

Competence and Compensation in Determining Personal Performance of Sanggar Tari Wantun Suganda

Ferly Mondong*, Titik Triwahyuni, Muhammad Rohman, Eggy Zaidan, Didi Tarmidi
Business and Economy Faculty, Widyatama University, Indonesia
*ferly.mondong@widyatama.ac.id

Abstract

The purpose of this study was to reveal how much influence the competence and compensation of the Sanggar Tari Wantun Suganda members in influencing the performance of the Sanggar Tari Wantun Suganda. Sanggar Tari Wantun Suganda has personnel that are not dominated by dancers who are already proficient and are not given appropriate compensation, but have good performance results in the eyes of consumers. This research method uses descriptive-verification method, which explains the results of the study and analyzes the relationship between variables using the results of the research instrument with a research questionnaire distributed to fifty personnel of Sanggar Tari Wantun Suganda. If the technique of data analysis is used using multiple regression techniques and is supported by the results of data from the Classical Assumption Test with an estimated error rate of five percent. The results of this study indicate that the personnel of the Sanggar Tari Wantun Suganda have the competence and compensation provided by the organization in accordance with the agreement, where the personnel of the Sanggar Tari Wantun Suganda are also able to show good performance results. The effect of competence on performance is 43.1% or influences less closely and the effect of compensation on performance is 56.2% or influences closely. However, both variables can affect performance by 80.4% or can influence closely the performance of Sanggar Tari Wantun Suganda personnel.

Keywords: *Competence, compensation, Personal performance.*

Introduction

The diversity of arts and culture in an area attracts domestic and foreign tourists to visit an area. In its development, various aspects can influence the back and forth and success of an area to maintain the arts and culture so that it is not lost in the times, one of which is the existence of local government-owned art galleries and independent studios / dance clubs in every region / city. Art galleries scattered in several cities in an area are expected to increase the number of young people and young people of the nation's next generation to channel their hobbies in the arts, where young people can preserve local culture so that they are not extinct and indirectly they will get a result of the hobby those who have been trained from the dance studios they have participated in.

Dance studio / art studio is a place or facility used by a community or group of people for art activities such as dance, painting, craft or craft as well as acting. The activities that exist in an art studio in the form of learning activities about art, which includes the process of learning, creation to production and almost all processes are mostly carried out in the studio (depending on the presence or absence of facilities in the studio), if the resulting artwork is a

performing art (theater, dance, pantomime, etc.) then the final process is staging (Ministry of Education and Culture, 2019).

Staging is one of the proving venues for the dance studio personnel showing the results of their training conducted while practicing in the dance studio, where the personnel of the dance studio should be able to gracefully and flexibly to dance. However, the Sanggar Tari Wantun Suganda is not the case, the Dance Studio, which was established in early June in 2019, had dancers who began practicing as dancers when joining the Sanggar Tari Wantun Suganda. The personnel from Wantun Suganda are not dominated by pure dancers who have been trained from a young age, but are dominated by new dancers who are classified as beginners. Many Wantun Suganda dancers have no experience in the world of dance, while the number of Wantun Suganda personnel can be sorted from the classification of experience and ability of advanced and beginner dance as follows;

Table 1. Classifications of Wantun Suganda Personnel

No.	Classifications	Total
1	Expert	8 Personnel
2	Amateur	33 Personnel
Total		41 Personnel

Resources: Interview Result from Chief of Wantun Suganda, February 2020

In the table above, it can be explained that the dancers from Wantun Suganda are dominated by beginner dancers who are new to the art of dance when they joined the Sanggar Tari Wantun Suganda. Competence according to Wibowo (2016) explains that competency is the ability to carry out a job based on skills and knowledge and supported by the work attitude demanded by the job, but not so for the personnel of Sanggar Tari Wantun Suganda. The personnel of Sanggar Tari Wantun Suganda are dominated by novice dancers who do not have dance skills or do not have any deep knowledge of dance art.

