



The effect of job training, financial compensation, and career development on nurse performance in the inpatient room of royal prima hospital Medan

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Abstract

Human resources in a company are an essential aspect that determines the effectiveness and success of a company. A company complete with facilities and infrastructure will be meaningless without humans as managers and idea loaders. This study analyzed the effect of job training, financial compensation, and career development on nurse performance. This research method is descriptive quantitative using the Cross-Sectional type, conducted in the inpatient room of Royal Prima Medan Hospital in 2023. The population is all nurses totaling 178 people; the technique of determining the number of samples is total sampling-data analysis using univariate, bivariate, and multivariate analysis. The results of research on job training variables (p-value 0.002, t-count $6.156 \geq t\text{-table } 1.28$), financial compensation (p-value 0.001, t-count $7.167 \geq t\text{-table } 1.28$), and career development (p-value 0.004, t-count $5.612 \geq t\text{-table } 1.28$) have a significant influence with a large p-value ≤ 0.05 and t-count greater than t table. The results of F count $78.422 \geq F\text{ table } 3.05$ and significance 0.004 or smaller than $\alpha = 0.05$, meaning that the variables of job training, compensation, and career development have a positive and significant effect on performance. The conclusion of the adjusted R Square value is 0.873, meaning that the ability of the independent variables to explain the variation of the dependent variable is 87.3%, and the remaining 12.7% is explained by independent variables not studied, such as work environment and motivation.

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Keywords: Job Training, Financial Compensation, Career Development, Performance

Introduction

Human resources in a company are an essential aspect that determines the effectiveness and success of a company. A company complete with facilities and infrastructure will be meaningless without humans as managers and idea loaders. Some steps that companies can take to build human resources and improve performance are employee development through education and training, compensation, and career development. The education and training program is considered quite well because the company can enhance the ability of employees owned by the company so that with the provision of skills obtained during training, these employees can help the company achieve company goals and support the company's competitiveness on an ongoing basis. Career development is a formal approach taken and used by organizations to ensure that people with appropriate skills and experience are available when needed. The benefits for workers with career planning can better understand and identify desired career goals.

Nurses are part of the human resources in a health facility. They are the most dominant workforce in performing tasks in the management of hospital organizations and have the primary mission of providing services in the form of health care to individuals, families, groups, and communities in health efforts, disease prevention, disease cure, and recovery as well as fostering community participation in the context of independence in the health sector. Therefore, as the driving force for

organizing hospital activities, job satisfaction and nurse performance are very important to receive attention from hospital leadership and management (Lousyiana, 2015). Evanda's research (2017) ^[3] results state that motivation and career development directly affect nurse satisfaction and performance at Dr. Soebandi Jember Hospital (Evanda, 2017) ^[3]. Indra Marjaya (2019) ^[5] says job training variables positively and significantly affect employee performance at PDAM Tirta Deli, Deli Serdang Regency (Indra Marjaya, 2019) ^[5]. Mutholib (2019) ^[8] states that job training and financial compensation significantly affect employee performance partially and simultaneously (Mutholib, 2019) ^[8]. This study analyzed the impact of job training, monetary reward, and career development on nurse performance.

Research Methods

The type of research used is descriptive quantitative using Cross-Sectional type. This research was conducted in the inpatient room of Royal Prima Medan Hospital. The research time is planned for May 2023. The population was all nurses in the inpatient room of Royal Prima Medan Hospital in 2023, totaling 178 people-determination of the number of samples using a total sampling technique. The research data analysis model used in this study is a multiple regression analysis model with the F test (simultaneous testing), and the t-test (partial testing), and the coefficient of determination (R²) test aims to measure how far the model's ability to explain variations in the dependent variable.

Research Results and Discussion

Table 1: Characteristics of Respondents Based on Gender

No	Gender	Sum	Percentage
1	Female	136	76%
2	Male	42	24%
	Total	178	100%

Source: Results of Research Data Processing, 2023

In Table 1. It can be concluded that of the 178 respondents in this study, 136 (76%) respondents were female employees, while 24 (24%) respondents were male employees.

Table 2: Characteristics of Respondents Based on Education Level

No	Education Level	Sum	Percentage
1	D3	51	29%
2	Bachelor's degree (S1)	127	71%
	Total	178	100%

Source: Results of Research Data Processing, 2023

Table 2 shows that of the 178 respondents in this study, 51 (29%) respondents had a D3 education, and 227 (71%) respondents had an S1 education.

