



The Effect of Salary and Working Period on Employees Performance at UED-SP Bengkalis Sub-District

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ABSTRACT

One of the factors that affect the level of organizational success is employee performance. Every company always expects its employees to have achievements, because employees who excel will provide optimal contributions to the company. This research is focused on the influence of salary and working period on employee performance. The purpose of this study was to determine the effect of salary on employee performance at UED-SP Bengkalis District, the effect of tenure on employee performance at UED-SP Bengkalis District. The effect of salary and tenure on employee performance in UED-SP Bengkalis District. The method used in this research is to use quantitative descriptive research method. While the data analysis method used is descriptive statistics, classical assumption test, correlation analysis, Linear Regression Analysis. Based on the results of the F test in Table 4.16, it can be seen that F_{count} is 22,908 with a value of F_{table} 3.19. So the value of $F_{count} > F_{table}$ or $22,908 > 3.19$ and significant level $0.000 < 0.05$ so that H_0 is rejected and H_1 is accepted. Can It can be concluded that the variable salary (X_1) and the variable working periode (X_2) Simultaneously a significant effect on the performance of employees of UED-SP Bengkalis District. Therefore the institution must pay attention to the welfare of its employees by adjusting employee salaries, in addition to providing other compensation, for example by providing health insurance, safety guarantees, work leave guarantees, vacation bonuses, etc. employee performance through training, so that employees have a lot of experience in the field of work. We recommend that you do and use automatic timekeeping tools and optimize the performance of existing employees by adding tasks and responsibilities that form a function of monitoring the employee's attendance.

Keywords: Salary, Working Period and Employee Performance

1. Introduction

In this era of globalization, companies are required to be able to compete professionally. One of the important strategies that companies can do to be able to compete with human resource management. Human resources are a strength in the success of an organization or company, especially companies engaged in banking. Companies need to carry out a strategy to optimize human resource management in order to produce competent human resources so that later it can improve employee performance. Compensation is an important and strategic policy in an organization because it is directly related to increasing morale and employee performance in a company. Salary is a payment or service delivery made by employees which is generally paid regularly per month (Mulyadi, 2014). Research by Hameed et al., (2014) states that salary has a positive influence on employee performance. However, this is in contrast to the research of Gunawan and Amalia (2015) which states that salary has a negative effect on employee performance. Compensation is very important for employees, because the size of the compensation is a measure of employee performance. If the compensation system provided by the company is fair enough, employees, especially marketers, can work more productively and increase their responsibility in carrying out the tasks assigned by the company.

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Therefore compensation is an important factor to motivate employees to improve their performance. Motivation is one of the factors that encourage someone to do a certain activity. Murty and Hundiwinarsih (2012) state that a motivated employee will be energetic and enthusiastic, and conversely, an employee with low motivation will often display discomfort and displeasure with his work which results in poor performance and unreachable company goals.

One of the reasons for employee work motivation is the provision of appropriate compensation. Individual characteristics are the attitudes or behavior of a person in carrying out a given task where these attitudes and behaviors affect their performance. A leader must know the characteristics of his sales force in order to easily direct and motivate him to work. Therefore, the leadership style of a leader will greatly influence performance improvement. Leaders will influence organizational commitment and performance because they can lead employees to achieve the results of organizational goals (Yeh and Hong, 2012). This study will try to determine how much influence the salary and tenure on employee performance at UED-SP Bengkalis District, is one of the Villages as the implementer of the Village Empowerment Program (PPD) in the Village Economic Business, Savings and Loans (UED-SP).

Village / Sub-District Economic Business Institutions (UED SP) in several villages / wards are microfinance institutions (LKM) formed by the Village / Sub-district through deliberations to manage Village Business Funds (DUD) and funds originating from (APBD) regional government. The business undertaken by the Village Economic Business Institution / Sub-District Savings and Loan (UED SP) is to manage village business funds and lend money to all people who carry out economic business either individually or in groups. As a community empowerment institution based on savings and loans such as the Village Economic Business Institution / Kelurahan Savings and Loans (UED SP) to be at the forefront of helping the community's economic efforts to be more advanced and independent in achieving welfare, it also has a function to empower the economy of the poor so that they get out of the cycle of poverty. 16 Economic Business Institutions / Savings and Loans Village (UED SP) have a strategic role in helping the process of improving the community's economy through empowering the community's economy in order to achieve the goal of developing a whole community and improving community welfare (Rusli and Lusiana, 2014).