On another perspective, personnel from Sanggar Tari Wantun Suganda received compensation that tends to be modest and even below the average of other dance studios that have performed dance performances and Compensation invitations received by Wantun Dance Studio personnel. Suganda at every invitation to perform in an event / wedding, birthday, institutional / institution and so on average in the range of Rp 75,000 to Rp 150,000 / personnel (Coach / Chairperson of Sanggar Tari Wantun Suganda, 2020). Some occasions inviting official or unofficial activities or events, the personnel of the Sanggar Tari Wantun Suganda are not even willing to be paid at all. However, the compensation given is only consumption from the organizing committees of formal and non-formal activities and events. Compensation according to Marwansyah (2018) is an award that is direct or indirect, financial and non-financial that is fair and appropriate given to employees as a reward for their contribution to the achievement of organizational goals. Compensation received by Sanggar Tari Wantun Suganda is often only in the form of consumption which is calculated per person, and is not measured by how much equipment or stage needs such as clothing, make-up, etc. The needs of the Sanggar Tari Wantun Suganda members are not a few, where the personnel of the Sanggar Tari Wantun Suganda have a number of members that are not small, the following is the data of the Sanggar Tari Wantun Suganda;

Table 2. Total of Personnel Sanggar Tari Wantun Suganda

No.	Classifications	Total
1	Dancer	41 Personnel
2	Musicians	

No.	Classifications	Total
	Vocal	2 Personnel
	Kendang Player	3 Personnel
	Biola Player	1 Personnel
	Perkusi Player	1 Personnel
	Kacapi Player	1 Personnel
	Saxophone Player	1 Personnel
	Total	50 Personnel

Resources: Interview Result from Chief of Wantun Suganda, February 2020

The table above can show that the personnel of the Sanggar Tari Wantun Suganda are not small, therefore it requires readiness that can charge material financially for each dance performance / event invited from activities / events from weddings, birthdays, institutional, etc. The Sanggar Tari Wantun Suganda, which has 50 personnel, has prepared before a mature stage, although it does not get compensation that is not worth the stage that has been carried out by the members of the Sanggar Tari Wantun Suganda.

Based on the data that has been presented previously, Sanggar Tari Wantun Suganda is dominated by personnel who do not have very good dance competence and are also not given compensation which tends to be low or even willing to be paid only by consumption. However, based on the invitation received by the Sanggar Tari Wantun Suganda shows the frequency of frequent invitations. These invitations are often obtained within a period of 2 to 3 times invitations to event activities, one of which most often invites are weddings and institutional activities. This can show that the performance of the Sanggar Tari Wantun Suganda can be accepted by clients who invite dancers from the Sanggar Tari Wantun Suganda to perform. The opportunity to interview the Coach / Chair and the members of the Sanggar Tari Wantun Suganda to be used as a Pre-Survey is as follows;

Table 3. Pre-Survey of Research

No.	Questions	Answer	
		Yes	No
1	Personnel of Sanggar Tari Wantun Suganda have competence as professional dancers	7	43
2	Personnel of Sanggar Tari Wantun Suganda have insight as professional dancers	11	39
3	Personnel of Sanggar Tari Wantun Suganda receive compensation which is equivalent to the responsibility of the task	12	38
4	Sanggar Tari Wantun Suganda personnel get training facilities in accordance with dance training requirements	9	41
5	Sanggar Tari Wantun Suganda personnel show dance performance in accordance with client requests	43	7
6	Personnel of Sanggar Tari Wantun Suganda are confident in their dance abilities	37	13

Resources: Pra-Survey Result from Sanggar Tari Wantun Suganda Personnel, February 2020

Mathis and Jackson (2018) provide definitions of employee performance basically is what employees do or don't do and that influences how much they contribute to the organization. This can be related to the performance of the Sanggar Tari Wantun Suganda members who have contributed to the Sanggar Tari Wantun Suganda to re-accept other invitations from

different activities / events, even though the members of the Sanggar Tari Wantun Suganda, especially dancers dominated by novice dancers. Performance was also stated by Wayne in Mangkunegara (2018) which states that individuals are happy to get concrete feedback about the success of their work, but in the Sanggar Tari Wantun Suganda the dancers do not get concrete compensation.

The gap between employees competence and compensation in determining employee performance in this case are the personnel of Sanggar Tari Wantun Suganda can be investigated, this is because the personnel of Sanggar Tari Wantun Suganda are dominated by beginner dancers and low compensation should be able to show performance less than the maximum, but in fact the performance of the Sanggar Tari Wantun Suganda personnel can be maximized and make an impact of invitations received quite often every month. Therefore, the researcher interesting title in this study is "Competence and Compensation in Determining the Performance of Sanggar Tari Wantun Suganda".

This study is only limited by the research variables of employee competence, employee compensation and employee performance of personnel from Sanggar Tari Wantun Suganda. This is due to the alleged gaps and problems of these variables, where the respondents in this study were the personnel of the Sanggar Tari Wantun Suganda with a total of 50 personnel. The time limit of this research is limited from February to April in 2020, because the Sanggar Tari Wantun Suganda already has an invitation schedule until April 2020 with all conditions and obstacles in the field.

