
**The Influence of Compensation Components On Organizational Citizenship Behavior
(OCB) Employees At Mahalona Health Center
Towuti District East Luwu**

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Abstract

This study aims to analyze the effect of compensation components on Organizational Citizenship Behavior at the Mahalona Health Center, Towuti District, East Luwu Regency. The population in this study were 83 employees at the Mahalona Health Center. And this study used a purposive sample sampling technique with certain considerations. Then the sample used was 45 people using the Slovin formula. This research data was obtained from a questionnaire (primary data). The results of research from data processed using SPSS Version 25 statistical calculations, based on the results of SPSS output partially the results showed that partially the variables of financial compensation and non-financial compensation Organizational Citizenship Behavior. Other results found that the variables of financial compensation and nonfinancial compensation had no significant effect on Organizational Citizenship Behavior with a significant value for financial compensation of $0.001 < 0.05$ and a significant value for non financial compensation of $0,000 < 0.05$. Financial compensation and non financial compensation do not have a positive and significant effect on Organizational Citizenship Behavior.

Keywords : Compensation Components, Organizational Citizenship Behavior (OCB)

INTRODUCTION

Human resource management is an encompassing process planning, organizing, leading and controlling Activities relating to job analysis and job evaluation, procurement, development, compensation, promotion and termination working relationships to achieve predetermined goals. Non-financial compensation is a type of remuneration other than in-kind Money. Non-financial compensation is a reward in the form of satisfaction someone obtained from the work itself, or from the environment either physically or psychologically where the person works.

Organization Citizenship Behavior (OCB) is behavior employee personality that supports the success of an organization. This matter means the behavior is not included in the job requirements or employee job description, but is a personal choice of the employee so that if it is not displayed, a penalty will be given. OCB contributes to the welfare of its community. Transformation of resources, scarcity, and problem solving among units work units in a collective and independent manner. Then it will too influence compensation, promotion and training decisions has an important effect on financial performance.

Mahalona Health Center, Towuti sub-district itself, is a technical health implementation unit under the supervision of the health service Districts/Cities are organized by responsible governments carrying out health development in a region. By In general, they must provide the maximum possible service providing services such as inpatient or outpatient services, The

existence of a community health center is very beneficial for the community, especially underprivileged families.

First level health service activities comprehensive, integrated and sustainable, of course involving employees to do the job well. The organization will be successful if employees do not only carry out their main tasks but also willing to do extra tasks, in a modern organization. The compensation given will affect the employee's work carry out both in-role and extra-role duties.

Based on initial observations made by researchers in Mahalona health center, of course the organization needs to provide compensation or compensation for employees as a form of appreciation for abilities work, time and energy that employees provide to the organization. Service from quality employees alone is not enough because society is now growing and developing dynamically, by therefore, the employee behavior expected by the community health center is not only in-role behavior, but also extra-role behavior.

Nurses are sued. Must be able to provide first aid to patients responsive without complaining regardless of the conditions and circumstances of the work. Such demands make employees one of the elements of community health centers that really need behaviors from Organizational Citizenship Behavior dimension. This means internal employee actors carrying out work at the community health center is instilled with a sense of wanting to help, being disciplined or obedient, behave well towards the organization, kind and polite towards other people and sportsmanship will be stronger if there is compensation received according to expectations. Fatigue experienced by employees not only does it make nurses work less than optimally but often employees ignore their work and prefer to relax and lack of enthusiasm due to lack of appreciation in the form of good compensation it can be financial or non-financial.

RESEARCH METHODS

This research uses a quantitative type of research, because it is deep. Quantitative research has two variables whose hypothesis you want to know by conducting research on existing populations and samples determined. The research location is at Center Public Health in Mahalona Village, Towuti District, Regency East Luwu with a period of 3 months with involving a population of 83 people and a sample of 45 which was determined using the Slovin formula. Primary data is data obtained from respondents through questionnaires as well as data resulting from researchers' interviews with the source.

Primary data used in this research is the result of direct responses by research subjects who have the amount is determined through a questionnaire. Data that supports the need for primary data such as, articles, books as theory, journals and readings related to the problem to be studied. Data collection techniques using observations, documentation and questionnaires. Data analysis used in this study is using descriptive analysis, research instrument test, classical assumption test, and double linear regression model analysis test.

RESULTS AND DISCUSSION

A. Results of Testing Research Instruments

1. Data Analysis Result

Validity testing is used to measure whether a questionnaire is valid or not. The validity test is carried out after producing data on respondents' answers resulting from the questionnaire that has been distributed. This research uses an analysis tool, namely SPSS 25, using the corrected item Total Correlation from the r table. A questionnaire is declared valid if the statements in the questionnaire are able to reveal something that the questionnaire will measure the. The validity test can be used to test the correlation coefficient with a significant value of 5% or 0.05, which indicates that the statements are valid/valid as forming indicators. In this study there were 45 respondents who filled out the questionnaire. Based on the number of respondents, it is known that the r-table for the validity test is 0.202 which is obtained from $df = (N-2)$ or $df = 45-2 = 43 = 0.301$.

