Effect of Competence and Compensation on Job Satisfaction through Employee Performance of the Health Service Office of West Sulawesi Province

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Abstract

This research was conducted at the West Sulawesi Provincial Health Office with 161 employees. The desired precision was 95% (or a tolerable error rate of 5%), so the minimum sample size to be taken was 115 respondents. Respondent status is Civil Servants and Employees contracted by the West Sulawesi Provincial Government. The sample was calculated using the Slovin formula. At the same time, the methods used in this research are interview and questionnaire/questionnaire. The use of interviews is intended to obtain initial data and aims to get more detailed information. The use of questionnaires is meant to obtain primary data from respondents as research subjects. This study indicates that internal factors that have a positive and significant effect on job satisfaction are competence as an independent variable and employee performance as an intervening variable. Meanwhile, internal factors that do not positively and significantly affect job satisfaction are compensation as independent variables and competence through employee performance and payment through employee performance, which are separate and intervening variables.

Keywords:
Competence, Compensation, Job Satisfaction, Employee Performance

1. Introduction

Health is a human right as mandated in the Constitution of the Republic of Indonesia in 1945. Implementation to fulfill the requests of the People of Indonesia, namely the fulfillment of human rights, has become the obligation of the state as the most responsible institution, where the most important and concrete form is public service The implementation of the service or the state's central role for the people by the State Constitution of the Republic of Indonesia in 1945 article 28 H is to obtain or obtain health that has become everyone is right. They are also entitled to live prosperously born and inwardly, get an excellent place to live and a good environment, decent and qualified health. It has also been set in health development to increase the awareness, desire, and ability of everyone to live healthy to materialize the degree and quality of public health as much or as high as possible. It is expected to be capital or investment for the development of human resources that are economically and socially productive. This is stated in the Law on Health No. 36 of 2009.

Conceptual competency or skill issues, technical skills, and human relationships are part of human resource strategy (Rivai Veithzal, 2008). The influence of competence on performance can be seen from competence that has practical implications in preparing human resource planning documents (Kanto et al., 2020; Lionardo et al., 2020; Rachman et al., 2019). The description that knowledge and expertise's competency tend to be more accurate and relatively more present on the surface of one of the employees' characteristics. Compensation results from work in the form of services or the role of both personnel and minds that become contributions of an employee and get retribution from his organization or the company where the employee works (Simamora, 2008). Know the size of service or employee's personnel. It is calculated by the evaluation of contributions to his work. The calculation is based on the work review as a basis or reference in obtaining the relevant results, in this case, the eligibility to get compensation (wort) and equity. Compensation is the contribution of services from employees, and instead of such donations, get a reward from the company (Veitzhal, Rivai, 2010; Nuraini et al., 2019; Umanailo, 2020, 2019). In this case, MSDM (Human Resource Management) provides compensation that includes all individual awards in carrying out organizational tasks.

Sudarmanto (2009) that in global competition, every organization is required and able to compete or compete to maintain the organization's sustainability. Therefore, to realize the organization's objectives to improve employees' quality in this case, capacity building from the aspects of knowledge, skills, careers, and the level of employee welfare. This will encourage employees to maximize performance and provide all capabilities in realizing the goals and achievements of organizational targets (Arbawa et al., 2016; Mu'adi et al., 2020; Nawawi et al., 2020). To create job satisfaction among employees, the main factors that affect them are required. According to Luthans (2011:243), employee job satisfaction is influenced by five elements, namely: Work or workload, Salary, Condition is an opportunity in the promotion of positions, Control or supervision of management, Colleagues/colleagues. Therefore, creating job satisfaction in employees is necessary the main factors that affect it. According to Keith Danis and Newstrom (2012), job satisfaction is a favourable or unfavourable factor, including employees' condition, feelings, and emotions in looking at or carrying out their work. According to Hasibuan (2011), job satisfaction reflects an emotional attitude toward angina and fun work. Success in achieving organizational goals, the performance of its employees is very influential. Performance is the result of work with the achievement or achievement of employees' objectives for the task entrusted to them; because of the company's progress, employees' role is very decisive, especially the performance of employees (Marwansyah, 2012). Utami (2006) in his research, there is a strong correlation statically between leadership and performance (significant relationship).

