



Review Of Compensation And Work Stress On Employee Performance In The Medical Records Department At Harapan Kita Heart And Blood Vessel Hospital, West Jakarta

Adittia Ammanda Putra^{1*}, Abdul Azis²

Universitas Pamulang, Tangerang Selatan, Banten, Indonesia

aditya.amanda119@gmail.com, dosen02241@unpam.ac.id**ABSTRACT**

The aim of this research is to determine the effect of compensation and organizational work stress on employee performance in medical records at Harapan Kita Heart and Blood Vessel Hospital, West Jakarta, both partially and simultaneously. The research method used is a quantitative method with a descriptive approach. The sampling technique used was saturated sampling technique, namely using a sample of 80 respondents from the entire population. The data analysis techniques used are instrument testing, classical assumption testing, linear regression analysis, coefficient of determination analysis, hypothesis testing. This is proven by the results of the compensation hypothesis test, which obtained a tcount value of 4.611 > ttable 1.990 and was strengthened by the ρ value < Sig.0.05 or a significance value < 0.05 (0.000 < 0.05). Work stress obtained a tcount value of 6,152 > ttable 1.990 and strengthened by the ρ value < Sig.0.05 or a significant value < 0.05 (0.000 < 0.05.) The results of research on compensation and work stress simultaneously do not have a significant effect on employee performance in medical records at Harapan Kita Heart and Blood Vessel Hospital, West Jakarta, shown by the multiple linear regression equation $Y = 9.054 + 0.314X_1 + 0.476X_2$. This is proven by the results of simultaneous hypothesis testing obtained by the Fcount value (74.569 > Ftable 3.12) and reinforced by the significance value < 0.00 (0.000 < 0.05). The results of the coefficient of determination test for compensation and work stress variables had an influence of 65.1% on employee performance in medical records at Harapan Kita Heart and Blood Vessel Hospital, West Jakarta. Thus H03 is accepted and H3 is rejected. This means that it is proven that there is a simultaneous insignificant influence between compensation (X1) work stress (X2) employee performance (Y)

Keywords: Compensation, Job Stress, Employee Performance**INTRODUCTION**

To improve the quality of human resources, it is crucial for employees to fully understand and adhere to the regulations set by their respective companies. This understanding not only fosters a conducive working environment but also directly impacts employee performance, which is a key factor in a company's overall success. Employee performance is often viewed as the level of achievement or results that an individual produces, and it is assessed periodically through established standards and criteria. These evaluations focus on both the quality and quantity of work, with predetermined targets that the employee is expected to meet. These targets and performance measures are typically aligned with the specific authority and responsibilities assigned to each role within the company.

A company's ability to reach its goals and objectives is significantly influenced by the performance of its employees. When employees perform well, they contribute positively to the organization's growth and help propel the company forward. High performance often leads to increased productivity, higher-quality output, and an overall more efficient working environment. Moreover, employees who meet or exceed expectations are also likely to experience greater job satisfaction, which can lead to higher levels of engagement and motivation. These factors create a positive feedback loop, where better employee performance continues to drive company success, making it easier to achieve business goals.

On the other hand, a decline in employee performance can have detrimental effects on a company. When performance drops, whether due to lack of motivation, insufficient skills, or failure to adhere to company regulations, it can slow down progress and lead to missed targets. This can ultimately result in reduced profits, lower productivity, and diminished competitiveness in the market. If the decline in performance is not addressed, it can create a ripple effect, impacting team dynamics, increasing employee turnover, and weakening the overall culture of the company. In the worst-case scenario, a continued decrease in performance could even lead to the company's downfall.

Improving employee performance, therefore, becomes a central focus for businesses aiming to enhance the quality of their human resources. One of the most effective ways to achieve this is through continuous training and development programs. These programs help employees stay up-to-date with industry trends, develop new skills, and refine existing ones. Regular feedback and performance appraisals also play a vital role, as they provide employees with a clear understanding of their strengths and areas for improvement. By aligning performance goals with the broader objectives of the company, employees can see how their individual contributions support the organization's success, which can further boost their motivation to perform at their best.

Additionally, fostering a supportive and inclusive company culture can help improve employee performance. A work environment that encourages open communication, recognizes achievements, and provides opportunities for growth is more likely to inspire employees to perform well. When employees feel valued and supported, they are more inclined to put in the effort needed to meet and exceed expectations.

In conclusion, the performance of employees plays a fundamental role in the success of a company. By understanding and complying with company regulations, receiving the proper training, and working within a positive company culture, employees can achieve higher performance levels. This not only benefits their personal growth but also contributes to the company's overall progress and success. Conversely, neglecting performance improvement can lead to setbacks that hinder a company's ability to achieve its goals, ultimately impacting its sustainability and growth.

