The Effect of Financial Compensation and Job Stress on *Driver* Performance Maxim *Bike* Padang City

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Abstract

The aim of this research is to examine the effect of financial compensation and work stress on the performance of Maxim Bike drivers in Padang City. The population in this study were Maxim Bike drivers in Padang City, namely 2200 drivers. The sampling method used was using the Slovin formula with a sample size of 100 people. The data analysis techniques used are descriptive analysis and multiple regression analysis. Before the data is processed, validity and reliability tests are carried out first. The test results show that the data is valid and reliable. Next, classical assumption tests were carried out, namely normality, multicollinearity and heteroscedasticity tests. The test results show that the variables are normally distributed, there is no multicollinearity, and there is no heteroscedasticity. In this research, financial compensation and work stress are the independent variables and driver performance is the dependent variable. Partial test results show that financial compensation and work stress show a positive and significant influence on the performance of Maxim Bike drivers in Padang City. Simultaneous test results show that financial compensation and work stress together have a positive and significant effect on the performance of Maxim Bike drivers in Padang City.

Keywords: ***Financial Compensation, Work Stress, and Driver Performance.***

INTRODUCTION

In general, the digital era is a condition of life or an era where all activities that support life have been facilitated by technology. It is undeniable that the development of the digital era has proven to be able to develop technology, one of which is for transportation. The development of information technology in this modern era encourages the development of society in carrying out various activities. To fulfill these activities, people need transportation as a supporting tool or tool in carrying out their activities. Therefore, transportation service entrepreneurs are competing for their consumers with improved services, ease of ordering, comfort, punctuality and so on (Pratiwi et al., 2021).

The advancement of technology in the modern era has made human activities easier. In addition, various professions have emerged that are delivered through digital technology. One profession that has developed recently is application-based services. The development of the times is increasingly rapid, making humans more creative and innovative in creating new businesses, especially businesses that provide services through mobile applications that can be used with the help of the internet, one of which is *online* motorcycle taxis. Every transportation user can now open a special application on a mobile phone to be connected to access *online* transportation.

Maxim is an international information technology company that provides a platform that brings drivers and customers together easily. Maxim is a new online transportation company in Indonesia. Maxim itself has been around since 2003.

But it used to be just a taxi application service in the city of Chardinsk located in the Ural mountains, Russia. In Indonesia, Maxim itself first operated in the city of Jakarta in 2018. The company is increasingly expanding its wings by not only being an online transportation company that focuses on taxis, Maxim also has unique services such as, Maxim Bike And Car, Food And Delivery, Delivery, Cargo, Engine Tow, Cleaning service, and Massage And SPA (Dewi, 2018).

Performance is very important for companies to achieve their goals. Performance is a term generally used for some or all of the actions or activities of an organization in a period with reference to a number of standards such as past or projected costs on the basis of efficiency, accountability or management accountability and so on. In an organization or company, performance is the achievement

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of work or work (output) both quality and quantity achieved by human resources in carrying out their work duties in accordance with the responsibilities given to them. One of the factors that affect performance is financial compensation (Rutsilean, 2021).

According to Mangkunegara (2015) "compensation is very important for employees and employers this is because compensation is a source of employee income, compensation is also a picture of social status for employees". High employee performance can help companies to achieve predetermined goals. The high performance of these employees is strongly influenced by various factors. Among them is the company's attitude that is very concerned about employee welfare, especially in the field of compensation.

Apart from compensation, one of the factors that affect employee performance is work stress. According to Chaudhry (2018) work stress is a symptom or feeling that can arise in a worker and can have an impact in an organization or company, which will affect employee satisfaction and will affect employee performance.

With this background, this study aims to provide a clearer picture of how financial compensation and work stress affect the performance of maxim bike drivers in Padang City.

RESEARCH METHODS

The type of research used in this study is quantitative research. Quantitative research method is one type of research whose specifications are systematic, planned and clearly structured from the beginning to the making of the research design. Sugiyono (2017) says quantitative research methods are used to research on certain populations or samples, data collection using research instruments, data analysis is quantitative / statistical, with the aim of testing predetermined hypotheses

The population in this study were 2200 maxim bike drivers in Padang City. The number of samples in this study were 100 people. The sampling technique used is incidental technique and by using the slovin formula. The data sources used in this study are primary and secondary data. The data analysis technique used is descriptive analysis, multiple regression analysis, instrument test, classical assumption test, and hypothesis testing.

RESULTS AND DISCUSSION

This research was conducted at the Lead Administration Bureau of the Regional Secretariat of West Sumatra Province. This object was chosen because the Lead Administration Bureau has the main task of assisting the General Administration Assistant in preparing policy implementation, monitoring and evaluation in the fields of planning and staffing of regional secretariats, material and leadership communication, and protocol. With a very important and vital position and main task in the agency, therefore good performance is certainly very necessary at the Lead Administration Bureau.

Multiple Regression Analysis

Table 1

del		tandardized Coefficients	
		B	. Error
n F	(Constant)	7.257	2.758
	Compensatio	3.013	0.083
	Work Stress	2.095	0.079

$Y' = \alpha + b1X1 + b2X2 + e$

$Y = 7.257 + 3.013\ (x1) + 2.095\ (x2) + e$

Instrument Test Validity Test

The validity test is used to measure whether a questionnaire is valid or not. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire (Ghozali, 2018). In this study, the correlation between each indicator on the variable on the total construct score of each variable shows valid results, and shows that r count> r table where r-table is 0.196. Thus the indicators or questionnaires used by each variable are declared valid for use as measuring instruments.

