THE EFFECT OF PAYROLL CONTROL SYSTEMS AND PERFORMANCE BENEFITS ON EMPLOYEE PERFORMANCE AT BAPPELTIBANGDA CIANJUR DISTRICT

Asep Gunawan[1], Didin Saepudin [2], Zaenal Aripin [3]

[1] Sangga Buana University, Bandung, 40124, Indonesia, GunawanAsep1976@gmail.com

[2]Universitas Sangga Buana, Bandung, 40124, Indonesia, Didin.Saepudin@usbypkp.ac.id

[3] Sangga Buana University, Bandung, 40124, Indonesia, Zaenal.arifin@usbypkp.ac.id

Abstract

The purpose of this study was to determine the effect of the Payroll Control System and Performance Benefits on Employee Performance at Bappeltibangda Cianjur Regency. The research method used is descriptive research, which analyzes research results without drawing broader conclusions. This research involves independent variables, namely Payroll Control System (X1) and Performance Allowance (X2), as well as the dependent variable, namely Employee Performance (Y). Data collection techniques were carried out through field studies with questionnaires distributed to 84 respondents, and literature searches. Based on the results of the study, it can be seen that there is a significant relationship between the Payroll Control System, Performance Benefits, and Employee Performance at Bappeltibangda Cianjur Regency. The results of statistical calculations using SPSS show the value of F = 51.503, and the value of Sig. = 0,000. With the calculated F value above the F table (3.11) and the Sig value. <0.05, H0 is rejected, so Ha is accepted. This means that the Payroll Control System (X1) and Performance Allowance (X2) variables together have a significant effect on the Employee Performance variable (Y).

Keywords: Payroll Control System, Performance Allowance, Employee Performance

INTRODUCTION

Human Resource Management (HRM) in organizations has a central role in achieving goals and maintaining operational sustainability. Organizations, including the Integrated Licensing and Investment Service Agency, Manpower and Transmigration (Bappeltibangda) of Cianjur Regency, are faced with complex challenges that require effective and performance-oriented HR management. This research raises crucial issues related to the Payroll Control System, Performance Allowances, and employee performance at Bappeltibangda Kabupaten Cianjur.

In the view of Dessler (2019) in his book "Human Resource Management," the Payroll Control System is an important point in shaping a fair and transparent work culture. The importance of this system is not only on the financial aspect, but also on distributive justice. Herzberg's distributive justice theory, as explained by Robbins & Judge (2020) in "Organizational Behavior," suggests that employees who feel that the rewards they receive are proportional to their contributions will tend to have higher levels of motivation.

In the context of Bappeltibangda, where employees' duties and responsibilities are closely related to licensing and investment services, the adoption of a transparent Payroll Control System is expected to create a fair working environment and motivate employees to give their best contribution. This research will detail the implementation of the Payroll Control System and measure its impact on employee satisfaction and performance in Bappeltibangda Kabupaten Cianjur.

Performance Allowance is a motivational factor that is equally important in HR management. Robbins and Judge (2020) emphasize the importance of performance allowances as a tool to encourage employee morale and dedication. For an organization like Bappeltibangda, which has a strategic role in managing licensing and investment, achieving optimal performance from each employee is imperative.

Herzberg's motivation theory, as elaborated by Luthans (2019) in "Organizational Behavior: An Evidence-Based Approach," provides the basis that performance allowances can be an important factor in improving job satisfaction and employee performance. By understanding these principles, this study aims to explore the extent to which the provision of performance allowances can influence employee performance at Bappeltibangda Kabupaten Cianjur.

Through the integration of these theoretical concepts, this research seeks to provide an in-depth analysis of the impact of the Payroll Control System and Performance Allowances on Employee Performance at Bappeltibangda Cianjur Regency. Thus, it is expected that contextual and relevant solutions and recommendations can be found to improve HR management and employee performance within this organization.

Theoretical Relevance to the Context of Bappeltibangda Kabupaten Cianjur:

The implementation of a good Payroll Control System in Bappeltibangda Kabupaten Cianjur has significant relevance to the characteristics and responsibilities of the organization. Bappeltibangda has a strategic role in supporting investment and business development through licensing and investment services. By implementing a transparent payroll control system, the organization can create a fair working climate and motivate employees to make optimal contributions in supporting the organization's mission.

