



**JURIDICAL ANALYSIS OF PT EMPLOYEE PERFORMANCE. BANK BTPN
BATAM BRANCH IS LINKED TO EMPLOYMENT LAW POLICY**

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ABSTRACT

Utilization of human resources to increase productivity is a system problem, because there are many aspects of work and office activities that have an impact on increasing productivity. In connection with this, as an agency in this area, it is PT. Bank BTPN Batam Branch, has also taken a role in providing services to the community with interests, especially financial problems and other needs. This is something PT needs to pay attention to. Bank BTPN Batam Branch, these are ways to get workers who can provide achievements to support the continuation and development of PT. Bank BTPN Batam Branch.

Increasing employee work depends on the motivation of a person or leader in providing direction and being appointed to bring employees to awareness and automatically recognize the extent to which tasks must be completed according to responsibility. John Soeprihanto in his book *Performance Assessment and Employee Development* (2000: 15) factors that support improving employee performance, the employee's own sense of responsibility, having a desire to work wholeheartedly, having high dedication, having the skills. Want to know something about the company, Have loyalty and hard work, To apply theory and practice.

Based on supporting factors to improve employee performance, it is on this basis that leaders in an agency need to think about benefits and compensation if in the future employees have these seven supporting factors. According to Hasibuan, *Human Resources Management*, (1999: 201) states that if an employee is motivated to work if he is promised a bonus or allowance, this kind of employee does not have high dedication to the agency where he works.

Keywords: *HR, Bank, BTPN*

A. Background of the problem

PT. Bank BTPN Batam Branch in the management concept, humans are expected to be able to utilize their workforce fully or as optimally as possible to increase work productivity, which is followed by the creation of relationships of full quality and sense of responsibility and mutual development. Utilization of human resources and skills in



their respective fields contain the meanings of structure and development of workforce quality related to the development of Human Resources, both actual and potential.

The issue of workers' compensation has become a national problem since the eighties. Efforts to increase work productivity are discussed everywhere and it is recommended that 2020 be the year of national productivity. Increasing employee work productivity is the responsibility of every company. Through its leaders, this agency tries as hard as possible and in various ways to further maximize employee potential to achieve predetermined goals. Regarding increasing employee work productivity, it is not the monopoly of this agency that seeks profit alone, but is also in the interests of organizations that sell their services to the public. Overcoming a growing problem that must be faced at this time is that there are no qualification standards for certain skills, so it is very difficult to obtain suitable workers to fill the available vacancies.

To solve this problem, a leader or part of the leadership, especially a personnel manager, needs to understand the meaning and functions of Human Resources management, to obtain effectiveness and efficiency in the company in utilizing a proportional workforce. One can also see the government's efforts to participate in increasing employee productivity, namely by building training centers. Another aspect that needs to be considered in increasing productivity is the involvement of all members of the agency because in this case it is impossible to achieve if it is only carried out in certain areas, so every manager must be consciously involved in the task of increasing the effective use of labor.

It is clear that the use of human resources in increasing productivity is a system problem, because there are many aspects of work and office activities that have an impact on increasing productivity. In this regard, as an agency in this area, PT. Bank BTPN Batam Branch, has also taken a role in providing services to the community with interests, especially financial problems and other needs. This is something PT needs to pay attention to. Bank BTPN Batam Branch, these are ways to get workers who can provide achievements to support the continuation and development of PT. Bank BTPN Batam Branch.



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Based on the previous background, the author tries to see how to increase compensation in workforce management which can support operations at PT. Bank BTPN Batam Branch, with the title *The Effect of Financial Compensation on Employee Performance at PT. Bank BTPN Batam Branch*.

B. Formulation of the problem

Based on the description above, the problem formulation can be drawn as follows:

1. How does PT employee performance affect. Bank BTPN Batam Branch is linked to Labor Law?
2. Can this policy improve employee performance at PT. Bank BTPN Batam Branch?

C. Research methods



This research was conducted at PT. Bank BTPN Batam Branch as object study. Meanwhile, the research and report preparation time starts in the month March to May 2022 . Place and time of research This research was conducted at PT. Bank BTPN Batam Branch was used as the object study. Meanwhile, the research and report preparation period will start in May 2022 .

In managing human resources is very important, in the sense that the effectiveness of human resources is not as a producer but directed how to plan, organize, direct and Supervise human resources so that they can be utilized as well as possible. By obtaining human resources that meet the quality and quality quantity, standards do not mean the agency's tasks have been completed, but problems development and coaching of human resources is a problem must be taken into account because it concerns activities aimed at improve and develop attitudes, behavior and skills as well knowledge of human resources in accordance with the wishes of the company/agency.