Table 3: Multiple Linear Analysis

Coefficients			
Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	6,181	1,506	
Job training	-,075	,056	,002
Compensation	,067	,044	,002
Career Development	,058	,051	,004

Source: Results of Research Data Processing, 2023

Table 3 shows this study's multiple linear regression equation: $Y = 6.181 - 0.075 X_1 + 0.067 X_2 + 0.058 X_3$. Based on Table 4. the adjusted R Square value is 0.873, meaning that the ability of the independent variables to explain the variation of the dependent variable is 87.3%, and the remaining 12.7% is explained by independent variables not examined, such as work environment, motivation, and motivation.

Table 4: Coefficient of Determination (R Square)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	,873a	,873	,873	4,08

Source: Results of Research Data Processing, 2023

Table 5: Simultaneous Hypothesis Testing Results / F Test

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	334,20	2	2062,91	78,422	,004b
Residual	3241,90	176	17,023		
Total	3576,10	178			

Source: Results of Research Data Processing, 2023

In Table 5. The results of F Count 78.422 were obtained while F Table at $\alpha = 0.05$ with a numerator degree of 2 and a denominator degree of 176 obtained F table 3.05. These results show that F count > F table, and the significance is 0.004 or smaller than $\alpha = 0.05$. Hence, the position of the significance test point is in the H0 rejection area, or it can be concluded that H1 is accepted. This means that the variables of job training, compensation, and career development have a positive and significant effect on performance.

Table 6: Partial Hypothesis Test Results / t-Test

Coefficients					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2,544	2,508		,724	,543
Job Training	,312	,068	,338	6.156	,002
Compensation	,344	,062	,322	7.167	,001
Career Development	,467	,074	,567	5.612	,004

a. Dependent Variable: Performance

The t-count value for the job training variable (6.156) is greater than the t-table value (1.28), or the sig t value for the job training variable (0.002) is smaller than alpha (0.05). The t-count value for the Compensation variable (7.167) is greater

than the t-table value (1.28), or the sig t value for the Compensation variable (0.001) is less than alpha (0.05). The t-count value for the career development variable (5.612) is greater than the t-table value (1.28), or the sig t value for the

career development variable (0.004) is smaller than the alpha (0.05).

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The results of the F Count are 78.422 while the F Table at $\alpha = 0.05$ with a numerator degree of 2 and a denominator degree of 176 obtained F table 3.05. These results show that $F_{count} > F_{table}$, and the significance is 0.004 or smaller than $\alpha = 0.05$. Hence, the position of the significance test point is in the H_0 rejection area, or it can be concluded that H_1 is accepted. This means that the variables of job training, compensation, and career development have a positive and significant effect on performance. The adjusted R Square value is 0.873, meaning that the ability of the independent variables to explain the variation of the dependent variable is 87.3%, and the remaining 12.7% is explained by independent variables not examined, such as work environment and motivation.

The results of this study are supported by Joko *et al.*, who obtained the results of the ANOVA t-test of career development, supervision, and employee commitment have a positive and significant effect on employee performance; this can be seen from the calculated t value for the supervision variable on employee performance obtained 119.343 with a significance price of 0.000, this indicates that the t value obtained is significant because the significance price received is less than 0.05. This means that if career development increases, employee performance will improve. This means that if career development increases, adequate supervision and consistent employee commitment will enhance employee performance and vice versa; low career development, ineffective management, and inconsistent employee commitment will lower employees. Several factors influence the success of an organization; one of the crucial factors is human resources because human resources are actors from the entire level of planning to evaluation who can utilize other resources owned by the organization (Joko *et al.*, 2019) [7].

The achievement of company goals depends not only on modern equipment, complete facilities, and infrastructure but on the people who carry out the work (Dama & Ogi, 2018) [1]. Satisfactory performance of employees does not occur by itself and instantly but requires continuous evaluation. Employee performance is the result or achievement of employee work assessed in terms of quality and quantity based on work standards determined by the organization. Good employee work results or achievements will impact achieving organizational goals (Widyaputra & Dewi, 2017) [12]. Employee performance is closely related to performance appraisal. Performance appraisal is needed to determine the results or success rate of employees. The results can be used through performance appraisal, including human resource decisions, evaluation, and feedback (Wahyuni & Rosmida, 2017) [11].