Based on these circumstances, it is necessary to have Human Resources (HR), especially marketers who support the activities of lending. This statement is reinforced by the research results of Negash et al. (2014) which states that compensation and its components such as payment, promotion, recognition, working conditions and benefits have a positive effect on employee performance and motivation. In addition to providing compensation, one that has an effect on improving performance is tenure. The period of work according to Pamungkas (2017) for someone to work is the length of time they work. The longer the working period of a worker, the skills and ability to do the job should increase. The experience of a person carrying out a job continuously can increase his technical maturity. The tenure is the level of one's mastery in the implementation of technical aspects of the equipment and work techniques. There are several factors that determine whether an employee is experienced or at the same time as an indicator of work experience, namely the length of time / working age, level of knowledge and skills and mastery of work and equipment. According to Mangkunegara (2013), performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him.

Seeing from the above background, the author is interested in conducting research with the title "The Effect of Salary and Working Period on Employees Performance at Bengkalis District." The purpose of this study was to determine the effect of salary on employee performance at UED-SP Bengkalis District, the effect of tenure on employee performance at UED-SP Bengkalis District.

2. Related Study and Literature Review

Karomah and Aldiansyah (2019) entitled "Compensation for Employee Performance at PT. Tri Dharma Pusaka, South Jakarta" This research was conducted with the aim to find out how the Compensation Effect on Employee Performance and learn more deeply the importance of compensation in the company and how much influence it has on employee performance. And the company that is the object of this research is PT. Tri Dharma Pusaka, South Jakarta. The method used in Jurnal Lentera Bisnis Volume 8 No 1, Mei 2019 31 this study is a quantitative descriptive research method, where data is collected through questionnaires or questionnaires. Data collected through the results of the questionnaire are then processed with statistics, then interpreted, analyzed, and described according to the research objectives. The population and sample in this study were 55 people using saturated samples where all populations were sampled. Based on the results of the study, it can be seen that the effect of compensation has the results of the product moment correlation coefficient obtained $r = 0.794$, which means there is a positive relationship between compensation for employee work performance. The coefficient of determination shows that Variable Compensation (X) affects the variable Employee performance (Y) of 63% while the rest is $(100\% - 63\%) = 37\%$ influenced by other factors not examined by the author. With a level of significance, because t_{count} is greater than t_{table} ($9.506 > 1.674$), then H_0 is rejected and H_a is accepted, so it is concluded that there is a positive and significant influence between Compensation on the performance of employees at PT. Tri Dharma Pusaka, South Jakarta.

Abid and Barech's research (2017) entitled the effect of salary, flexible working hours and work stress on employee performance in companies in Batam. The purpose of this study was to examine the null hypothesis that there is a relationship between flexible working hours and employee performance.

In this research, the methodology used is a mixture of quantitative and qualitative research. Primary data were collected through interviews and questionnaires. Meanwhile, secondary data were collected via the internet, research papers and articles. Using a random sample of 200 employees at a telecommunications / call center, proves that flexible working hours have a significant positive effect on employee performance. Allowing workers to start or end the work day earlier or later can reduce work stress. Most of the sample responded that they are salary oriented and that they are ready to work whenever they are against pay. So, from this research, it is evident that the demand for flexible working hours still exists in Pakistan but it is necessary to generalize and raise awareness about flexible working hours among different levels of management.

Gunawan and Amalia's research (2019) entitled "Wages and employee performance: The quality of work life as moderator". This study aims to determine the effect of salary on employee performance as moderated by the quality of working age. The type of data used is primary data in the form of a questionnaire. Sampling is done by collecting a random sample of 100 employees in a manufacturing company. The data analysis used linear regression and moderate regression analysis. The result of moderated regression analysis (MRA) shows the interaction of the multiplication of two or more independent variables. The results show an insignificant impact between the effect of salary and employee performance. This is because other independent variables, namely the quality of work life have a stronger influence than extrinsic motivation (salary). Ratulangi (2016). "The Effect of Work Experience, Competence, Motivation on Employee Performance at PT. Hasjrat Abadi Tendean Manado "The sampling method used in this research is saturated sampling method. The population was 89 employees and the same number of samples was 89 respondents. The results showed that work experience, competence, motivation simultaneously and partially had a significant effect on employee performance at PT. hasjat Abadi Tendean Manado. Based on the calculation results for the t test, it was found that the relationship between work experience variables and performance variables was found. The results showed that there was an influence between work experience and performance. The relationship between competent variables and performance states that there is an effect of competence on performance. The relationship between motivation and employee performance states that there is an influence between motivation on performance.

