

THE INFLUENCE OF COMPETENCE AND COMPENSATION ON THE PERFORMANCE OF ACADEMIC STAFF EMPLOYEES WITHIN THE FACULTY OF TARBIYAH

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ABSTRACT

This study aims to determine the partial and simultaneous effects of competence and compensation on the performance of academic staff employees within the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar. The research method used is quantitative research method with data collection techniques through questionnaires. Research data were taken from 52 academic staff employees within the Faculty of Tarbiyah and Keguruan. The results showed that competence had a significant effect on employee performance with a $t\text{-count} > t\text{-table}$ value of $2.187 > 2.0098$, and the significance value was $0.034 < 0.05$. Compensation also has a significant effect with the value of $t\text{-count} > t\text{-table}$ is $2.217 > 1.0098$ and the significance value is $0.031 < 0.05$. Simultaneously competence and compensation have a significant effect with the value of $F\text{-count} > F\text{-table}$ is $17.814 > 3.18$ and the significance value is $0.00 < 0.05$. The contribution of influence or determination of competency and compensation variables to the performance of academic staff employees in the Faculty of Tarbiyah and Keguruan is 42.1%.

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INTRODUCTION

Employee performance in an organization is an important capital owned by an organization to continue to develop forward in achieving the vision and mission of the organization, especially in educational institutions such as universities. Higher education can operate effectively and efficiently if all employees implement higher education management as planned. Employee performance, especially academic staff, is an employee position that is directly related to students and lecturers who take care of academic correspondence. Academic staff who have good performance can satisfy students and lecturers in academic services.

One of the reasons why employee performance is so important is because it is directly related to achieving organizational goals. When employees have optimal performance, organizations can achieve better results, both in financial and non-financial terms. Investment in employee performance development is crucial for organizational sustainability and growth. Academic staff performance is a critical factor in determining an educational institution's success. Academic staff have a significant role in supporting academic and administrative activities, so their performance dramatically affects the quality of service to students and lecturers. Various factors can affect employee performance, including competence and compensation.¹ Employee competencies, which encompass intellectual, emotional, and social aspects, are crucial in determining the quality of employees' work. This is a well-established fact from previous research, which consistently shows that high competence is positively correlated with superior employee performance. It underscores the idea that employees with the right skills and knowledge tend to outperform their peers.²

Spencer in Lumanauw states that competence is a fundamental individual characteristic of a person that affects the method of thinking and acting at work, makes generalizations to all conditions faced, and lasts as long as possible in humans.³ Competence is defined as the capacity that exists in a person to fulfill the requirements of a job in an organization so that the organization can achieve the expected results..Competence is a set of skills, knowledge, and⁴ attitudes that must be possessed by academic staff to carry out their duties and responsibilities effectively. Academic staff with high competence can create practical and efficient services and satisfy students in managing academic matters.

¹ Maryadi, Yadi, and Yulia Misranian. "Pengaruh Kompetensi Dan Kompensasi Terhadap Kinerja Karyawan." *Jurnal Ilmiah Bina Manajemen* Vol. 3 No.1 (2020): 58-67.

² Wahyudin, Rifda Furqani, Badaruddin Badaruddin, and Asri. "Pengaruh Pengembangan Karir, Pelatihan, Dan Kompetensi Terhadap Kinerja Pegawai Uin Alauddin Makassar." *Cash Flow Jurnal Manajemen* Vol. 2 No. 3 (2023): 399-409.

³ Lumanauw, Meiske Kristin. "Pengaruh Kompetensi dan Karakteristik Individu Terhadap Kinerja Karyawan CV. Bumi Kencana Jaya." *Jurnal Riset Inspirasi Manajemen dan Kewirausahaan* Vol. 6 No.1 (2022): 49-57.

⁴ Putra, Anton Sarni Eka. "Pengaruh kompetensi dan integritas terhadap kinerja perangkat desa." *JESS (Journal of Education on Social Science)* Vol 5 No. 1 (2021): 24-35.