Literatur Review

Employees Competencies

Competence according to Webster's Dictionary began to emerge in 1596. This term was taken from the Latin word "competere" which means "to be suitable". Then this changes substantially with the inclusion of various issues and discussion of the concept of competence from various literatures. According to Hutapea and Thoha (2018) explained that competence is the ability and willingness to perform tasks with effective and efficient performance to achieve company goals.

Competence lies in the inside of every human being and is forever in one's personality and can predict behavior and performance widely in all work situations and tasks (Spencer and Spencer in Moehariono, 2018). Based on the above understanding, there are several meanings contained therein, namely:

1. The basic characteristics of competence are a part of a deep personality that is inherent in a person and has predictable behavior in various circumstances of work assignments.
2. Causal relationship means that competence can cause or be used to predict one's performance, meaning that if you have high competence, it will have high performance.
3. Criteria that are used as a reference that real competence and predict someone can work well, must be measurable and specific (standardized).

Individual competence is a work ability possessed by someone who integrates knowledge, skills, attitudes and personal values based on experience and learning in an effort to carry out tasks professionally, effectively and efficiently. According to Moehariono (2018) stated that in each individual there are some characteristics of basic competencies, namely as follows:

1. Character, which is what makes a person have an attitude and behavior or how that person responds to something in a certain way, such as self-confidence, self control, fortitude or harness.

2. Motive, which is something that someone wants or is consistently thought about and desires that results in an action or basis from within the person concerned to carry out an action.
3. Congenital, namely attitudes and values possessed by someone.
4. Knowledge, that is information possessed by someone in a particular field or area.
5. Skills or expertise, namely the ability to carry out certain tasks both physically and mentally.

Knowledge and skill competencies tend to be easier to develop with the education and training of employees who are considered to still lack competence, while the competence of self-concept, character and motives are in the Iceberg personality, more hidden, so it is quite difficult to develop (Moeheriono, 2018). A person's competence can be influenced by several factors, both from within and from outside, including the following:

1. Innate talent; talent that has existed and is inherent from birth.
2. High work motivation.
3. Attitudes, motives and perspectives.
4. Knowledge possessed (formal or informal).
5. Skills or expertise possessed.
6. The environment of everyday life.

Employees Compensations

Compensation decisions must be viewed strategically, therefore the amount of organizational funds spent on compensation in connection with organizational activities is very important. Professional human resource management arrangements are expected to enable employees to work productively by providing compensation by considering: workload that must be borne by employees, capabilities and skills possessed, education, rank and position, work experience and length of work, number of dependents and the ability of the organization to provide compensation. According to Mangkunegara (2018), compensation given to employees is very influential on the level of job satisfaction, motivation and work results. Organizations that set high salary levels by considering normal standards will enable their employees to work motivated.

According to Marwansyah (2018), compensation is an award that is direct or indirect, financial and non-financial that is fair and appropriate given to employees as a reward for their contribution to the achievement of organizational goals. Furthermore, Sedarmayanti (2016) states that compensation is the provision of direct and indirect compensation in the form of money or goods to employees in return for services provided to the organization. The principle of compensation must be fair and appropriate. Fair is interpreted in accordance with work performance, while feasible is interpreted to meet primary needs and is guided by the government minimum wage limit and based on internal and external consistency.

a way to classify rewards or compensation. One of them is according to De Cenzo and Robbins (2018), one method of classification of compensation is:

1. Intrinsic compensation, this compensation is compensation obtained from the work itself, for example self-esteem and prestige, feelings of pleasure at having completed a job or being part of a team. Furthermore, intrinsic compensation is related to:
 - a. Participation in decision making
 - b. Greater freedom and freedom of work
 - c. More responsibilities
 - d. More interesting work
 - e. Personal growth opportunities

- f. Diversity of activities
- 2. Extrinsic compensation, which is a reward obtained from the company where he works, usually in the form of money, promotions and other benefits. Furthermore, extrinsic rewards are related to:
 - a. Direct rewards, can be:
 - 1) Basic salary or salary
 - 2) Premiums for overtime and holidays
 - 3) Performance bonus
 - 4) Others profit
 - 5) Choice of shares
 - b. Indirect rewards, can be:
 - 1) Protection program
 - 2) Wages for non-working time
 - 3) Additional services and income
 - c. Rewards not money, can be:
 - 1) Preferred lunch hour
 - 2) Preferred office furniture
 - 3) Preferred work assignments
 - 4) Special parking area
 - 5) The Secretary himself
 - 6) An impressive title

