

The Influence of Competency and Compensation on the Performance of the Kalimantan Regional PKH Coordinator Moderated by Job Satisfaction

Sarah Octavia^{1*}, Ahmad²

Lambung Mangkurat University, Banjarmasin

Corresponding Author: Sarah Octavia sarahoctavia23@gmail.com

ARTICLE INFO

Keywords: Competency, Compensation, Job Satisfaction, Performance

Received : 10 April

Revised : 17 May

Accepted: 19 June

©2024 Octavia, Ahmad: This is an open- access articles distributed under the terms of the [Creative Commons Attribution 4.0 International](https://creativecommons.org/licenses/by/4.0/).



ABSTRACT

This investigate points to portray and analyze the impact of Competency and stipend on the execution of the Family Trust Program (PKH) facilitator and to analyze work fulfillment in directing the impact of Competency and Emolument on the execution of the Family Trust Program (PKH) facilitator within the Kalimantan territorial zone. The irregularity between the comes about of past investigate was the inspiration for this investigate. In this investigate, the testing procedure utilized the Census technique, meaning that the complete populace was sampled, to be specific all the Family Trust Program Facilitators within the Kalimantan territorial region totaling 66 individuals. The information investigation strategy that will be utilized in this investigate is to utilize Auxiliary Condition Modeling and offers Way Explanatory capabilities. The way examination that will be utilized in this inquire about is Partial Slightest Squares (PLS), utilizing Smart-PLS. The examine comes approximately show up that competency consolidates a critical affect on the execution of the PKH facilitator, while emolument has no critical affect on execution, at that point the interaction between Competency and Compensation and work fulfillment has no affect and isn't critical on the execution of the Kalimantan regional PKH facilitator, and work fulfillment does not coordinate the affect of competence, stipend and execution specialist

INTRODUCTION

PKH may be a conditional cash help program that gives instruction and wellbeing administrations for Recipient Families (KPM) to move forward the quality and standard of life, particularly focusing on pregnant ladies and children. Meriyanti (2015) also strengthens the claim that the Family Hope Program can increase the expenditure of beneficiary families to meet their food, clothing, children's education, and family health needs.

The performance of the Family Hope Program (PKH) Coordinator greatly influences the achievement of the Program's objectives and the achievement of poverty alleviation as planned by the Government. Several factors that support or influence the performance of the Family Hope Program Coordinator (PKH) include Competence in carrying out duties and functions as a coordinator, allowances and incentives obtained as rewards for work known as compensation, and Job Satisfaction. A Family Trust Program Facilitator must work by the obligations and capacities indicated within the Proclaim on the Arrangement of the PKH Facilitator which is marked by the Executive of Social Security, Service of Social Issues of the Republic of Indonesia.

The coordinator's performance problem occurs is the tiered responsibility in which the completion of targets is related to instructions on the Family Hope Program (PKH) business process problems which include analysis and reports on validation and verification of KPM data, updating KPM data, distribution of PKH social assistance, consolidation of social assistance research data. PKH, Termination of PKH Beneficiary Family Participation or graduation, as well as Group Meetings in Family Capacity Building Meeting (P2K2) activities exceeding the target deadline set by the leadership thereby reducing the effectiveness and efficiency of data information from the regions received by the center (Ministry of Social Affairs) for the policy At the central level, the Kalimantan regional PKH Coordinator also felt disappointed with the decrease in the basic salary received considering that previously the Coordinator had also complained about the coordinator's salary being the same in each city district without taking into account the different costs of living in each city district.

In this research, the author explains that competency is part of systematic planning for program progress and achieving program goals. PKH HR competency criteria include *first*, technical competency regarding knowledge of social protection programs, social assistance programs, social assistance, and community empowerment; *second*, work/practical experience in the field of social work, assistance with social problems, or community empowerment; and *third*, personal competence, including interpersonal relationships, quality orientation, problem-solving ability, control, and obedience.

Apart from competency, remuneration also influences the performance of PKH coordinators, because providing appropriate remuneration creates a sense of satisfaction in the PKH HR department, especially PKH coordinators, which has an impact on their ability to perform well. The compensation system for PKH HR provided by the Social Security Directorate of the Ministry of Social Affairs

is two compensation criteria, firstly salary compensation, secondly compensation in the form of health benefits, namely BPJS Health and BPJS Employment benefits which are given simultaneously in the salary every month. The Health and Employment Benefits Compensation System which is paid at the same time as a salary gives PKH HR the freedom to include themselves and their families in participating in BPJS Health and Employment independently. This has become a finding in the field that there are PKH HR including the scope of the PKH Coordinator who are still not registered as participants in BPJS Health and Employment. Consideration of the implementation of mentoring duties in the field is the key to the necessity for PKH human resources to become actual BPJS health and Employment participants because they are vulnerable to the risk of work accidents or illness when carrying out activities in the field. This compensation system does not encourage coordinators to improve their performance. Providing incentives to PKH HR through Dekon Funds provided by the Center (Directorate of Social Security, Ministry of Social Affairs of the Republic of Indonesia) to regions is related to financing operational assistance in the regions, but there are no special incentives for PKH Coordinators, then it becomes even more burdensome because the dekon funds have already been provided. no longer given since 2022.

Robbins, (2014) explains that job satisfaction refers to the general attitude of employees towards their work. The concept of job satisfaction and the analytical meaning of job satisfaction itself is not an easy thing to translate because job satisfaction itself has various connotations, however, it is only relevant to say that job satisfaction is a positive and negative assessment regarding a person's perspective on the work they do. (Stajkovic & Luthans, 1998) , there are three important dimensions of job satisfaction, namely job satisfaction is defined as how well the results obtained meet expectations, job satisfaction is an emotional response to work situations, and job satisfaction presents attention or attitude related to work.

In the annual assessment of PKH Coordinators in the Kalimantan region from 2021 to 2022, the number of PKH Coordinators with Good grades is less than 50%, so the performance of PKH Coordinators still needs to be improved.