From the description above, researchers are interested in conducting research related to employees' compensation, competence, satisfaction, and performance with the Health Office of West Sulawesi Province's target and research location. It is expected that this research can provide an overview and value of benefits in the development of professional human resources in the Health Office of West Sulawesi Province, especially incompetence, compensation, job satisfaction, and employee performance.

2. Methods

This study uses survey research. One population is determined the number of samples to be studied by supporting and collecting data that is the principal used questionnaire (Singarimbun, 1998). This survey or study is a quantitative study used to examine individuals and groups' symptoms or behaviors. Survey research can be intended for exploration, descriptive, and explanatory, namely, to explain causal relationships or causal relationships and test predictions, evaluations, hypotheses, operational analysis, or predict certain events to date and social indicators development.

Data collection techniques are interviews and questionnaires. This interview is conducted to obtain preliminary data and to obtain more detailed information and data. Primary data was obtained from the use of questionnaires from respondents as research subjects. The type of data in this study is quantitative and qualitative data. Quantitative data is data in the form of numbers, while qualitative information is not in the form of numbers. There are two data sources, among others, primary data from questionnaires and secondary data . The data analysis technique is a descriptive statistical analysis to know the sample's characteristics, describe the study variables, and then use descriptive statistical analysis. Descriptive statistical analysis includes average (mean), standard deviation, sum, selection, minimum value, and maximum value of all variables (Ghozali, 2011). According to Ghozali (2011), the construct validity method is a method for testing data quality. Each question instrument describes a variable, and this method is used to measure the device. The one-shot method in this study is used to measure data validity and data reliability. The study variables' measurement results were conducted and then compared with other questions and then compared and measured the relationship or correlation between respondents' answers to questions.

Validity tests to select and know the questionnaire's questions should be discarded/replaced because it is considered irrelevant, then it must be done data validation test (Umar, 2008). The research questionnaire containing questions to respondents is valid if the instrument has measured the magnitude of the value of variables examined (Suliyanto, 2006). When r counts negative or r count < r table, then the question item in question is invalid, as well as if r counts positive and r count > r table then the question item is valid. The data consistency test (reliability) aims to determine and determine an instrument whether the questions in this case questionnaire can be used several times or more than once, at least with the same respondent (Umar, 2008). This reality test is nothing but to know and see the Cronbach alpha coefficient of each instrument used. If Cronbach's Alpha > value is 0.6, then a constructor variable is said to be reliable. A Path Analysis is a method of data analysis used in this study. There is a significant impact either directly or indirectly on collecting independent variables (free) against dependent variables (bound).

3. Results

According to Ridwan (2007), using path analysis, the steps that must be done is to design a model framework concerning the concept or theory used where this model is declared and formulated in the form of equations). This model research is guided by conceptual and theoretical studies and the results of observations and previous research. This model is theoretically developed, namely: Analysis of the influence of competence and compensation on employee job satisfaction with employee performance that becomes a variable label liaison (intervening), in structural equations can be formulated in the following models and path analysis drawings:
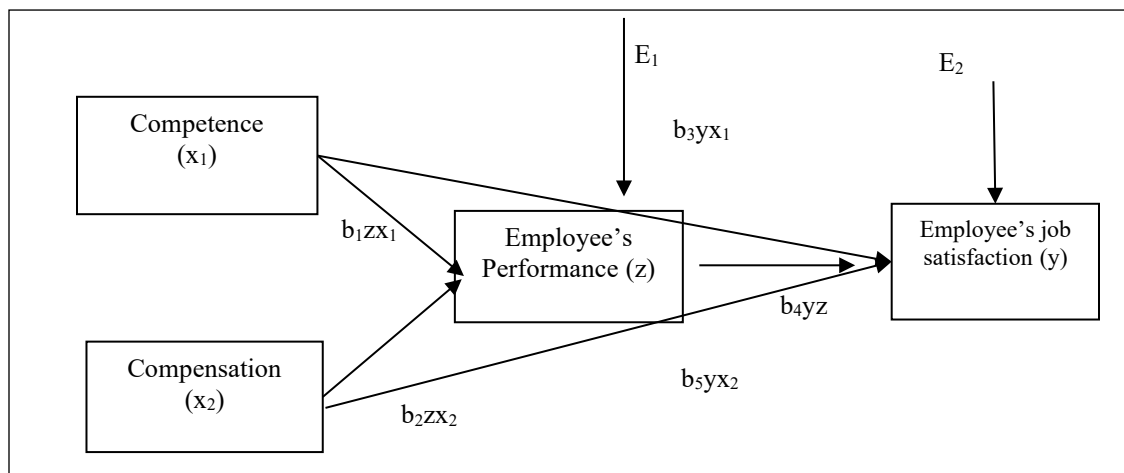