Therefore, the process of coaching/resource development Human power must be exercised continuously because of a system coaching/development requires a long and demanding process relatively long time the results are not visible in the near future because in This program includes changes and overhauls of an employee's mental attitude some of which have existed and been ingrained since childhood which is necessary adapted to institutional conditions. Therefore, agency leaders must have the courage to make decisions regarding compensation financial work of employees at PT. Bank BTPN Batam Branch against, by because of that One of the policies taken is to carry out a form of coaching And skill development for employees .

Method of collecting data To collect data and information needed for research In this case, the case study research method is used and data collection through research, as follows :

- 1) Library research, namely research carried out by conducting a direct review of several books (library materials) and scientific essays that are closely related to the problem being discussed.



- 2) Field research, namely research carried out by making direct visits to designated research sites. To collect the required field data, the following techniques/methods are used: Observation, namely making direct observations of the research site.
- 3) The type of data required in this research comes from quantitative data types, namely data obtained from the office under study in the form of numbers. Data Sources: Data sources in this research include primary data, namely data obtained directly from the company through observation and interviews. Secondary data, namely data sourced from the company in the form of documentation and written reports that are made periodically.
- 4) Analysis Method To test the hypothesis proposed in this research, the following analysis method is used. Descriptive analysis method, namely explaining the type of financial compensation provided by the company to employees. The comparison method is comparing performance before and after receiving financial compensation. Analysis of the effectiveness of whether the targets achieved have increased or not. Regression analysis.

D. Research Results and Discussion

1. How does PT employee performance affect. Bank BTPN Batam Branch is linked to Labor Law

PT. The national pension savings bank, abbreviated to (btpn), was founded on 16 February 1985. The head office of the btpn bank is located at the btpn tower cbdmega Kuningan, jl. Dr. The idea of Anak Agung Gde Agung Kav. 5.5-5.6, Jakarta 12950 – Indonesia. Bank BTPN has 85 main branch offices, 746 sub-branch offices, 148 payment offices and 140 operational functional offices. Shareholders who own 5% or more of the shares of Pensionan Nasional Tbk savings bank, namely: Sumitomo Mitsui Banking Corporation (controller)(40%), TPG nusantara s.à.rl (controller) (8.38%) and summit global capitalmanagement bv (20%). The final controlling shareholder is Sumitomomitsui Financial Group through Sumitomo Mitsui Banking Corporation and David Bonderman



Based on the company's articles of association, the scope of BTPN's activities is: carrying out business activities in the field of commercial banking including banking activities carry out sharia business. Sharia banking business is run by subsidiaries, namely PT National Sharia Pension Savings Bank (formerly PT Bank Sahabat Purba danarta), where 70% of the shares are owned by PT. BTPN PT. BTPN obtained a license as a commercial bank on 22 March 1993 from the Minister of Finance of the Republic of Indonesia and a license as a foreign exchange bank on 16 February 2016 from Bank Indonesia , On February 29 2008, Bank BTPN obtained an effective statement from Bapepam-LK to conduct an initial public offering of BTPN shares (IPO) to the public amounting to 267,960,220 with a nominal value of Rp. 100,- per share with an offering price of Rp. 2,850,- per share. These shares were listed on the Indonesian Stock Exchange (BEI) on March 12 2008 PT. Bank BTPN Batam Branch is one of the bank's sub-branch offices in Batam which provides salary payment services and pension credit. PT. Bank BTPN Batam subsidiary branch located at PT. Bank BTPN Batam Branch which was founded in 2005. PT. Bank BTPN Batam Branch is located right in the city center and surrounded by offices.

Apart from handling salary service payments and pensioner credits, there are also power programs, namely health power, business growth power and community power. PT. Bank BTPN Batam Branch has 30 employees headed by one person, who is assisted by three marketing, operations and credit analyst supervisors. There are also sms (sales marketing supervisor), smo (sales marketing offices), (sales supporty), cas (credit analyst supervisor), ca (credit analyst), cos (credit operational supervisor), co (credit operational, security, office bog) , teller (dapen teller, E Karip activation teller or retired card). PT. Bank BTPN Batam Branch is facilitated by operational cars, health services for 3 days at the beginning of the month there is a doctor on duty and on the fourth day there is health outreach by doctors, once a month entrepreneurship outreach.

2. Can this policy improve employee performance at PT. Bank BTPN Batam Branch



research describes the influence of employee performance at PT. Bank BTPN Batam Branch . This aims to find out how much influence financial compensation can have improve employee performance at PT. Bank BTPN Batam Branch In this research, 32 employees were used as research samples. Respondent characteristics are useful for elaborating identity descriptions respondents according to the research sample that has been determined. One of the goals with The characteristics of the respondents are that they provide an overview of the sample this research. Characteristics of the respondents who were sampled in this research then grouped according to age, gender, rank, level of education, and years of service. To clarify the characteristics of the respondents in question, it will be A table is presented regarding respondent data as explained

Results of processed data regarding respondent characteristics based on level education shown in table 5.4 above, of the 32 respondents there were 2 people or 6.3% who have a D3 education. There were 27 people or 84.4% who S1 education. There are 2 people or 6.3% who have a master's degree. And there is 1 people or 3.1% who have a high school education . The results of processed data regarding the characteristics of respondents based on data from respondents in this study generally have a working period of 1-8 as many as 22 people (69%), and working period 10-30 as many as 10 people (31%).

