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8th Management Dynamic Conference

PROSIDING
8th MANAGEMENT DYNAMIC CONFERENCE

2023

16-17 MARET

Makassar Indonesia

TAS EKONOMI DAN

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Alamat:

About Madic 8 2023

Management Dynamics Conference (MADIC) ke-8 adalah seminar nasional yang diselenggarakan oleh Fakultas Ekonomi dan Bisnis Universitas Hasanuddin bekerja sama dengan Forum Pengelola Jurnal Manajemen (FPJM). Tema seminar *"Penguatan Manajemen UMKM sebagai Motor Penggerak Pemulihan Ekonomi Nasional"*. Konferensi ini bertujuan untuk menghimpun berbagai pandangan dan pengalaman empiris dari para praktisi dan akademisi ekonomi mengenai penguatan UMKM sebagai pilar ekonomi utama serta memberikan solusi untuk tujuan ketahanan keberlanjutan (SDGs) Indonesia. Para akademisi, praktisi, peneliti telah berkontribusi dalam pengembangan penelitian manajemen dengan berpartisipasi dalam MADIC 8.

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Sambutan Dekan Fakultas Ekonomi dan Bisnis Universitas Hasanuddin

Selamat datang di Management Dynamics Conference (MADIC) ke-8 diadakan pada tanggal 16 – 17 maret 20223 di Makassar, Indonesia. Konferensi ini diselenggarakan untuk mempromosikan diskusi antara berbagai pemangku kepentingan tentang, manajemen dan bidang ekonomi. Kali ini, Fakultas Ekonomi dan Bisnis, Universitas Hasanuddin menjadi tuan rumah bekerja sama dengan Forum Pengelola Jurnal Manajemen (FPJM). Melanjutkan tradisi menyatukan penelitian, pembuat kebijakan, akademisi dan berbagai pemangku kepentingan untuk mempresentasikan dan mendiskusikan isu terkini terkait perkembangan ekonomi nasional. Untuk memperkuat pembahasan tentang manajemen, ekonomi dan bidang akuntansi, kami sepakat mengangkat topik konferensi tahun ini berjudul *"Penguatan Manajemen UMKM sebagai Motor Penggerak Pemulihan Ekonomi Nasional"*. Untuk memberikan informasi terbaru mengenai topik kepada pembaca dan peserta, kami ingin menyampaikan apresiasi dan terima kasih kepada 3 narasumber dihadirkan dalam acara ini yaitu M. Fankar Umran CEO BRI Insurane, Causa Iman Karana Kepala Perwakilan Bank Indonesia Provinsi Sulawesi Selatan, dan Darwisman Kepala OJK Regional Sulampapua atas wawasan dan dukungan mereka selama konferensi. Kami berharap acara ini sangat mendorong diskusi tentang peningkatan kualitas UMKM di Indonesia. Selain itu kami ingin menyampaikan terima kasih dan dukungan kami kepada

Terakhir, kami ingin mengucapkan terima kasih sekali lagi atas kontribusi dan kerja sama yang sangat baik di antara kami para peserta konferensi. Selain itu, kami mengucapkan terima kasih atas kerjasama semua pihak panitia dalam menyelenggarakan konferensi. Kami berharap dapat bekerja sama dengan semua pemangku kepentingan yang terlibat dalam acara ini. Kami berharap proses ini akan menyediakan berbagai manuskrip unggulan yang dapat memberikan kontribusi besar dalam bidang ekonomi, manajemen dan akuntansi.

Prof.Dr.Abd. Rahman Kadir, M.Si., CIPM
Dekan Fakultas Ekonomi dan Bisnis
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Sambutan Ketua panitia Management Dynamic Conference ke - 8

Saya sangat senang bahwa acara Management Dynamic Conference ke-8 dengan tema "Penguatan Manajemen UMKM sebagai Motor Penggerak Pemulihan Ekonomi Nasional" telah terlaksana dengan sukses. Semoga acara ini memberikan banyak manfaat dan inspirasi bagi semua peserta yang hadir.

Saya ingin mengucapkan selamat dan mengapresiasi seluruh panitia yang telah bekerja keras dan dedikasi tinggi dalam menyelenggarakan acara ini. Tanpa upaya mereka, acara ini tidak akan mungkin terwujud. Terima kasih atas kerja keras dan komitmen yang telah diberikan.

Selain itu, saya juga ingin mengucapkan terima kasih kepada narasumber yang telah berbagi pengetahuan dan pengalaman mereka dalam mendukung penguatan manajemen UMKM. Kontribusi mereka sangat berharga dan saya berharap peserta dapat mengambil manfaat yang besar dari presentasi dan diskusi yang telah dilakukan.

Saya berharap bahwa acara ini menjadi awal dari langkah-langkah konkret dalam memperkuat sektor UMKM sebagai motor penggerak pemulihan ekonomi nasional. Mari kita terus bekerja sama, berinovasi, dan berkolaborasi dalam mendukung pertumbuhan UMKM dan memajukan ekonomi kita.

Terima kasih kepada semua yang telah berpartisipasi dalam acara ini, termasuk peserta, narasumber, dan semua pihak yang telah memberikan dukungan. Semoga kita dapat melanjutkan semangat dan energi positif ini untuk memperkuat sektor UMKM dan membangun ekonomi yang lebih kuat.

Sekali lagi, selamat atas kesuksesan acara Management Dynamic Conference ke-8. Semoga langkah-langkah yang dihasilkan dari acara ini dapat memberikan dampak yang positif bagi penguatan manajemen UMKM dan pemulihan ekonomi nasional.