Table 1. Value Scale for the Positions of Koreg, Korwil, Korkot Korkab

NO	KRITERIA PENILAIAN	SKALA NILAI		
		KURANG	CUKUP	BAIK
1	Penguasaan data	0-20	21-40	41-60
2	Penguasaan lapangan	0-15	16-30	31-45
3	Koordinasi	0-15	16-30	31-45
4	Disiplin kerja	0-10	11-20	21-30
5	Kepemimpinan	0-15	16-30	31-45
6	Pengendalian dan Pengawasan	0-15	16-30	31-45
7	Pelaporan	0-10	11-20	21-30
	TOTAL NILAI	100	200	300

Sumber: Direktorat Jamsos Kemsos RI (2021 dan 2022)

The value scale shown in table 1 is the basis for determining the performance results of PKH HR, especially the PKH Coordinator in the Kalimantan region as well as determining contract extensions by the Directorate of Social Security of the Indonesian Ministry of Social Affairs. This appears that there are targets that each PKH facilitator must accomplish in carrying out their obligations and capacities within the field in their inclusion in managing the Family Trust Program (PKH).

The performance assessment which includes aspects of competency and compensation for PKH coordinators in the Kalimantan region includes achievements according to the established value scale.

Table 2. Annual Performance Assessment of Koreg, Korwil, Korkot Korkab

Skala Nilai	2021	2022
Baik	13	19
Cukup	52	46
Kurang	2	2
Total	67	67

Sumber: Direktorat Jamsos Kemsos RI (2021 dan 2022)

From table 2, the number of PKH coordinators who perform well is very small, namely only reaching 19.4% in 2021 and 28% in 2022, while PKH coordinators who perform quite well reach 77% in 2021 and 68% in 2022, where there is an additional increase in the percentage of coordinators. Perform well in 2022. Then there are 3% of coordinators whose contract conditions are extended with monitoring and evaluation for the next 3 months for coordinator performance with a rating scale of Less.

Several studies have informed the author in identifying variables for this research, including research (Wiarah & Manik, 2014), which explored the influence of competency and remuneration on job satisfaction and its impact on the performance of paramedic staff at Sibabat Hospital in Simasi City. The results of this research show that the competency and remuneration of paramedic staff influence job satisfaction. This research will also examine competency and compensation as independent variables, however, if research (Wiarah & Manik, 2014) uses job satisfaction as a mediating variable, then this research will examine job satisfaction as a moderating variable. This is also the case with research by (Sumardi, 2018) and (Baledi & Saed, 2017) . Apart from that, in another study, namely (Puspita, 2011) which examined the influence of motivation, competence, and work environment on the performance of family planning instructors, motivation did not influence the performance of family planning instructors and job satisfaction did not moderate the independent variables, but in this case the authors have similarities in where competency significantly influences performance. The interaction between budget preparation participation and the moderating variable job satisfaction was revealed by (Adrianto, 2008) to be very influential on managerial performance, but compensation and competence were not independent variables in this research. On the other hand (Alhamdi, 2018)

has many similarities, both the use of moderating variables through job satisfaction and the dependent variables are performance and competency as independent variables that influence employee performance at the Patra Semarang Convention Hotel.

The analysis was carried out by (Majid et al., 2021) in research on the moderating effect of job satisfaction on work motivation and employee performance where work motivation is the independent variable while the author makes compensation and competency the independent variable. On the other hand, there are similarities in taking performance and satisfaction. work becomes an independent variable and a moderating variable, respectively.

Based on several previous research journals and trying to relate it to the facts of the problems that have been explained previously, including the fact that the capacity of PKH coordinators in the Kalimantan region in carrying out their duties and responsibilities is still unsatisfactory, and this situation has not improved as seen from data on employee work errors. Which still often occurs in carrying out institutional functions. Representative work fulfillment is still low and educate have not been able to meet representative work fulfillment, which can be seen from tall representative turnover information, nearly each month a few representatives take off their occupations, as Human Assets (HR) at the Service of Social Issues of the Republic of Indonesia Family Trust Program (PKH), particularly within the Kalimantan locale, subsequently this investigate is distinctive from past ponders where competence and emolument at the same time have a positive and noteworthy impact on worker work fulfillment. Competence and stipend at the same time have a positive and critical impact on execution, which is distinctive from past investigate as uncovered over .

LITERATURE REVIEW

Competence

Competence is one of the most factors that an worker must have in carrying out their obligations so that having the competency will be able to assist representatives total work by the targets set by the organization. Competency concurring to the Direction of the Serve of Social Issues of the Republic of Indonesia Number 16 of 2017 concerning National Benchmarks for Human Assets for Social Welfare Organizers is Specialized competency preparing is preparing to extend understanding of the application of information, aptitudes, and states of mind within the Usage of Social Welfare.

According to Mondy (2008), competency is a collection of knowledge, skills, traits, and behavior that can be technical, related to interpersonal skills, or business-oriented. According to (Edition & Noe, nd), competency is defined as an aspect of individual ability that includes knowledge, skills, attitudes, values, or personal characteristics where these things enable employees to achieve success in completing their tasks. Meanwhile, according to (Pulakos, 2009), competence is defined as knowledge, skills, abilities, and other personal characteristics that are most important in achieving important work results and contributing to organizational success. So competence is the ability to work by integrating knowledge, skills, abilities, and personal values based on experience

and learning in order to carry out their duties professionally, effectively, and efficiently.

According to (Hutapea & Nurianna Thoha, 2008), there are three main components in competency formation, namely:

- 1) *Knowledge* is the information an employee has in carrying out his duties and responsibilities according to the particular field he is working in, for example, taxation science. Employee knowledge plays a role in determining the success of carrying out the tasks assigned to them, employees who have sufficient knowledge will automatically increase the company's efficiency.
- 2) *Skill*, is an exertion to carry out the obligations and obligations given by the company to a representative well and ideally, for illustration, a T master. The foremost vital thing to underline is the employee's state of mind and behavior, not fair the employee's information and capacities.
- 3) *Attitude* is the fundamental behavior of a representative in carrying out his obligations and duties in agreement with company directions. All assigned tasks will be carried out well if the employee has an attitude of supporting the process of achieving organizational goals. Knowledge competencies, skills, and attitudes tend to be more obvious and relatively on the surface as basic characteristics possessed by humans.

