear Regression Test Results

Type	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	9.855	3.228		3.053	.004
Compensation	.191	.073	.268	2.605	.012
Loyalty	.504	.090	.579	5.632	.000



Based on the results of the regression calculation in the table above, the regression equation $Y = 9.855 + 0.191 X_1 + 0.504X_2$ can be obtained. From the above equation, it can be concluded as follows:

1. A constant value of 9.855 means that if the variables of compensation (x_1), and loyalty (x_2) do not exist, then there is an employee productivity value (y) of 9.855 points.
2. The value of the compensation regression coefficient (X_1) of 0.191 and the loyalty regression coefficient (X_2) of 0.504 means that if the constant is fixed, then every change of 1 (one) unit of each variable will result in a change in the value of Y by the value of the constant of each variable.

Coefficient of Determination

The Determination Coefficient is a determining coefficient because the variants that occur in the dependent variables can be explained through the variants that occur in the independent variables. With the determination coefficient, it can be known the contribution of the influence of independent variables to the dependent variables. The following are the results of the determination coefficients as follows:

Table 3 Determination Coefficient Test Results

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.711a	.506	.487	2.33962

Source : SPSS 26 Processed Data

Based on the table above, the value of the determination coefficient (R Square) of 0.506 can be obtained, it can be concluded that the variables of employee compensation and loyalty have an effect on the variable of employee work productivity by 50.6% while the rest of $(100-50.6\%) = 49.4\%$ is influenced by other factors.

Hypothesis Test

Test T

The t-test (partial regression test) is used to find out whether or not the partial influence of compensation and loyalty variables has a significant effect on employee productivity. The test uses a significance level of 0.05. The test proposal is shown in table 4.

Table 4 Test Results of T Test

Type	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1	(Constant)	9.855	3.228		3.053	.004
	Compensation	.191	.073	.268	2.605	.012
	Loyalty	.504	.090	.579	5.632	.000

Source : processed data SPSS 2.2

Based on the *output of Coefficients* above, it is known that the regression coefficient values of independent variables, namely compensation and loyalty, are as follows:

1. The calculated t value of the compensation variable is 2.605, greater than the t-value of the table of 2.00575 with a singnifi level of 0.0 less than 0.05, it can be interpreted that H_a is accepted and H_0 is rejected, so it can be concluded that partial compensation has a positive and significant effect on employee productivity.
2. The calculated t value of the Loyalty variable is 5.632 greater than the t table of 2.00575 with a significant level of 0 less than 0.05, it can be interpreted that H_a is accepted and H_0 is rejected. So it can be partially concluded that Loyalty has a positive and significant effect on Employee productivity.

Test F

The F-test basically shows whether all the variables included in the model have a joint influence on the dependent variables to make a hypothesis decision accepted or rejected by comparing the significance level of 0.005 (5%).

Table 5 HasiulTest F ANOVAa

Type	Sum of Squares	Df	Mean Square	F	Sig.	
1	Regression	291.470	2	145.735	26.624	.000b
	Residual	284.639	52	5.474		
	Total	576.109	54			

Source : SPSS 26 Processed data

Based on the test results in the table above, the F value is obtained $> F$ table or $(26.624 > 4.030)$, this is also strengthened by ρ value $< \text{Sig.}0.050$ or $(0.000 < 0.050)$. Thus, H_0 is rejected and H_3 is accepted, which shows that there is a significant simultaneous effect between compensation and loyalty on employee productivity.

Discussion of Research Results

The Effect of Compensation on Employee Work Productivity

Based on the results of the analysis, the regression equation value $Y = 22.351 + 0.322X_1$, the correlation coefficient value was obtained as 0.452, meaning that the two variables have a moderate correlation relationship. The hypothesis test obtained a t-value calculated $> t$ table or $(2.605 > 2.00575)$. Thus, H_0 is rejected and H_1 is accepted, meaning that there is a significant influence between compensation and employee work productivity.

This research is in line with research conducted by Muhammad Adi Purnomo and Ermi Utami (2021), entitled "The effect of compensation on employee work productivity at PT Berkat Anugerah Sejahtera" which states that compensation affects employee work productivity.

The Effect of Employee Loyalty on Employee Work Productivity

Based on the test results, the regression equation value $Y = 13.751 + 0.579X_2$, the correlation coefficient value is 0.664, which means that the two variables have a strong correlation relationship. The hypothesis test obtained a t-value calculated $> t$ table or $(5.632 > 2.00575)$. Thus, H_0 is rejected and H_2 is accepted, meaning that there is a significant influence between employee loyalty and employee work productivity.

This research is in line with research conducted by Maisarah and Lukman Nasution (2022), with the title "The Effect of Training, Competence and Employee Loyalty on Employee Productivity at Pt. Socfin Indonesia Kebun Mata Pao" which states that employee loyalty has an influence on employee productivity variables.

The Effect of Employee Compensation and Loyalty on Employee Work Productivity

Based on the results of the study, it was shown that compensation (x_1) and employee loyalty (x_2) had a significant effect on employee work productivity by obtaining the regression equation $Y = 9.855 + 0.191 X_1 + 0.504X_2$. The value of the correlation coefficient is 0.711, which means that the compensation and loyalty variables have a strong relationship level with employee productivity. The value of the coefficient of determination or contribution of its influence in a simmerical manner is 0.506 or 50.6% while the rest is $(100-50.6\%) = 49.4\%$ influenced by other factors. The hypothesis test obtained a value of F calculated $> F$ table or $(26,624 > 4,030)$. Thus H_0 is rejected and H_3 is accepted. This means that there is a significant simultaneous influence between compensation and loyalty on employee productivity.

This research is in line with research conducted by Hagi Aldera (2022), with the title "The effect of compensation, loyalty and performance appraisal on employee productivity at PT Annex Unique Indonesia" which states that compensation and loyalty together affect employee productivity.

CONCLUSION

Based on the description in the previous chapters, and from the results of the analysis and discussion of the influence of employee compensation and loyalty on employee productivity, as follows:

1. Employee compensation and loyalty simultaneously have a significant effect on employee work productivity with the regression equation $Y = 9.855 + 0.191 X_1 + 0.504X_2$. The value of the correlation coefficient is 0.711, which means that the compensation and loyalty variables have a strong relationship level with employee productivity. The value of the coefficient of determination or contribution of its influence in a simmerical manner is 0.506 or 50.6% while the rest is $(100-50.6\%) = 49.4\%$ influenced by other factors. The hypothesis test obtained a value of F calculated $> F$ table or $(26,624 > 4,030)$. Thus H_0 is rejected and H_3 is accepted. This means that there is a significant simultaneous influence between compensation and loyalty on employee productivity.

2. Compensation has a significant effect on employee productivity with the regression equation $Y = 22.351 + 0.322X_1$, the value of the correlation coefficient is obtained at 0.452, meaning that the two variables have a moderate correlation relationship. The hypothesis test obtained a t-value calculated $> t$ table or $(2.605 > 2.00575)$. Thus, H_0 is rejected and H_1 is accepted, meaning that there is a significant influence between compensation and employee productivity.
3. Employee loyalty has a significant effect on employee productivity with the regression equation $Y = 13.751 + 0.579X_2$, the correlation coefficient value is 0.664 which means that the two variables have a strong correlation level. The hypothesis test obtained a t-value calculated $> t$ table or $(5.632 > 2.00575)$. Thus, H_0 is rejected and H_2 is accepted, meaning that there is a significant influence between employee loyalty and employee productivity.

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