Figure 1. Path Analysis Assumption Image Design

Based on the picture's design above, the path analysis model can be assumed that the relationship and correlation between variables form a straight line of linear tau using a flow that goes in one direction with the intention of no replay or repeating. (looping technique) so that the structural formulation equation of this path analysis that includes X1, X2 serves variable independent (Variable free or exogenous), Z as variable connecting (intervening), Y as a variable dependent (variable bound or endogenous), and e = error as follows: Equation and formulation of the first subsection: $z = b_1 zx_1 + b_2 zx_2 + e_1$ Equation of the second substructure $y = b_3 yx_1 + b_4 yz + b_5 yx_2 + e_2$

in the same way:

z = Employee performance x_1 = Competency e = error
y = Employee job satisfaction x_2 = Compensation

After examining the provisional conclusions or assumptions that become the basis of the analysis of the path as follows: (1), the relationship and correlation between variables are linear from a straight line and additives. (2) a recursive method is a method and way of using a one-way causal flow used in determining assumptions in the analysis of the path where the repeated process cannot be known when it will end. The use of this recursive model if it has fulfilled the following assumptions: Based on data and information that is appropriate (valid) and consistent (reliable); Exogenous variable relationships are mutually free; The causality (causal) influence of endogenous variables is unidirectional

Software SPSS (Statistical Product and Service Solution) calculates the path's coefficient with SPSS version 24.0 through partial regression analysis. Analysis of this path is used because there is a conformity of models both theoretical and empirical to facilitate the interpretation of conclusion analysis and theoretically tested the truth and harmony. Still, if the opposite is not appropriate, then it is better to use this theoretical model revised.

Determination Coefficient Test (R^2) is a test of the contribution of the influence of all free variables together on bound variables can be seen from the coefficient of determination (R^2) where $0<R^2<1$. Test the coefficient of determination (R^2), where variations of bound variables are explained and described by this model. (Ghozali, 2009). This indicates that if the value of R^2 gets closer to the value of 1, then the influence of free variables on bound variables is more substantial. The effect of a free variable on a bound variable is weaker if the value of R^2 gets closer to the value of 0. In the calculation of research data using questionnaires and the results are valid, the questionnaire questions can explain the things measured in the questionnaire. Validation of this data is tested using Pearson correlation to test the data by calculating the relationship between the question items' values or scores and using total scoring. In this study, 115 samples of respondents will be tested questionnaires and significant values of 5 percent, so that the results of calculations as follows: df=n-2, df = 115. In the calculation of correlation test or r product moment, there is a significant value of 5 percent (two-way test), resulting in the valuer Count = 0.176. Then compared again, the value of the number "r" sourced from the table "r" and "r" is the calculation of the results. If "r" recorded table r < "r count results", then valid such statement.

Table 1. Questionnaire Validity Test Calculation Results

Variable	Indicator	"r" count	"r" table	Information
Competency (x1)	x1.1	0,868	0,176	Valid
	x1.2	0,929	0,176	
	x1.3	0,923	0,176	
	x1.4	0,886	0,176	
	x1.5	0,891	0,176	
Compensation (x2)	x2.1	0,805	0,176	Valid
	x2.2	0,890	0,176	
	x2.3	0,874	0,176	
	x.2.4	0,849	0,176	
	x2.5	0,909	0,176	
Employee Performance (z)	y1.1	0,919	0,176	Valid
	y1.2	0,900	0,176	
	y1.3	0,923	0,176	
	y1.4	0,928	0,176	
Work Satisfaction (y)	y2.1	0,877	0,176	Valid
	y2.2	0,946	0,176	
	y2.3	0,903	0,176	
	y2.4	0,890	0,176	
	y2.5	0,910	0,176	

