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REVIEW OF COMPENSATION AND WORK STRESS ON EMPLOYEE PERFORMANCE IN THE MEDICAL RECORDS DEPARTMENT AT HARAPAN KITA HEART AND BLOOD VESSEL HOSPITAL, WEST JAKARTA

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ABSTRACT

The purpose of this study was 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 is saturated sampling technique, namely using a sample of 80 respondents from the entire population. Data analysis techniques used are instrument testing, classical assumption testing, linear regression analysis, coefficient of determination analysis, hypothesis testing. This is evidenced by the results of the compensation hypothesis test obtained a t-value of 4,611> t-table 1,990 and strengthened by the ρ value <Sig.0.05 or significance value <0.05 (0.000 <0.05) work stress obtained a t-value of 6,152> t-table 1,990 and strengthened by the ρ value <Sig.0.05 or significance value <0.05 (0.000 <0.05). The results of the study of compensation and work stress simultaneously 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 + 0.314X1 + 0.476X2. This is proven by the results of the simultaneous hypothesis test obtained the F count value (74.569 > F table 3.12) and is strengthened by a significance value <0.00 (0.000 <0.05). The results of the coefficient of determination test of the compensation and work stress variables have 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 there is a proven insignificant influence simultaneously between compensation (X1) work stress (X2) employee performance (Y).

Keywords: Compensation, Job Stress, Employee Performance.

INTRODUCTION

To improve the quality of human resources, company employees must understand several regulations set by the company. One way to do this is by improving employee performance. Performance is the level of achievement or actual results of an individual, measured periodically in terms of quality and quantity, based on predetermined targets, standards, and criteria, as a result of the authority and responsibility of a job within a company or organization. Employee performance is one of the main factors influencing a company's progress. The better employee performance, the easier it is to

achieve company goals. However, declining employee performance can lead to a decline in the company.

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.

RESULTS AND DISCUSSION

Table 2. Significant t-test results

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig,
		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:

a. The results of the partial test of variable X1 (compensation) on variable Y (employee performance) show a calculated t value4.611 > ttable 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.
b. The results of the partial test of variable X2 (work stress) on variable Y (employee performance) show a calculated t value6.152 > ttable 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> ttable 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 X1. 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 X1. 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 + 0.314X1 + 0.476X2, 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> ftable 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.

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