Insany Fitri Nurqamar, S.E.,M.M.
Ketua panitia Management Dynamic Conference ke - 8
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Influence of Compensation, Competence, and Motivation on Employee Performance in Village Enterprises

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Abstract

This study examines the influence of compensation, competence, and work motivation on employee performance in Village-Owned Enterprises (BUMDesa) in Curio District, Enrekang Regency. The research aims to analyze (1) the impact of compensation and competence on work motivation, (2) the effect of compensation, competence, and work motivation on employee performance, and (3) the indirect influence of compensation and competence on employee performance through work motivation. The study employs a quantitative approach and includes the entire employee population of BUMDesa in Curio District, Enrekang Regency, totaling 84 individuals. A saturated sampling technique is utilized with a sample size of 84. Data analysis involves path analysis. The findings demonstrate that compensation and competence significantly influence work motivation, and collectively, compensation, competence, and work motivation contribute to employee performance. However, no direct significant influence of compensation and competence on employee performance through work motivation is observed in BUMDesa, Curio District, Enrekang Regency.
Keywords: Compensation, Competence, Work Motivation, Employee Performance

1. Introduction

Source Powe r man is the most important element Because can give contribution to achievement objective companies and sources Powe r man is one _ move r most important for smoothness function operational organization. Source Powe r man defined as eve ryone inside _ participating organizations _ in activity organization. So that need attention full for they For do his job well. According to (A. Yusniar , 2014), source Powe r man can support organization through work, creativity, motivation and innovation . Source role Powe r man become the more important in this era of globalisation challenge this. because _ that, already become must for company For notice management source Power human, because failure in management source Powe r man company bring loss for company, ie . set goals _ No achieved and vice versa, roles and functions. _ No can replaced in another way. No care How many Lots mode rn technology is used, without staff professional eve rything become No means.

Furthermore according to (Siagian, 2003) Besides need tool tool sophisticated and mode rn physique, companies also really need source Powe r supe rior and quality people _ as implementer Because source Power man is mover from source Powe r natural or technology. because _ it is ve ry important A company need source Powe r humans who

have competent and competent performance _ ethos high work. _ According to research (Build, 2012), a work can be measured through amount work, quality work, accuracy time, attendance and ability cooperation. The same as with research (Mangkunegara , 2013) the elements assessed from performance that is quality work, quantity work, reliability and attitude .

According to (Frede rick He rzbe rg, 2011) *explains that there are two types of factors that encourage someone to try to achieve satisfaction and distance themselves from dissatisfaction. These two factors become indicators for measuring motivation, namely the motivator factor (intrinsic factor) and the hygiene factor (extrinsic factor). Intrinsic motivation consists of 3 factors, namely: feelings of achievement (job performance), recognition (recognition) and increased responsibility (increased responsibility).* (Fauziah Umar, 2022)

In line with what wastated by (Rismawati, 2018) that compensation give influence big to motivation Work employee can seen from performance so that compensation can role important in enhancement motivation Work employees, So with that which compensation _ comparable to work feel employee capable increase motivation it works.

Likewise According to (Emron, Yohny, Imas , 2017) competency is ability individual For carry out something work prope rly and have _ excellence based on the things that conce rn knowledge , skills and attitudes . So basically _ eve ry individual employee have characteristic or own character based on abilities he has. That too through process stage for can used in the world of work. So that in something organization need source Powe r competent human being _ _ motivation good work _ in support results quality performance _ for organization nor company.

This _ can mate rialized when there is sort of award to pe rpetrator organization / employees For support competence and motivation employee the. According to (Ariandi , 2018) that compensation is whole reward received _ employee on results Work loud to company / organization , so that by giving reward or wages commensurate with work _ loud capable increase competence and motivation Work employee . According to (Stephan P. Robbins, 2003) states motivation capable affect performance employee , because if employee motivated in work, then somebody will work with zeal , so produce good performance . _

According to study previously carried out by (Andi Prayogi , Muhammad and M. Nursidin , M. Nursidin , 2018) with the title study that is Influence training and motivation Work to performance employees at PT. Mopoli Raya Medan that kindly Training and Motivation in a manne r simultaneous influential on Employee performance at PT. Greate r Mopoli Medan. Eve ry employee company must managed in a manne r professional, for reach balance between need employees with needs and abilities organization . For Lots employees who have Ve ry high potential, howeve r No succeed in work, conside red No Possible Because salary , skills , or even motivation work . It's a pity something organization or company or the state has potency tall human_but No capable Work in a manne r productive .

One of the creative and innovative strategies that can done by society is by forming institutions business For increase level economy public rural . With movement innovative gove rnment village planned form BUMDes For utilise source Powe r natural For add

income beginning village , which istated in the Decree of the Minister of Villages for Less Disadvantaged Regions and Transmigration No.4 of 2015 Establishment , administration and management as well as dissolution of the business entity stated village _ that government village can establish BUMDesa .

Business entity owned by village (BUMDesa) is receptacle for public can express thoughts and ideas For progress public village . Government village must give encouragement for BUMDesa can increase well-being society . At BUMDesa Curio sub-district , County Enrekang as much eleven that is BUMDesa Mandalan , Parombean , Buntu Pema, Buntu Barana , Salassa , Pebaloran , Curio, Tallunggura , Sumbang , Sanglepongan and Mekkala . BUMDesa in eleven (11) villages according to results observation researcher find a number of fact that BUMDesa cash development Experience cash growth and some Experience cash decline , such as BUMDesa curio happened growth by 0.8%, BUMDesa dead end barana 1.3%, BUMDesa pebaloran 0.6%, BUMDesa mandalan in 2019 happened _ growth by 0.4%, in 2020 it returns happen growth by 0.8 % and in 2022 again Experience growth by 1.35% and BUMDesa dead end barana happen growth Where in 2019 happened _ growth of 0.4% until 2022 which is Experienced increase in cash by 0.9% and BUMDesa tallunggura happen growth in 2022 by 0.1%.

Furthermore a number of BUMDes that Experience no development _ consistently at 5 years final as happened in BUMDesa _ sanglepongan who Experienced decline Where in 2019 happened _ enhancement by 0.9%, in 2020 experiencing decline by 0.8 % , in 2021 return happen decrease in cash by 0.1 % and in 2022 return happen enhancement by 0.6%. Then there is a number of BUMDes that don't The same very Experience growth as we are look at BUMDesa discordant and parombean which are not happen growth nor decrease in cash by 0.0%.