The academic staff in the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar have varying levels of competency, which may be due to differences in educational background, work experience, and opportunities for professional development through training and workshops. A lack of competence can negatively impact the quality of academic services provided to students, ultimately affecting their educational progress and diminishing lecturers' career prospects. It can also harm the university's reputation, particularly at the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

The following variable is compensation. Fair and competitive compensation can increase motivation and job satisfaction, which in turn has a positive impact on performance. Compensation is a critical element of human resource management in attracting, motivating, and retaining employees. Providing fair and competitive compensation can contribute positively to employee performance. Compensation includes salary, allowances, incentives, and other facilities that increase job satisfaction. When employees feel valued through adequate compensation, they will be more motivated to give their best. Compensation can be defined as any reward employees receive for contributing to the organization. This includes base salary, allowances, bonuses, incentives, and other forms of reward reward.⁵ In general, compensation is divided into two (2) types, namely financial and non-financial compensation.⁶

In the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar, there are issues regarding the provision of compensation that are considered to affect the performance of academic staff, such as dissatisfaction with the mechanism for appointing academic staff employees to become committees in Faculty activities which have incentives or honorariums. This issue could lead to decreased motivation and morale, affecting how employees work and their performance. The Faculty of Tarbiyah and Keguruan at UIN Alauddin Makassar requires assistance managing employee competencies and compensation. The management needs to evaluate and enhance the competency development system and employee compensation to improve the quality of education and academic services. This will contribute to achieving the faculty's vision and mission while enhancing the performance of each individual.

Based on the description above, it is essential to understand how these two factors affect the performance of academic staff employees within the Faculty of Tarbiyah and Keguruan. Several previous studies have suggested the influence of competence and compensation on employee performance, such as a research conducted by Bella and Yantje. Bella and Yantje explain that competence and

⁵ Rosanti, Ika Arista, and Doni Marlius. "Pengaruh Sistem Kerja, Kompensasi Dan Kesejahteraan Terhadap Kinerja Tenaga Outsourcing di Bank BNI Kota Padang." *Jurnal Publikasi Ilmu Manajemen* 2.2 (2023): 152-168.

⁶ Rizal, Moch, and Fensi Handayani. "Pengaruh Kompensasi Finansial Dan Non Finansial Terhadap Kinerja Karyawan Pt. Sahabat Prima Sukses." *Jurnal Ekobis: Ekonomi Bisnis & Manajemen* 11.1 (2021): 55-66.

compensation have a positive and significant effect on employee performance, both partially and simultaneously.⁷ Thus, if competence is good and by the field of work carried out, and also supported by providing satisfactory compensation to employees, employees will be able to provide maximum work results for an organization. Other research, Marta and Ratna, explain in their article that competence and compensation have a positive and significant effect on employee performance, both partially and simultaneously.⁸ Thus, if the competence possessed is in accordance with the field of work carried out and is supported by adequate compensation, these employees will be able to provide maximum work results for an organization.

Fauzan and Hotler in their article entitled *The Effect of Competence and Compensation on Performance* explain according to the research results that competence partially affects employee performance. Compensation partially affects employee performance. Competence and compensation simultaneously affect employee performance. The magnitude of the influence of competence and compensation on employee performance is 56.9% and the remaining 43.1% is influenced by other variables.⁹ Based on the results of this study, the better the competence, the better the employee performance, and the compensation provided, the more appropriate the compensation provided, the more it encourages employees to do their job optimally.

In another research, Dinda, Budi, and Wike stated that competence and compensation significantly influence employee performance at UPTD Puskesmas Kotabaru. However, competence has a stronger influence than compensation.¹⁰ Based on the results of this study, the better the competence and the more appropriate it is given to employees, the better the performance of employees at UPTD Puskesmas Kotabaru. Meanwhile, Azmol Anzhoro in his thesis entitled *The Effect of Competence and Compensation on the Performance of Harvester Employees of PTPN III Rantauprapat*. The results showed that partially there was a positive and significant influence between competence on employee performance. compensation variables also have a positive and significant effect partially on the performance of PTPN III Rantauprapat Harvester employees. Simultaneously, there is also a positive and significant effect between competence and compensation on the performance of PTPN III Rantauprapat Harvester

⁷ Tolandang, Bella CN, and Yantje Uhing. "Pengaruh kompetensi dan kompensasi terhadap kinerja pegawai pada balai pelestarian nilai budaya provinsi sulawesi utara." *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi* 9.4 (2021): 873-883.

