



COMPETENCE AND COMPENSATION AS INFLUENCE FACTORS ON AGRICULTURAL EXTENSION EMPLOYEE PERFORMANCE IN BANTEN PROVINCE

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Research Highlights

Agricultural extension employee is an important technical employee in achieving expected farmer productivity, their performance influenced by many factor. Factors that influenced on employee performance according to references and previous research are motivation, compensation (Wibowo, 2015), competence (Anak Agung Ngurah Bagus Dhermawan, I Gde Adnyana Sudibya, 2012). This study focused on the influence of competence and compensation factor to agricultural extension employee performance in Banten Province. The result of the study showed that: (1) there is a positive direct effect of competence on performance of agricultural extension employee, (2) there is a positive direct effect of compensation on performance of agricultural extension employee and (3) there is a direct positive effect on compensation of agriculture extension employee

Research Objectives

The aims of this study is to determine and analyze the influence of competence and compensation on performance of agricultural extension employee in Banten Province

Methodology

Methodology used in this study is a survey, conducted directly to the field using a questionnaire as collection data tool. The research respondents were 94 agricultural extension employee and sample determined by cluster random sampling technique. Competence, compensation and performance were validated with product moment correlation, while reliability was measured by Cronbach Alpha, then analyzed using path analysis technique.

Results

1. The effect of competencies (X_1) against performance (Y), path coefficient ρ_{11} is 0,629 with $t_{test} = 3,118$, while the value of $t_{table} = 1.67$ ($\alpha = 0.05$; $df = 90$). Because $t_{test} > t_{table}$, then H_0 is rejected, H_1 is accepted, and can be concluded that competence has a direct positive effect on performance with path coefficient of 62.9%.
2. The effect of compensation (X_2) against performance (Y), path coefficient ρ_{y2} is obtained at 0,349 with $t_{test} = 4,731$ while the value of $t_{table} = 1.67$ ($\alpha = 0.05$; $df = 90$). Because $t_{test} > t_{table}$, then, then H_0 is rejected, H_1 is accepted, and can be concluded that compensation has a positive direct effect on performance with path coefficient of 34.9%.
3. The effect of competence (X_1) against compensation (X_2), path coefficient ρ_{y1} is obtained at 0,458 with $t_{test} = 6,702$, while the value of $t_{table} = 1.67$ ($\alpha = 0.05$; $df = 90$). Because $t_{test} > t_{table}$, then H_0 is rejected, H_1 is accepted. Can be concluded that competence has a direct positive effect on employee compensation with path coefficient of 45.8%

Findings

1. Competence has positive effect on performance, more positive the competence, the performance tends to increase. According to (Winanti, 2011) concluded that competence has a significant positive effect on employee performance.





2. Compensation has a positive direct effect on performance, better compensation will initiate better of performance. According to (Kasenda, 2013) compensation has a significant effect on Employee performance with positive coefficient values.
3. Competence variables contributes to compensation, increased of competence will make a meaningful contribution to compensation. According (Firmandari, 2014) concluded that compensation in the form of salaries and allowances had an effect on Employee performance.

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