The provision of Performance Allowance in Bappeltibangda is not only limited to providing additional rewards, but also a motivational strategy to stimulate employee performance. In a dynamic and public service-oriented context, performance allowances linked to target achievement and superior performance can be an effective tool in increasing employee morale and dedication.

Employee performance in Bappeltibangda is not only seen as the result of routine tasks, but also as a real contribution to the achievement of organizational goals. In managing licensing and investment, the quality of service and efficiency of the process is highly dependent on the performance of each individual in the organization. Therefore, the positive influence of the Payroll Control System and Performance Allowances is expected to create a productive work environment and support the vision and mission of Bappeltibangda Cianjur Regency.

Objectives and Research Problem Formulation:

This study aims to measure and analyze the extent of the influence of the Payroll Control System and Performance Benefits on Employee Performance at Bappeltibangda Cianjur Regency. In exploring the complexity of the role of HR and the dynamics of employee performance, several main questions will be answered through this research:

1. To what extent does the Payroll Control System have a positive impact on Employee Performance at Bappeltibangda Cianjur Regency?
2. How does the provision of performance allowances affect employee performance in the Cianjur Regency Bappeltibangda environment?
3. How does the joint interaction between the Payroll Control System and Performance Allowances contribute to Employee Performance at Bappeltibangda Cianjur Regency?

Research Benefits:

The success of this research is expected to provide significant benefits, among others:

Contribution to HR Management Development: This research is expected to provide valuable insights for the development of HR management policies and practices in Bappeltibangda Kabupaten Cianjur, as well as similar organizations. The research findings can be the basis for formulating more effective strategies in managing and motivating HR.

Reference Source for Stakeholders: The results of this study can be an important source of information for organizational leaders, researchers, and management practitioners interested in optimizing employee performance and HR management in the context of public service organizations.

Basis for Further Research: This study is expected to serve as a basis for further, more in-depth research on specific aspects of HRM and employee performance in similar organizations. This can open up space for a deeper understanding and development of new concepts in this field.

Framework of Thought and Research Methodology:

To answer the research questions that have been formulated, this study will use a framework that integrates the theoretical concepts previously described. Data collection will be carried out through field studies by distributing questionnaires to respondents who are employees at Bappeltibangda Cianjur Regency.

This introduction provides an overview of the organizational context, the urgency of HR management, as well as the theoretical basis underpinning this research. By elaborating on the views of experts such as Dessler, Herzberg, Robbins & Judge, and Luthans, this research aims to provide a deeper understanding of the complexity of the relationship between the Payroll Control System, Performance Allowance, and Employee Performance at Bappeltibangda Kabupaten Cianjur. Through this focus, it is hoped that the research findings can make a positive contribution to the development of HR management practices and the improvement of employee performance within the organization.

RESEARCH METHODS

Research Design:

This study adopts a descriptive research approach, the aim of which is to describe the phenomenon without manipulating the variables. This approach is in accordance with the views of Dessler (2019) in his book "Human Resource Management", which underlines the importance of a fair and transparent payroll control system.

Population and Sample:

The study population included all employees in Bappeltibangda Cianjur Regency. The sample was selected using the random sampling method to ensure representativeness. This approach was proposed by Sukirno (2018) in his book "Educational Research Methods", which emphasizes the importance of sample representativeness in research.

Data Collection Instruments:

Questionnaires were used as data collection instruments, designed based on theoretical concepts. For example, questions regarding employee satisfaction with the payroll control system refer to the model described by Milkovich and Newman (2021) in their book "Compensation", which highlights the importance of fairness in the compensation system.

Data Collection Procedures:

The procedure begins with distributing questionnaires to respondents, beginning with an explanation of the research objectives. This step is in line with Sugiyono's (2017) view in his book "Quantitative, Qualitative, and R&D Research Methods", which emphasizes respondents' understanding of the research objectives.

Analisis Data:

Data analysis was conducted using SPSS, in accordance with the recommendations of Sekaran (2016) in his book "Research Methods for Business". Statistical analysis methods, such as regression tests, are used to measure the extent to which Payroll Control System and Performance Allowance variables affect Employee Performance.

Supporting Theory:

Supporting theories involve concepts from human resource management experts. For example, Herzberg's distributive justice theory, as described by Robbins and Judge (2020) in "Organizational Behavior", asserts that rewards proportional to contribution can increase employee motivation.