Based on the explanation above, it can be concluded that competency is the ability and desire to carry out tasks and responsibilities with.

Compensation

The income earned to meet their living needs, everyone has to work. The work done by each person always expects reciprocity. Appreciation or appreciation for work performance and good performance of duties by employees in the form of compensation will make employees work actively and responsibly. So management makes providing compensation as a way to increase creativity, productivity, motivation, work performance and improve employee performance. (Nurjaman, 2014) explains that compensation is remuneration that employees receive for their work performance in carrying out their duties.

Job Satisfaction

This hypothesis too looks for a premise for the method of people's sentiments towards work fulfillment. There are a few speculations around work fulfillment, to be specific:

- 1) Two-Figure Hypothesis. This hypothesis proposes that fulfillment and disappointment are a portion of distinctive bunches of factors, to be specific inspirations and cleanliness components. Disappointment is related to conditions encompassing the work (such as working conditions, compensation, security, quality of supervision, and connections with others) and not to the work itself. The components avoiding negative responses are called cleanliness or support components. Instep, fulfillment is drawn from components related to the work itself or the coordinate that comes about thereof such as the nature of the work, execution on the job, openings for advancement, and openings for self-development and acknowledgment. Since these variables are related to tall levels of work fulfillment, they are called sparks.

- 2) Esteem Hypothesis. Concurring to this hypothesis, work fulfillment happens when the person gets anticipated work comes about. The more people get come about, the more fulfilled they will be, and bad habit versa.

Performance

According to (Kasmir, 2016) performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given in a certain period. The display of work results is not limited to personnel who hold functional or structural positions, but also to all levels of personnel within the organization. Regular performance assessments that are linked to the process of achieving each personnel's performance goals.

Worker execution must be surveyed to supply an diagram of the accomplishments or dedication that representatives have given to the company. This may be surveyed through a few things as expressed underneath by a few specialists. Agreeing to (Bilson, 2003) states, "in spite of the fact that it is outlandish to distinguish each all inclusive work measure that can be connected to all occupations, it is conceivable to decide a few characteristics that must be had and are anticipated to be valuable for surveying worker execution, specifically:

- 1) Solidness and Consistency. Great criteria must be able to be measured in reliable ways.
- 2) Assessment of Organizational Part Execution. Great criteria must be able to distinguish people agreeing to their execution.
- 3) Viability of person individuals of the organization. Great criteria must be delicate to the input and activities of officeholders.
- 4) Can be measured. Great criteria must be worthy to people who know their execution is being surveyed.

(Kashmere, 2016) Execution is the result of work and work behavior that has been accomplished in completing the tasks and responsibilities given in a certain period. Based on the past depiction, it can be concluded that execution may be a depiction of the achievements of workers in an organization in executing exercises, programs, and arrangements to realize the vision, mission, and objectives of the organization that have been already decided, the taking after system is defined:

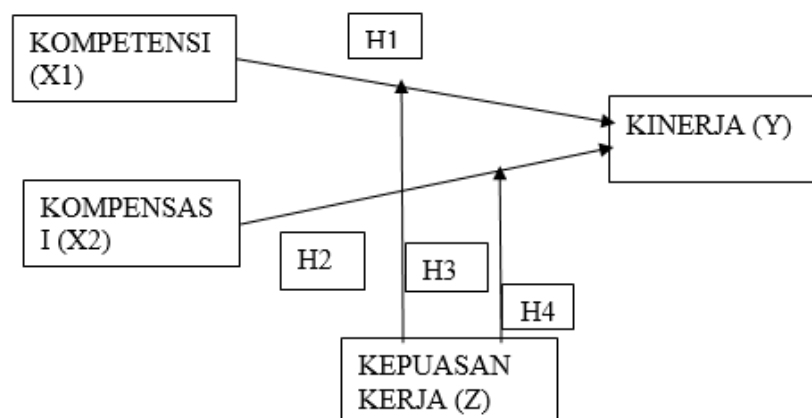


Figure 1. Conceptual Framework

Information:

- H1: Referring to (Hendrawan et al., 2018) , (Narsih, 2017) , (Baledi & Saed, 2017) , (Hermawan, 2019) (Alhamdi, 2018) .
- H2: Referring to (Arifudin, 2019) , (Nugraha & Tjahjawati, 2017) , (Jufrizen et al., 2017) .
- H3: Referring to (Alhamdi, 2018) , (Adrianto, 2008) , Jessica Lauren (2018)
- H4: Referring to (Sajudinnoor, nd) 2014, (Majid et al., 2021)

Competence on Job Satisfaction

Hendrawan et al., 2018 in their research stated that competence is a component of a person's character or part of a person's basic personality through behavior that can be predicted in various conditions and work assignments given, as well as predictions of who will have good and poor performance. Measurable through predetermined criteria or standards. Where Narsih, (2017) has the same opinion and produces test results that competence has a positive effect on performance. Dan Hermawan, (2019) competence contains several meanings 1) The basic characteristic of competence is the deepening of personality elements and sticking to them.

H1: It is suspected that competency has a significant effect on performance

Compensation for Performance

In accordance with previous research conducted by (Arifudin, 2019) revealed that the definition of compensation in his research included honorarium, incentives, operational allowances, health benefits, and retirement benefits. The results of his research show that compensation variables have a high influence on changes in employee performance at PT Global Media Tinggi. Likewise, as explained by Nugraha & Tjahjawati, (2017) concluded that compensation is the reward given by the company for the performance given by the company for the performance given, both financial and non-financial compensation. In the same conclusion, Jufrizen et al., (2017) concluded that compensation is everything that employees receive, whether felt directly or indirectly, whether in the form of material or non-material income as a reward for contribution, work, or dedication towards an organization or company.

H2: It is suspected that compensation has a significant effect on performance

Competence has a Positive Effect on Performance When Job Satisfaction is High

Job satisfaction is a person's behavior that involves feeling pleasant and loving their work. Meanwhile, Alhamdi, (2018) states that job satisfaction is one of the most important things in carrying out work activities. Job satisfaction refers to the general attitude of employees towards their work so it can be concluded that job satisfaction can increase performance. By (Adrianto, 2008) states that in reality in the office a person often faces problems, such as differences of opinion with superiors, hopelessness, and feelings of irritation towards co-workers which create negative conditions in the organization. So each individual's job satisfaction plays a necessary role, where workers who feel satisfied with their work will be motivated to improve their work atmosphere and provide

constructive responses. This agrees with Jessica Lauren's (2017) research test that job satisfaction significantly influences employee performance in a positive direction.