Table 1. Validity Test Result

Variable	Indicator	Calculated r-value	Table r-value	Sig.	Information
Financial Compensation (X1)	X1.1	0,631	0,301	0,000	Valid
	X1.2	0,507	0,301	0,000	Valid
	X1.3	0,396	0,301	0,000	Valid
	X1.4	0,623	0,301	0,000	Valid
	X1.5	0,362	0,301	0,000	Valid
	X1.6	0,599	0,301	0,000	Valid
	X1.7	0,737	0,301	0,000	Valid
	X1.8	0,571	0,301	0,000	Valid
Non-financial Compensation (X2)	X2.1	0,430	0,301	0,000	Valid
	X2.2	0,618	0,301	0,000	Valid
	X2.3	0,502	0,301	0,000	Valid
	X2.4	0,310	0,301	0,000	Valid
	X2.5	0,325	0,301	0,000	Valid
	X2.6	0,350	0,301	0,000	Valid
Organizational Citizenship Behavior (OCB) (Y)	Y.1	0,325	0,301	0,000	Valid
	Y.2	0,350	0,301	0,000	Valid
	Y.3	0,797	0,301	0,000	Valid
	Y.4	0,557	0,301	0,000	Valid
	Y.5	0,653	0,301	0,000	Valid
	Y.6	0,592	0,301	0,000	Valid
	Y.7	0,367	0,301	0,000	Valid
	Y.8	0,678	0,301	0,000	Valid
	Y.9	0,625	0,301	0,000	Valid
	Y.10	0,415	0,301	0,000	Valid

2. Reliability Test Results

The reliability test is performed using an alpha croabanch reliability analysis to

determine whether the respondent's answer is reliable or not. By using this method, a product is considered reliable if the reliability or alpha is only 0.60.

Table 2. Reliability Test Results

Variable	Nilai Cronbach's Alpha	Standar Reabilitas	Items	Information
Financial Compensation (X1)	0,726	0.60	8	Reliabel
Non-financial Compensation (X2)	0,831	0.60	6	Reliabel
Organizational Citizenship Behavior (OCB) (Y)	0.740	0.60	10	Reliabel

B. Classical Assumption Test Results

1. Normality Test Results

The normality test is used to determine whether the data in this study is distributed normally or not. As for the method used in this research is by looking at the normal probability plot that compares the cumulative distribution with the normal distribution.

Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Standardized Residual
N		45
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.72811718
Most Extreme Differences	Absolute	.104
	Positive	.104
	Negative	-.066
Test Statistic		.104
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

In the plot probability normality test, points and diagonal lines can be observed. If the points follow the diagonal line of the point 0 and do not spread too far, then the data can be concluded to be distributed normally.

2. Multicollinearity Test Results

The way to find out whether or not there are symptoms of multicollinearity is generally to look at the variance inflation factor (VIF) value and tolerance. If the VIF value is less than 10 and the tolerance is more than 0.10 then it is stated that multicollinearity does not occur.

Table 3. Multicollinearity Test Results

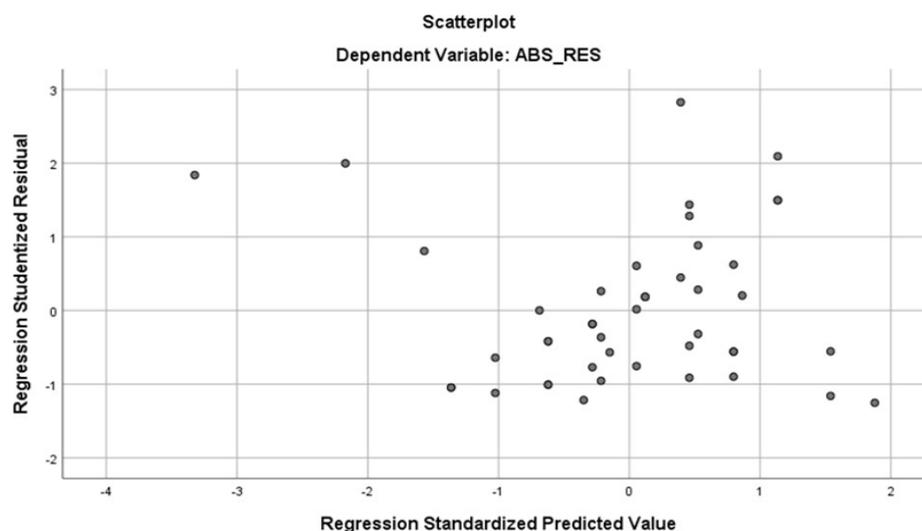
Coefficients ^a		Collinearity Statistics	
Model		Tolerance	VIF
1	X1	.981	1.020
	X2	.981	1.020

a. Dependent Variable: Y

VIF value of service quality (X1), Financial Compensation (X2) Non-financial Compensation is 1.020, $1.020 < 10$ and value tolerance is 0.981 and $0.981 > 0.1$ so the data can be said does not occur multicollinearity.