2.2 Theoretical Basis

2.2.1 Salary

Salary is remuneration in the form of money received by employees / employees as a consequence of their status as an employee who contributes to achieving the goals of the company / organization. one of the things that is important for every employee who works in a company, because with the salary earned by a person can make ends meet. The definition of wages and salaries according to Al Siti and Heru (2013: 95) is "the payment received by employees on a monthly, weekly or hourly basis as a result of their work". Then According to Mulyadi (2013: 373), states that "payments for service delivery are performed by employees". In conclusion, salary is a payment for services performed by employees as a substitute for their work at the company to meet their daily needs.

Based on the description above, there are things that can be elaborated that there are two ways that can be used to determine employee salaries, namely time and amount of production. Salaries are based on the amount of time an employee or worker is in the office and this method is commonly used today. Examples of some professional managers, secretaries, and employees are paid based on length of service (such as a week, month, or year). That the levels of salaries (salary levels), from national to local, represent the amount of money earned by the average employee in a geographic area or within an organization, this is only the average, certain markets or companies and Individual salaries may vary from average. The salary level decision is primarily concerned with the issue of salary adequacy, namely how much a company pays relative to other companies with similar jobs.

This decision is a policy decision taken by top management. The salary level is very important because it affects the ability of the organization to attract and retain competent employees and their competitive position in the product market. A healthy pay rate policy is expected to achieve three objectives, namely:

1. Attracting adequate labor supply
2. Keep current employees satisfied with their compensation levels
3. Avoid costly employee turnover

These goals are essential to organizational effectiveness. Salary structure (salary structure) is the relationship of salaries in certain groupings. The preparation of a salary structure involves a ratio of jobs in an organization. Some organizations depend solely on salary surveys to make salary structure decisions. The competency survey alone is not smart because organizations usually have unique jobs in addition to jobs with specific tasks that can be analyzed using a compensation survey. Many organizations have created salary structures that increase the objectivity of payroll decisions. This structure can be applied to workers based on working hours as well as to workers according to monthly wages. Salary levels and salary structures can also be used to describe salary relationships within an organization. The salary level may describe the average salary paid to a certain group of employees, such as manual labor.

Regarding the two-tier salary system, Simamora (2012: 321) states the following: "That the two-tiered salary system is a salary system that pays newly hired employees cheaper than current employees who do similar jobs. Due to pressures during the 1980s, some companies negotiated two-tier salary arrangements with their job unions."

Many of the leading companies, such as Boeing, Lockheed, McDonald's, and American Airlines are adopting a two-tier salary system. Salary agreements usually stipulate that certain newly hired / recruited employees will receive a significantly lower salary than current employees. The goal of the two-tier salary system is to make the company more competitive by cutting down labor costs. This dual pay system resulted in the isolation of high-cost employees and the segmentation of activities in the company. The same thing was also stated by Dessler, in Samsudin (2012: 322) that: "salary is something related to the money that is given to employees or employees. Furthermore, Dessler, in Samsudin (2012: 322) explains as follows: "that the payment system can be differentiated based on performance time, namely payments made on the basis of length of work, for example hours, days, weeks, months, and so on, and payments based on performance results, namely salary payments which are based on the final result in the performance process. This means that the salary received to employees, the philosophy of which is remuneration given to employees as a result of carrying out work in the organization in the form of money. So the salary here is directly related to performance in an effort to improve employee peace and job satisfaction. Salary payments can be based on position or position such as a manager, supervisor, secretary or ordinary employee who is paid a monthly basis in a fixed amount.

This salary is certainly one of the reasons for someone to work and perhaps the most important reason among others such as for achievement, affiliation with others, self-development, or for self-actualization. Thus, the recitation is a payment based on the final result in the performance process. While its performance-based pay system can substantially increase productivity, poor design and implementation can squeeze its potential effectiveness. To be effective, the performance-based payroll system must deal with three main issues, namely determining and measuring performance, determining salary must also get employee acceptance. Therefore, all performance appraisal issues should be addressed to a system that links pay with highly effective performance. If the performance measurement system focuses on one performance component and the incentives are provided for different employees, then employees will be confused and managers will wonder why the incentives are. so that performance-based payments are effective in designing a reward system, three conditions are needed, namely: determining rewards, determining and measuring performance, getting employee acceptance. The salary policy is the answer to the question of the compensation philosophy problem that has been described earlier. For example, following a performance-related salary philosophy requires coordinated performance appraisals that result in a pay adjustment process. However, a philosophy that leads to more feasibility would require the establishment of policies regarding automatic salary increases based on years of service or hours of work of employees.