⁸ Inova, Marta, and Ratna Dwi Jayanti. "Pengaruh Kompetensi dan Kompensasi Terhadap Kinerja Karyawan PT. Maan Ghodaqo Shiddiq Lestari Jombang." *JMD: Jurnal Riset Manajemen & Bisnis Dewantara* 2.1 (2019): 1-12.

⁹ Gaol, Hotler Epindo Lumban. "Pengaruh Kompetensi dan Kompensasi Terhadap Kinerja Pegawai." *COMSERVA: Jurnal Penelitian dan Pengabdian Masyarakat* 2.6 (2022): 564-572.

¹⁰ Haryanto, Dinda Pramestia, Budi Rismayadi, and Wike Pertiwi. "Pengaruh Kompetensi Dan Kompensasi Terhadap Kinerja Pegawai Pada UPTD Puskesmas Kotabaru Karawang." *Management Studies and Entrepreneurship Journal (MSEJ)* 4.5 (2023): 4989-4999.

employees.¹¹ Based on the results of this study, it can be concluded that the better the competence and feasibility of compensation received by employees, the greater the increase in employee performance.

Based on some of the previous research above, this article has a significant difference in the research object, namely in previous studies focusing on employees in a company, and there are employees of health centers. In this article, the object studied is academic staff employees in higher education. Thus, it makes a new contribution to understanding and managing employee performance in the educational environment. The following is the relationship line between the independent variable and the dependent variable:

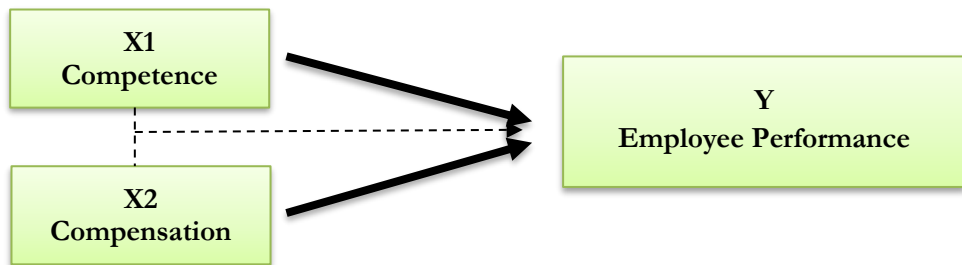


Figure 1. X To Y Variable Relationship Line

Research Methods

The study aimed to determine the effect of independent variables, namely competence, and compensation, on the dependent variable, namely the performance of academic staff employees, both partially and simultaneously. The formulation of the problem of this study is whether there is an influence of competence on the performance of academic staff employees within the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar, whether there is an influence of compensation on the performance of academic staff employees within the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar, and whether there is an influence of salary and compensation simultaneously on the performance of academic staff employees within the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

The research was conducted using quantitative research methods with the type of Causal research¹². The research location is at the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar, and the research object is academic staff employees. The population is 52 academic staff employees, and the sampling

¹¹ Anzhori, Azmul. "Pengaruh Kompetensi dan Kompensasi terhadap Kinerja Karyawan Pemanen PTPN III Rantaupratat." Tesis, Universitas Meda Area, (2022), xii

¹² Sridaryono, Aguk. "Pengaruh Kompetensi dan Kompensasi Terhadap Kinerja Pegawai Negeri Sipil Melalui Produktivitas Kerja Sebagai Variabel Intervening di Politeknik Angkatan Darat Malang." *Sketsa Bisnis (e-jurnal)* 6.2 (2019): 99-111.

method uses saturated samples; namely entire population is sampled. The data collection method uses a questionnaire.