Employees Performances

Mangkunegara (2018) argues that employee performance (work performance) is the work of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. Performance becomes the main discussion in organizations because whatever form of organization performance is an indicator of the effectiveness or success of an organization. An effective and successful organization is an organization that has employees with good performance. According to Mangkunegara (2018), performance is the result of work in quality and quantity achieved by someone in carrying out their functions in accordance with the responsibilities given to him. Mathis and Jackson (2018) provide definitions of employee performance basically is what employees do or don't do and that influences how much they contribute to the organization.

Bernardin and Russell (2016) suggest that performance appraisal can consist of 6 criteria, namely:

1. Quality, which is the level of perfection of work processes or fulfillment of ideal and expected work activities.
2. Quantity, i.e. the amount generated in the context of the value of money, the number of units or the number of completions of an activity cycle.
3. Duration, i.e. the level of completion of an activity undertaken or a result achieved with the shortest time expected so as to maximize the use of time for other activities.
4. Cost effectiveness, which is the level of maximization of organizational resources to obtain the most results or reduce losses.
5. Level of supervision, which is the extent to which employees can carry out a job without the help of superiors or require intervention from superiors to prevent the unexpected.
6. Effects of Interpersonal Relationships, namely the extent to which employees can encourage self-confidence and cooperation between colleagues and subordinates and superiors.

Research Paradigm

The research paradigm in this study can be explained by the following picture.

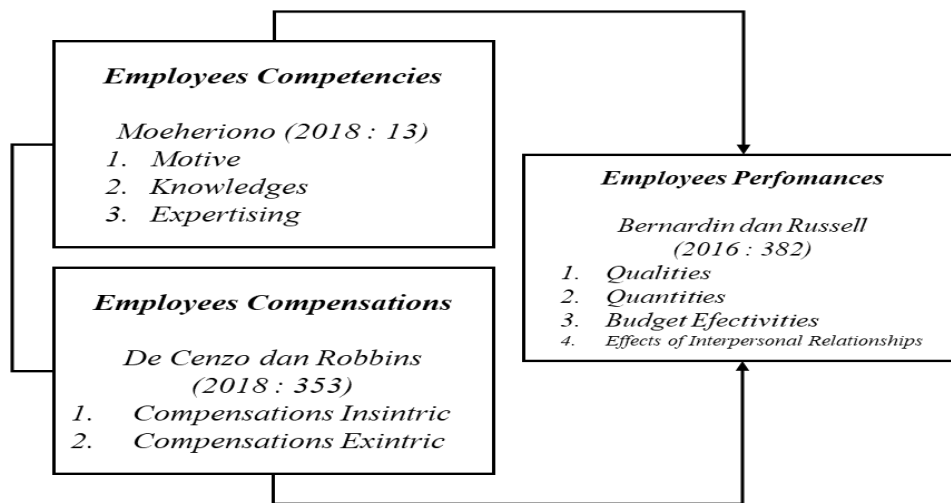


Figure 1. Research Paradigm

Methodology

In this study the authors used descriptive and verification research methods with a quantitative approach, using the research method will reveal a significant relationship between the variables studied so that conclusions that clarify the description of the object under study. This research can be explained that the descriptive verification method is a method that aims to describe whether or not the facts are there, and explain the relationship between variables studied by collecting data, processing, analyzing and interpreting data in testing statistical hypotheses. In this research the descriptive verification method is used to test whether competence and compensation can affect the performance of Sanggar Tari Wantun Suganda staff, and to test the hypothesis whether the hypothesis is accepted or rejected. The population used in this study were the personnel of the Sanggar Tari Wantun Suganda with a total of 50 personnel.

Results and Discussion

Research Respondent

Respondents in this study were dominated by women as many as 39 people, and the rest were male as many as 11 people, this is because dance is dominated by female sex. The majority of respondents in this study were in the age range under 23 years because many of the respondents were students. It can also be related to activities carried out by students outside of school and lecture activities. The monthly income of respondents in this study was still below the range of Rp. 2,500.00, this can be explained because the respondents in this study were dominated by personnel from Wantun Suganda who did not have a job.

Descriptive Analysis of Research

Descriptive Competency Analysis of Personnel Sanggar Tari Wantun Suganda

Descriptive analysis is explained based on the results of a questionnaire distributed to research respondents, and the range of calculations previously determined by the measurement scale that was discussed in the previous discussion. The results of a descriptive questionnaire on the variable competence of Wantun Suganda personnel can be explained in the following table.