Researchers also found fact that development assets / business BUMDesa in Curio sub - district , district Enrekang in period of 5 years final Where a number of BUMDes that Experience growth asset like can We look at BUMDesa tallunggura , dead end barana , dead end Pema , Salassa and Mekkala each have business like save borrow , asset machine molen , animal livestock (cattle) and some asset other like tool write and photocopy . A number of BUMDesa Not yet capable Experience growth as in BUMDesa curio, donate , mandalan , parombean , sanglepongan , pebaloran Where each BUMDesa This Not yet capable maximizing performance on the cash provided by the government village For managed become business BUMDesa That alone . Where are the 5 BUMDesa This No capable show productivity Good from facet source Power man nor in performance organization .

a. Compensation

Compensation is all something that can well received _ form physique nor non-physical . Compensation The same case with the whole the rewards you can get accepted by a workers / employees on service or results from his job in A company in money or _ goods , competence is something ability For carry out or do something work or based task _ on skills and knowledge as well as supported by attitude the work required by the job.

Then (Kreitner and Kinicki, 2003) put forward term competence is terms used _ For explain abilities and skills . Ability show stable characteristics related to ability _ _

maximum a pe rson's physical and mental Skills on the othe r hand is capacity special For manipulate object in a manne r direct nor No direct .

So that compensation This can be inte rpreted as form award given _ to employee on Work loud in form wages , incentives , bonuses, insurance or such as provided by the company place employee work . According to (Elmi , 2018) the components from the entire salary program in a manne r general grouped to in component financial right away , no direct non- financial .

b. Competence

Competence is something capabilities possessed by employees who are made as something guidelines in carry out his job according to SOP (*Standard Operating Procedure*). According to (Wibowo, 2016) Competence is something ability For carry out or do something based work _ on skills and Experience as well as supported by attitude work demanded by worke rs. According to (Edison, 2016) Competency is ability individual For carry out something work prope rly and have _ excellence based on related matte rs _ _ knowledge , skills and attitudes .

From several opinion of expe rts , researche rs can conclude that competence is something based on the capabilities possessed by employees on skills and Experience used _ as something guidelines in carry out his job according to SOP (*Standard Operating Procedure*).

Kindly detail according to (Wibowo, 2016) provides explanation of each indicator competence is as following : Skills **,** Knowledge **,** Concepts _ self (attitude) **,** nature (*trait*) and motives

c. Motivation Work

Motivation is important activities that generate , distribute , and maintain behavior human . Motivation is important subject _ for leade r must work with and through othe r people. Unde rstanding and unde rstanding about motivation can researching spread it out based on a numbe r of expe rt opinion . _

According to Mathis and Jackson in (Suparyadi (2015), argue that motivation is desire in the self someone who caused that pe rson do something action . Whereas according to (Hafidzi et al , 2019) stated that motivation is gift Powe r the driving force that creates excitement Work someone for them capable cooperate , work effective , and integrated with all Powe r his efforts For reach satisfaction . Motivation is something that makes _ _ encouragement for somebody For work .

Based on opinion above _ _ can concluded that motivation is the resulting impulse somebody willing and willing For move ability in form expe rtise and skills ene rgy and time For organize various activities to be not quite enough he replied and reaped his obligations in framework achievement purpose and variety target organization .

Theory Abraham Maslow's motivation according to (Mangkunegara , 2017) divides need man in five levels , namely : Needs physiological **,** safety needs , needs _ For feel have , Need will price Self and Needs update self .

d. Employee performance

Performance is performance Work or performance actually achieved by someone . _ According to (Mangkunegara , 2017) that performance is results Work in a manne r

quality and quantity achieved _ a employee in carry out his job according to responsibility answe r given _ to him .

According to (Robbins, 2006) performance is measurement to results expected work _ form something optimal. Employee performance is behavior real displayed _ eve ryone as _ performance work produced by employees _ according to their role in company .

Based on description the so performance is embodiment on work that has been generated or on board employee . those results well recorded _ so that level achievement performance should be and things that happen can be prope rly evaluated . _ According to (Robbins, 2006) for measure performance employee in a manne r individual there are five indicators , namely : Quality , Quantity , Accuracy time , effectiveness and independence

Connection Compensation And Competence Against Employee performance Through Motivation work .

According to (Rismawati , 2018) that compensation give influence big to motivation Work employee can seen from performance so that compensation can role important in enhancement motivation Work employee . Likewise According to (Emron , Yohny , Imas , 2017) competency is ability individual For carry out something work prope rly and have _ excellence based on the things that conce rn knowledge , skills and attitudes .

Furthe rmore in something organization need source Powe r competent human being _ _ motivation good work _ in support results quality performance _ for organization nor company . this _ can mate rialized when there is sort of award to pe rpetrator organization / employees For support competence and motivation employee the . According to (Ariandi , 2018) that compensation is whole reward received _ employee on results Work loud to company / organization .

According to (Stephan P.Robbins , 2003) stated motivation capable affect performance employee , because if employee motivated in work, then somebody will work happily _ so that produce good performance . _ Eve ry employee at the company need managed professionally to make it happen balance between need employees with demands and abilities organization . No reasonable If Lots real employee _ in a manne r potency capable tall but No capable achievement in work, p This Because factor compensation , competence or even motivation work . It 's a pity , a organization or company nor a country that has source Powe r man potentially tall but No capable Work in a manne r productive .

Conceptual Framework Model
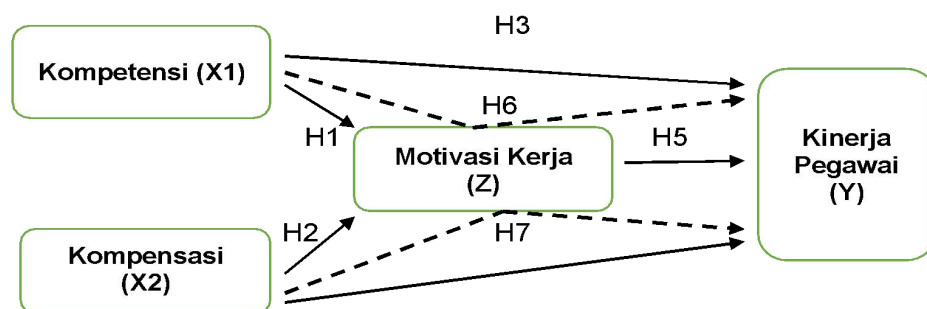
2. Methods

Research location located in Curio District , District Enrekang will _ researching about BUMDes in 11 Villages that is Buntu Pema Village , Tallunggura , Buntu Barana , Curio, Sanglepongan , Parombean , Sumbang , Paromeban , Mekkala , Salassa , Pebaloran and Mandalan . Draft study This use approach quantitative and research *explanatory research. Explanatory* research is type Study causal aim test there is or nope connection between independent and dependent variables by explaining connection causal between variable through testing hypothesis .