The questionnaire was developed based on the research variables. The competency variable was developed into three indicators, namely: First, intellectual competence includes knowledge about work, ability to do work and ability to innovate. Second, emotional competence includes self-confidence, adaptability, organizational commitment and teamwork. Third, social competence includes organizational awareness, building working relationships and teamwork¹³. The compensation variable is delineated into two indicators: Financial compensation encompasses wage receipts, incentive payments for extra work, supplementary allowances, and variable compensation schemes. Furthermore, non-financial compensation encompasses recognition from supervisors, provision of work amenities, adaptable company policies, and a friendly work environment. Employee performance variables are formulated into many indicators to evaluate employee performance across multiple dimensions, such as loyalty, job accomplishment, discipline, creativity, collaboration, competence, and responsibility.¹⁴

Before the questionnaire is used, it is first tested and then tested for validity and reliability. The following are the results of the validity test:

Table 1. Validity Test

Variables	Question Item Number	Valid Totals
Competence	1*, 2*, 3*, 4*, 5*, 6*, 7*, 8, 9*, 10, 11, 12*, 13, 14*, 15, 16, 17*, 18*, 19*, 20*, 21*, 22.	15
Compensation	1*, 2*, 3*, 4*, 5*, 6*, 7*, 8*, 9*, 10*, 11*, 12*, 13*, 14*, 15*, 16*, 17*, 18*, 19.	18
Employee Performance	1*, 2*, 3*, 4*, 5*, 6*, 7, 8*, 9*, 10*, 11*, 12, 13*, 14*, 15*, 16*, 17*, 18*, 19*, 20*, 21*, 22*	20

Notes: *Valid

¹³ Nurahaju, Rini, and Nurul Sih Widanti. "Kompetensi Soft Skills Karyawan Perusahaan di Surabaya." *Prospek: Jurnal Manajemen dan Bisnis* 3.1 (2021): 29-36.

¹⁴ Ibrahim, Bumi Basudewo. *Peranan Manajemen Sumber Daya Manusia Dalam Rangka Meningkatkan Kinerja Umkm Coffee Shop Point Culture*. Diss. Universitas Islam Kalimantan MAB, 2022.

Based on the validity test above, the Competency variable has 15 valid questionnaire items because r_{count} is greater than r_{table} , namely 0.361, the Compensation variable has 18 valid questionnaire items because r_{count} is greater than r_{table} , namely 0.361 and the employee performance variable has 20 valid questionnaire items because r_{count} is greater than r_{table} , namely 0.361. Furthermore, the reliability test for all variables with valid questionnaire items.

Table 2. Reliability Test

No.	Instruments/Variables	Value standard	Reliability α (alpha)	Notes
1	Competence	0,60	0,686	<i>Reliable</i>
2	Compensation	0,60	0,754	<i>Reliable</i>
3	Employee Performance	0,60	0,729	<i>Reliable</i>

Reliability tests on competency variables, compensation and employee performance are declared reliable and the questionnaire can be used in research.

Research data analysis uses classical assumption tests (normality test, linearity test, multicollinearity test, heteroscedasticity test, and autocorrelation test), multiple regression tests, t tests, f tests and determination tests.

RESULTS

Normality Test

Normality test is conducted to see the normality of the distribution of research data. The way to determine normally distributed data is if the sig value is > 0.05 then the data is normally distributed and if the sig value is < 0.05 then the open data distribution is not normal. The results of the normality test can be seen in table 3 below:

Table 3. Normality Test

One-Sample Kolmogorov-Smirnov Test		
Unstandardized Residual		
N		52
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	4.17934168
Most Extreme Differences	Absolute	.083
	Positive	.075
	Negative	-.083
Test Statistic		.083
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		

c. Lilliefors Significance Correction.
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d. This is a lower bound of the true significance.
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Based on the value on Asymp. Sig. (2-tailed) $0.200 > 0.05$. Thus, the data is normally distributed.

Multicollinearity Test

Multicollinearity test is a method used to detect whether there is a close linear relationship between the independent variables in the calculation. If there is high multicollinearity, it will cause difficulty in distinguishing and separating the effect of each independent variable on the dependent variable. One way to see this relationship is to look at the covariance coefficient matrix from the data processing results. The larger the coefficient of covariance, the higher the multicollinearity, the closer the relationship between the two independent variables.

Tabel 4. Multicollinearity Test Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	COMPETENCE	.470	2.126
	COMPENSATION	.470	2.126

a. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the test results above, it can be seen that there are two parameters used to detect multicollinearity, namely the tolerance value and VIF (Variance inflation factor) value, where the Tolerance value is > 0.10 and the VIF value must be $VIF < 10$. From the calculation results above, we get a tolerance value > 0.1 where the value is > 0.1 , and the VIF value is not less than 10.00, meaning that multicollinearity is not detected.