A similar situation occurred at Harapan Kita Heart and Vascular Hospital in West Jakarta. Employee performance data for 2022-2024 can be seen in the following table.

Table 1. Performance Data of Harapan Kita Heart and Blood Vessel Hospital

West Jakarta

No	Component Evaluation	Percentage	Year						Information
			2022		2023		2024		
			Employee	(%)	Employee	(%)	Employee	(%)	Not achieved
1	Quantity of Work	100%	63	84%	58	74%	57	73%	Not achieved
2	Quality of Work	100%	63	84%	57	73%	55	69%	Not achieved
3	Cooperation	100%	63	84%	57	73%	53	66%	Not achieved
4	Responsibility	100%	67	89%	59	75%	54	67%	Not achieved
5	Initiative	100%	65	87%	60	76%	57	73%	Not achieved
Average Rating		100%	85% (Eighty five percent)		73.75% (Seventy three point seven five)		68.75% (Sixty eight point seven five)		Not achieved
Information			Very good		Good		Pretty good		

Source: Harapan Kita Heart and Blood Vessel Hospital, West Jakarta 2025

Note: < 50% = Bad, 51-60% = Not Good, 61-70% = Fair, 71-80 = Good, 81-100% = Very Good

Based on Table 1.1 above, it can be seen that, of the 80 employees at Harapan Kita Heart and Blood Vessel Hospital, West Jakarta, the realization has not reached the set targets and tends to experience a decline in employee performance itself. The highest component in 2021 was 85% very good from the performance target, and the lowest in 2024 was 68.75% less good than the set target. This indicates that employee performance at Harapan Kita Heart and Blood Vessel Hospital, West Jakarta has experienced a decline, which will affect employee performance and have an impact on the decline in the number of patients coming because many performance is still not optimal.

METHOD

Based on its nature, there are two types of research: quantitative and qualitative. According to Sugiyono (2020:44), quantitative research is a deductive, objective, and positive research method that incorporates numbers and quantification in data collection and analysis. Qualitative research is an inductive method for observing the behavior of social phenomena to discover the essence of the event. Based on the definition of each type of research, this research is categorized as quantitative research because the conclusions to be drawn are based on quantitative data obtained from measuring research variables using a Likert scale and then analyzed using a type of statistical method.

RESEARCH RESULT

Table 2. Significant t-test results

		Coefficients ^a			t	Sig.
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	9,054	2,428		3,728	,000
	Compensation	,314	,068	,387	4,611	,000
	Work Stress	,476	,077	,516	6,152	,000

a. Dependent Variable: Employee Performance

Source: Data processed by SPSS v.26 2025

Based on table 4.27, then the results are explained as follows:

- The results of the partial test of variable X1 (compensation) on variable Y (employee performance) show a calculated t value 4.611 > t table 1.990 With a significance level of $0.000 < 0.05$, it can thus be concluded that partially compensation has a positive and significant effect on employee performance.
- The results of the partial test of variable X2 (work stress) on variable Y (employee performance) show a calculated t value 6.152 > t table 1.990 with a significance level of $0.000 < 0.05$, thus it can be concluded that partially work stress has a positive and significant effect on employee performance.

DISCUSSION

There is a partial influence of compensation on the performance of Medical Records employees at Harapan Kita Heart and Blood Vessel Hospital, West Jakarta. The results of the partial test of Variable X1 (compensation) on variable Y (employee performance) show a calculated t value of 4.611 > t table 1.990 With a significance level of $0.000 < 0.05$, thus it can be concluded that partially compensation has a positive and significant effect on employee performance.

There is a partial influence of work stress on employee performance in Medical Records at Harapan Kita Heart and Blood Vessel Hospital, West Jakarta. The results of the partial test of variable X2 (work stress) on variable Y (employee performance) show a calculated t value of 6.152 > t table 1.990 with a significance level of $0.000 < 0.05$, thus it can be concluded that partially work stress has a positive and significant effect on employee performance.

There is a simultaneous influence of compensation and work stress on employee performance in table 4.27, it can be seen that the F count value is 74.569 > F table 3.12 with a significance level of $0.000 < 0.05$. Thus, it can be said that compensation and work stress together have a positive and significant effect on employee performance.

CONCLUSION

Based on research on testing (compensation) whether there is a partial influence of compensation on employee performance in Medical Records at Harapan

Kita Heart and Blood Vessel Hospital, West Jakarta. The results of the partial test $Y = 17,395 + 0.569 X_1$. In this test it is concluded that compensation has a partial significant effect on employee performance which can be seen in t count $4,611 > 1,990$ t table With a significant level of $0.000 < 0.05$ with a positive and significant level of 0.000 as an increase in compensation which shows that every 1 unit increase in compensation has an effect on performance of 17,395 units.