The importance of performance allowances is also supported by Robbins and Judge (2020) in "Organizational Behavior", who emphasize that performance allowances in accordance with target achievement and good performance can be a strong driver to increase employee morale and dedication. Herzberg's motivation theory, as elaborated by Luthans (2019) in "Organizational Behavior: An Evidence-Based Approach," provides the basis that performance benefits can be an important factor in improving job satisfaction and employee performance.

Through the integration of these theoretical concepts, this study aims to explore and measure the impact of the Payroll Control System and Performance Allowances on Employee Performance at Bappeltibangda Cianjur Regency. By detailing the theories underlying this research, it is hoped that it can provide a deeper understanding and contextual research results and can be applied in HR management in similar organizations.

RESULTS AND DISCUSSION

A. Research Results

The results of this study reflect the significant impact of the Payroll Control System and Performance Benefits on Employee Performance at Bappeltibangda Cianjur Regency. The statistical analysis conducted resulted in an F value of 51.503, with a significance value (Sig.) of 0.000. This finding provides a strong indication that there is a significant relationship between these variables.

First of all, a high F value illustrates that the variation between groups (in this case, the Payroll Control System and Performance Allowance variables) is greater than the variation within groups. This means that the differences between the groups are not the result of chance, but rather reflect significant differences..

Furthermore, the very low significance value (Sig.) of 0.000 indicates that the likelihood of a significant relationship between Payroll Control System, Performance Allowance, and Employee Performance is very small. In other words, this finding has a high level of confidence.

With the rejection of the null hypothesis (H0) and the acceptance of the alternative hypothesis (Ha), this study confirms that the Payroll Control System (X1) and Performance Allowance (X2) together have a significant effect on Employee Performance (Y)..

It is important to detail the contribution of each variable to employee performance:

1. Payroll Control System (X1):

The results show that the implementation of a good Payroll Control System has a positive impact on employee performance. This system creates a fair and transparent framework in assessing and rewarding the contribution of each employee. This concept is in line with the views of management experts, as expressed by Dessler (2019), who emphasizes that fairness in the payroll system can improve employee motivation and performance.

2. Performance Allowance (X2):

Performance allowances are also proven to make a significant positive contribution to employee performance. Providing incentives in the form of performance allowances in accordance with the achievement of targets and good performance is a strong driver to increase employee morale and dedication. This view is in line with Herzberg's motivation theory, which emphasizes that motivational factors, including performance allowances, can increase job satisfaction and employee performance.

Thus, the results of this study provide empirical evidence that the Payroll Control System and Performance Allowance, when implemented together, have a significant positive impact on employee performance at Bappeltibangda Kabupaten Cianjur..

3. Practical Implications:

The results of this study have important practical implications for the management of Bappeltibangda Kabupaten Cianjur and similar organizations. The implementation of a fair and transparent Payroll Control System, along with the provision of achievement-based Performance Allowances, can be an effective strategy to increase employee productivity and motivation. Management may consider optimizing their compensation system, integrating aspects that have been proven to improve employee performance.

4. Recommendations for Further Research:

While this research provides valuable insights, there are some aspects that could be the subject of further research. For example, in-depth analysis of the specific factors within the Payroll Control System that are most influential or the most effective types of Performance Allowances could be the focus of future research. In addition, longitudinal research can provide a better understanding of the long-term impact of Payroll Control System implementation and Performance Allowances on employee performance..

The results of this study present a deeper understanding of the relationship between the Payroll Control System, Performance Allowances, and Employee Performance at Bappeltibangda Cianjur Regency. The findings provide a strong foundation for organizations to reconsider their human resource management policies. The implementation of strategies that focus on improving the Payroll Control System and Performance Benefits can have a significant positive impact on employee performance and motivation, as well as on the overall achievement of organizational goals..

B. Discussion

1. Effect of Payroll Control System :

The importance of a Payroll Control System in the context of human resource management cannot be overlooked. This system acts as a guide to provide fairness and transparency in the payroll process, ensuring that each employee is treated fairly in accordance with their contribution. The results illustrate that the implementation of a good system in managing payroll aspects has a significant positive impact on the work environment..

A fair Payroll Control System provides employees with clarity regarding performance assessment criteria. It creates universally accepted standards, ensuring that each employee is assessed based on objective and measurable performance achievements. In the view of Dessler (2019), a leading management expert, fairness in pay control systems is not only a factor that motivates employees but also a source of satisfaction in the work environment..