Source: processed October 2019

Calculation of validity test, this study is supported by valid data from all questions in the questionnaire. This is shown the value of the results on the question items with a positive value or correlation number (Pearson correlation (+)). because the number is more considerable than the value or number "r" table 0.176 (two-way test). Then the technique "Cronbach alpha" is a method of Cronbach in analysing and testing data whether consistent (reliability)or not. The confession was used to test this technique with a whole level of 5 percent whose count processing requires help and process from the program "SPSS 24". Where the Pearson correlation coefficient or number exceeds the critical value or if the value "Cronbach's alpha" > 0.6, then this subject is said to be reliable, or the data is consistent. The table of results of data consistency testing (reliability) is:

Table 2. Questionnaire Reliability Test Calculation Results

Variable	Alpha Cronbach	Critical Value (0.6)	Information
Competency (x1)	0,940	0,6	Reliable
Compensation (x2)	0,902	0,6	Reliable
Employee Performance (z)	0,947	0,6	Reliable
Work Satisfaction (y)	0,945	0,6	Reliable

Source: processed October 2019

From the calculation result above (table 2), obtained a reliable value or number on variable each, namely Competency (x1) value 0.940, Compensation (x2) value 0. 902, Employee Performance (value 0.947 and Work Satisfaction (y)value 0.945. The calculation results with this value indicate that the study used instruments with consistent data. The Cronbach's Alpha value of each variable is greater than >0.7, which means that all indicators tested have a good degree of liability. The respondents in this study are employees who work in the Health Office of West Sulawesi province. Characteristics and characteristics of respondents help explain the description and description of identity "respondents" according to the determination of research samples (research samples). Attributes and features of respondents, one of which aims to describe the sample object. This response's specificity is examined and grouped by gender, age, education level, especially the last instruction and lama his work. To strengthen the respondent's description, the presentation of the data as in the following table:

Table 3. Distribution of the frequency of respondents based on the age of the employee

Age	Frequency	Percent
26 - 30 Years Old	4	3,5
31 - 40 Years Old	79	68,7
> 40 Years	32	27,8
Total	115	100

Source: processed October 2019

In table 3 mentioned the total sample of respondents generally, aged 31 - 40 years as much as 79 respondents or 68.7%, aged 26 - 30 years as much as four people or 3.5%. And over 40 years, as many as 32 respondents (27.8). This indicates that the Health Office of West Sulawesi Province employees have a productive age of between 31 - 40 years, so this condition is expected to increase job satisfaction in West Sulawesi Province. Then the characteristic respondents based on gender are in the following table:

Table 4. Distribution of respondents' frequency by gender Employees

Gender	Frequency	Percent
Men	39	33,9
Women	76	66,1
Total	115	100

Source: processed October 2019

Table 4. indicates that the number of male respondents is less than that of female respondents, with the number of women as many as 76 respondents 66.1% and men as many as 39 respondents 33.9%; this indicates that the employees who come to the Health Office of West Sulawesi Province are more dominated by women. Characteristics of respondents based on last education, here are the tables:

Table 5. Distribution of respondents' frequencies by Last education West Sulawesi Provincial Health Office Employees

Last Education	Frequency	Percent
DIII	31	27,0
Undergraduate	65	56,5
Postgraduate	19	16,5
Total	115	100

Source: processed October 2019

Table 5. showed that out of 115 respondents, the most dominant respondent education was Undergraduate with 65 respondents 56.6% and followed DIII as many as 31 respondents, 27.0%. At the same time, the least is Post graduate as many as 19 respondents, 16.5%. Analyses or descriptive descriptions can be obtained in knowing the answers from respondents to the "variables" used through questionnaire submissions. Then, it will process and calculate the distribution of variable frequencies by grouping the respondent's answer value score. Frequency distribution, which is the respondents' answer and response, is the level and value of perception tendency, namely employees in the Health Office of West Sulawesi Province to the variables studied, namely Competence, Compensation, Employee performance, and work satisfaction. The results of the analysis of variable descriptions in this study will be described in the following discussion: Competency (X1) of the results of research that has been conducted can be known the distribution of respondents' answers to question items on each indicator as presented in the following table:

Table 6. Description of Competency Variables (X1)

Symbol	Percentage (%) Respondent's Answer					Mean
P1. $_1$	-	0,9	13,0	63,5	22,6	4,08
P1. $_2$	-	0,9	15,7	67,8	15,7	3,98
P1. $_3$	-	1,7	14,8	63,5	20,0	4,02
P1. $_4$	-	4,3	13,9	68,7	13,0	3,90
P1. $_5$	-	-	15,7	59,1	25,2	4,10
Total Mean (X1)						4,016

Source: Primary Data Processed, 2019.

Table 6 above can be stated related indicator P1.1, P1.2, P1.3, P1.4, with question items X1.1 shows the average - mean (mean) of4.08 with the percentage of answers respondents who answered agreed (4) by 63.5% and those who responded strongly agreed (5) by 22.6%. This result indicates that employees assess employees' competence, and health workers' services have not been as expected. In the indicator, P1.2 shows an average (mean)of 3.98 with answer respondents in percentage with agreed response (4) value of 67.8% and a very agreeable answer (5) discount of 15.7%. This result means that employees assess the proficiency and responsiveness of health service employees in performing services that have not been up to standard. In indicator P1.3 shows an average (mean) of 4.02 with respondents answer in percentage with agreed response (4) value of 63.5%, the respondent's response strongly agreed (5) of 20.0%. This result means that the health workers' assessment of the composition's composition is not by the procedure. In this indicator, P1.4 shows an average (mean) of 3.90, with respondents' percentage who answered agreed (4) of 68.7%, which led to disagreement (3), of 13.0%. This result means that the West Sulawesi Provincial Health Office employees are highly disciplined. The indicator P1.5 shows an average (mean)of 4.10 with respondents on a percentage basis who answered agreed (4) value of 59.1% and responded less agree (3) deal 15.7%.

Tabel 7. She explained that the indicator P2.1 shows an average (mean) of3.65 with the percentage of respondents who answered disapproval (3) respondents 40.0%, who answered agreed (4) of 36.5%, who responded strongly agreed (5) by 17.4%. The indicator P2.2 shows an average (mean) of 3.69 with the percentage of respondents who answered agreed (4) of 60.9%, who answered disapproval (3) as much as 23.5%, who responded strongly agreed (5) by 7.0%.

In indicator P2.3 with question items, it shows an average (mean)of 3.82 with the percentage of respondents agreeing (4) value of 70.4%, responding to disagreement (3) value 22.6%. In the indicator, P2.4 shows an average (mean)of 3.84 with the answer of respondents in percentage responded to agree (4) value 70.4%, responded less agree (3) value 22.6%. In indicator P2.4 shows an average (mean)of 3.79 with the answer of respondents on a percentage basis with agreed explanation (4) value of 65.2%, the answer respondents disagreed (3) value 20.0%. Employee Performance (Z) from the results of research that has been conducted can be known the distribution of respondents' answers to question items on each indicator as presented in the following table:

Table 7. Description of Variable Performance of Health Service Employees of West Sulawesi Province

Symbol	Percentage (%) Respondent's Answer					Average
From1.$_1$	-	1,7	13,9	62,6	21,7	4,04
From1.$_2$	-	0,9	13,9	60,9	24,3	4,09
From1.$_3$	-	1,7	14,8	65,2	65,2	4,00
From1.$_4$	-	1,7	13,0	66,1	19,1	4,03
From1.$_5$	-	3,5	12,2	77,4	7,0	3,88
Total Mean (Z)						4,008

Source: Primary Data Processed, 2019.

Table 7. Stated in the indicator Z1.1, shows an average (mean) of 4.04 with the percentage of respondents who answered agreed (4) of 62.6% and who answered strongly disagreed (3) by 13.9%. Indicator Z1.2 shows an average(mean) of4.09 with the respondent's answer (percentage) answer agree (4) value of 60.9%and the answer strongly agree (5) weight 21.7%.