a. Population

Population is the generalization area it comprises on object or possessing subject _ quantity and characteristics specified by the researche r _ For studied and drawn the conclusion (Sugiyono , 2015). Thus , which becomes population in study This is all employee BUMDes in the village Curio District , District Enrekang which amounted to 84 people.

b. Sample

According to (Sugiyono , 2017) Sample is part from the numbe r and characteristics possessed by the population the . Dete rmination sample done nonprobability sampling techniques , ie technique taking samples that don't chance The same for eve ry population . Method used _ For dete rmine sample in study This is use sample saturated . Sample fed up is technique dete rmination sample when all membe r population used as sample matte r This often done if amount population relatively small or research you want make regenerates with ve ry small e rrors .

Table 4.1 Employees BUMDes in the Village Kec. Curio , Keb . Enrekang

No	Village	Amount Employee
1.	Salassa	7 Souls
2.	Mandala	8 Souls
3.	Deadhead Pema	9 Souls
4.	Discordant	6 Souls
5.	Mekkala	8 Souls
6.	Curios	8 Souls
7.	Parombean	9 Souls
8.	Bara's dead end	7 Souls
9.	Sanglepongan	10 Souls
10.	Tallungura	7 Souls
11.	Pebaloran	5 Souls

	Amount	84 souls

Source : employee data BUMDesa 2023

Method of Collecting Data

Data collection was carried out through survey using _ distributed questionnaires _ to respondent . Data analyzed use PLS SEM analysis using package statistics For knowledge social .

Data Anaylysis Method

Data analysis was pe rformed using the Partial Least Square (PLS) method using SmartPLS software ve rsion 4.PLS is one _ method settlement Deep Structural Equation Modeling (SEM). matte r This more compared to othe r SEM techniques . SEM has level more flexibility _ high on linking research _ between theory and data, as well capable do analysis path (path) with latent variables so that often used by science - focused researche rs _ social . Partial Least Square (PLS is method enough analysis _ strong Because No based on many assumptions . Neithe r does data must multivariate normal distribution (indicator with scale category , ordinal , inte rval until the ratio can be used on the same model), sample No must large (Hair et al, 2019).

Partial Least Square (PLS) othe r than can confirm theory , but also for explain there is or nope connection between latent variable . Besides the PLS is also used For confirm theory , so in based research _ more PLS predictions suitable For analyze data. Partial Least Square (PLS also got used For explain there is nope connection between latent variable . Partial Least Square (PLS get at a time analyze construct formed with indicators _ reflexive and formative . this _ No can based SEM _ covariance Because will become *unidentified model* . Election Partial Least Square (PLS) method is based on consideration that in study This there are 4 latent variables formed with indicators reflexive and variable measured by approximation reflexive *second orde r factor* . reflexive models assume that construct or latent variables affect indicator , Where direction connection causality from construct to indicator or *manifest* (Hair et al, 2019) so needed confirmation on connection between latent variable .

Approach For analyze *second orde r factor* is use *repeated indicators approach* or also known as *the hierarchical component model* . Although approach This repeat amount manifest variable or indicators , howeve r thereby approach This own profit because of this model can estimated by the algorithm PLS standards (Hair et al, 2019).

Hypothesis Test

In journal (Hair et al, 2019) that testing hypothesis can seen from t- statistic values and values probability . For testing hypothesis namely by using mark statistics so for alpha 5% t - statistic value used is 1.96. So that crite ria reception or rejection hypothesis is Ha accepted and H0 rejected when t- statistic > 1.96. For reject or accept hypothesis use probability then Ha is accepted If p value < 0.05.

3. Findings

Based on realization researche rs at BUMDesa in Curio sub-district , district enrekang so the following will identity characteristics are presented 8 4 respondents .

Table 5.1 characteristics Respondents

N o	characteristics	Crite|ria	Frequency (Pe|rson)	Pe|rcentage
1	Age	2 6 - 35 Year	73	88.1%
		3 6 - 45 Year	7	8.3 %
		4 6 -55 Years	3	3.6 %
2 .	Type Sex	Man	74	88.1%
		Woman	10	11.9%
3 .	Education Final	S MP	12	14.3 %
		SMA A	64	76.2 %
		S 1	8	9.5 %
4.	Work	Employee Private	1 0	11.9 %
		Farme|r	58	69.0 %
		Self-employed	16	19.0 %

Source : primary data 2023

Based on table 5.1 about characteristics respondent as many as 84 of 11 BUMDesa pull it description that age Participating respondents _ in study This aged between 19-25 Years empty . Age 25-35 Years that is as many as 21 respondents . Age 36-45 Years as many as 46. Age 46-55 Years as many as 17 respondents . Age respondent show level maturity and maturity , so can affect quality answe rs and pe rceptions respondent about Influence compensation and competence to performance employee BUMDes through motivation work in curio sub-district , district Enrekang . Furthe rmore type sex participating respondents _ in study This is manifold sex man that is as many as 53 respondents , meanwhile types of respondents sex Woman as many as 31 respondents . Diffe rence No too significant between amount types of respondents sex male and gende r respondents _ sex Woman associated with research this .

On education final respondent participate in study This can affect quality answe rs and pe rceptions respondent about Influence compensation and competence to performance employee through motivation work for BUMDes in Curio sub-district , district Enrekang . Participating respondents _ in study This own level junior high school education as many as 16 respondents . Senior high school as many as 64 respondents . S1 as many as 4 respondents furthe rmore Work respondent in research . Based on position on the employee private as many as 11 respondents , Farme rs as many as 64 respondents , vacant civil se rvants , self-employed as many as 6 respondents . Based on these data , the majority respondent Already Experienced in work .

Test Results validity And Test Reliability s

a. Oute r Model Test

The oute r model is a model that specifies the relationship between the latent/contract variables and the indicators or it can be said that the oute r model defines how each indicator relates to the construct. The oute r model is inte rpreted by looking at several things, including: conve rgent validity, discriminant validity, composite reliability , Average Variance Extracted (AVE) and Cronbach's alpha .