2.2.1.1 The Role of Salary

According to Poerwono (2013; 66) the role of salary can be viewed from two parties, namely:

1. The aspect of the employer (employer) is the manager. Salary is a key element in calculating production costs and a component in determining the cost of goods which can determine the survival of the company. If a company provides a salary that is too high, it will result in a high base price and if the salary given is too low it will make it difficult for the company to find workers.
2. Aspects of recipients of work A salary is the income that a person receives and is used to meet their needs. Salary is not the only motivation for employees to achieve, but salary is one of the important motivations that also encourages employees to excel, so that the high and low salary given will affect employee performance and loyalty

2.2.1.2 Payroll Function

According to Komaruddin (2013; 56) the function of salary is not only to assist personnel managers in determining a fair and proper salary, but there are other functions, namely:

1. To attract skilled workers into the organization
2. To encourage workers to show high achievement
3. To maintain employee performance over a long period

2.2.1.3 Demensions and Indicators of Salary

Kurniawati (2013: 9) salary is remuneration in the form of money received by an employee or employee as a result of their status as an employee who contributes to achieving the goals of the company or organization. Salary indicators Kurniawati (2013: 9) salary indicators are:

1. Eligibility. A suitable salary always expects employees. High performance makes employees expect higher salaries and higher levels, will make employees always expect a decent and appropriate salary from the company.
2. Work Motivation. The feeling that arises if you receive a salary that is more eager to work, employees will be enthusiastic and improve their performance to get an appropriate salary.

3. Job Satisfaction. The feeling that arises if employees receive a salary based on unique factors within them, such as a seniority level of performance, employees will feel satisfied that their performance is highly appreciated and needed in the company.

2.2.2 Definition of Working Period

According to Rudiansyah (2014; 44) is "the length of time an employee donates energy to a particular company and produces absorption from various human activities." The more experienced an employee is, the more it will help the company to produce more performance or output. According to Hermanto (2012.56), working period can be said as employee loyalty to the company. Sufficient span of working period, equal to people who have extensive experience of both resistance and success. Time that shapes one's experiences. Then the working period is the time that a technician has spent as a worker / employee of the company. The working period provides work experience, knowledge and work skills of an employee. Work experience makes a person have a work attitude that is skilled, fast, steady, calm, can analyze difficulties and be ready to overcome them. According to Melati (2013,47) The working period is the length of time from the first time you enter work until the time of research. Pressure through physical (workload) at a certain time results in reduced muscle performance, a symptom shown in the form of reduced movement. This situation is not only caused by a single cause such as too hard a workload, but also by the pressures that accumulate every day over a long period of time. In conclusion, the working period is the length of time an employee works at a company where a person has worked for a long time, will be more experienced and able to advance the company in the economic field or the performance of its employees. Who in the length of work how the work situation.

2.2.2.1 Factors Affecting the working Period

Which factors affect work engagement according to Demerouti in Puspita (2012; 58) as follows:

1. Job demands. Job demands are physical, social, or organizational aspects of work that require constant effort both physically and psychologically to achieve or maintain it. Work demands include four factors, namely: work overload, emotional demands, emotional dissonance, and organizational changes.
2. Job Resources. Work engagement can also be influenced by work resources, namely physical, social, and organizational aspects that serve as a medium to achieve work goals, reduce job demands and prices, both physiologically and psychologically, and stimulate personal growth and development. individual. Job resources include four factors, namely: autonomy (autonomy), social support (social support), guidance from superiors (supervisory coaching), and opportunities for professional development (opportunities for professional development).
3. Personal Resources. Personal resources are aspects of the self that are generally associated with joy and the feeling that the self is able to manipulate, control and have an impact on the environment according to their wishes and abilities. Some typical personal resources, namely: Self-efficacy (self-confidence) is an individual's perception of his ability to carry out and complete a task or demand in various contexts. Organizational-based self-esteem is defined as the level of confidence of organizational members that they can satisfy their needs by participating and taking on roles or tasks in an organization. Optimism is related to how a person believes that he has the potential to succeed and succeed in life.
4. Personality (Personality). Personality is closely related to work attachments which can also be characterized by character, using the dimensions of activation and pleasure as a framework. According to Finney (in Novianto, 2012: 78) employees who have a bond with their work have general characteristics, namely:
 - a. Trust in their organization's vision and mission
 - b. Enjoy their job and understand their work's contribution to a larger purpose
 - c. They do not require discipline and they only require clarity, communication and consistency
 - d. Always increase the correctness of their skills with a positive attitude, focus, desire, enthusiasm, creativity and endurance
 - e. Can be trusted and trust each other
 - f. Respect their managers
 - g. Know that their manager respects them
 - h. Is a constant source of great new ideas
 - i. Give the best to the organization.