Heteroscedasticity Test

The heteroscedasticity test is used to determine whether there are indications that the variance between residuals is not homogeneous or not, so that the estimated value obtained is no longer efficient. A good regression model is one in which heteroscedasticity does not occur. There are several ways to detect the presence or absence of heteroscedasticity, one of which is by looking at the scatter plot. A good regression model is obtained if the residual scatter diagram does not form a specific pattern and the data radiates around zero (on the Y-axis). In addition, the graph does not have a certain pattern, such as converging in the middle, then narrowing and widening and vice versa.

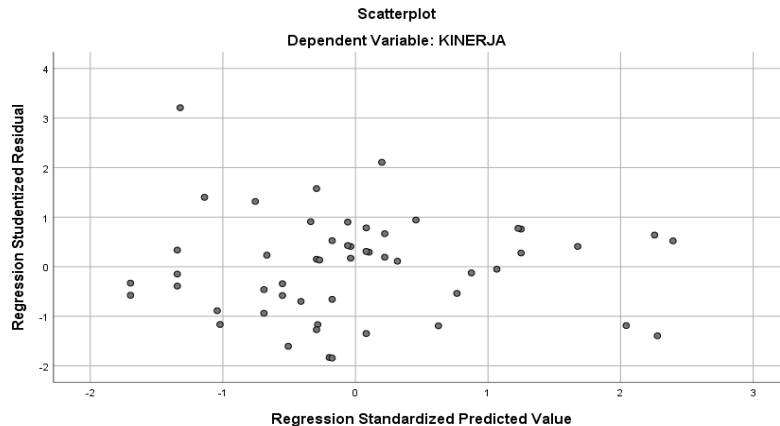


Figure 2. Heteroscedasticity Test

The results of the heteroscedasticity test explain that the scattered data does not form a specific pattern and is scattered around the zero point on the Y-axis. This means that the data to be studied fulfills the assumption of heteroscedasticity.

Autocorrelation Test

The autocorrelation test in this study uses the Durbin-Watson test. The following are the results of the autocorrelation test:

Tabel 5. Uji Autokorelasi

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.649 ^a	.421	.397	4.26378	2.444

a. Predictors: (Constant), COMPETENCE, COMPENSATION

b. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the results of the autocorrelation test above, the Durbin-Watson (d) value of 2.444 is greater than the upper limit (dU) of 1.641 and less than (4-du) $4 - 1.641 = 2.359$. So as the basis for decision making in the durbin watson test above, it can be concluded that there are no problems or symptoms of autocorrelation.

Multiple Regression Test

Multiple linear regression determines the magnitude of the difference between one variable and another. The results of the multiple linear test can be seen in the coefficients of Table 6.

Table 6. Multiple Regression Test

		Coefficients ^a			
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t Sig.
1	(Constant)	22.347	11.084		2.016 .049
	COMPETENCE	.497	.227	.347	2.187 .034
	COMPENSATION	.419	.189	.351	2.217 .031

Dependent Variable: EMPLOYEE PERFORMANCE

Based on the regression analysis results, the regression equation can be written as follows:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 22.347 + 0.497X_1 + 0.419X_2$$

The regression equation above can be interpreted as follows: 1) $\alpha = 22.347$, indicates that if the value of X_1 . 2) $b_1 = 0.497$ states that if X_1 increases, Y will increase by 0.622, assuming there is no increase in the constant value of X_2 . 3) $b_2 = 0.237$ states that if X_2 increases, Y will increase by 0.237, assuming no increase in the constant value of X_1 .

Hypothesis Test

The t-statistic test shows whether there is an influence of the independent or independent variable on the dependent variable. Based on the analysis, the following results were obtained:

Table 6. T Test

		Coefficients ^a			
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t Sig.
1	(Constant)	22.347	11.084		2.016 .049
	COMPETENCE	.497	.227	.347	2.187 .034
	COMPENSATION	.419	.189	.351	2.217 .031

a. Dependent Variable: EMPLOYEE PERFORMANCE

Based on the statistical test results, the following analysis results are obtained: First, based on the above analysis, the test value of the coefficient of the Competency variable on Performance is $t\text{-count} > t\text{-table}$ is $2.187 > 2.0098$, and the significance value is $0.034 < 0.05$, so H_0 is rejected. H_a is accepted, so that competence significantly affects the performance of academic staff employees in the context of the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar..