3. Heteroscedasticity test results

The heteroscedasticity test is used to determine whether there is heteroscedasticity. It can be seen in the Scatter-plot image pattern. In a good regression, heteroscedasticity does not occur. If the resulting points form a pattern, this is a symptom of heteroscedasticity. On the other hand, if a spread or irregular pattern is formed above or below 0 (zero), then there is no indication of heteroscedasticity. The following are the results of the heteroscedasticity test.



It can be seen that the spots spread randomly as well as that spots are spread above and below the zero on the Y axis. So from these criteria it can be stated that in this study there is no heterocadastisity.

C. Double linear regression test results

Multiple linear regression analysis is used to determine the influence or linear relationship between two or more independent variables and one dependent variable.

Table 5. Double linear regression test results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26.509	9.375		2.828	.002
	X1	.381	.299	.163	2.404	.001
	X2	.234	.394	.153	1.341	.000

a. Dependent Variable: Y

1. Financial Compensation has a positive and significant effect on Organizational Citizenship Behavior (OCB) with a significance level of 0.001 which is smaller than 0.05 ($0.000 < 0.05$) with a calculated t value 2.404 is greater than the t table 1.679 ($2.404 > 1.679$) with a regression coefficient of 0.381. This means that the more financial compensation provided with the benefits received, the level of Organizational Citizenship Behavior (OCB) will increase. so it can be concluded that the Financial Compensation variable has a significant positive effect on Organizational Citizenship Behavior (OCB).
2. Non-Financial Compensation has a positive and significant effect on Organizational Citizenship Behavior (OCB) with a significance level of 0.000 is smaller than 0.05 ($0.000 < 0.05$) with the calculated t value 1.341 is greater than the t table 1.679 ($1.341 > 1.679$) with a regression coefficient of 0.234. This means that the better the non-financial compensation provided with the benefits received, the level of Organizational Citizenship Behavior (OCB) will increase. so it can be concluded that the Non-Financial Compensation variable has a significant positive effect on Organizational Citizenship Behavior (OCB).

D. Hypothesis Test Results

1. T-Test Results

The t test is used to determine the value of an independent variable, i.e. the price and quality of the product individually against the dependent variable.

Table 6. T-Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	26.509	9.375		2.828	.002
	X1	.381	.299	.163	2.404	.001
	X2	.234	.394	.153	1.341	.000

a. Dependent Variable: Y

a. From the table above, it shows that partially the financial compensation variable (X1) shows a tcount value of $2.404 > t_{table} = 1.679$ and a significant level of $0.001 < 0.05$. The research results show that the financial compensation variable (X1) has an effect positively and significantly towards Organizational Citizenship Behavior at the Mahalona Health Center.

b. From the table above, it shows that partially the non-financial compensation variable (X2) shows that the t value is $1.341 > t \text{ table} = 1.679$ and the significance level is $0.001 < 0.05$. The research results show that the non-financial compensation variable (X2) has a positive and significant effect on Organizational Citizenship Behavior at the Mahalona Health Center.

2. Results of Determination Coefficient (R²)

The coefficient of determination (R²) value ranges from 0-1. A small coefficient of determination (R²) value indicates that the ability of the independent variables to explain the dependent variable is very limited.

Table 7. Results of Determination Coefficient (R²)

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Error of the Estimate	Durbin-Watson
1	.687 ^a	.728	.740	2.792	1.453
a. Predictors: (Constant), X2, X1					
b. Dependent Variable: Y					

The results of calculating the coefficient of determination (R²) in this research show an R Square value of 0.728, meaning that the model shows that Financial Compensation (X1) and Non-Financial Compensation (X2) contribute or influence Organizational Citizenship Behavior by 72.8%. Meanwhile for the rest amounting to 27.2% is a limitation of measuring instruments and researcher error in uncovering facts.

CONCLUSION

This research aims to determine the influence of financial financing and non-financial compensation for employees at the Mahalona Village Health Center, Towuti District, East Luwu Regency. From the data analysis carried out and the discussion presented, the following conclusions were drawn:

1. Partial test results show that the financial financing variable has a positive and significant effect by showing that t-calculated value of $2.404 > t\text{-table} = 1.679$ and a significant level of $0.001 < 0.05$ for OCB at the Mahalona Community Health Center. This shows that there is a unidirectional relationship between financial recovery and Organizational Citizenship Behavior (OCB).
2. From partial test results, it can be seen that the non-financial compensation variable has no positive effect by showing that the calculated t-value is $1.341 > t\text{-table} = 1.679$ and the significance level is $0.000 < 0.05$ on OCB at the Mahalona Health Center. This shows that there is a unidirectional relationship between financial compensation and Organizational Citizenship Behavior (OCB).

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