

The Influence of Supervision, Motivation, and Remuneration on Employee Performance at the Departement of Community Empowerment and Transmigration of Lampung Province

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ABSTRACT

This study explores the impact of supervision, motivation, and remuneration on employee performance at the Department of Community Empowerment and Transmigration (PMD) of Lampung Province. Using a mixed-method approach, both qualitative and quantitative data were analyzed to assess the effectiveness of these three factors in enhancing employee performance. The findings indicate that supervision plays a significant role in maintaining accountability, with 71.11% of respondents confirming the effectiveness of leadership supervision. Motivation, particularly in the form of praise for satisfactory work, was also found to be a key contributor to improved performance, as reported by 71.1% of respondents. Additionally, remuneration had a positive effect, with 74.4% of respondents acknowledging timely recognition for their work performance. The combined analysis revealed that these three factors have a substantial and interrelated influence on employee performance. The results align with previous studies and highlight the importance of effective management in fostering a productive work environment.

Keywords: *Supervisiopn, Motivation, Remuneration, Employee Performance, Cosmetics Industry, Community Empowerment and Transmigration*

Introduction

Human resources play a critical role in the success of both government and corporate organizations (Parajuli et al., 2023; Perdana et al., 2024; Syahrul et al., 2023). Employees, as key components of human resources, significantly impact the sustainability of an organization (Kumar et al., 2020; Masud et al., 2018; Mazur et al., 2023). In government institutions, employee performance is particularly crucial, as it directly influences the effectiveness of public services and governance (Knies et al., 2024; Soenanto et al., 2020; Tensay & Singh, 2020). Low employee performance, such as absenteeism or early departures from work, is a concerning issue that must be addressed by leadership, as it reflects a decline in work motivation and overall productivity (Malik & Verawati, 2016; Ningrum et al., 2023; Wen et al., 2023). A contributing factor to this issue may be the lack of adequate supervision, motivation, and remuneration provided by leaders within the institution (Dhia & Alam, 2024; Kalayu et al., 2020; Omale et al., 2023).

Effective supervision, defined as the process of monitoring and ensuring tasks are completed according to plan, is essential in preventing deviations and promoting accountability among employees (Ahmadi et al., 2023; Barusman et al., 2024; Hannang, 2020). However, in the context of the Provincial Government of Lampung, the supervision and motivational efforts provided by leaders may not be sufficiently addressing the root causes of declining performance among civil servants. In addition to supervision, providing adequate motivation through appropriate tasks, career development opportunities, and financial incentives, such as compensation or remuneration, is necessary to improve employee performance (Mengesha & Zewude, 2021; Puspari et al., 2022).

The Dinas Pemberdayaan Masyarakat Desa dan Transmigrasi (PMD) of Lampung Province faces challenges in achieving its performance targets, particularly in the economic division. Factors influencing employee performance include both intrinsic factors, such as education, motivation, and experience, and extrinsic factors like the physical work environment, supervision, and compensation (Chaeriah, 2022; Farida et al., 2022; Krishnan et al., 2018). The current research aims to explore whether supervision, motivation, and remuneration have a significant impact on employee performance within this institution. By investigating these factors, this study seeks to contribute to the understanding of how they affect the productivity and professionalism of employees, ultimately aiding in the achievement of organizational goals.

The objectives of this study are as follows: (1) to assess the effect of supervision on the performance of employees at Dinas Pemberdayaan Masyarakat Desa dan Transmigrasi (PMD) Lampung Province, (2) to examine

the influence of motivation on employee performance, (3) to evaluate the impact of remuneration on employee performance, and (4) to analyze the combined effect of supervision, motivation, and remuneration on employee performance.

Methodology

This study adopts a quantitative research approach, employing a survey design to investigate the factors influencing employee performance at Dinas Pemberdayaan Masyarakat Desa dan Transmigrasi (PMD) of Lampung Province. The survey method is appropriate for studying current events and identifying the variables that contribute to specific outcomes (Barusman & Virgawenda, 2019; Hasnati et al., 2018; Kesumawatie et al., 2021). The research population consists of 36 civil servants working in the economic division of the PMD office. Data collection methods include primary data, gathered through questionnaires and informal interviews, and secondary data from relevant literature and documentation.

A structured questionnaire was used to collect data on supervision, motivation, remuneration, and employee performance. The questionnaire was designed with multiple indicators for each variable. Supervision was measured through direct inspections, on-the-spot observations, and on-the-spot reports (Ayandele & Etim, 2020; Ullah et al., 2021). Motivation was assessed based on indicators such as praise, rewards, work facilities, and career development opportunities (Obiebi & Irikefe, 2018). Remuneration was evaluated using dimensions such as salaries, bonuses, and career promotions (Haposan & Supartha, 2023). Employee performance was measured through six key indicators: quality, quantity, timeliness, effectiveness, independence, and work commitment (Asma et al., 2023).

Data were analyzed using multiple regression analysis to determine the significance of supervision, motivation, and remuneration in influencing employee performance. The statistical analysis aimed to test the hypotheses and evaluate the overall validity and reliability of the study's findings (Turmudhi & Ristianawati, 2023; Zikrillah et al., 2020). By providing a detailed breakdown of the variables and their impact, this research contributes to the understanding of the factors that drive employee performance in the public sector.