On the other hand, job satisfaction can also occur due to work performance or achievement, meaning that more productive workers will gain satisfaction.

H3: It is suspected that there is an influence of Job Satisfaction on Job Satisfaction Compensation has a Positive Effect on Performance When Job Satisfaction is High

Based on research tests that have been carried out (Sajudinnoor, nd) , compensation is positively related to employee performance and the absolute difference between compensation and job satisfaction has a positive effect on employee performance, this agrees with what was stated by (Majid et al., 2021) where with Increasing the number of moderating variables has the function of optimizing the strength of the correlation equation between work motivation and job satisfaction on a person's performance, where the job satisfaction variable is a moderator in the relationship between motivation and a person's performance.

H4: It is suspected that there is an influence of competence on performance
Research Hypothesis

According to (Arikunto, 2006;64), a hypothesis is a temporary explanation for the concept of inquire about issues communicated within the shape of a address. It is put forward briefly since the answers given are as it were based on pertinent hypotheses, not however based on truths gotten through information collection. So, the theory can be expressed as a hypothetical clarification of the issue detailing within the inquire about conducted by the analyst. This opinion is supported by Sugiono (2009: 71) who defines a hypothesis as a temporary answer to a research problem until proven through the data collected.

By the hypothetical premise of past investigations, the theory proposed in this investigation is:

1. It is suspected that competency encompasses a noteworthy impact on the execution of the Kalimantan territorial PKH coordinator.
2. It is suspected that the emolument includes a noteworthy impact on the execution of the Kalimantan territorial PKH Coordinator.
3. It is suspected that Competence within the execution of the PKH Facilitator incorporates a positive impact when work fulfillment is tall.
4. It is suspected that recompense for the execution of the PKH Facilitator includes a positive impact when work fulfillment is tall.

METHODOLOGY

The quantitative inquiry about the approach is the approach utilized in this proposition investigate, concurring to (Sugiyono 2017:8) the quantitative approach pattern is a research approach pattern based, among other things, on science as the only valid knowledge, and historical facts that might become objects of knowledge (positivism philosophy), is used to study populations or special samples, aggregate facts using assessment instruments, review facts in quantitative/statistical terms, use the purpose of making predetermined assumptions. Likewise, researchers need a quantitative process to test the performance of the Kalimantan Regional PKH Coordinator.

The research was carried out in the Kalimantan regional area with the research object being the PKH Coordinator of the Kalimantan Regional Ministry of Social Affairs. The population in this study were all Kalimantan Regional PKH Coordinators, namely 66 people and the sample chosen for the research carried out in this thesis was 66 people in the Kalimantan Regional area. In this research, the sampling technique applied a census mechanism, meaning that all the population who were coordinators of the Family Hope Program (PKH) in the Kalimantan regional area were sampled.

Hatch and Farhady in Sugiono (2009: 38) define variables as attributes of individuals and targets, including having variations between one target and another. Although Kerlinger in Sugiono (2010: 3) explains that variables are constructs *or* characters to be studied. So it can be said that a variable is a construct that has a variety of values, there are at least two attributes that differentiate it.

This research is a form of *survey research* because it uses research tools in the form of questionnaires or questionnaires given to correspondents. The use of questionnaires in this research is divided into two parts. The first section includes an overview of the correspondence required to complete the questionnaire. Meanwhile, the second part contains questionnaire items for each variable studied. The process of collecting data in this research was through distributing a list of questions, including the arrangement using a Likert scale.

The data analysis method that will be used is through the use of structural equivalent examples (*Structural Equation Modeling*). The ability for path analysis (Path Analytic) is demonstrated by SEM (Ghozali & Latan, 2015). The use of path analysis in this research is using smart-PLS 3.0 software via Partial Least Squares (PLS).

Partial Least Square (PLS) analysis is used to obtain latent variable correlations and interpret structural indicators of the construct. The statement (Chin, 1998) in Ghozali (2014) states that parametric techniques in testing parameter significance are not needed if PLS does not assume the existence of a particular distribution for parameter estimation. The non-parametric nature of PLS is that the PLS evaluation model is by predictive measurements.

RESULTS AND DISCUSSION

Descriptive Analysis of Research Data

Outlines of inquire about information can be utilized to enhance the discourse, through outlining respondent reaction information it can be seen how respondents reacted to each variable being considered. To create it simpler to decipher the factors being examined, the categorization of respondents' reaction scores was carried out. The principle of categorization of the whole score of respondents' reactions in this think about employments the calculated normal esteem as a reference for deciding the classification of evaluation categories. The math average is utilized to see the propensity of answers to explanation things to demonstrate the condition of each variable considered. The taking after is an condition for calculating the lesson length at each interim (Supangat, 2007):

$$P = \frac{X_{\max} - X_{\min}}{b} = \frac{R}{b}$$

Information:

P = Class Length of each interval

X_{\max} = Maximum Value

X_{\min} = Minimum Value

R = Range

b = Many Classes

In this research, the maximum assessment value is five and the minimum research value is one, so if the value is substituted into the previous equation, the following output is obtained:

$$P = \frac{5 - 1}{5} = 0,8$$

According to the output or results of calculating the length of the class for each interval, in Table 4.10 the classification of assessment categories regarding the calculated average value is presented, as follows:

Table 3. Range of Descriptive Analysis Categories

No	Interval	Kriteria Penilaian
1	1,00 - 1,80	Sangat Tidak Baik
2	1,81 - 2,60	Tidak Baik
3	2,61 - 3,40	Cukup Baik
4	3,41 - 4,20	Baik
5	4,21 - 5,00	Sangat Baik

Verification Analysis

In this verification analysis, related to the formation of a structural equation model, hypothesis testing will then be carried out using the PLS-SEM method. According to Hair et al (2019), the PLS-SEM method estimates complex models with many constructs, indicator variables, and structural paths without

imposing data distribution assumptions. The following is the PLS-SEM model in this research.