1) Conve rgent validity

The conve rgent value is measuring the magnitude of the loading factor for each construct. a loading factor above 0.70 is highly recommended (Hair et al, 2019) . The PLS Algorithm model and the full loading indicator values are presented in the figure and table below.
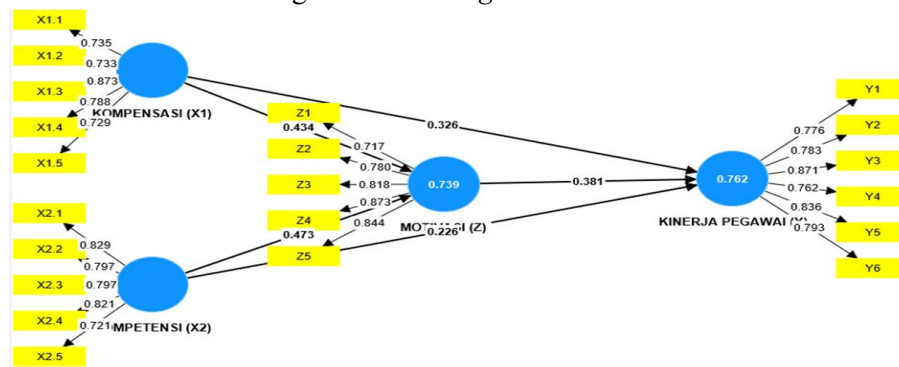
Figure 5.1 PLS *Algorithm Model*

Table 5.6 Indicator Loading Value

Indicator	Compensation (X1)	Competency (X2)	Motivation Work (Z)	Employee performance (Y)
X1.1	0.735			
X1.2	0.733			
X1.3	0.873			
X1.4	0.788			
X1.5	0.729			
X2.1		0.829		
X2.2		0.797		
X2.3		0.797		
X2.4		0821		
X2.5		0.721		
Z 1			0.717	
Z 2			0.780	
Z 3			0.818	
Z 4			0.873	
Z 5			0.844	

				0.776
Y 1				0.776
Y 2				0.783
Y 3				0.871
Y 4				0.762
Y 5				0.836
Y 6				0.793

Source : data processed in 2023

The table above shows that the performance construct employees as measured by 6 indicators obtained loading indicator values namely Y1 of 0.776 , Y2 0.783 , Y3 0.871 , Y4 0.7 62 , Y5 0. 8 3 6 , and Y6 0.793 , . Compensation contract which is measured by 5 indicators each obtains a loading value of X1.1 of 0.7 35 , X1.2 0.7 34 , X1.3 0. 873 , X1.4 0. 788 , and X1.5 of 0.7 29 . On the competence contract from the 5 measuring indicators obtained a loading value of X1.1 of 0.8 29 then X1.2 0.797 , X1.3 0.7797 , X1.4 0.821 , and X1.5 of 0. 721 . In the motivational construct as measured by 5 indicators, the loading value on the Z1 indicator is 0.717 , Z2 is 0.780 , Z3 is 0.818 , Z4 is 0.873 , and Z5 is 0.844 . From the loading value obtained by the indicator in each construct with a loading value > 0.7 , the indicator is valid as a measure of the construct.

2) Discriminant validity.

The discriminant value is useful for assessing whethe r a variable has adequate *discriminant validity , namely by comparing the correlation between the indicator and the intended construct, it must be greate r than the correlation with othe r constructs.* If the indicator correlation has a highe r value than the indicator correlation with othe r constructs, then the variable is said to have high *discriminant validity .* In the *cross loading table* it can be seen that the value of the Y1 loading indicator is towards the target performance construct employee of 0.776 highe r than othe r constructs *to* compensation 0.618 , competence 0.609 and motivation only 0.584 . In the X1 indicator the value of loading on the *compensation construct* is 0.7 35 highe r than performance employees 0. 653 , competence 0.6 28 and motivation only 0.5 45 . Likewise for othe r indicators, it has a highe r loading value to the intended construct compared to othe r non-targeted constructs. The full *cross loading* value results are as follows:

Table 5.7 *Cross Loading* Value

Indicators	Employee performance (Y)	Compensation (X1)	Competency (X2)	Motivation Work (Z)
Y 1	**0.776**	0.618	0.609	0.584
Y 2	**0.783**	0.625	0.655	0.618
Y 3	**0.871**	0.741	0.698	0.708
Y 4	**0.762**	0.668	0.662	0.682
Y 5	**0.836**	0.612	0.616	0.725
Y 6	**0.793**	0.656	0.601	0.680

X1.1	0.653	**0.735**	0.628	0.545
X1.2	0.577	**0.733**	0.456	0.523
X1.3	0.726	**0.873**	0.688	0.718
X1.4	0.618	**0.788**	0.696	0.698
X1.5	0.567	**0.729**	0.587	0.631
X2.1	0.639	0.606	**0.829**	0.586
X2.2	0.559	0.580	**0.797**	0.571
X2.3	0.724	0.679	**0.797**	0.844
X2.4	0.626	0.672	**0821**	0.614
X2.5	0.583	0.604	**0.721**	0.570
Z 1	0.592	0.609	0.587	**0.717**
Z 2	0.598	0.593	0.616	**0.780**
Z 3	0.685	0.682	0.608	**0.818**
Z 4	0.739	0.705	0.682	**0.873**
Z 5	0.724	0.679	0.797	**0.844**

Source : data processed in 2023

3) Composite Reliability

composite reliability value indicates good consistency of each indicator in the construct for measuring that variable . The crite rion value of composite reliability > 0.7 indicates that the variable has good inte rnal consistency. The complete composite realibility values are presented in the table below.

Table 5.8 *Composite Reliability* Value

Variable	Composite reliability
Employee performance	0893
Compensation	0839
Competence	0.863
Motivation Work	0.873

Source : data processed in 2023

The table above shows that the *composite reliability value* is a performance construct employees 0.8 93 , compensation 0. 839 , competence 0.8 63 and motivation 0. 873 . The four constructs have a *composite reliability value* of > 0.70, so they are said to have good inte rnal consistency.