2.2.2.2 Dimensions and Indicators of working period

The period of work is an individual's experience that will determine the growth in work and position. Job growth in work can only be experienced by a person if they undergo a learning process and experience which is expected by the person concerned to have a work attitude that progresses towards a positive progress towards having work skills (knowledge) who are getting better and have increased work skills in quality and quantity. The dimensions in this study refer to Balai Pustaka Departemen pendidikan dan kebudayaan (2013), which explains the development of dimensions and indicators of the period of service instruments, namely:

1. Length of time on probation or internship
2. Length of Work. This includes length of time working in the company and length of time worked at current job position

2.2.3 Definition of Employee Performance

Performance according to Moeheriono (2012: 95) is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of the organization as outlined in the strategic planning of an organization.

Employee performance is something that is assessed by what an employee does. In other words, individual performance is how an employee performs his job or for his work. According to Mangkunegara (2013), defining employee performance (work performance) is the result in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. Good performance is optimal performance, namely performance that is in accordance with organizational standards and supports the achievement of organizational goals. The success of a company is greatly influenced by the performance of its employees (Brahmasari & Suprayetno, 2009; Devi, 2009; Suwati, 2013; Thoyib, 2005, Onsardi, 2020). Every company will always try to improve the performance of its employees, with the hope that what the company's goals will be achieved. If a company is able to improve the performance of its employees, the company will get many benefits. Performance Appraisal The definition of performance expressed by experts is different, according to Mangkunegara (2013) performance is the work result in quality and quantity achieved by an employee in carrying out his duties according to his responsibilities. The key is to frequently measure performance and use this information for mid-period corrections. The actual employee performance is assessed on five dimensions, namely: quality, quantity, project completion, cooperation, and leadership.

2.2.3.1 Employee Performance Factors

The factors that affect performance according to Edy Sutrisno (2014: 153) suggest that there are two factors that affect performance, namely, individual discipline and environmental factors, the individual factors in question are:

1. Efforts that show a number of physical and mental synergies used in carrying out task movements.
2. Ability, namely personal characteristics needed to carry out a task. Individual performance is a combined function of three factors, namely:
 - a. Ability, temperament and interests of a worker.
 - b. Clarity and acceptance of the explanation of the role of a worker.
 - c. Level of work motivation.

Although each factor has its own meaning or use for determining performance, basically the combination of the three factors determines the level of work performance that can determine the performance of each employee. Based on the above definitions, it can be concluded that performance is the work achieved by employees in an organization in accordance with the authority and responsibility given by the organization in an effort to achieve the vision, mission and goals of the organization.

2.2.3.2 Dimensions and Performance Indicators of employees

Employee performance is the employee's actual performance compared to the expected performance of the employee. Indicators of performance according to Moeheriono (2012: 95).

1. Quantity. Relates to the quantity to be completed (quantitative measure).
2. Quality. Relates to the quality produced. Namely how good (bad) the settlement of a company is.
3. Punctuality. Relates to whether or not it is appropriate with the predetermined time.

2.3 Framework

The thought framework is the basis of thought that was synthesized by observation and literature. The framework is made based on a set of several concepts and the relationship of some of these concepts. This study uses two variables, namely the dependent variable and the independent variable. The dependent variable is a variable that is influenced or covered by other variables. The dependent variable used in this study is employee performance (y). Independent variables, namely variables that are independent and not affected by other variables. Independent variables are salary (x1) and working period (x2). The influence of salary on performance refers to Mulyadi (2013; 373), Salary is payment for the delivery of services made by employees, both those who have positions and implementing employees. And the effect of working period on performance also refers to the Library Center of the Ministry of Education and Culture (2013) which states that, working period (length of work) is an individual experience that will determine growth in work and position.