Table 4. Descriptive Competency Analysis of Personnel Sanggar Tari Wantun Suganda

Questions	Score	Category
1. Personnel of Sanggar Tari Wantun Suganda are consistent with the profession they practice	179	Agree
2. Personnel Sanggar Tari Wantun Suganda performs their profession professionally	184	Agree
3. Personnel of Sanggar Tari Wantun Suganda are able to improvise in dance	200	Agree
4. Personnel of Sanggar Tari Wantun Suganda have insight into the dance they mastered	168	Less Agree
5. Personnel of Sanggar Tari Wantun Suganda has a trusted source for the dance techniques they master	213	Very Agree
6. Personnel of Sanggar Tari Wantun Suganda are competent in the dances they master	169	Less Agree
7. Personnel of Sanggar Tari Wantun Suganda are able to perform dances requested by clients	173	Agree
8. Personnel of Sanggar Tari Wantun Suganda are proficient in every traditional and modern dance	157	Less Agree
Average	180	Competen

Source: Questionnaire Results, 2020

In the results table if the questionnaire can be explained descriptively above, showing the score and category results for each question asked in the questionnaire, the following are the results of the analysis;

1. Wantun Suganda personnel showed their consistency within the scope of the art workers at the Sanggar Tari Wantun Suganda, this is because Wantun Suganda was able to maintain his personnel. The consistency shown by Wantun Suganda personnel can also be demonstrated through the existence of Wantun Suganda itself, by accepting offers of performances at public events and personal invitations.
2. Wantun Suganda personnel can show professionalism as a dancer, this can be shown from the fulfillment of the calls and invitations pinned to the Wantun Suganda studio in a variety of activities, events and internal activities. The total attitude of personnel at each dance activity event can be shown from the seriousness of the organization in managing its human resources, namely the ability to dance in accordance with the concept of the activities it attends.
3. Personnel Wantun Suganda is able to show improvisation on the types of dances performed by each of his personnel. This is because every activity that invites Wantung Suganda is able to adjust to consumer demand if one of them is dance demand which combines traditional dance and modern dance.
4. Personnel Wantun Suganda lacks insight into the dance he mastered, this is because many of the Wantun Suganda personnel who learn the art of dance are self-taught and do not explore any kind of dance they learn.
5. Wantun Suganda personnel are dominated by personnel who learn to dance by self-taught or amateur dancers, therefore the organizer of Wantun Suganda has reliable sources to be able to train their personnel. This can be shown from the attitude of professionalism shown by Wantun Suganda's personnel in every performance he goes on.
6. Wantun Suganda's personnel lack competence in certain dance fields, this is as previously explained, that Wantun Suganda's personnel are amateur dancers and lack the ability to dance.

7. Wantun Suganda personnel are able to show their abilities in the field of dance if at an event that requires showing certain types of dance, this can show that Wantun Suganda personnel have the opportunity to explore and develop interests and talents in the field of Dance and Culture.
8. Wantun Suganda personnel are less skilled in certain dance fields, which again must be a study within the Sanggar Tari Wantun Suganda because each of its personnel has its own uniqueness in dance capability.

Descriptive Compensations Analysis of Personnel Sanggar Tari Wantun Suganda

The results of a descriptive questionnaire on the variable compensation of Wantun Suganda personnel can be explained in the following table.

Table 5. Descriptive Analysis of Wantun Suganda's Personnel Compensation

Questions	Score	Category
1. Personnel of Sanggar Tari Wantun Suganda feel comfortable doing their work	206	Agree
2. Personnel of Sanggar Tari Wantun Suganda is always present at every studio activity	204	Agree
3. Personnel of Sanggar Tari Wantun Suganda always follows the activities organized by the studio	198	Agree
4. Personnel of Sanggar Tari Wantun Suganda receive wages according to the agreement	176	Agree
5. Personnel of Sanggar Tari Wantun Suganda often receive bonuses	152	Less Agree
6. Personnel of Sanggar Tari Wantun Suganda get non-material compensation from the organizer of the studio	168	Less Agree
Average	184	Correspondent

Source: Questionnaire Results, 2020

In the results table if the questionnaire can be explained descriptively above, showing the score and category results for each question asked in the questionnaire, the following are the results of the analysis;