, 32 respondents obtained a collection of data using questionnaire filling techniques . In this study, variable descriptions were used. to reveal the conditions of the variables in this research. Next, the responses of all respondents to each of these variables will be described as To see the respondents' responses to the indicators becomes a question item on the questionnaire and also calculates scores for variables compensation (X) From data that has been processed in can be concluded that The respondent's response to the compensation variable (X) is positive by looking at The average of the total score on this variable question is 127.8 Validity tests are carried out to determine the level of validity of each item questions in the questionnaire (questionnaire). Validity tests were



carried out on all items questions in the instrument, namely by correlating the scores of each item with the total score on each construct. Correlation technique used is the Pearson product moment correlation with a one-tailed test. The technique used to measure the level of reliability is Cronbach Alpha by comparing the Alpha value with the standard, provided that if: Cronbach Alpha value is 0.00 to 0.20, meaning it is less reliable. Cronbach Alpha value is 0.21 to 0.40, meaning it is somewhat reliable. Cronbach value Alpha 0.42 to 0.60, meaning quite reliable Cronbach Alpha value 0.61 to 0.80, meaning reliable Cronbach Alpha value 0.81 to 1.00, meaning very reliable

The coefficient of determination (R^2) is a coefficient that shows percentage influence of all independent variables. That percentage show how big is the independent variable (work discipline). The greater it is coefficient the determination, the better the dependent variable is explain variables independent. To find out the magnitude of the influence of the independent variable, you can seen in the following table. From the coefficient of determination above, it can be seen that the R Square value is 0.293 which means that the influence of financial compensation on performance employees is 29.3% while the remaining 70.7% is influenced by other variables that were not included in this research. The t test was carried out to determine the effect of each variable on the dependent variable individually. To answer the hypothesis that has been A t test is proposed, the statistical hypothesis is: H_0 : there is no significant influence between work discipline variables on employee work productivity variable. H_a : there is a significant influence between the work discipline variable and the variable employee work productivity.

Based on the results of the t test above, it is known that the variable regression coefficient value (X) or financial compensation is 0.458, so it can be said that the financial compensation variable (X) has a positive effect on employee performance by 45.8%. From the results of the regression analysis, the calculated t value was $3.524 > t \text{ table } 2.042$ and the significance value (sig.) was $0.001 < 0.005$. So you can it is concluded that H_0 is rejected and H_a is accepted, which means compensation (X) has a significant effect on employee performance. The regression equation is as follows: $Y = b_0 + bX$ $Y = 2.527$



+ 0.458 Based on the regression equation, it can be concluded that there is other variables that influence employee performance outside of those studied by researcher i

E. Conclusion

1. Based on the results of the calculations and analysis above, the regression equation is obtained: $Y = 2.527 + 0.458X$. This regression equation can be concluded that there are other variables that influence employee performance outside of those studied by researchers at PT. Bank BTPN Batam Branch. The results of the validity test show that all r -calculated values are greater than r table $n-2 = 30$ (0.349) at the 5% significance level. This means that each question item/indicator variable for work discipline and employee performance correlates with the total score and the data collected is declared valid and ready to be analyzed at PT. Bank BTPN Batam Branch. The reliability test results obtained a reliability coefficient value greater than 0.6. In accordance with the statement, it is declared reliable if the Cronbach's alpha value is greater than 0.6. So, it can be stated that all statements in the questionnaire are reliable. Based on the coefficient of determination above, it can be seen that the R Square value is 0.293, which means that the influence of compensation on employee performance is 29.3%, while the remaining 70.7% is influenced by other variables not included in this research. Based on the results of the t test above, it is known that the variable regression coefficient (X) or compensation value is 0.458, so it can be said that the compensation variable (X) has a positive effect on employee performance by 45.8%. From the results of the regression analysis, the calculated t value was $3.524 > t$ table of 2.042 and the significance value (sig.) was $0.001 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted, which means that compensation (X) has a significant effect on employee performance. It is suspected that compensation has a significant effect on employee performance at PT. Bank BTPN Batam Branch This means that the hypothesis is accepted, because together there is a positive relationship between compensation and employee performance at PT. Bank BTPN Batam Branch



2. Based on the results of research on the effect of financial compensation on performance PT employees. Bank BTPN Batam Branch It can be concluded that the compensation variable has a significant effect on employee performance. This means that there is employee obedience in the performance of PT employees. Bank BTPN Bata Branch m.

F. Suggestion

1. Employee work discipline in terms of obeying the established rules must be more improved in order to minimize violations that occur or are committed employees to improve performance employees that the individual wants to achieve, related agency organizations.

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