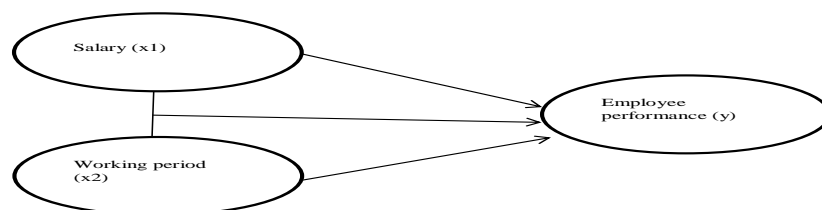


Figure 2.1 Framework
 Source: Data processed, 2020

3. Research Methodology

3.1 Location and Research Objects

In this study the location authors conducted research on UED-SP Bengkalis District, Bengkalis Regency, Riau Province. According to Sugiyono (2014: 41), the object of study is "The scientific goal is to get a cubit with specific goals and uses about an objective, valid and reliable thing about a certain thing. The object of this research is employees at UED-SP Bengkalis District the research variables are salary, working period and employee performance.

3.2 Population and Sample

Population is a generalization area consisting of objects / subjects that have the quantity and criteria determined by the researcher to study and then draw them (Sugiyono, 2012). The population in this study were all employees of UED-SP Bengkalis district, amounting to 6 populations and 51 respondents.

Sampling is a procedure in which only part of the population is taken. The sample taken from the population must be truly representative or representative (Sugiyono, 2013: 116). The sample number which was used in this reocher are oll of the population number that consist of 51 persons.

3.3 Sampling Technique

Based on this study, the authors used nonprobability sampling techniques, namely sampling that did not provide equal opportunities for each member (member) of the population to be choose d of the sample. For the non-probability technique used is saturated sampling, which is a technique that determines the sample if a member of the population is used as the sample. This is often done if the population is relatively small, less than 100 people. The sample is also saturated with the term census, where all members of the population are sampled. According to Arikunto (2010) if the population is less than 100 people, the total sample is taken as a whole, but if the population is greater than 100 people, 10-15% or 20-25% of the population can be taken. Based on this study, because the population is not greater than 100 respondents, the authors take 100% of the total population in the UED-SP Bengkalis District, Which Total 51 Respondents. Thus the use of the entire population without having to draw the research sample as a unit of observation is called a census technique.

4. Results and Discussion

4.1 Characteristics of Respondents

Characteristics of respondents analyzed in this study include self-identity consisting of gender, age, education level, and monthly income. The results of the analysis of the characteristics of the respondents will be presented in tabular form in the form of a frequency distribution. This research was conducted on employees who work di UED-SP Bengkalis district with the aim to determine how much influence salary and tenure on employee performance. To clarify the understanding of the research results from the variables studied, data mining and data collection were carried out on the characteristics of the respondents. In this study, 51 respondents were collected as informants according to the questionnaire made for this study.

4.1.1 Respondents Frequency Distribution by Gender

From the results of distributing and filling out questionnaires by respondents, it was obtained a description of the gender of each employee who worked at UED-SP Bengkalis district.

Tabel 1 Respondents According To Gender

Gender	Number of respondents	Presntase
Male	26	51%
Famale	25	49%
Total	51	100%

Source:Processed Data, 2020

Information from table 1 shows that of the 51 male respondents there were 26 respondents (51%) while there were women (49%). So it can be concluded in this study that most of the employees who work in UED-SP is the majority of men.

4.1.2 Respondents Frequency Distribution by Age

From the results of distributing and filling out questionnaires by the respondents, it was obtained a description of the age of each employee who worked at UED-SP Bengkalis district.

Table 2 Respondents By Age

Age	Number of respondents	Presentase
17-29 year	28	54,9%
30-39 year	17	33,3%
39-49 year	6	11,8%
50-60 year	0	-
Total	51	100%

Source: Processed Data, 2020

Information from table 2 shows that of the 12 respondents aged 17-29 years there were 28 respondents (54,9%) while those aged 30-39 years were 17 respondents (33,3%) and those aged 39-49 years were 6 respondents (11,8%). So it can be concluded in this study that most of the employees who work at UED-SP PBengkalis district are employees aged 17-29 years, totaling 28 people with a percentage of 54,9%.

4.1.3 Respondents Frequency Distribution Education Level

According to the latest education level From the results of distributing and filling out questionnaires by the respondents, it was obtained an overview of the latest education level of each employee who worked at UED-SP Bengkulu district.

Table 3. Last Education Respondents

last education	Number of respondent	Presentase
Sarjana (S1)	25	49%
SMA	26	51%
Total	51	100%

Source: Processed Data, 2020

Information from table 3 shows that of the 51 respondents with the latest undergraduate education level (S1) there were 25 respondents with a percentage of 49%, while the last education level was high school there were 26 respondents with a percentage of 51%. So it can be concluded in this study that most of the latest education levels were high school students, amounting to 26 respondents with a percentage of 51%.