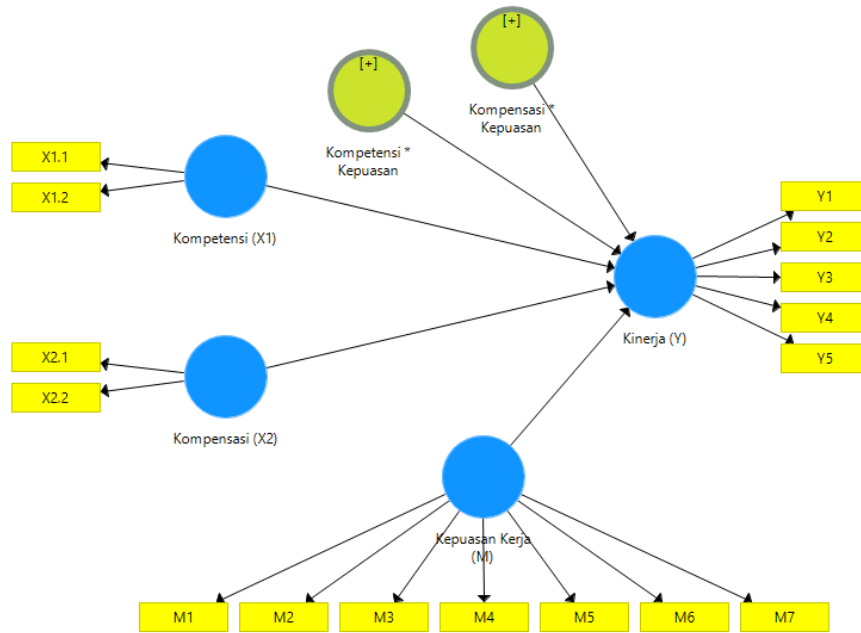


Figure 2. Conceptual Diagram of the PLS-SEM Model

The model estimation process above was carried out using the help of the SmartPLS 3.0 program application. The following are the results of PLS-SEM testing.

Outer Model Testing (Measurement Model) Convergent Validity

The primary arrange evaluates the concurrent legitimacy criteria. Concurrent legitimacy is testing develop legitimacy. A marker is said to have good validity in the event that it includes a stacking figure esteem more noteworthy than or surpassing 0.70. In the mean time, the loading calculate of 0.60 can still be kept up in a show that's still within the advancement arrange (Ghozali, 2014:39). Based on the estimation results using the help of the SmartPLS 3.0 program application, the initial calculation results were obtained as follows.

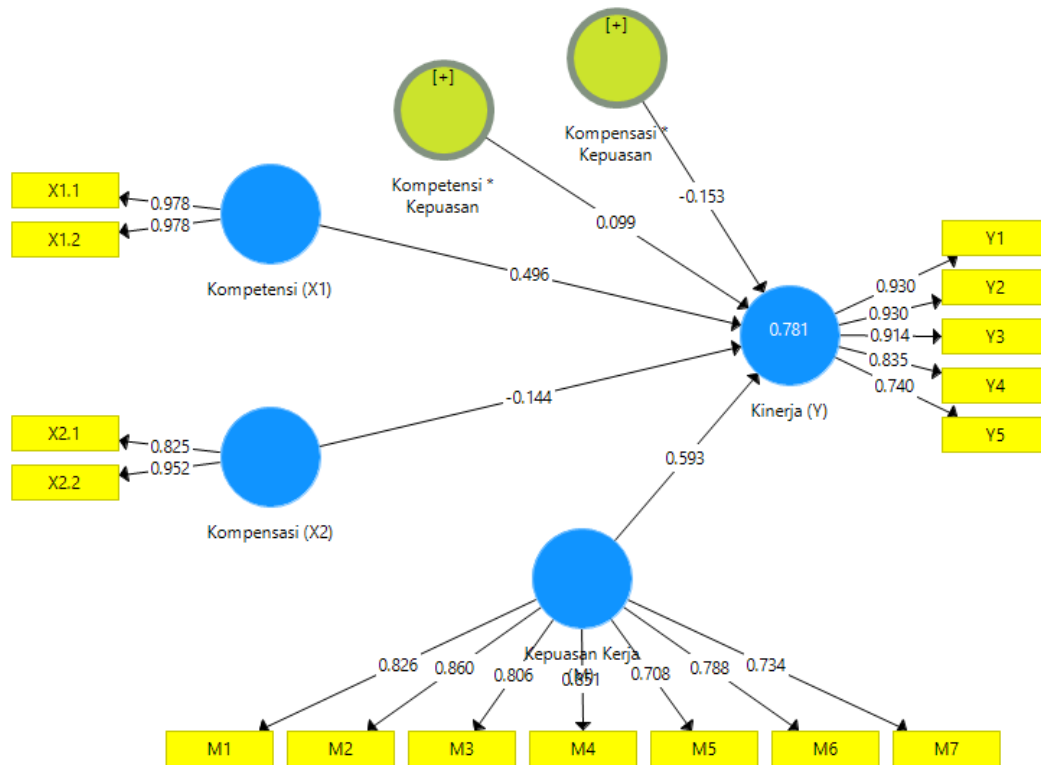


Figure 3. Outer Evaluation Loading Factor Value Diagram
 Source: Data Processing (2023)

Based on the inquire about test yield, comes about were gotten that outline that all shows (watched factors) have stacking calculate values more noteworthy than 0.70. So the SEM-PLS show is said to have great develop legitimacy. The stacking calculate esteem for each build that each variable has. Based on this table, it can be seen that all stacking components have a esteem of more than 0.7. So it can be concluded that each develop within the inquire about has great legitimacy.

The normal change extricated (AVE) test is to advance fortify the comes about of concurrent legitimacy with the measure that in the event that the AVE esteem is > 0.5 (Hair et al, 2019), then the develop utilized within the investigate is substantial. These comes about appear that all idle factors have AVE values that surpass 0.5. This demonstrates that the pointers that frame the inactive build have great merged legitimacy when seen from the normal change extricated esteem.