Based on research on testing (work stress) whether there is a partial influence of work stress on employee performance in Medical Records at Harapan Kita Heart and Blood Vessel Hospital, West Jakarta. The results of the partial test $Y = 12,554 + 0.694 X_1$. In this test it was concluded that work stress has a positive and significant partial effect on employee performance which can be seen in the calculated t coefficient of $6.152 > t$ table 1.990 with a significant level of $0.000 < 0.05$ which shows that every change in work stress of 12,554 as a trigger for an increase in work value of 1 unit has an effect on an increase in performance of 12,554 units.

Based on research on testing compensation and work stress variables, it simultaneously shows that there is a simultaneous influence of compensation and work stress on employee performance, stating that if the independent variable is considered constant because it has a positive value of $Y = 9.054 + 0.314X_1 + 0.476X_2$, the compensation and work stress variables have a positive and insignificant effect on employee performance variables, which is indicated by the F test value of $74.569 > f$ table 3.12 with a significant value of $0.000 < 0.05$, while the determination test used Adjusted R Square 0.651 which together has an effect of 65.1% while the remaining 34.9% is influenced by other factors or other variables.

REFERENCES

- Algifari, F. (2023). *Karinding Attack: Transformasi kesenian tradisional karinding di Kota Bandung (2008-2017)* (Doctoral dissertation, Universitas Pendidikan Indonesia).
- Andi Supangat. (2020). *Statistika untuk ekonomi dan bisnis*. Bandung: Penerbit Pustaka.
- Anton, & Irjayanti, M. (2018). *Manajemen*. Bandung: Mardika Group.
- Agus Darmawan. (2019). "Implementasi data mining menggunakan model SVM."
- Davis, K. (2020). *Perilaku dalam organisasi* (A. Dharma, Trans.). Jakarta: Erlangga.
- Fahmi. (2021). Pengaruh audit tenure, opini audit tahun sebelumnya, dan disclosure terhadap opini audit going concern. *Akuntabilitas*, 8(3), 162-170.
- Johnson, M., & Huda, M. (2021). Empowerment as a quality improvement of human resources through the implementation of total quality management. *Nidhomul Haq: Jurnal Manajemen Pendidikan*, 6(1), 41-60.
- Larasati, S. (2018). *Manajemen sumber daya manusia*. Yogyakarta: CV Budi Utama.
- Larasati, S. (2018). *Manajemen sumber daya manusia*. Deepublish.
- Mangkuprawira, S. (2021). Strategi peningkatan kapasitas modal sosial dan kualitas sumber daya manusia pendamping pembangunan pertanian. *Forum Penelitian Agro Ekonomi*, 28(1), 19-34.
- Marwansyah. (2021). *Manajemen sumber daya manusia* (Edisi kedua). Alfabeta. Bandung.
- Mulyono. (2016). *Pendidikan bagi anak berkesulitan belajar*. Jakarta: PT Rineka Cipta.
- Rivai, V. (2018). *Manajemen sumber daya manusia untuk perusahaan: Dari teori ke praktik* (Edisi kedua, cetakan kelima). PT. Rajagrafindo Persada.

- Shabrina, N., Darmadi, D., & Sari, R. (2020). Pengaruh motivasi dan stres kerja terhadap kinerja karyawan CV. Muslim Galeri Indonesia. *Jurnal Madani: Ilmu Pengetahuan, Teknologi, dan Humaniora*, 3(2), 164-173.
- Siagian, M. (2020). *Kita meningkatkan produktivitas kerja* (Cetakan kedua). Rineka Cipta.
- Simamora, H. E. (n.d.). Strategi peningkatan kinerja Balai Penelitian dan Pengembangan Lingkungan Hidup dan Kehutanan Aek Nauli di Sumatera Utara (Doctoral dissertation, Bogor Agricultural University).
- Simamora, H. (2021). *Manajemen sumber daya manusia* (Edisi ketiga). Yogyakarta: STIE YKPN.
- Siswanto, B. (2021). *Pengantar manajemen*. Bumi Aksara.
- Sugiyono. (2017). *Metode penelitian bisnis* (Cetakan keenambelas). CV Alfabeta.
- Supardi, E. (2018). Pengembangan karir kontribusinya terhadap kinerja pegawai. *Jurnal Geografi Gea*, 9(1).
- Sutikno. (2021). *Belajar dan pembelajaran*. Prospect.