Supported by Endarwita's research (2019) [2] states that compensation, job analysis, and career development patterns together have a significant effect on performance. The calculated F value = 30,260 > from F table = 4,209 with a probability value, namely sig, is 0.000 < 0.05. The correlation coefficient value (R Square) is 0.618; this means that compensation, job analysis, and career development patterns

together affect 61.8%, while the remaining 38.2% of performance is influenced by other variables (Endarwita & Herlina, 2019) [2].

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The t-count value for the job training variable (6.156) is greater than the t-table value (1.28), or the sig t value for the job training variable (0.002) is smaller than alpha (0.05). We reject H_0 and accept H_1 for the job training variable based on the results obtained. Thus, partial job training has a positive and significant effect on performance. This means that job training has a real impact on improving performance.

This research is supported by Supatmi (2012) [9], stating that high employee performance arises as an impact of the following training. The results of the path analysis explain that employee performance is highly dependent on the quality of the movement followed. The magnitude of the path coefficient (beta) of 0.234 and significant indicates that training can directly explain employee performance (Supatmi, 2012) [9].

The training program employees attend is considered successful if the trainees follow the training well and apply their new skills in their tasks to increase individual and organizational performance (Handayani, 2019) [4]. The activity must be evaluated by systematically documenting training results regarding how trainees behave back in their jobs and the relevance of trainees' behavior to Company goals (J & Prayuda, 2020) [6]. Of the five employee performance indicators, the low assessment appears to be the quantity indicator. Apart from being constrained by the high workload and the deadline for completing work, employees also feel the need for additional facilities and infrastructure to support work to be completed as needed (Supatmi, 2012) [9].

Other benefits of training related to employee performance include: training and development will lead to changes in motivation and recognition, achievement, growth, responsibility, and progress are internalized and implemented. If the trainees come from the leadership element, they can experience changes in providing information to improve leadership knowledge, communication skills, and attitudes (Vonny, 2016) [10].

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The t-count value for the compensation variable (7.167) is greater than the t-table value (1.28), or the sig t value for the Compensation variable (0.001) is less than alpha (0.05). Based on the results obtained, reject H_0 and accept H_1 for the Compensation variable. Thus, partial compensation has a positive and significant effect on performance. This means that the existence of settlement has an impact on improving performance.

The results of this study are supported by Supatmi (2012) [9], which states that compensation has a significant effect on employee performance with a large p-value ≤ 0.05 . The magnitude of the path coefficient (beta) of 0.389 indicates that the impact of compensation on employee performance is positive. This means that the higher the compensation employees receive, the higher the employee performance (Supatmi, 2012) [9].

The effect of career development on nurse performance in the inpatient room of Royal Prima Medan Hospital, Year 2023

The t-count value for the career development variable (5.612) is greater than the t-table value (1.28), or the sig t value for the career development variable (0.004) is smaller than the alpha (0.05). Based on the results, it rejects H0 and accepts H1 for the career development variable. Thus, partially career development has a positive and significant effect on performance. This means that career development has an impact on improving performance.

The results of this study are in line with the research of Joko *et al.* (2019) ^[7], which states that the results of the ANOVA t-test showed that career development has a positive and significant effect on employee performance; this can be seen from the calculated t value for the variable of providing work facilities on employee performance obtained 3.766 with a significance price of 0.000; this indicates that the t value obtained is significant because the significance price received is less than 0.05. Employee performance will increase if career development is effective, and vice versa. If career development is not practical, employee performance will be low (Joko *et al.*, 2019) ^[7].

Career development is needed for private and government companies because career development is oriented toward future business challenges facing competitors. Career development has a future existence that depends on HR because HR must do career guidance on workers who are carried out in a planned and sustainable manner every year. In other words, career development is one of the HR management activities that must be carried out as a formal activity carried out in an integrated manner with other HR activities (Endarwita & Herlina, 2019) ^[2].

Career development is extensive for private and government companies because it is a benchmark for employees in fostering their careers (Joko *et al.*, 2019) ^[7]. If a private company or government does not carry out career development, the company or government cannot increase career guidance. Determining a person's career is the first step in his career path. This is when employees must start thinking about developing themselves according to their abilities and skills. The HR Department can assist in the self-development of employees/members of the organization concerned with a sound system (Evanda, 2017) ^[3].

Conclusion

From the results of research and discussion, conclusions can be drawn that job training, financial compensation, and career development partially and simultaneously have a positive and significant effect on nurse performance in the inpatient room of Royal Prima Medan Hospital. The coefficient of determination (R²) value is 87.3%; the remaining 12.7% is explained by independent variables not studied, leadership, motivation, and others.

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