Reliability Test

Questionnaire items are said to be *reliable* or reliable if someone's answer to the statement is consistent or the same to the statement over time. In this study, the reliability test was measured using *Chronbach Alpha*. The variable is said to be *reliable* if the *Chronbach Alpha* value is> 0.60. The results of the reliability test in this study indicate that all questionnaire items are *reliable* because they have a *Chronbach Alpha* value> 0.60.

Classical Assumption Test

In testing classical assumptions, there is normal data, no multicollinearity, and no heteroscedasticity.

Hypothesis Test

Partial Test (T)

Table 2

Model	t	Sig.
(Constant)	2.631	.010
K. Financial	2.161	.003
Work Stress	3.910	.000

1. Based on partial hypothesis testing (t test) Simultaneous Test (F)

In this study, it can be seen that the hypothesis test (F) is as follows:

Table 3

Model	F	Sig.
Regression Residuals Total	114.570	.000[b]

The simultaneous test (F test) shows that the Fcount value is 114,570> 2.70 from the Ftable value and a significance value of 0.000 <0.05. This means that the variables of financial compensation and work stress have a positive and significant effect together on performance so that the third hypothesis is accepted.

Coefficient of Determination

Table 4

Model	R	R Square	Adjusted R Square
1	.838[a]	.703	.696

In this study, it shows that the effect of financial compensation and work stress on performance is 69.6% while the remaining 30.4% is influenced by other variables outside this study.

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shows that the financial compensation variable has a positive and significant effect on performance. This is because the tcount value of 2.161> t table 1.660 significance (0.003) <0.05. Therefore, the first hypothesis accepted.

2. Based on partial hypothesis testing (t test) shows that the work stress variable has a positive and significant effect on performance. This is because the tcount value is 3.910

> t table 1.660 significance (0.000) <0.05. then the second hypothesis is accepted. Driver Performance

Maxim Bike in Padang City

Based on the results of the first hypothesis test, it can be concluded that financial compensation has a significant positive effect on the performance of maxim *bike drivers* in Padang City. The influence of financial compensation variables is caused by indicators of salary, bonus wages, allowances, protection programs and facilities.

Based on the hypothesis test (t test) shows that the financial compensation variable has a positive and significant effect on the performance of maxim *bike drivers* in Padang City. This is because the t-count value (2.161) is greater than the t-table (1.660) and the significance value (0.003) <0.05, so the first hypothesis is accepted. Based on the hypothesis test (t test) shows that the financial compensation variable has a positive and significant effect on the performance of maxim *bike drivers* in Padang City.

Financial compensation can be used as a tool to encourage the performance of maxim *bike drivers* in Padang City, by creating financial compensation policies and systems and providing adequate salaries, wages, bonuses, benefits, protection programs and facilities to *drivers* who provide good quality work and are responsible for their company maxim.

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Based on the results of testing the second hypothesis, it can be concluded that work stress has a positive and significant effect on the performance of maxim *bike drivers* in Padang City. The influence of work stress variables is caused by task demands, role demands, personal demands and organizational leadership.

Based on the hypothesis test (t test), it shows that the work stress variable has a positive and significant effect on the performance of maxim *bike drivers* in Padang City. This is because the t-count value (3.910) is greater than the t-table (1.660) and the t-table value is greater than the t-table (1.660).

significance value (0.000) <0.05 then the second hypothesis is accepted. Based on the hypothesis test (t test), it shows that the work stress variable has a positive and significant effect on the performance of maxim *bike drivers* in Padang City.

The coefficient value of the work stress variable (X2) is positive with a coefficient value of 2.095. This shows that if job stress increases by one unit, the performance of the employees will be higher.

(Y) will also increase by 2.095 provided that the financial compensation variable remains. It can be concluded that the work stress variable (X2) does not always have a negative effect on performance, for example from the question in the work stress variable "My ability to carry out orders does not meet customer expectations" it can be a motivation for each driver to further improve their performance.

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Based on the simultaneous hypothesis test (f test) it can be concluded that financial compensation and work stress have a positive and significant effect on the performance of maxim bike drivers in Padang City. Based on the simultaneous hypothesis test (F test) shows that the Fcount value is 114,570> 2.70 from the Ftable value and a significance value of 0.001 <0.05. This means that the variables of financial compensation and work stress have a positive and significant effect together on performance so that the third hypothesis is accepted.

CONCLUSIONS

Based on the results of the research that has been stated along with the results of the data that has been studied, the conclusions that can be drawn are:

1. Based on partial hypothesis testing (t test) shows that the financial compensation variable has a positive and significant effect on the performance of maxim bike drivers in Padang City.
2. Based on partial hypothesis testing (t test), it shows that the work stress variable has a positive and significant effect on the performance of maxim bike drivers in Padang City.
3. The coefficient value of the work stress variable (X2) is positive and significant with coefficient value of 2.095. This shows that if work stress increases by one unit, performance (Y) will also increase by 2.095 provided that the financial compensation variable remains. Based on the significance value, it shows the number 0.000 which means it is smaller than α = 0.05, it can be concluded that the work stress variable (X2) experienced by *drivers* is still

under control or is still considered reasonable, for example, the competition between maxim *bike drivers* which is increasing makes me have to look for other income, this is a known consequence and is a challenge that must be faced by every maxim *driver*, so the work stress experienced does not affect *driver* performance.

4. Based on simultaneous hypothesis testing (f test), it shows that the variables of financial compensation and work stress together have a positive and significant effect on the performance of maxim *bike drivers* in Padang City.

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