4.1.4 Respondents Frequency Distribution According to monthly income

From the results of distributing and filling out questionnaires by the respondents, it is obtained an overview of the monthly income of each employee who works at UED-SP Bengkulu district.

Table 4. Respondents By Monthly Income

Monthly Income	Number Of Respondents	Presentase
Rp.500.000 - Rp.1.000.000	6	11,8%
Rp.1.000.000 - Rp.2.500.000	39	76,5%
Rp.2.500.000 - Rp.5.000.000	6	11,8%
Total	51	100%

Source: Processed Data, 2020

Information from table 4 shows that of the 51 respondents, there were 6 respondents with a monthly income of Rp. 500.000 - Rp. 1.000.000 with a percentage of 11,8% with a monthly income of Rp. 1.000.000 - Rp. 2.500.000 there were 39 respondents with a percentage of 76,5% and monthly income of Rp. 2.500.000 - Rp. 5.000.000 there is 6 respondent with a percentage of 11,8% So it can be concluded in this study that most of the monthly income of employees who work at UED-SP Bengkulu district IDR 1.000.000 - IDR 2.500.000 there are 39 respondents with a percentage of 76,5%.

4.2 Result of Descriptive Statistics

4.2.1 Descriptive Statistics

The descriptive statistical variable test provides an overview of the existing data seen from the average value, standard deviation, variance, maximum and range. In this study the variables used include salary, working period and employee performance. Respondent data obtained will be tested descriptive statistics, namely the results obtained are in accordance with the following table:

Table 5. Descriptive Statistics

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
x1	51	21	30	25,06	2,053
x2	51	16	25	20,63	2,200
y	51	19	30	24,49	2,292
Valid N (listwise)	51				

Sources: Processed Data of SPSS18, 2020

Based on Table 4.5, it can be seen that the salary variable has a maximum value of 30 and a minimum value of 20 with an average value of 25.06. The working period has a maximum value of 25 and a minimum value of 16 with a mean value of 20.63. Meanwhile, employee performance has a maximum value of 30 and a minimum value of 19 with an average value of 24.49. The number of respondents was 51 respondents. The response data obtained are then summarized the distribution frequency of each variable as follows:

4.3 Result of Hypothesis

4.3.1 Analysis of Multiple Linear

Regression This analysis is to determine the direction of the relationship between the independent variable with the dependent variable whether each independent variable is positively or negatively. Multiple linear regression test result as follows:

Table 6 Multiple Linear Regression Test Results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,935	3,066		1,284	,205		
	salary	,673	,130	,603	5,183	,000	,787	1,270
	working period	,179	,121	,171	1,473	,147	,787	1,270

a. Dependent Variable: employe performace

Source: Output SPSS18, 2020

Based on Table 6, it is also known that the constant value is 3.935 and Salary coefficient regression coefficient of 0.673 and years of service the variable is 0.179 so that the regression equation is obtained as follows:

$$Y = 3.935 + 0.673x_1 + 0.179x_2 + e$$

From the regression equation, it can be explained as follows:

1. The constant value = 3.935 indicates the constant value, meaning if the value is the independent variable is equal to zero, then the employee's performance (Y) equals 3,935
2. The coefficient X1 = 0.673 indicates that the salary variable is positive influence on employee performance means that if the salary variable increases the employee's performance also increases by 0.673 (67.3%).
3. The coefficient X2 = 0.179 indicates that the tenure variable has a negative effect on employee performance, meaning that the tenure variable increases employee performance by 0.179 (17.9%). Positive value on the regression coefficient of the independent variable illustrates that the relationship with the dependent variable is unidirectional. That a salary coefficient of 0.673 and a working period of 0.179, respectively If the independent variable increases, the employee's performance will also increase.

4.3.2 t Test (Partial)

The t test basically shows individually how independent variables affect the dependent variable. Decision making based on the hypothesis that H0 is insignificant regression and H1 is a significant regression coefficient. While decision making is based on probability if Sig. less than 0.05 then H0 is rejected and H1 is accepted. The following are the results of the t test using the SPSS application as follows:

Table 7. t Test Results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3,935	3,066		1,284	,205		
	salary	,673	,130	,603	5,183	,000	,787	1,270
	working period	,179	,121	,171	1,473	,147	,787	1,270

a. Dependent Variable: employe performace

Source: Output SPSS18, 2020

Based on Table 4.16 by observing rows t and Sig. can be explained as follows:

1. Variable salary on employee performance Salary variable has a positive and significant effect on the employee performance of UED-SP Bengkalis District. This can be seen from the t count 5.183 and significant salary (X1) 0.000 <0.05 means that H0 is rejected and H1 accepted.