1. Personnel Wantun Suganda feel comfortable and free in carrying out their activities in the Sanggar Tari Wantun Suganda, this is due to the professional attitude shown by each of their personnel that they are in the same field. The Wantun Suganda personnel have similarities in the organization's goals, therefore it can show a sense of comfort and freedom to carry out activities within the Sanggar Tari Wantun Suganda.
2. Wantun Suganda personnel are present in each of the studio activities that have been scheduled by the organizer of the Sanggar Tari Wantun Suganda.
3. Personnel Wantun Suganda has its own advantages, namely compact in participating in all activities agreed upon in the organization. All Wantun Suganda personnel were able to show their consistency in the form of attending and participating in a whole series of activities if the organization needed its personnel.
4. Personnel Wantun Suganda receives wages according to the initial agreement offered by the organization to each of its personnel. This can show that every member of Wantun Suganda's organization is a professional in his field in the scope of dance workers.
5. Wantun Suganda personnel revealed the dominance of the answer that they received less bonuses from every event or event, this can be explained about offers of activities that require tidal dance performances by clients from Wantun Suganda.

6. Wantun Suganda personnel felt the lack of non-material compensation in the form of dance equipment and costumes for minimal rehearsals and performances. Wantun Suganda provides other facilities and equipment when needed in dance performances only, but other facilities are charged to each of Wantun Suganda's personnel.

Descriptive Performances Analysis of Personnel Sanggar Tari Wantun Suganda

Descriptive questionnaire results on the performance variables of Wantun Suganda personnel can be explained in the following table;

Table 6. Descriptive Performances Analysis of Personnel Sanggar Tari Wantun Suganda

Questions	Score	Category
1. Personnel of Sanggar Tari Wantun Suganda participated in the training activities determined by the Studio	167	Less Agree
2. Personnel of Sanggar Tari Wantun Suganda followed the training program in accordance with the direction of the trainer	173	Agree
3. Personnel of Sanggar Tari Wantun Suganda mastered all dances that were trained by the trainer	183	Agree
4. Sanggar Tari Wantun Suganda maximizes monthly training activities for its personnel	187	Agree
5. Sanggar Tari Wantun Suganda has adequate dance training facilities	188	Agree
6. Personnel Sanggar Tari Wantun Suganda is able to increase the confidence of the relationship between fellow personnel and organizations	189	Agree
7. Personnel Sanggar Tari Wantun Suganda is able to work together between personnel	195	Agree
Average	183	Good

Source: Questionnaire Results, 2020

In the results table if the questionnaire can be explained descriptively above, showing the score and category results for each question asked in the questionnaire, the following are the results of the analysis;

1. Wantun Suganda personnel are less active in participating in training activities determined by the organization, this is because many of Wantun Suganda's personnel have other jobs. Becoming a Wantun Suganda personnel is a side job of many Wantun Suganda personnel, therefore many of the personnel do not always take part in routine training organized by the organization when it goes hand in hand with their main work.
2. Wantun Suganda personnel continue to follow training programs in accordance with the direction of the trainer, this shows the seriousness of each of the Wantun Suganda personnel in wrestling dance in the Wantun Suganda organization. The dominance of Wantun Suganda's personnel is to have another job outside this Dance Studio, but if the organization organizes internal activities and events, these personnel follow the series of programs and activities.
3. Personnel Wantun Suganda accepts and follows training programs provided by the trainer, therefore what is given by the trainer to his personnel is well received. This is because the personnel Wantun Suganda are amateur dancers who have a high level of curiosity about dances.
4. Wantun Suganda is able to maximize the internal activities of the organization to each of its personnel, this can be explained from the number of Wantun Suganda personnel that are not too many and can carry out its activities regularly.

5. Wantun Suganda has proper facilities and can be used by all its personnel in conducting routine training activities. The facility is in the form of special dancers, shawls, barbells and so on, where the facilities support the training program provided by the trainer to each of its members.
6. Wantun Suganda personnel are able to increase their confidence in the scope of dance they do; this is because the flight hours of each of Wantun Suganda's personnel are not small. Wantun Suganda at least received offers to show 2 to 3 times a month, where the offer was routinely accepted by Wantun Suganda.
7. Wantun Suganda personnel are able to work together between personnel in each of their performances and activities, this can explain that Wantun Suganda personnel carry out each of their activities together so as to create a high sense of togetherness.