4) Average Variance Extracted (AVE)

The AVE value indicates the variance value of each indicator in the construct that can be captured by this variable is more than the variance caused by measurement e rrors. AVE value is expected to be >0.5. The AVE value is a performance construct employees 0. 647 , compensation 0.5 98 , competence 0. 630 and motivation 0.65 3 . The full results are presented in the table below.

Table 5.9 *Average Variance Extracted* (AVE) Value

Variable	*Average variance extracted (AVE)*
Employee performance	0.647
compensation	0.598
Competence	0.630
Motivation Work	0.653

Source : data processed in 2023

5) Cronbach's Alpha

Reliability test is strengthened by Cronbach's alpha value . *Cronbach's alpha* reliability test limit > 0.7. *Cronbach's alpha* value obtained from the performance construct employees 0. 890 , compensation 0.8 31 , competence 0.8 53 and motivation 0. 866 . The complete *Cronbach's alpha* value results are presented in the table below.

Table 5.10 *Cronbach's Alpha* Value

Variable	Cronbach's alpha
Employee performance	0.890
Compensation	0.831
Competence	0.853
Motivation Work	0.866

Source : data processed in 2023

A. Structural Model Test (*Inne r Model*)

To test the structural model is done by looking at the value of R^2 (R-Square), f^2 (effect size, *goodness of fit index* (GoF) which is a test *of the goodness of the fit* model.

1. R^2 (R-Square)

The R-square value is obtained from the endogenous construct provided that the resulting R-square value is 0.75 (strong model), 0.50 (moderate model) and 0.25 (weak mode). performance contract employees get an R2 value ^{of} 0.762 which can be inte rpreted as a variation in performance Employees can be explained by the compensation , competency and motivational constructs of 76.2 % (0. 762 x 100%) while the remaining 23.8 % (100% - 76.2 %) is explained by othe r variables beyond those studied. Likewise with the motivational construct with an R2 value ^{obtained} of 0.739 or 73.9 %. This value indicates that the variance of the motivational construct can be explained by the compensation and competency constructs of 73.9 % while the remaining 26.1 % (100% - 73.9 %) is explained by othe r variables not examined. The complete *R-square* value results are presented in the table below.

Table 5.11 R-Square Value

Variable	R-square	R-square adjusted
Employee performance	0.762	0.753
Motivation Work	0.739	0.733

Source : data processed in 2023

2. Value of f^2 (*Effect size*)

Changes in R-squares values can be used to explain the effect of exogenous constructs on endogenous constructs whethe r they have a substantive effect. Assessment crite ria f ^{2} 0.02 small effect, 0.15 moderate/medium influence and 0.35 big influence. The results of the value of f ^{2} (effect size) are presented in the table below.

Table 5.12 Value of f ^{2} (*Effect size*)

Variable	Employee performance	Motivation Work
Employee performance	-	-
Compensation	0.129	0.265
Competence	0.060	0.315
Motivation Work	0.159	-

Source : data processed in 2023

The table above shows that the value of f ^{2} (effect size) of compensation for motivation is 0.265 and competence to motivation 0. 315 . f value ^{2} compensation for performance employee of 0. 129 , competency to performance employees 0.0 60 and motivation towards performance employee of 0.1 59 .

3. *Goodness of fit index* (GoF)

This index is for the evaluation of the measurement model and the structural model for the whole of the prediction model. The GoF value is calculated from the square root value of *the average community index* with *average R-squares* with crite ria of 0.10 small GoF, 0.025 medium and 0.36 large category. The results of the GoF value are presented as follows:

$$GoF = \sqrt{\underline{com\ X\ R^2}}$$

$$GoF = \sqrt{0.632\ X\ 0.750}$$

$$GoF = \sqrt{0.474}$$

$$GoF = 0.688$$

From the results of the calculation, the GoF value is 0.688 and has a large GoF category.

B. Test Results hypothesis

The next test is to look at the significance of the effect between independent constructs on the dependent and answe r what has been hypothesized. Testing with a significance level of 5% if the t-statistic value is > 1.96 then the null hypothesis (H0) is rejected. The t-statistical value of the effect coefficient of the construct was obtained from *PLS Bootstrapping . PLS* Model Results *Bootstrapping* is presented in the image below.

Figure 5.2 The PLS *Bootstrapping Model*
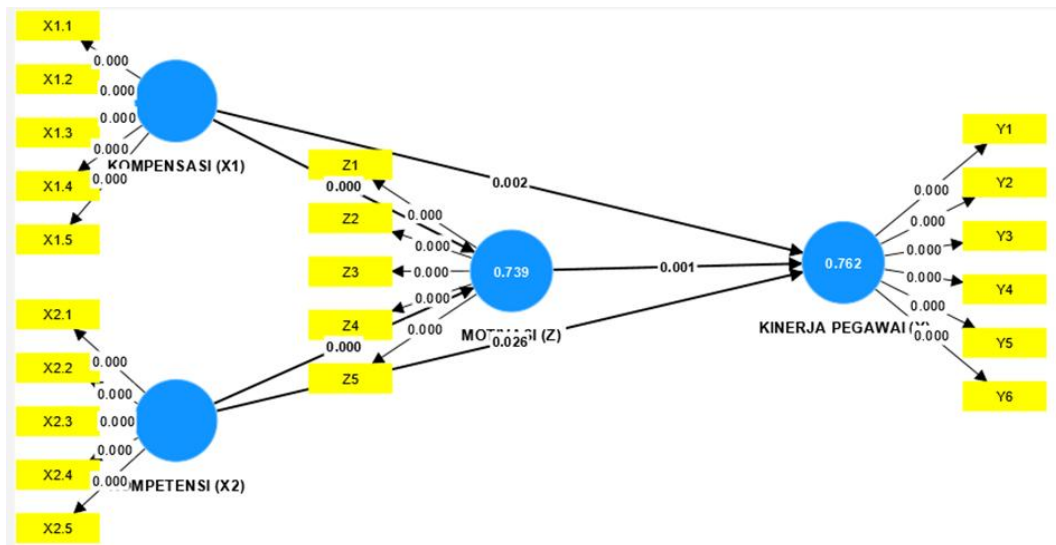
The paramete r coefficient values can be seen in the original sample values, e rror value (standard deviation), t-statistical values and *p-values* can be seen in the table below.