2. The variable period of service to employee performance has a negative or no significant relationship with performance. This is indicated by a correlation value of 1.666 and t count 1.473 and the significant working period (x2) $0.000 < 0.05$ H0 is accepted and H1 is rejected.

4.3.3 F Test (Simultaneous)

This test is done by comparing the significance of the value of $F_{count} > F_{table}$, it can be interpreted that the regression model has the correct meaning of the joint effect by looking at the values of $F_{table} = (k; nk)$, $F = 2,51-2$, $F (2; 49) = 3, 19$ Or see the percentage point distribution F Probability 0.05 in the statistics book which has been determined. F test result as follows:

Table 8. F Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	128,314	2	64,157	22,908	,000 ^b
	Residual	134,431	48	2,801		
	Total	262,745	50			

a. Dependent Variable: employe performace
 b. Predictors: (Constant), working period, salary

Source: Output SPSS18, 2020

Based on the results of the F test in Table 4.17, it can be seen that F_{count} is 22,908 with a value of F_{table} 3.19. So the value of $F_{count} > F_{table}$ or $22,908 > 3.19$ and significant level $0.000 < 0.05$ so that H0 is rejected and H1 is accepted. Can It can be concluded that the variable salary (X1) and the variable length of service (X2) Simultaneously a significant effect on the performance of employees of UED-SP Bengkalis District.

4.3.4 Coefficient of determination Test (R2)

This test measures how far the model's ability to explain variations in independent variables. The coefficient of determination is zero and one. A low R2 value means that the ability of the independent variable is very limited. Where a value approaching one means that the independent variable gives all the information on the variation of the dependent variable.

Table 9.Coefficient of determination Test Results (R2)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,699 ^a	,488	,467	1,674

a. Predictors: (Constant), working period, salary
 b. Dependent Variable: employe performace

Source: Output SPSS18, 2020

Based on the results of Table 4.18, it can be seen that the coefficient The determination is found in the Adjusted R Square value of 0.467. It shows it the ability of the independent variable in explaining the dependent variable is 46.7%.

5. Discussion

Based on the results of the F test in Table 4.16, it can be seen that F_{count} is 22,908 with a value of F_{table} 3.19. So, the value of $F_{count} > F_{table}$ or $22,908 > 3.19$ and significant level $0.000 < 0.05$ so that H0 is rejected and H1 is accepted. Can It can be concluded that the variable salary (X1) and the variable working periode (X2) Simultaneously a significant effect on the performance of employees of UED-SP Bengkalis District. Therefore the institution must pay attention to the welfare of its employees by adjusting employee salaries, in addition to providing other compensation, for example by providing health insurance, safety guarantees, work leave guarantees, vacation bonuses, etc. employee performance through training, so that employees have a lot of experience in the field of work. We recommend that you do and use automatic timekeeping tools and optimize the performance of existing employees by adding tasks and responsibilities that form a function of monitoring the employee's attendance.

6. Conclusion and Suggestion

6.1 Conclusions

Based on the results of the research and discussion, it can be concluded in this study as follows:

1. There is a significant influence between Salary on Employee Performance in ued-sp, Bengkalis District. Where, the results of the study are in accordance with the theory which states that the salary is an effort to improve employee performance, with the amount of salary that is increased and adjusted, it will affect the employee performance in UED-SP, Bengkalis District.

2. There Variable working period on employee performance that has a negative effect or has no significant relationship with performance. This is indicated by an efficiency value of 1.666 and t count 1.473. this is because the longer the work period increases the age. A person's skill, speed, intelligence, power and coordination diminish over time.

Thus the hypothesis is two, "there is a significant relationship between the tenure and performance of UED-SP Bengkalis Regency. "Not proven.

3. There is an influence between Salary and working Period on Employee Performance in UED-SP Bengkalis District. Based on the results of the F test in Table 4.16, it can be seen that Fcount is 22,908 with a value of Ftable 3.19. So the value of Fcount > Ftable or 22,908 > 3.19 and significant level 0.000 < 0.05 so that H0 is rejected and H1 is accepted. Can it can be concluded that the variable salary (X1) and the variable length of service (X2) Simultaneously a significant effect on the performance of employees of UED-SP Bengkalis District. Where if the second variable is increased it will have an influence on the increase in employee performance. therefore the company must create a synergistic relationship between the salary and the resulting working period.

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