Employees who feel they are treated fairly in terms of compensation have a tendency to be more motivated. They feel valued and recognized for their contributions, which in turn increases job satisfaction. Motivation theory in this context suggests that job satisfaction can have a positive impact on overall employee productivity and performance..

The link between good Payroll Control System implementation and employee motivation creates a positive cycle in the work environment. Motivated employees tend to perform better, which in turn can create a dynamic and productive work culture..

In practice, Human Resources management at Bappeltibangda Kabupaten Cianjur can benefit greatly from these findings. Increasing transparency in the payroll system and ensuring fairness in performance appraisals can be critical steps to improving employee motivation and performance. Therefore, improving or adjusting the Payroll Control System policy can be a strategic investment in achieving organizational goals..

2. Performance Allowance and its Positive Impact on Employee Performance:

Performance Allowance is not only an element in the compensation system, but also acts as a strong driver to increase employee morale and dedication. The results show that the provision of allowances in accordance with target achievement and good performance has a significant positive impact on employee performance levels..

Performance Allowances create a bond between individual achievements and the incentives provided. Employees who feel a direct link between their efforts and the rewards they receive tend to be more motivated to achieve their targets and improve their performance. This is consistent with Herzberg's motivation theory, which emphasizes that motivational factors, such as performance benefits, have a positive impact on employee job satisfaction and performance..

Providing fair and performance-based benefits signals to employees that their contributions are recognized and valued. This creates a positive atmosphere in the work environment, where employees feel motivated to give their best. Performance allowances, which are more variable than base salary, can be a form of recognition that encourages creativity and innovation in the performance of daily tasks.

In line with Herzberg's view, job satisfaction resulting from the provision of performance allowances can be a trigger for overall performance improvement. Employees who feel satisfied with aspects of their compensation have a tendency to be more engaged and contribute positively to organizational goals..

In the context of a public organization such as Bappeltibangda Kabupaten Cianjur, where sustainability of employee performance is critical, more attention to performance allowance strategies can be a deciding factor. By designing a benefits policy that is transparent, fair, and linked to performance achievement, management can motivate employees to perform optimally, in line with organizational goals..

Thus, understanding that performance allowances have a positive impact on employee performance is the first step towards designing more effective and motivational compensation policies. Improvements to the system can stimulate employee productivity and dedication, bringing benefits to both the individual and the organization as a whole.

3. Integration of Payroll and Performance Allowance Control System:

Integration of Payroll Control System and Performance Benefits brings a greater positive impact on employee performance. This integration involves combining two key aspects of human resource management, namely payroll control and performance allowance. With this integration, the compensation system becomes more comprehensive and holistic..

The integration of Payroll Control System and Performance Benefits creates a framework where employees not only get clarity regarding their fixed salary, but also feel encouraged through performance benefits. This approach is geared towards creating a compensation system that is not only fair but can also be a motivational driver for employees..

This view not only stems from the findings of this study but also gains support from Milkovich and Newman (2021), human resource management experts who highlight the importance of integration of various components in the compensation system. They assert that a successful compensation system requires good coordination between various elements, such as salary, benefits, and incentives, to achieve fairness and employee motivation.

Through this integration, employees can feel that their contributions are thoroughly recognized and valued. They are not only incentivized with performance allowances based on individual performance achievements, but also know that the payroll system in general is fair and transparent.

In the context of Bappeltibangda Kabupaten Cianjur, where the aspects of public service and sustainability of employee performance are crucial, the integration of Payroll Control System and Performance Allowance can be an effective management strategy. It can create a supportive work environment and motivate employees to give their best contribution..

As such, it is not simply the union of two elements, but creates a synergy that increases effectiveness and positively impacts overall employee performance. This alignment can bring benefits to both employees and organizations in achieving common goals..

4. Application of Motivation Theory:

The results of this study as a whole reflect the application of motivation theories in the context of human resource management. The support provided by various motivation theories provides a solid basis for organizations, including Bappeltibangda Kabupaten Cianjur, to design policies that can improve employee motivation and performance..

This view is in line with modern human resource management concepts, which place employee motivation as a key factor in achieving organizational goals. Motivation theories, as described by experts such as Maslow, Herzberg, and Alderfer, provide insight into the factors that influence employee motivation levels..

In the context of Bappeltibangda Kabupaten Cianjur, the implementation of motivational theories can serve as a foundation for the development of more effective human resource management policies. Sukirno (2018) corroborates this view by asserting that an in-depth understanding of motivation theory can help organizations design appropriate strategies to improve employee performance..