Furthermore, the results of the variable coefficient of Compensation on Performance, namely the $t\text{-count} > t\text{-table}$ value, is $2.217 > 1.0098$, and the significance value is $0.031 < 0.05$, so H_0 is rejected. H_a is accepted, so compensation has a positive and significant effect on the performance of

academic staff employees in the context of the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

The F test shows whether the competency and compensation variables have a positive and significant effect on the performance of academic staff employees in the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar. This can be seen in the table below:

**Tabel 7. F Test
ANOVA^a**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	647.707	2	323.854	17.814	.000 ^b
	Residual	890.812	49	18.180		
	Total	1538.519	51			

a. Dependent Variable: EMPLOYEE PERFORMANCE

b. Predictors: (Constant), COMPETENCE, COMPENSATION

Based on the statistical test above, it shows that the $F\text{-count} > F\text{-table}$ value is $17.814 > 3.18$ and the significance value is $0.00 < 0.05$, meaning that H_0 is rejected and H_a is accepted so that competence and compensation simultaneously have a positive and significant effect on the performance of academic staff employees in the context of the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

Determination Test

The determination test is carried out to see the contribution of the influence of the independent variable on the dependent variable. The determination test can be seen in the table below:

Table 8. Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.649 ^a	.421	.397	4.26378

a. Predictors: (Constant), COMPETENCE, COMPENSATION

Based on the determination test, it shows that the R Square value is 0.421, which means that competence and compensation have an effect of 42.10% on the performance of academic staff employees in the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

The Influence of Competence on the Performance of Academic Staff Employees in the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

Based on the results of statistical tests, the test value of the coefficient of the Competency variable on Performance is $t\text{-count} > t\text{-table}$ is $2.187 > 2.0098$, and the significance value is $0.034 < 0.05$, so H_0 is rejected. H_a is accepted, so that competence significantly affects the performance of academic staff employees in

the context of the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar. this reveals that the better or increase in competence, the better or better the performance of academic staff employees in the context of the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

The results of this study are supported by Safei who found that work competence has a positive and significant effect on employee performance. Employees who have high competence tend to have good abilities in carrying out work and have the skills to be able to complete work based on the work targets given by the company. This can provide work enthusiasm within employees to keep moving forward in carrying out work that can improve performance within the company.¹⁵

Employee competence is one of the main factors that can affect individual and organizational performance. Competence is a set of abilities that enable individuals to meet work demands in an organization. This shows that employees with competencies based on their work will be better able to achieve the expected results.¹⁶

One important aspect of competence is intellectual competence which deals with the knowledge and skills that are essential components of competence. Good knowledge and skills, both technical and interpersonal, will enable academic staff to collaborate with colleagues and students effectively. Good job-related knowledge and communication skills, for example, enable staff to convey information clearly, build good relationships with students, and create a positive learning environment.

One aspect of employee competence is emotional competence. Employees who have good emotional competence can condition and express their emotions appropriately. This will have a positive impact on their performance, as they are able to work in teams and interact with others well, solve problems creatively, demonstrate high leadership and motivation, manage stress effectively, and contribute to a collaborative and empowering work environment.¹⁷ Thus, good emotional competence in academic staff employees at the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar will improve their performance in providing quality academic services.

Employee competence has several aspects, one of which is social competence. Understanding the relationship between social competence and employee performance, especially within the Faculty of Tarbiyah and Keguruan

¹⁵ Safei, Safei. "Pengaruh Kompetensi dan Kinerja Pegawai Administrasi Terhadap Mutu Layanan Administrasi di STKIP DDI Pinrang Sulawesi Selatan." *Nazqama: Journal of Management Education*, Vol. 2 No. 1 (2022): 59-72.

¹⁶ Surtiani, Ani, et al. "Pengaruh Kompetensi Terhadap Kinerja Pegawai Negeri Sipil Di Sespim Lemdiklat Kepolisian Republik Indonesia." *Jurnal Pemikiran dan Penelitian Bidang Administrasi, Sosial, Humaniora Dan Kebijakan Publik*, Vol 5 No. 4 (2023): 221.