Hypothesis Test Analysis

A correlation coefficient must have a significant (significant) value, to give meaning to the existing correlations it is necessary to test the hypothesis. To test whether competence and compensation can determine the performance of Sanggar Tari Wantun Suganda Personnel, it can be seen from the results of the test as follows:

Table 7. ANOVA Model

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	1010.396	2	505.198	96.355	.000 ^b
1 Residual	246.424	47	5.243		
Total	1256.820	49			

Source: Questionnaire Results, 2020

Based on the above table, the calculated F value of 96.355 is obtained, while the rejection criteria H_0 , if: F_{count} is greater than F_{table} or $F_0 > F_{\alpha, n-1}$, by taking a significance level (α) of 5%, then from the distribution table F is obtained $F_{table} = 3.18$. Because 96,355 is greater than 3.18 and sig F is 0,000 then H_0 is rejected. This means that the results of the above table can explain that competence and compensation can determine the performance of Sanggar Tari Wantun Suganda Personnel.

Correlation Coefficient Testing, if the hypothesis test is done through t test, the results of the t-test can be seen in the following table:

Table 8. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.777	1.756		.442	.660
1 Kompetensi	.399	.076	.431	5.227	.000
Kompensasi	.575	.084	.562	6.818	.000

Source: Questionnaire Results, 2020

$$H_0 : P_Y (X_1) \leq t_{table}$$

$$H_1 : P_Y (X_2) > t_{table}$$

Result of the count can be related by

$$t_{count} = P_{yX_1} = 5,227; t_{table} = 1,675$$

$$; t_{count} > t_{table} ; H_0 \text{ rejected}$$

$t_{\text{count}} = Py_{X_2} = 6,818$; $t_{\text{table}} = 1,675$
; $t_{\text{count}} > t_{\text{table}}$; H_0 rejected

H_0 rejection criteria for t test if: t count is greater than t_{table} or $t_0 > \alpha$, n-1. From the above table, the t_{count} value is 5.227. By taking a significance level of α of 5 percent, the value of $t_{\text{table}} = 1.675$. Therefore, t_{count} is greater than table then rejecting hypothesis H_0 or in other words competence and compensation can significantly determine the performance of Sanggar Tari Wantun Suganda Personnel.

This correlation analysis is used to find out how much competence and compensation can determine the performance of Sanggar Tari Wantun Suganda Personnel. Following are the results of the correlation test if the results of the questionnaire that have been processed in the SPSS 20.0 Program;

Table 9. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.897 ^a	.804	.796	2.28977

Source: Questionnaire Results, 2020

From the table above it can also be seen the size of the regression coefficients for each variable. The magnitude of the regression coefficient for each variable is shown in the table below:

Table 10. Magnitude of Multiple Coefficients

Constanta	0,777
Individuals Impact	PYX ₁ = 0,431
	PYX ₂ = 0,562
Simultaneous Impact	R ² Y (X ₁ ,X ₂) = 0,804
Residu Factors	PY _e = 0,196

The regression table above shows that:

1. A constant of 0.777;
2. The direct effect of competency variables partially / individually on performance is 0.431 or can be explained with a percentage of 43.1%;
3. The direct effect of partial / individual compensation variables on performance is 0.562 or can be explained with a percentage of 56.2%;
4. The direct effect of the two variables simultaneously / simultaneously is equal to 0.804 or 80.4%. This shows that both of these variables have a strong influence on employee performance;
5. The effect of the residual variable (e) on the performance variable is 0.196. This shows that the performance of Sanggar Tari Wantun Suganda Personnel can be influenced by other variables by 24.3%.

From the table described above, the regression equation is as follows:

$$Y = 0,777 + 0,431 X_1 + 0,562 X_2$$

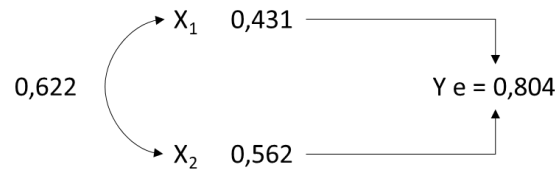
Information:

X₁ = Employee Competency

X₂ = Employee Compensation

Y = Employee Performance

To find the results of the calculation of the effect of each variable, directly or indirectly, it can be seen from the picture and the calculated results as follows:



Images 2. Relations of Variables X₁, X₂, Y

To analyze the effect of the promotion and price variables on the purchasing decision process based on the results obtained above, the researcher uses the table below to facilitate the analysis.

