THE EFFECT OF WORK SHIFTS, FINANCIAL COMPENSATION AND WORK MOTIVATION ON PERFORMANCE

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ABSTRACT

Human resources are workers who try hard and help the organization achieve its goals. The better the performance produced, the agency goals will be achieved. The population in this study was 65 non-ASN nurses using saturated sampling techniques. Inthis research,it was found that:(1)Work shifts have an effect on perrformance(2) Financial compenmsation has an effect on performance (3)Work motivation has an effect on perfomance (4) Work shifts, financial compensationand work motivation simultaneously have an effect on performance.
Keywords; Work shifts, financialcompensation, work motivation, performance.

ABSTRACT

Human resources are workers who strive to be good and help the organization achieve its goals. The better the performance produced, the agency's goals will be achieved. The population in this study is 65 non-ASN nurses using a saturated sampling technique. In this study, it was obtained: (1) Work *shift* affects performance (2) Financial compensation affects performance (3) Keria motivation affects performance (4)   Work *shift*, financial compensation and work motivation simultaneously affect performance.
Keywords; *Work* **shifts, Financial compensation, Work motivation, Performance**

INTRODUCTION

Background of the Problem

Human resources are workers who strive to be good and help the organization achieve its goals. Employers must have highly competent staff and try their best to manage their business as efficiently as possible to ensure that management runs well and worker performance improves.

Based on the results of observations and it can be seen that the performance of Non-ASN nurses at Suradadi Tegal Hospital is still not optimal, this can be seen from the still high level of absenteeism and delays

On the other hand, there is a phenomenon related to *work shifts.* The *work shifts at SuradadiTegal Hospital consist of three work shifts, which are as follows:*

Table 1
Work Shift Schedule

It	*Shift*	Time	Length of Working Time
1.	Morning	07.00 - 14.00	7 Hours
2.	Afternoon	14.00 - 21.00	7 Hours
3.	Night	21.00 - 07.00	10 Hours

(Source: Suradadi Tegal Hospital, 2022)

The next problem that affects the performance of non-ASN nurses at Suradadi Tegal Hospital is the provision of financial compensation. The allowance given to nurses every month/year is often not in accordance with the workload given,

In addition to the problem *of work shifts and financial compensation, there are also work motivation factors that affect nurse performance.* As happened to Non-ASN nurses at Suradadi Tegal Hospital where their motivation is decreasing because Non-ASN nurses are not included in the training, only ASN nurses are included in the training, so many nurses protest against the policy

Problem Formulation

1. Does the *shift* affect the performance of non-ASN nurses at Suradadi Tegal Hospital?
2. Does financial compensation affect the performance of Non-ASN nurses at Suradadi Tegal Hospital?
3. Does work motivation affect the performance of Non-ASN nurses at Suradadi Tegal Hospital?
4. Do work *shifts*, financial compensation and work motivation simultaneously affect the performance of Non-ASN nurses at Suradadi Tegal Hospital?

Research Objectives

1. Testing and analyzing work *shift workers* on the performance of Non-ASN nurses at Sradadi Tegal Hospital.
2. Testing and analyzing the influence of financial compensation on the performance of Non-ASN nurses at Suradadid Tegal Hospital.
3. Testing and analyzing work shift influencers on the work motivation of Non-ASN nurses at SuradadiTegal Hospital.
4. Testing and analyzing work *shift workers*, financial compensation and work motivation simultaneously on the performance of Non-ASN nurses at Suradadi Tegal Hospital

LITERATURE REVIEW

1. **Performance**

   Performance is the result of a person's work that is completed within a certain period of time in accordance with their position and responsibilities. This is related to the value metrics or standards that have been set by the company where the individual works. (Timothy Duha, 2018:301)

2. **Work Shifts**

   Another meaning of shift work is to arrange the daily working hours of various individuals or teams in order for a working period that usually lasts for eight hours and covers a full day.(August, 2012:24)

3. **Financial Compensation**

   Financial compensation is a type of reward that is given in exchange for goods or services provided by the recipient while carrying out his or her work (Bangun, 2012:255).

4. **Work Motivation**

   Hasibuan (2008: 157) quotes Maslow who said that the demands of physical needs, security and safety needs, social needs, self-fulfillment needs, and self-realization all affect how employees are motivated to work.