¹⁷ Ivanova, Tetiana. "Management of green procurement in small and medium-sized manufacturing enterprises in developing economies." *Amfiteatru Economic* Vol. 22 No. 53 (2020): 121-136.

UIN Alauddin Makassar, is essential. Social competence includes an individual's ability to interact and communicate with others, significantly affecting academic administration employees' work effectiveness.

One study revealed a significant relationship between social competence and employee performance. Employees who have good social competence can improve the quality of administrative services, which in turn has a positive impact on student satisfaction and faculty operational effectiveness. The research shows that social competence significantly contributes to employee performance, with an R square value showing considerable influence.¹⁸

Based on the description above, employee competence has a positive and significant relationship and influence on the performance of academic staff employees in the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

DISCUSSION

The Influence of Compensation on Employee Performance of Academic Staff in the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

The results of the Compensation variable coefficient test on Performance, namely the $t\text{-count} > t\text{-table value}$, is $2.217 > 1.0098$, and the significance value is $0.031 < 0.05$, so H_0 is rejected. H_a is accepted, which means that compensation has a positive and significant effect on the Performance of academic staff employees in the context of the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar. This reveals that the higher the competence given to employees, the better the Performance of academic staff employees in the context of the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

The relationship between compensation and employee performance, especially within the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar, is an essential topic in human resource management. Reasonable compensation is expected to increase employee motivation and performance, which in turn contributes to the achievement of organizational goals.

Compensation includes various rewards that employees receive, including salaries, allowances, incentives, and other facilities. Research shows that there is a positive relationship between compensation and employee performance. The better and fairer the compensation provided, the higher the motivation of employees to work well. For example, a study conducted at the Regional Education Office of North Sulawesi Province found that an increase in compensation was directly proportional to an increase in employee performance.¹⁹

¹⁸ Rahayu, Sri, Sitti Mania, and Ermi Sola. "Pengaruh Kompetensi Sosial dan Kompetensi Profesional Pegawai Terhadap Pelayanan Administrasi." *Nazgama: Journal of Management Education* Vol. 2 No.1 (2022): 100-112.

¹⁹ Achmad, Rafli, Joyce Jacinta Rares, and Novva Novita Plangiten. "Pengaruh Kompensasi terhadap Kinerja Pegawai di Dinas Pendidikan Daerah Provinsi Sulawesi Utara." *Jurnal Administrasi Publik* Vol. 9 No. 2 (2023): 266-276.

Compensation significantly improves employee performance, especially among academic staff at the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar. Research has shown a positive and significant relationship between the compensation received by employees and their performance. Employees indicate that the compensation given to them, reflecting their contribution and effort are generally more motivated to perform better. This is in line with human resource management theory which states that fair and competitive compensation can increase job satisfaction and employee loyalty.²⁰

One important aspect of compensation is salary. An adequate salary serves not only as a financial reward but also as a recognition of employee performance. Employees who get salaries that are in line with industry standards and their performance tend to feel valued, which has a positive impact on their productivity. The same goes for employees in the Faculty of Tarbiyah and Keguruan. Employees who feel well accommodated in terms of salary will be more committed to the academic and administrative tasks they carry out.

Apart from salary, allowances and incentives also influence employee performance. Benefits such as health insurance, education allowances, and good work facilities can increase employee satisfaction. Adequate work facilities, such as comfortable workspaces and access to technology, make employees more focused and efficient in carrying out their duties. Research at UIN Alauddin Makassar shows that employees who receive good benefits and facilities tend to have higher performance compared to those who do not.²¹

The relationship between compensation and employee performance of academic staff at the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar is very significant. Institutions that understand the importance of providing fair and adequate compensation can create a productive and competitive work environment, which can increase employee performance. Improved employee performance will benefit individuals and the institution as a whole.

Based on the description above, compensation is one of the main factors in increasing motivation and work enthusiasm which in turn can improve the performance of academic staff employees at the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

The Influence of Competency and Compensation on the Performance of Academic Staff Employees in the Faculty of Tarbiyah and Teacher Training at UIN Alauddin Makassar.