Result and Discussion

Results

Qualitative Analysis

The qualitative analysis revealed that the majority of respondents rated the supervision, motivation, and remuneration practices at the Dinas Pemberdayaan Masyarakat Desa dan Transmigrasi (PMD) of Lampung Province as either "good" or "quite good." For supervision, the dominant indicator was "Leaders give firm sanctions for employee violations," with 71.11% of respondents rating it as good, while the lowest-rated indicator was "Leaders respond to employee work reports," with 60.56%, categorized as quite good. Overall, supervision received an average rating of 65.0%, indicating a generally satisfactory level.

Regarding motivation, the highest-rated indicator was "I often receive praise from leaders for satisfactory work," with 71.1% of respondents rating it as good, while the lowest-rated indicator was "Work facilities make it easier for me to work," at 61.3%, categorized as quite good. The overall average for motivation was 69.2%, indicating good performance in this area.

For remuneration, the dominant indicator was "Awards for work performance are received on time and in accordance with work results," rated good by 74.4% of respondents. The lowest-rated indicator was "The work and responsibility given by the institution are appropriate to my ability," with 63.8% rating it as quite good. The overall average score for remuneration was 67.7%, indicating quite good performance.

Employee performance, as measured through various indicators, was rated quite good overall. The dominant indicator was "I perform my tasks well and follow established rules," rated at 70.3% (good), while the lowest-rated indicator was "Employee skills are reflected in their accuracy in carrying out tasks," with a rating of 60.0% (quite good). The overall average for employee performance was 69.8%, classified as good.

Quantitative Analysis

Using multiple linear regression analysis, the resulting equation was:

$$Y = 2.934 + 0.331 X_1 + 0.417 X_2 + 0.219 X_3$$

- The constant intercept (a) of 2.934 implies that if supervision, motivation, and remuneration remain unchanged, employee performance will stay at 2.934.
- The regression coefficient for supervision (X₁) is 0.331, meaning that a one-unit increase in supervision would raise employee performance by 0.331 units.
- The regression coefficient for motivation (X₂) is 0.417, indicating that a one-unit increase in motivation would result in a 0.417-unit increase in employee performance.
- The regression coefficient for remuneration (X₃) is 0.219, meaning that a one-unit increase in remuneration would increase employee performance by 0.219 units.

The most significant coefficient was for motivation, indicating that motivation has the greatest influence on employee performance. The t-test results showed that the t-values for supervision ($X1 = 3.390$), motivation ($X2 = 4.016$), and remuneration ($X3 = 2.393$) were all greater than the critical t-value of 1.690, and all had significant p-values ($p < 0.05$). This indicates that all three variables—supervision, motivation, and remuneration—have a significant positive impact on employee performance at the PMD of Lampung Province.

The F-test results showed that the calculated F-value was 45.187, which was greater than the critical F-value of 2.92. With a significance level of 0.000 ($p < 0.05$), the F-test confirmed that supervision, motivation, and remuneration collectively have a significant influence on employee performance.

Discussion

The results of this study demonstrate that supervision has a significant impact on employee performance at the Department of Community Empowerment and Transmigration (PMD) of Lampung Province. The majority of respondents (71.11%) agreed that leadership supervision was effective, particularly in imposing strict sanctions for violations. Additionally, 68.8% of respondents reported that their leaders often required verbal work reports, highlighting the role of supervision in maintaining accountability. These findings align with previous research indicating that effective supervision prevents deviations and promotes employee accountability (Ahmadi et al., 2023; Hannang, 2020).

Motivation also played a crucial role in improving employee performance. Notably, 71.1% of respondents indicated that they received praise for satisfactory work, reflecting the effectiveness of motivational efforts at the PMD of Lampung Province. This is consistent with previous studies that emphasize the importance of motivation in enhancing employee performance by providing career development opportunities, task variety, and financial incentives (Mengesha & Zewude, 2021; Puspasari et al., 2022). Motivational factors, such as recognition for achievements, serve as a key driver of performance improvement.

Remuneration, although rated as "quite good," still had a positive effect on employee performance. A significant portion of respondents (74.4%) noted that they received timely recognition for their work, underscoring the importance of fair and prompt compensation. This finding aligns with research suggesting that appropriate remuneration and financial incentives are essential for improving employee productivity and maintaining high levels of performance (Kalayu et al., 2020; Omale et al., 2023).

When examined collectively, the analysis revealed that supervision, motivation, and remuneration all have significant impacts on employee performance. Supervision was crucial in ensuring that employees adhered to established procedures, motivation boosted productivity, and remuneration provided fair compensation for employees' efforts. Effective management of these three factors is vital for enhancing employee performance at the PMD of Lampung Province. Both qualitative and quantitative data support the conclusion that a balanced and strategic approach to supervision, motivation, and remuneration is essential for optimizing employee performance, consistent with the findings of other scholars in the field (Chaeriah, 2022; Krishnan et al., 2018).

Conclusion

The findings of this study confirm that supervision, motivation, and remuneration each play significant roles in influencing employee performance at the Dinas Pemberdayaan Masyarakat Desa dan Transmigrasi (PMD) of Lampung Province. Of the three factors, motivation had the greatest impact, followed by supervision and remuneration. These findings underscore the importance of leaders implementing strong supervision practices, fostering motivation through positive reinforcement, and ensuring timely and fair remuneration. Future research could explore the long-term effects of these factors on employee performance and investigate potential moderating variables that may influence the relationship between these factors and performance outcomes.

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