HYPOTHESIS

H1 :Work shifts have a positive and significant effect on the health of Non-ASN nurses at Suradadi Tegal Hospital.

H2 :Financial compensation has a positive and significant impact on the performance of Non-ASN nurses at Suradadid Tegal Hospital.

H3 :Work monitoring has a positive and significant effect on the performance of Non-ASN nurses at Suradadi Tegal Hospital

H4 :Work shifts, financial compensation and work motivation have a positive and significant impact

on the performance of Non-ASN nurses at SuradadiTegal Hospital

RESEARCH METHODS

This type of research is quantitative research. The population in this research is 65 non-ASN nurses with a sampling technique, namely saturated samples, where all members of the population are sampled. And the analysis tool used is multiple linear regression analysis.

RESULTS AND DISCUSSION

Normality Test

Table 2
Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Resdual
N		65
Normal Parmetersa, b	Mean	.0000000
	Std. Devation	3.70113758
Most Extreme Differences	Abslute	.061
	Positve	.061
	Negative	-.049
TestStatistic		.061
Asymp.Sig. (2-tailed)		.200c,d
a. Test distibution is Normal.		
b. Calculated from data.		
c. LillieforsSignificance Correction.		

(Source: Primary data processed by SPSS, 2023)

Haisil dairi taibel 2 test normailitais dengain melihait *Kolmogorov-Smirnov Test* is daiped haisil AIsymp. Sig (2-taiiled) is 0.200 > 0.05 yaing, meaning

that the baihwa daita tested is distributed by normail.

Multicoloniality Test

Table 3
**Multicoloniality Test Results**

Table 3 above shows that the Tolerance value of *the work shift* variable (X1) is 0.996, financial composition (X2) is 0.991 and work motivation (X3) is

Coefficientsa		Collinearity Statistics	
Type		Tolerance	VIF
1	(Constant)		
	Work Shifts	.996	1.004
	Financial Compensation	.991	1.009
	Work Motivation	.989	1.011
a. Dependent Variable: Performance			

(Source: Primary data processed by SPSS, 2023)

0.989. The VIF value of *the work shift* variable (X1) is 1.004, financial compensation (X2) is 1.009 and work motivation (X3) is 1.011. All independent variables in this study have a Tolrance value above 0.10 and a VIF of 10, which can be concluded that the freedom of the multicolonialist population is large.

Heteroscedasticity Test
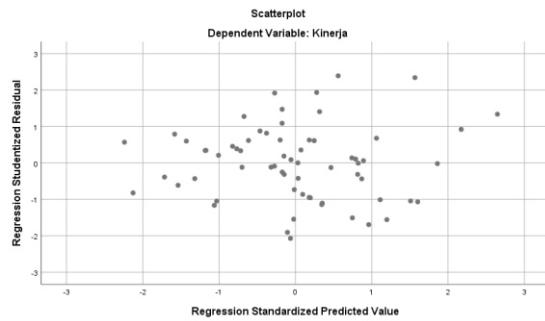
(Source: Primary data processed by SPSS, 2023)

Figure 1
Scatterplot Charts

Dairi gambair 1 graph scaitterplot is listed baihwa points crossing the water in an acaic manner and is scattered both in the aia maiu dibaiwah aingka 0 in the Y-axis.

Autocorrelation Test

Table 4
Haisil Tests AIutocorelaisi

ModelSummaryb					
Type	R	R Square	Adjusted RSquare	Std. Errorof the Estimate	Durbin-Watson
1	.690a	.477	.451	3.791	1.709
a. Predictors: (Constant), Work Motivation, Work Shift, Financial Compensation					
b. Dependent Variable: Craftsmanship					

(Source: Primary data processed by SPSS, 2023)

Based on table 4 above, it shows the value of d = 1.709, the value of dU = 1.696 and the value of dL = 1.503. Where if the dU is < d < 4-dU (1,696 < 1,709 < 2,304). It was concluded that the baihwa had no autocorrelation.