Hypothesis Test

Hypothesis testing in this research was carried out using the path coefficient, t-value, and p-value. To assess significance and predictions in hypothesis testing, it can be reviewed using the path coefficient and t-value (Kock, 2016). According to (Kock, 2016) assessing predictions and significance in hypothesis testing through p-value. The t-table values can be reviewed in the following table.

Table 4. T-Table Value

	<i>Two-tailed</i>
t-tabel	1,96

According to Kock, N. (2016), using a confidence level of 95% (alpha 5%), *two-tailed*, the t-table values are obtained as follows:

1. If the t-statistic value is ≥ 1.96 (used for direct influence), then H_0 is rejected and H_1 is accepted.
2. If the t-statistic value is < 1.96 (used for direct influence), then H_0 is accepted and H_1 is rejected.

The magnitude of the significance value between the variables being tested is presented in the form of a value contained in the arrow that connects one of the variables to the variable of interest.

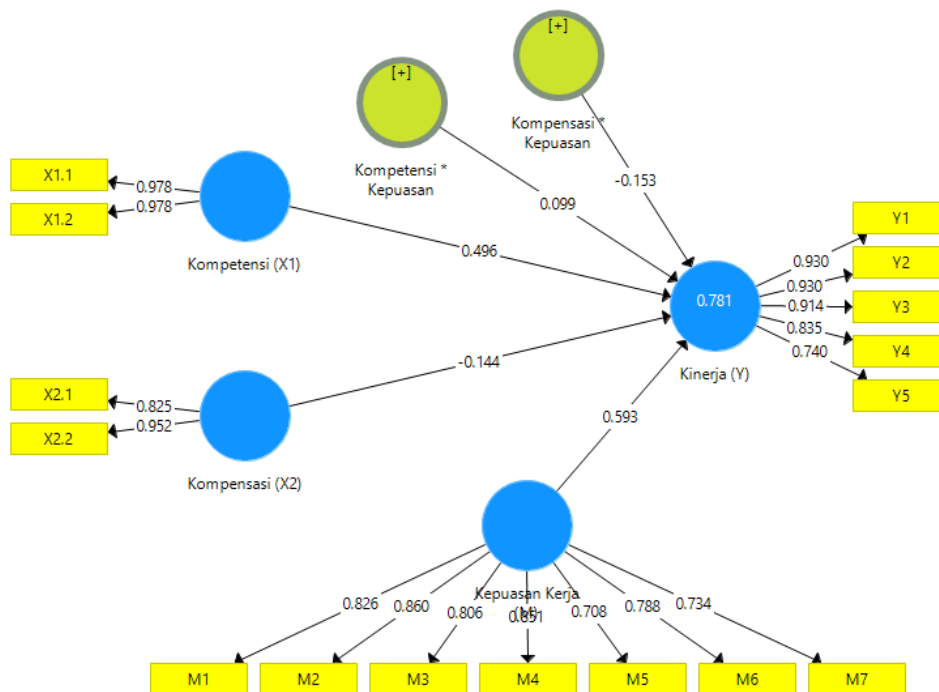


Figure 4. Structural Model (Path Coefficient, Beta)

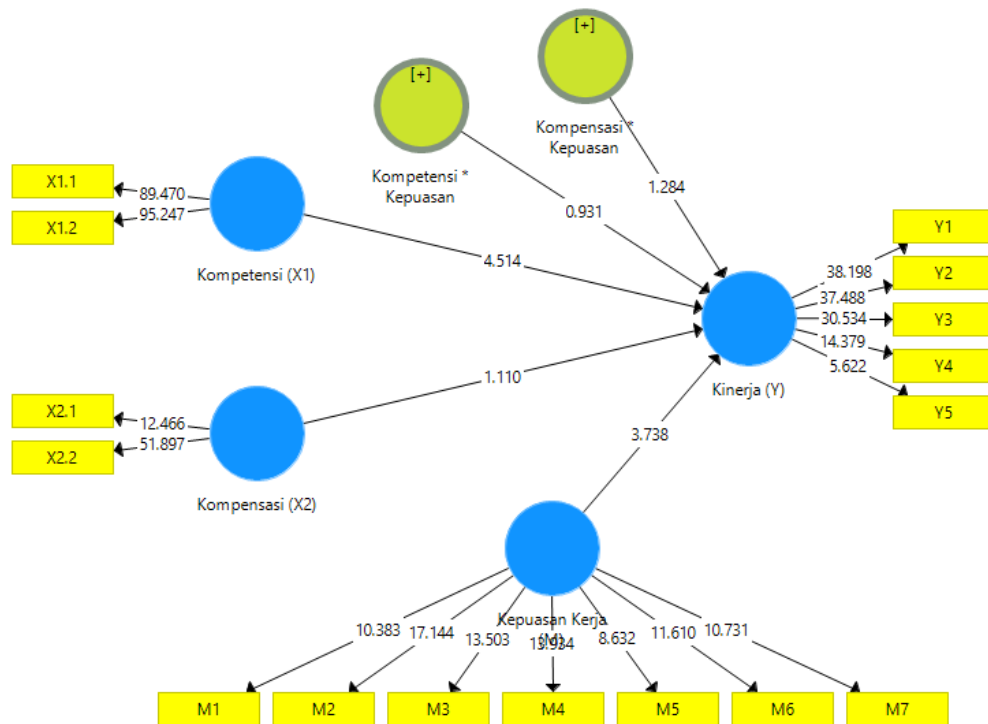


Figure 5. Significance Values (T-Count)
 Source: Data processing output using SmartPLS (2023)

The following is a recapitulation of the hypothesis test results:

Table 5. Path Coefficient Value and p-Values

Hipotesis	Variabel	Original sample (O)	T statistics (O/STDEV)	P values 5%,10%	Keterangan
H1	Kompetensi (X1) -> Kinerja (Y)	0,496	4,514	0,000	Diterima
H2	Kompensasi (X2) -> Kinerja (Y)	-0,144	1,110	0,268	Ditolak
H3	Kompetensi * Kepuasan -> Kinerja (Y)	0,099	0,931	0,352	Ditolak
H4	Kompensasi * Kepuasan -> Kinerja (Y)	-0,153	1,284	0,200	Ditolak

Sumber: Pengolahan Data (2023)

There is a significant influence if the significance value is smaller than 0.05 and/or 0.1, the following is a description of the hypothesis test results:

H1: Competence has a Significant Effect on the Performance of the Kalimantan Regional PKH Coordinator

The final value of the calculation shows that the competency path coefficient on performance is 0.496. This shows that the direction of the influence of competence on performance is positive or unidirectional, meaning that the better the competence, the better the performance. The effect of competence on performance is significant, with a t-statistic value of 4.514 which is greater than

the t table or $4.514 > 1.96$, and a *p-value* of 0.000 which is smaller than alpha 5% and/or 10% (0.05 and/or 0, 1) Thus, H_1 is accepted.