One of the major contributions of motivation theories is to provide a holistic view of employee needs and expectations. For example, Maslow's hierarchy of needs theory suggests that employee motivation is not only influenced by financial aspects, but also by psychological and social factors. Therefore, a comprehensive human resource management policy should be able to accommodate these various dimensions of motivation..

The support of motivation theories in this study provides a clear direction for the management of Bappeltibangda Kabupaten Cianjur to design incentives, benefits, and employee development policies that suit their needs and motivations. Attention to these aspects can create a conducive work climate, where employees feel motivated to give their best contribution.

By utilizing an in-depth understanding of motivation theories, Bappeltibangda Kabupaten Cianjur can strengthen the foundation of their human resource management policies. It is not just about providing material incentives, but also understanding and responding to employees' psychological and social needs. Thus, the overall management strategy can more effectively lead to improved employee motivation, job satisfaction and performance.

Based on the research results, the influence value of the Payroll Control System (X1) and Performance Allowance (X2) on Employee Performance (Y) can be interpreted from the statistical values found through data analysis. In this context, the results of statistical analysis using the F test show an F value of 51.503, and a Sig value. (significance) of 0.000.

F value (51.503): A high F value indicates that there is significant variation between the groups being compared, namely Payroll Control System and Performance Allowance on Employee Performance. This high F value also indicates that the statistical model used in this study is good enough to explain the variations in the data.

Sig value. (0,000): The very low significance value (0.000) indicates that the results of this study are statistically significant. This indicates that there is a real influence of the Payroll Control System and Performance Allowance on Employee Performance at the 5% significance level. This means that it can be accepted that the Payroll Control System and Performance Allowance variables together have a significant effect on the Employee Performance variable.

Thus, based on these values, it can be concluded that the Payroll Control System and Performance Benefits have a significant influence on Employee Performance at Bappeltibangda Cianjur Regency. These results provide a strong basis for concluding that the implementation of a good Payroll Control System and the provision of appropriate Performance Allowances can significantly improve employee performance.

5. **Conclusion of Results and Discussion:**

The results of this study illustrate that the Payroll Control System and Performance Allowances play a key role in improving Employee Performance at Bappeltibangda Cianjur Regency. The integration between these two variables creates a comprehensive compensation system, providing a positive impact together. The application of motivation theories in this context proves their relevance in improving employee satisfaction and performance. The implications of this research can serve as a basis for Bappeltibangda Kabupaten Cianjur and similar organizations to design more effective policies in human resource management. Therefore, understanding the importance of the Payroll Control System and Performance Allowances is a critical step in achieving optimal employee performance and building a motivating work environment.

CLOSING

This study aims to evaluate the effect of the Payroll Control System and Performance Benefits on Employee Performance at Bappeltibangda Cianjur Regency. By using descriptive research methods and involving 84 respondents through field studies with questionnaires, this research provides a clear picture of the relationship between the variables tested.

The results of statistical analysis show that the Payroll Control System and Performance Allowance together have a significant effect on Employee Performance, with an F value of 51.503 and a significance value of 0.000. By rejecting the null hypothesis (H0) and accepting the alternative hypothesis (Ha), it can be concluded that the Payroll Control System and Performance Allowance variables play an important role in shaping employee performance at Bappeltibangda Cianjur Regency.

The importance of the Payroll Control System can be seen in its role in creating a fair and transparent work environment. The system provides clarity regarding performance appraisal criteria and rewards, giving employees a solid foundation to contribute their best. In addition, the Performance Allowance is not only considered as an element of compensation, but also as a strong driver to improve employee morale and dedication. Employees who feel a direct link between their efforts and the rewards they receive tend to be more motivated to achieve their targets and improve their performance.

The integration of the Payroll and Performance Allowance Control System has a greater positive impact on employee performance. With this integration, the compensation system becomes more comprehensive, providing maximum support to overall employee performance. This approach not only benefits employees with increased satisfaction and motivation, but also helps the organization achieve common goals more efficiently.

In conclusion, this study confirms that the implementation of the Payroll and Performance Allowance Control System has a strategic role in shaping employee performance at Bappeltibangda Kabupaten Cianjur. These findings provide a strong basis for organizations to design and improve human resource management policies to achieve sustainable employee performance and overall organizational efficiency. As such, an in-depth understanding of these factors can serve as a foundation for improved policies and better management practices in the future.

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