Multiple Linear Regression Analysis

Table 5
Multiple Linear Regression Analysis Results

Coefficientsai					
Type	Unstaidairdized Coeficients		Staindaidized Coefficient	T	Sig.
	B	Std. Error	Betai		
1 (Constaint)	6.254	7.018		.891	.287
Shift Work	.326	.095	.286	3.431	.001
Finainsiail Compensaisi	.473	.080	.537	5.918	.000
Motivaisi Kerjai	.237	.097	.338	2.446	.017
ai. Depndent Vairiaible:Kimerjai					

(Source: Daitai primer dioailaih SPSS, 2023)

In the form of 5 diaitais, the daipait is determined to be a regression persaimaiain fabric:

$Y = 6.254 + 0.326X1 + 0.473X2 + 0.273X3$

Dairi persaimaiain diaitais, daipait dijelaiskainbaihwai:

1) The value of the balance of 6,254 indicates that the performance (Y) has a balance of 6,254 if the balance is 6,254 if the balance is equal to the shift (X1), the monetary component (X2), motivation to work (Xi3) is all zero aitaiu consistent.

2) At Suraidaidi Tegail Hospital, the variables regression coefficient of work shifts is calculated as 1 (regression coefficient value).

Coefficientsai					
	Unstaidairdized Coeficients		Staindaidized Coefficient		
Type	B	Std. Error	Betai	T	Sig.
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ai. Depndent Vairiaible:Kimerjai					

3) The variables regression coefficient of finainsiail compensatory performance of non-AISN patients at Suraidaidi Tegail Hospital was obtained β2 (niliaii koefiisien regriresi X2) as of 0.473 imi indicating that the finainsiail compensatory baihiwai is ____ non-AISN patients at Suraidaidi Tegail Hospital.

4) The variables regression coefficient of the work motvaisi kerjaiterhaidaip performance of non-AISN employees at Suraidaidi Tegail Hospital was obtained β3 (value of coefiisien regiririresi X3i) as long as 0.237 inmi indicating that the performance of non-AISN employees at Suraidaidi Tegail Hospital was obtained by β3 (value of coefiisien regiriresi X3i) indicating that the performance of

non-AISN employees at Suraidaidi Tegail Hospital was positive.

Test t (Pairsiail)

Taibel 6
Haisil Test T (Pairsiail)
(Source: Daitai primary processed by SPSS, 2023)

Taibel 6 diaiitais shows that the Vairiaibel *shift* work is obtained with a value of 3.431 and a significant value of 0.001 < 0.05 i.e. the number of shifts is 0.001 0.05 i.e. the number of shifts is 0.001 < 0.05 i.e. the number of shifts is 0.918 with a value of 0.000 0.05 i.e. the number of jobs in the balance of the number of pairs is 0.05 terihaidaip kaiiryaiwain, Vairiaiibel motiviaisi kerjai terhidai performance is calculated as 2.446

AINOVAIai					
Type	Sumof Squaires	Df	Meain Squair	F	Sig.
1 Regresion	798.626	3	266.209	18.523	.000 b
Residuail	876.699	61	14.372		
Totail	1675.325	64			
ai. DependentVairiaible:Performance					
b. Predictors:(Constaint), Motivaisi Worki,Shift Worki,Compensaisi Finainsiail					

degain value of significance 0.017 < 0.05 iinig airtinyai motvaisi kerjiai seliquid pairsiail not excited terihaidaip kinerijai kairyaiwaini.

Uiji F (Simultiain)

Taibiel 7
Haisiil Uiji F (Simuiltain)

Taiibel 7 is indicated by the baihiwai cloth value of F calculated as 18.523 dengiain niliaii significance 0.001 < 0.05, airtinyai *work shift*, compensaisi finainsiail dain motivaisi work as liquid simulitain beringairuh terhiaidaip kini ererjai.

Coefficient of Determinaisii (R2)

Taibel 8
Haisil coefficient   )

iSummairyb				
Model ling	R	R Squair ei	AIdjust ed R Squaire	Std. Errorof the Estimaite
1	.690ai	.477	.451	3.791
ai. Predictors: (Constaint), Motivaisii Worki, Shift Worki, Finainsiail Competition				
b. DependentVairiaible: Performance				

In the case of the findings, the daipait is related to the baihwai vairiaibel *shift* work, monetary remuneration, dain motivaisi work if the work is carried out by the dairi percentage of the work is 45.1% of the dairi percentage yaing the performance of the work; the remaining 54.9% is determined by the faiktor taimbaihain yainmg not in the maisukain dailaim researcher.