H2: Compensation has a Significant Effect on the Performance of the Kalimantan Regional PKH Coordinator

The final value of the calculation shows that the compensation path coefficient on performance is -0.144. This leads to the direction of the influence of compensation on performance being negative or in the opposite direction, meaning that the better the compensation, the worse the performance will be. The effect of compensation on performance is not significant, with a t-statistic value of 1.110 which is smaller than the t table or $1.110 < 1.96$, and a *p-value* of 0.268 which is greater than alpha 5% and/or 10% (0.05 and/or 0,1) thus H_2 is rejected.

H3: Job Satisfaction Moderates the Relationship Compensation Based on the Performance of the Kalimantan Regional PKH Coordinator

The final value of the calculation shows that the job satisfaction path coefficient moderates the correlation between compensation and performance of 0.099. This explains that job satisfaction weakens the correlation between compensation and performance. The effect of compensation on performance moderated by job satisfaction is not significant, this is shown by the t-statistic value of 0.931 which is smaller than the t table or $0.931 < 1.96$, and the *p-value* of 0.352 is greater than alpha 5% and/or 10 % (0.05 and/or 0.1) thus H_3 is rejected.

H4: Job Satisfaction Moderates the Relationship Compensation Based on the Performance of the Kalimantan Regional PKH Coordinator

The final value of the calculation shows that the job satisfaction path coefficient moderates the correlation between compensation and performance of -0.153. This describes that job satisfaction weakens the relationship between compensation and performance. The impact of compensation on performance moderated by job satisfaction is not significant, this is shown by the t-statistic value of 1.284 which is smaller than the t table or $1.284 < 1.96$, and the *p-value* of 0.200 which is greater than alpha 5% and/or 10% (0.05 and/or 0.1) thus H_4 is rejected.

CONCLUSIONS AND RECOMMENDATIONS

From the results of the calculations and analysis carried out in the previous chapter regarding " The Influence of Competency and Compensation on the Performance of the Kalimantan Regional PKH Coordinator Moderated by Job Satisfaction", it can be concluded:

1. Competence has a significant effect on the performance of the Kalimantan Regional PKH Coordinator.
2. Compensation does not have a significant effect on the performance of the Kalimantan Regional PKH Coordinator.
3. Job satisfaction does not moderate the relationship between compensation and the performance of the Kalimantan Regional PKH Coordinator.

4. Job satisfaction does not moderate the relationship between compensation and the performance of the Kalimantan Regional PKH Coordinator.

FURTHER STUDY

Each study has limitations; thus, you can describe it here and briefly provide suggestions for further research.

ACKNOWLEDGMENT

This section gives you the opportunity to thank your colleagues who provided suggestions for your paper. You can also express your appreciation for the financial assistance you received, in completing this research.

REFERENCES

- Adrianto, Y. (2008). Analisis pengaruh partisipasi penyusunan anggaran terhadap kinerja manajerial dengan kepuasan kerja, job relevant information dan kepuasan kerja sebagai variabel moderating. Program Pasca Sarjana Universitas Diponegoro.
- Al-Alawi, A. I., Al-Saffar, E., AlmohammedSaleh, Z. H., Alotaibi, H., & Al-Alawi, E. I. (2021). A study of the effects of work-family conflict, family-work conflict, and work-life balance on Saudi female teachers' performance in the public education sector with job satisfaction as a moderator. *Journal of International Women's Studies*, 22(1), 486-503.
- Alhamdi, R. (2018). Pengaruh Kompetensi Dan Motivasi Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Moderasi Di Patra Semarang Convention Hotel. *Jurnal Pariwisata Pesona*, 3(1), 57-68.
- Arifudin, O. (2019). Pengaruh kompensasi terhadap kinerja karyawan di PT. Global Media. *Jurnal Ilmiah Manajemen, Ekonomi, & Akuntansi (MEA)*, 3(2), 184-190.
- Arikunto, S. (2006). *Prosedur Penelitian Suatu Pendekatan Praktik*. Rineka Cipta.
- Baledi, M., & Saed, R. Al. (2017). The impact of compensation on improving employees performance through job satisfaction in Jordanian newspaper. *International Journal of Business Quantitative Economics and Applied Management Research*, 4(5), 86-102.
- Bilson, S. (2003). *Penilaian kinerja karyawan dalam manajemen perusahaan*. Jakarta, Gramedia Pustaka.
- Buelens, M., Kreitner, M., & Kinicki, A. (2002). *Organizational behaviour*.
- Chin, W. W. (1998). Commentary: Issues and opinion on structural equation modeling. In *MIS quarterly* (pp. vii-xvi). JSTOR.