Based on statistical tests, the $F\text{-count} > F\text{-table}$ value is $17.814 > 3.18$ and a significance value of $0.00 < 0.05$, meaning that H_0 is rejected. H_a accepts that competence and compensation simultaneously have a positive and significant

²⁰ Muljani, Ninuk. "Kompensasi sebagai Motivator untuk Meningkatkan Kinerja Karyawan." *Jurnal Manajemen dan Kewirausahaan* Vol. 4 No. 2 (2002): 108-122.

²¹ Asri, Ansar, and Abdul Razak Munir. "Pengaruh Kompensasi, Fasilitas Kerja dan Kepemimpinan Terhadap Kinerja Melalui Kepuasan Kerja Pegawai pada Rektorat Uin Alauddin Makassar." *YUME: Journal of Management* Vol. 2 No.1 (2019): 100-112

effect on the performance of academic staff employees in the context of the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar and a contribution of 42.1% influence. This reveals that the better or increase in competence and the higher the compensation given to employees, the better or better the performance of academic staff employees in the context of the Faculty of Tarbiyah and Teacher Training of UIN Alauddin Makassar.

This study shows that competence and compensation have a significant influence on employee performance. Adequate employee competence and in accordance with the competencies required in their work position, along with compensation given to employees fairly according to their contribution to the organization can have a positive and significant impact on performance.

Simultaneously high competence and good compensation result in optimal employee performance. This shows that the two factors are interrelated and connected and organizations need to pay attention to both simultaneously to achieve the desired results. The study also found that highly competent employees who receive reasonable compensation are likelier to demonstrate outstanding performance.²²

The case study at PT Jasa Marga (Persero) Tbk. Shows that increasing employee competence through the right training program, combined with an attractive compensation system, can have a positive and significant impact on improving employee performance. In addition, research by Adipratama et al. on the Bureau of Procurement and Services of the Regional Secretariat of Central Kalimantan Province shows that employees who get good training and compensation have better performance compared to employees who do not get these two things.²³

The results of this study have an important contribution to science and practice in human resource management. Human resource management in general and specifically Human resource management within the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar needs to formulate strategies that integrate competency development and effective compensation systems. This includes providing relevant training and improving compensation systems that can motivate employees to achieve higher performance.

Comprehensively, the results of this study are in line with human resource management theory, which emphasizes the importance of competency development and effective compensation systems in improving employee

²² Lestari, Ni Wayan Fitriana Ayu, Isti Riana Dewi, and Aan Kanivia. "Pengaruh Kompensasi, Kompetensi, Dan Motivasi Pada Produktivitas Kerja Pegawai PT. Jasa Marga (Persero) Tbk. Cabang Palikanci." *Jurnal Manajemen dan Bisnis Jayakarta* 3.1 (2021): 1-11.

²³ Adipratama, Edwin, and Fitria Husnatarina. "Kinerja pegawai pada Biro Pengadaan Barang dan Jasa Sekretariat Daerah Provinsi Kalimantan Tengah." *Journal of Environment and Management* Vol. 2 No. 1 (2021): 35-43.

performance.²⁴ Human resource management theory states that investment in the development of employee skills and knowledge will increase productivity and effectiveness. In contrast, employees who believe in the organization that they are compensated according to their contribution or work results will increase employee performance positively and significantly.²⁵

This article makes a meaningful contribution to our understanding of the factors that influence employee performance. Prioritizing the importance of competence and compensation in human resource management ensures that employee performance is in line with what is expected by the institution. This research paves the way for further research in human resource management. these findings can also be the basis for developing more effective organizational policies, particularly human resource management in higher education institutions such as the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar.

CONCLUSION

The conclusion in this article is that the better the competence of an employee and the higher and fairer the compensation received by employees, the better the performance of academic staff employees at the Faculty of Tarbiyah and Keguruan UIN Alauddin Makassar. Based on this, it is hoped that the leadership as policy makers can pay attention to increasing competence and a fair employee compensation system to maintain and improve employee performance within the Faculty of Tarbiyah and Teacher Training of UIN Alauddin Makassar.

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²⁵ Rizki Afri Mulia, *Manajemen Sumber Daya Manusia: Teori dan Aplikasi dalam Peningkatan Kinerja*. (CV. Eureka Media Aksara: Purbalingga, 2021), 29-53

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