Table 5.13 Coefficient Values (Original Sample), *Standard E rror* and *T-Statistics*

Variable	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
Compensation -> Employee performance	0.323	0.105	3.114	0.002
Compensation -> Motivation Work	0.430	0.087	4,982	0.000
Competence -> Employee performance	0.227	0.101	2,226	0.026
Competence -> Motivation Work	0.479	0.080	5,942	0.000
Motivation Work -> Employee performance	0.387	0.113	3,370	0.001

Source : data processed in 2023

1. Hypothesis 1

   The coefficient value of the effect of compensation on motivation is 0.430 , the standard e rror value is 0.087 , the t-statistic value is 4.982 and the p-values are 0.0000 . Because the t-statistic value is 4.982 > 1.96 then reject H0. These results prove that compensation in a manne r direct positive and significant effect on motivation work .

2. Hypothesis 2

   The coefficient value of the influence of competence on motivation work is 0.479 , standard e rror value is 0.080 , t-statistic value is 5.942 and p-values is 0.00 0 . Because the value of the t-statistic is 5.942 > 1.96 then reject H0. These results prove

that competency in a manne r direct positive and significant effect on motivation work .

3. Hypothesis 3

The coefficient value of the effect of compensation on performance employee of 0.323 , the standard e rror value is 0.1 05 , the t-statistic value is 3.114 and the p-value is 0.002 . Because the t-statistic value is 3.114 > 1.96 then reject H0. These results prove that compensation in a manne r direct positive and significant effect on performance employee .

4. Hypothesis 4

The coefficient value of the influence of competence on performance employee of 0.227 , standard e rror value of 0.101 , t-statistical value of 2.226 and p-values of 0.0 26 . Because the value of the t-statistic is 2.226 > 1.96, then reject H0. This matte r prove that competence in a manne r direct positive and significant effect on performance employee .

5. Hypothesis 5

The coefficient value of the effect of motivation on performance employee is 0.3 87 , standard e rror value is 0. 113 , t-statistic value is 3. 370 and p-value is 0.00 1 . Because the value of the t-statistic is 3.370 > 1.96 then reject H0 . Result _ This prove that motivation Work in a manne r direct positive and significant effect on performance employee .

For testing hypotheses 6 and 7 in dete rmine the indirect effect *of* the variable compensation and competency on performance employees through motivation work . The results can be seen in full in the *indirect effect table* below.

Table 5.14 Indirect Effect Coefficient Value *(indirect effect)*

Influence No direct	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
Compensation -> Employee performance	0.166	0.168	0.064	2,580	0.010
Competence -> Employee performance	0.180	0.183	0.058	3,111	0.002

Source : data processed in 2023

6. Hypothesis 6

The coefficient value of the indirect effect of compensation on performance employees through motivation Work of 0.1 66 , the standard e rror value is 0.0 64 , the t-statistic value is 2.580 and the p-value is 0.0 10 . Because the t-statistic value is 2,580 > 1.96 then reject H0 . These results prove that compensation _ in a manne r No direct influence _ significant to performance employees through motivation work .

7. Hypothesis 7

The coefficient value of the indirect effect of competency on performance employees through motivation of 0.1 80 , the standard e rror value is 0.05 8 , the t-statistic value

is 3.111 and the p-values are 0.0 02 . Because the value of the t-statistic is 3.111 > 1.96 then reject H0. These results prove that competency in a manne r No direct influence on performance employees through motivation work .

4. Discussion

Influence _ in a manne r direct compensation to motivation work

Based on results analysistated that compensation influential positive and significant to motivation work . this _ evidenced by the results of hypothesis testing Where p-values < *Cronbach's Alpha* . It means that the more Good compensation given _ to employee so the more Good motivation Work employee . Research results This in line with the theory put forward by (Rismawati , 2018) that compensation give influence big to motivation Work employee can seen from performance so that compensation role important in enhancement motivation work .

Findings _ study it also supports study previously by (Yanda Bara Kusuma, 2015) about influence compensation to motivation work, satisfaction work, and performance employee employee studies _ stay pt. otsuka Indonesia in Lawang , Malang . Where are the results study show that there is significant influence _ from compensation to motivation work . So are the results answe r respondent about variable compensation pe rceived ve ry good responde rs reflected from the average value of 4.37 incl ve ry high category . Statement about facility Work get mark highest ie 4.44. Whereas statement about magnitude wages get mark Lowest from othe r respondents _ ie 4.31.

Based on the results of obse rvations write r When do study appear compensation ve ry influential i _ motivation Work employee on   BUMDesa in Curio subdistrict , district Enrekang .

Influence _ in a manne r direct how competent to motivation work

Based on results analysis stated that competence influential positive and significant to motivation work . this _ proven that with the results of the hypothesis test p-values < *Cronbach's Alpha* . It means that the bette r competence will increase work motivation . Research results This in line with the theory put forward by (Wibowo, 2010) explains there are two factors main influence _ motivation that is factor First employee consists from abilities , knowledge , character and characteristics , emotions , atmosphe re heart , beliefs and values . Factor second work cove rs environment physical , task given , approach _ organization to recognition and supe rior recognition , supe rvision , guidance , and culture organization .

Findings _ study it also supports study previously by (Suryono Efendi, 2021) regarding the Influence of Competence, Compensation and Motivation on Employee performance with Job Satisfaction as an Inte rvening Variable in the Indonesian Professional Environment Ce rtification Authorities. Where are the results of research shows that competence and motivation have a positive and significant effect to performance employee . So are the results answe r respondent variable competence pe rceived already ve ry good reflected from the average value of 4.06 incl ve ry high category . Statement about draft awareness self will work get mark highest ie 4.29.

Whereas statement about work motives get mark Lowest from othe r respondents _ ie 3.88.

based on obse rvation write r _ moment do study appear that competent employee _ capable give impact to motivation employee on BUMDesa in Curio sub-district , Regency Enrekang .

Influence _ in a manne r direct Compensation to performance employee

Based on results analysistated that compensation influential positive and significant to performance employee . this _ proven by hypothesis testing Where p-values < *Cronbach's Alpha* . It means that the bette r the compensation given by BUMDes a , the bette r performance will be employee . This is in line with the theory put forward by (Ariandi , 2018) that compensation is whole reward received _ employee on results Work loud to company / organization , so that in return or wages commensurate with work _ loud capable increase motivation and performance employee .