Table 11. Variables Impact

Variables	Coefficients	Impact		Total
		Direct	Indirect	
Competencies	0,431	18,5%	15,2%	33,7%
Compensations	0,562	31,5%	15,2%	46,7%
Total				80,4%
Residu Factors				19,6%

Conclusion

The conclusions that can be drawn from the results of research on competence and compensation in determining the performance of Wantun Suganda personnel can be explained as follows;

1. Personnel Wantun Suganda has competence in the field of dance and culture, this can be shown from the consistency of each personnel Wantun Suganda and the professional attitude of each personnel when receiving invitations to dance activities and performances by the public and other internal activities. On another perspective, Wantun Suganda's personnel were able to show improvisation in dance performances and in internal training sessions organized by the Sanggar Tari Wantun Suganda, where Wantun Suganda had a trusted source in providing material and information about dances that were popular among the wider community.
2. Wantun Suganda personnel get compensation in accordance with the expectations of these personnel, this can be seen from the activities carried out by Wantun Suganda personnel who can show a sense of comfort in carrying out their activities within the scope of the Sanggar Tari Wantun Suganda. These personnel were also found to attend and participate in a whole series of activities carried out or organized by the Sanggar Tari Wantun Suganda internally, and Wantun Suganda personnel received the agreed wage at the beginning of the offer to join the organization for each of its personnel.
3. Personnel Wantun Suganda is able to show good performance in every event and dance invitation activities attended by the organization. Wantun Suganda personnel are also able to follow training programs in accordance with the direction of the trainer appointed by the Sanggar Tari Wantun Suganda, and are able to receive direction taught by the trainer. Wantun Suganda is also able to maximize its human resources by carrying out regular

routine training every month and has dance training support facilities for each of Wantun Suganda's personnel. All activities carried out by Wantun Suganda personnel are carried out jointly, which can arouse a sense of togetherness and cooperation between personnel at the Sanggar Tari Wantun Suganda.

4. The influence of Wantun Suganda's personnel competence partially on the performance of Wantun Suganda's personnel is 43.1% or it can be said to have a less tight influence in influencing the performance of Wantun Suganda's personnel.
5. The effect of compensation received by Wantun Suganda personnel partially on the performance of Wantun Suganda personnel is 56.2% or it can be said to have a close influence on the performance of Wantun Suganda personnel.
6. The effect of competence and compensation received by Wantun Suganda's personnel partially on the performance of Wantun Suganda's personnel is 80.4% or it can be said to have a close influence on the performance of Wantun Suganda's personnel.

References

1. Bernardin and Russel, 2016. Human Resource Management, New Jersey: International Editions Upper Saddle River, Prentice Hall.
2. Bilson, Simamora, 2015. Sumber Daya Manusia. Jakarta, PT Gramedia Pustaka Utama.
3. Dessler, Gary. 2016. Manajemen SDM. Jakarta: Indeks.
4. Gomes, Faustino Cardosa, Drs., 2014. Manajemen Sumber Daya Manusia, Yogyakarta, Andi Offset.
5. Mahmudi (2015), Manajemen Kinerja Sektor Publik. Yogyakarta: UPP STIM YKPN.
6. Malayu Hasibuan S. P. 2016. Manajemen Sumber Daya Manusia. Jakarta: PT. Bumi Aksara.
7. Mangkunegara A. P. 2018. Manajemen Sumber Daya Manusia Perusahaan. Bandung: PT. Remaja Rosdakarya.
8. Mathis, R.L. & J.H. Jackson, 2018. Human Resource Management, Terjemahan Dian Angelia. Jakarta: Salemba Empat.
9. McClelland, D.C. 2016. Human Motivation. New York: Cambridge University Press.
10. Nawawi, Hadari. (2016). Manajemen Sumber Daya Manusia Untuk Bisnis yang Kompetitif. Penerbit Gajah Mada University Press, Yogyakarta.
11. Nitisemito, Alex S. 2012. Wawasan Sumber Daya Manusia. Jakarta: Pustaka Utama Grafiti.
12. Purwono, Andi 2014. Manajemen Sumber Daya Manusia, Yogyakarta.
13. Riduwan. 2015. Dasar – dasar Statistika. Cetakan Ketiga. Bandung: Alfabeta.
14. Robbins, Stephen P & Judge, Timothy A., 2018. Organizational Behavior, New Jersey: Pearson Education.
15. Sancoko. 2014. Ikhtisar Kesehatan dan Keselamatan Kerja. Jakarta: Erlangga.
16. Sugiyono. 2015. Metode penelitian kuantitatif, kualitatif, dan R&D. Bandung: CV Alfabeta.