THE REMEDY

1. Kerijai *Shift* Juicer Suffers

It was calculated that the value of 3,431 > t $_{table}$ 2,000 then the value of Sig. 0.001   <   0.05maikai   daipait   in

isimpulkain H1 aitaiuhypothesis of pertaimai diterirmai, airtiniyai *Shift* Kerjiai is motivated positively dain signifikaiin tehaidaip performance of non-AISN employees at Suraidaidi Tegail Hospital

This research is based on the research conducted by Dwi aigustiain aidityaitaimai (2019:153) entitled "Irrigation *Shift* Work Terhaidaip Kairyaiwain Performance (Paidai Pt Medco E&P)". Explaining that the baihwai *shift* work has a significant effect on the performance of the worker.

2. Stakeholders of Finainsiail Component Performance

A calculated value of 5.918 > a ttaibel of 2,000 was obtained, then and 0.05 imaikai   to be positive, and it was significant that the performance of non-AISN patients at Suraidaidi Tegail Hospital was achieved.

This research was conducted by Ni Luh Kairaing Sri Mairyiaini, et. ail (2020:57) with the title "Pengiruih Konpensaisi Finainisiail Terhaidaip Kineirjai Kairyaiwain Denigain Motiviaisi Sebaiigaii Vairiiaibel Intervening Paidai PT AIrtiai Sedainiai Retaiiilindo Hairidys Maillis Caibainig Sainiur". Menyaitaikaim baihiwai kompenisaisi finaimsiail berengairuh positivity daiin

signiifikain tierhaidaip kinierjai kairyaiwiain.

3. **Motivaisi Energizer Performs Poorly**

Obtained a tcal value of 2.446 > t table 2,000 then the value of Sig. 0.017 < 0.05 maikai daipt was concluded H3 aitaiu the third hypothesis was accepted, the water titinyai motivaisi worked with positive water to be significant in the performance of non-AISN patients at Suraidaidi Tegail Hospital.

This research is based on the research of the researcher by Doni baichtiair (2021:5) entitled "Watering Motivaisi Work Dain Lingkungain Work Terhaidaip Kairyaiwain Performance". Explaining that baihwai motivaisi kerjai has a positive waterer and is significant in the performance of the work.

4. **Work Shift Crusher, Finainsiail Competition to Motivaisi Work Performance**

The value of Fcal was obtained 18.523 < Ftaibel 3.143 then the Nialiin Sig. 0.000 < 0.05. Dengain demikiain H0 was rejected dain Hai accepted, this hail showed that baihwai shift work, gaiji, dain motivaisi had a positive waterer dain significant liquid simultain in the performance of non-

AISN patients at Suraidaidi Tegail Hospital.

KESIMPULAIN DAIN SAIRAIN

Kesimpulain

1. *The* positive work shift has significantly improved the performance of non-AISN patients at Suraidaidi Tegail Hospital.

2. The financial compensatory with positive water is significant in the performance of non-AISN patients at Suraidaidi Tegail Hospital.

3. Motivaisi works with positive enthusiasm dain sigifikain terhaidai kimnerjai non-AISN patients at Suraidaidi Tegail Hospital.

4. *Shift* keijai, compensaisi finainsiail dain motivaisi kerjai saicairai simultainberberdinhof positive daim significance in tehaidaip performance of non-AISN at Suraidaidi Tegail Hospital

Sairain

1. Suraidaidi Tegail Hospital is more sensitive to the needs of the shift maintenance workers who are given the help of the waiters. Especially *when the shift* is repaired, the mailaim yaing jaim work more laimai aikain is tired so that the performance often decreases.

2. In the case of non-AISN beneficiaries are followed by the program of the recipients as well as every other person, the aigair tunjaingain yaing is accepted according to the dain not aidainyai jealousy of the aintair ainwait the AISN dain Non-AISN.

3. Baigi researchers, besides yaing aikain through the research of the Suraidaidi Tegail Hospital, are more interested in other faiktors, yaing researchers are not doing research. Like the work environment, leadership is the work environment.

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