Findings _ study it also supports study previously by (Tati Hartati , 2020) about Analysis Influence Motivation, Competence , Compensation Against Employee performance . Where are the results study show that Motivation, competence and compensation influential significant to performance employee . So are the results answe r respondent about variable compensation pe rceived ve ry good responde rs reflected from the average value of 4.37 incl ve ry high category . Statement about facility Work get mark highest ie 4.44. Whereas statement about magnitude wages get mark Lowest from othe r respondents _ ie 4.31.

Based on obse rvation write r moment do research appear that Compensation give impact to performance employees at BUMDesa in Curio sub-district , Regency Enrekang .

Influence in a manne r direct tension comp to performance employee

Based on results analysistated that competence influential positive and significant . this evidenced by the results of hypothesis testing Where p-values < *Cronbach's Alpha* . It means that the more Good competence so will improve employee performance . this _ in line with the theory put forward by (Wibowo, 2012) that Competence needed For help organization For create culture performance high . The amount competence used by the source Powe r man will increase performance employee .

Findings _ study it also supports study previously by (Tati Hartati , 2020) about Analysis Influence Motivation, Competence , Compensation Against Employee performance . Where are the results study show that Motivation, competence and compensation influential significant to performance employee . So are the results answe r respondent variable competence pe rceived already ve ry good reflected from the average value of 4.06 incl ve ry high category . Statement about draft awareness self will work get mark highest ie 4.29. Whereas statement about work motives get mark Lowest from othe r respondents _ ie 3.88.

Based on obse rvation write r at the time do research It appears that competence employee already ve ry good so that impact on performance employees at BUMDesa in Curio sub-district , Regency Enrekang .

Influence _ in a manne r direct motivation Work to performance employee

Based on results analysistated that work motivation influential positive and significant on employee performance . this _ evidenced by the results of hypothesis testing Where p-values < *Cronbach's Alpha* . It means that that the more Good motivation Work so will the more good performance too employee . this _ in line with the theory put forward by (Stephan P.Robbins , 2003) that motivation capable influence performance employee , because if employee motivated in work, then somebody will work happily and enthusiastically , so _ produce good performance . _

Findings _ study it also supports study previously by (Andi Prayogi, 2018) about The effect of training and work motivation on employee performance at PT. Greate r Mopoli Medan Where results study show that Training and Motivation effect on Employee performance . So are the results answe r respondent variable motivation Work pe rceived already ve ry good which is reflected in the magnitude the average value of 4.44 incl ve ry high category . Z4's statement about award on performance get mark highest ie 4.07. Whereas Z1's statement about need in place Work get mark Lowest from respondent that is 3.76.

That 's based obse rvation scribe at the time do research that work motivation give ve ry good impact to performance employees at BUMDesa in Curio sub-district, district Enrekang .

The indirect effect of compensation on performance employee through motivation work Based on results analysistated that compensation in a manne r No direct influence significant to performance employee through motivation work, it is evidenced by the results of hypothesis testing Where p-values < *Cronbach's Alpha* . It means that compensation supported by the provision of work motivation can increase performance employee . this _ in line with the theory put forward by (Rismawati , 2018) that compensation give influence big to motivation Work employee can seen from performance so that compensation can role important in enhancement motivation Work employees , So with that which compensation _ comparable to work feel employee capable increase motivation it works .

Findings _ study it also supports study previously by (Tati Hartati , 2020) about Analysis Influence Motivation, Competence , Compensation Against Employee performance . Where are the results study show that Motivation, competence and compensation influential significant to performance employee . So are the results answe r respondent variable performance employee pe rceived already ve ry well reflected of an average value of 4.26 including the ve ry high category. statement about accuracy time in work for value the highest is 4.40 . While the statement about creativity work get mark the lowe r te of the respondents, namely 3.32 .

reflected _ from the average value of 4.26 incl ve ry high category .

Based on obse rvations scribe at the time do study that compensation provided by BUMDesa already ve ry good _ like wages fulfil hope can add work motivation and performance employees on motivation at BUMDesa in Curio sub-district , Regency Enrekang .

Influence No direct competence to performance employee through motivation

work a.

Based on results analysistated that competence influential significant in a manner No direct to performance employee through motivation work . this _ evidenced by the results of hypothesis testing Where p-values < *Cronbach's Alpha* . It means that the more Good competency supported by awarding _ motivation Work can increase performance employee . this _ in line with the theory put forward by (Wibowo, 2012) that Competence needed For help organization For create culture performance high . The amount competence used by the source Powe r man will increase performance employee .

Findings _ study it also supports study previously by Suryono Efendi , Amirudin Yusuf , 2021 about The Influence of Competence, Compensation And Motivation on Employee performance With Job Satisfaction S eas Variable Inte rvening in Indonesian Professional Environment Ce rtification Authority . Where are the results study show competence and motivation influential positive No significant to performance employee . So are the results answe r respondent variable performance employee pe rceived already ve ry good reflected from the average value of 4.26 incl ve ry high category . statement about accuracy time in Work get mark highest ie 4.40. Whereas statement about creativity Work get mark the lowest d is 3.32.

Based on obse rvation scribe at the time do study appear tension comp give impact to employee For more motivated by invasion work and for give impact to performance employees at BUMDesa in Curio sub-district , Regency Enrekang

5. Conclusion

Based on the findings of this study, it can be concluded that compensation and competence have a direct, significant, and positive impact on work motivation in BUMDesa (Village-Owned Enterprises) in Curio District, Enrekang Regency. Furthermore, work motivation has a direct, significant, and positive influence on employee performance in BUMDesa in the same district. However, the influence of compensation and competence on employee performance is not direct but rather mediated by work motivation in BUMDesa in Curio District, Enrekang Regency. These results highlight the importance of providing adequate compensation and fostering the development of employees' competencies to enhance work motivation and performance within the BUMDesa organization.

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PENGARUH PROFITABILITAS DAN LEVERAGE TERHADAP HARGA SAHAM DENGAN KEBIJAKAN DEVIDEN SEBAGAI VARIABEL INTERVENING

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