- Edition, F., & Noe, R. A. (n.d.). *Employee Training and Development*.
- Ghozali, I. (2005). *Analisis Multivariante dengan Program SPSS*. Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2015). *Partial least squares konsep, teknik dan aplikasi menggunakan program smartpls 3.0 untuk penelitian empiris*. Semarang: Badan Penerbit UNDIP.
- Ghozali, Imam, Hengky Latan. 2015. *Konsep, Teknik, Aplikasi Menggunakan Smart PLS 3.0 Untuk Penelitian Empiris*. BP Undip. Semarang.
- Hair, J.F. Risher, J.J., Sarstedt, M. and Ringle, C.M. (2019), "When to use and how to report the results of PLS-SEM", *European Business Review*, Vol. 31 No. 1, pp. 2-24.
- Hair, J.F., Hult, G.T.M., Ringle, C.M. and Sarstedt, M. (2017a), *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*, Sage, Thousand Oaks, CA.
- Hasibuan, M. S. P. (2008). *Manajemen sumber daya manusia*.
- Hasibuan, M. S. P., & Rahayu, E. (2014). *Manajemen: Dasar, Pengertian dan Masalah Edisi Revisi*.
- Hendrawan, A., Yulianeu, A., Suchyawati, H., & Indriyani, I. (2018). *Pengembangan Kompetensi UMKM Dengan Pembelajaran Organisasi*. INOBIS: *Jurnal Inovasi Bisnis Dan Manajemen Indonesia*, 1(4), 489-496.
- Hermawan, E. (2019). *Pengaruh Kompetensi, Pendelegasian Wewenang dan Kepuasan Kerja Terhadap Kinerja*. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 2(2), 148-159.
- Hutapea, P., & Nurianna Thoha, M. B. A. (2008). *Kompetensi plus*. Gramedia Pustaka Utama.
- Jufrizen, J., Lumbanraja, P., Salim, S. R. A., & Gultom, P. (2017). *The effect of compensation, organizational culture and islamic work ethic towards the job satisfaction and the impact on the permanent lecturers*.
- Kock, N. (2016). *Hypothesis testing with confidence intervals and P values in PLS-SEM*. *International Journal of e-Collaboration*, 12(3), 1-6.
- Kasmir, S. (2016). *The Mondragon cooperatives and global capitalism: A critical analysis*. *New Labor Forum*, 25(1), 52-59.

- Kock, N. (2016). Hypothesis testing with confidence intervals and P values in PLS-SEM. *International Journal of E-Collaboration (IJeC)*, 12(3), 1-6.
- Majid, A., Hakim, A. L., & Assadam, E. (2021). Pengaruh motivasi kerja terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel moderasi. *JAS-PT (Jurnal Analisis Sistem Pendidikan Tinggi Indonesia)*, 5(1), 9-16.
- Mangkunegara, A. P., & Prabu, A. (2002). *Manajemen Sumber Daya Manusia Perusahaan, Cetakan ke-2*. Bandung: PT. Remaja Rosdakarya Offset.
- Mondy, R. W. (2008). *Human Resources Management. Volume 1 Issue 10*. Erlangga. Jakarta.
- Mondy, R. W., & Noe, R. M. (2005). *Human resource management*. Pearson Educación.
- Narsih, D. (2017). Pengaruh Kompetensi Dan Kepuasan Kerja Terhadap Kinerja Guru Smkn 23 Jakarta Utara. *Utility: Jurnal Ilmiah Pendidikan Dan Ekonomi*, 1(1), 94-102.
- Nugraha, A., & Tjahjawati, S. S. (2017). Pengaruh kompensasi terhadap kinerja karyawan. *Jurnal Riset Bisnis Dan Investasi*, 3(3), 24-32.
- Nurjaman, K. (2014). *Manajemen personalia*.
- PICH, K., & Suhariadi, F. (2021). The correlation between training, career development and employee performance with moderating variable of job satisfaction: A case study in Cambodia. *Jurnal Manajemen Teori Dan Terapan*, 14(2), 194-212.
- Pulakos, E. D. (2009). *Performance management: A new approach for driving business results*. John Wiley & Sons.
- Puspita, D. R. (2011). Pengaruh Motivasi Kompetensi dan Lingkungan Kerja pada Kinerja Aparatur Penyuluh Keluarga Berencana. *JIANA (Jurnal Ilmu Administrasi Negara)*, 11(01), 87-96.
- Rangga, K., Darsono, D., Anantanyu, S., & Wijaya, M. (2014). Micro Business Affinity Group Empowerment For Self-Sufficient Food Village in Lampung Province. *International Journal Of Scientific Research And Education*, 2(4), 719-726.
- Rivai, V., & Sagala, E. J. (2009). *Manajemen sumber Daya Manusia untuk Perusahaan, edisi kedua*. Penerbit: Rajawali Pers, Jakarta.
- Robbins, S. P. (n.d.). dan Mary Coulter,(2007). *Management Eighth Edition, Indeks*, Jakarta.

Robbins, S. P. (2003). *Perilaku organisasi*.

Sajudinnoor, S. (n.d.). Analisis Pengaruh Kompensasi Terhadap Kinerja Pegawai Dengan Kepuasan Sebagai Variabel Moderasi (Studi Kasus Pada Pegawai Non Medis RSUD Kepanjen Kabupaten Malang). *Jurnal Manajemen Dan Akuntansi*, 3(2), 112136.

Sihotang, A. (2007). *Manajemen sumber daya manusia*. Jakarta: Pradnya Paramita, 1-110.

Spencer, L. M., & Spencer, P. S. M. (2008). *Competence at Work models for superior performance*. John Wiley & Sons.

Stajkovic, A. D., & Luthans, F. (1998). Self-efficacy and work-related performance: A meta-analysis. *Psychological Bulletin*, 124(2), 240.

Sugiyono, S. (2010). *Metode penelitian kuantitatif dan kualitatif dan R&D*. Alfabeta Bandung.

Sumardi, H. (2018). The Effect of Compensation, Empowerment, Competency and Job Satisfaction toward Performance of Lecture in Wiralodra University of Indramayu. *International Journal of Scientific Research and Management (IJSRM)*, 6.

Werther Jr, W. B., & Davis, K. (1985). *Personnel management and human resources*.

Wiarah, W., & Manik, E. (2014). Pengaruh Kompetensi dan Kompensasi terhadap Kepuasan Kerja serta Implikasinya pada Kinerja Paramedis di Rumah Sakit Cibabat Kota Cimahi. *Jurnal Ekonomi, Bisnis & Entrepreneurship*, 8(2), 41345.

Yamin, S., & Kurniawan, H. (2011). *Generasi baru mengolah data penelitian dengan partial least square path modeling*. Jakarta: Salemba Infotek.

Yamin, Sofyan dan Heri Kurniawan. 2011. *Generasi Baru Mengolah Data Penelitian dengan Partial Least Square Path Modeling: Aplikasi dengan Software XLSTAT, SmartPLS, dan Visual PLS*. Salemba Infotek. Jakarta.