The Z1.3 indicator shows an average (mean) of 4.00 with a percentage of responses agreeing (4) a value of 65.2%, and answers strongly agree (5) a discount of 65.2%. The Z1.4 indicator shows an average (mean) of 4.03 with respondents' answers and answers at the percentage of responses agree (4) with a value of 4.03%, and answers strongly agree (1) with a discount of 65.2%. The Z1.4 indicator shows an average (mean) of 3.88, with the percentage of respondents who answered agree. (4) of 77.4%, and those who responded strongly agree (1) of 7.0%. Work Satisfaction (Y), from the results of research that has been done, can be known the distribution of respondents' answers to question items on each indicator as presented in the following table:

Table 8. Description of Employee Satisfaction Variables West Sulawesi Provincial Health Office

Symbol	Percentage (%) Respondent's Answer					Average
And. $_1$	-	0,9	20,9	67,0	11,3	3,89
And. $_2$	-	-	20,0	72,2	7,8	3,88
And. $_3$	-	-	21,7	73,9	4,3	3,83
And. $_4$	-	-	23,5	69,6	7,0	3,83
And. $_5$	-	-	24,3	67,0	8,7	3,84
Total Mean (Y)						3,854

Source: Primary Data Processed, 2019.

Table 8, Stated indicator Y.1 shows an average(mean) of3.89 with the percentage of respondents who answered agreed (4) of 67.0% and who answered strongly disagreed (1) 11.3%. On the indicator, Y.2 shows an average (mean)of 3.88 with the percentage of respondents who answered agreed, (4) of72.2%, and who responded strongly agree. (5) by 7.8%. The indicator Y.3 shows an average (mean) of3.83 with the respondent's answer (percentage) response agree (4) value of 73.9%, and the answer strongly agreed (5) worth 4.3%. The indicator Y.4 shows an average (mean)of 3.83 with the respondent's answer in percentage answer agree (4) value of 696%, the answer strongly agrees (5) weight 7.0%. On the indicator, Y.5 shows an average (mean)of 3.84 with an answer respondent (percentage) answer that disagrees (3) value of 24.3%, and the answer agrees (4) deal 67.0%.

It analysed using variable intervening regression analysis. Path analysis hypothesis testing is a test of direct influence and impact and describes the indirect effect of independent variables' role through connecting variables to dependent variables. The hypothesis of each influence between variables will be tested: first, the effect of competence and compensation on performance; secondly, the result of competence, balance, and employee performance on job satisfaction; the third influence of competence, payment through employee performance to job satisfaction.
The "path analysis" method utilizes 2 (two) times multiple linear regression models when processing data using version 24.0 OF SPSS. one by one can be explained in the table of data processing results by looking at the coefficient of "model I path" as well as the coefficient of the path. The regression output of model I is a reference of the coefficient of the model I path and can be seen in the table "coefficients" below:

Table 9. Multiple Linear Regression Analysis Results

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	5,068	,982		5,163	,000
	Number of Competency Variable Statements	,142	,061	,167	2,322	,022
	Amount of Variable Compensation Statement	,604	,062	,704	9,801	,000
A. Dependent Variable: Number of Questions Variable Satisfaction						

Source: processed October 2019

The significance value of both variables according to the results of the analysis of the regression output of model I table "coefficients" visible competency (x1) = 0.022 < alpha (α) = 0.05 competency (x1) and compensation (x2) = 0.000 < alpha (α) = 0.05 positive and significant effect on z. This result concludes that the Regression model I, i.e. and variable compensation (x2) have a significant impact on employee performance (z).

Table 10. Determination Coefficient Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	,825[a]	,681	,675	1,382
a. Predictors: (Constant), Number of Compensation Variable Statements, Number Of Competency Variable Statements				

Source: was processed in October 2019

Then path model II coefficient based on the results of output and processed data on the regression of model II as the table "coefficients" below:

Table 11. Multiple Linear Regression Analysis Results

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,856	1,213		,706	,482
	Number of Competency Variable Statements	,599	,070	,599	8,592	,000
	Amount of Variable Compensation Statement	,090	,093	,090	,967	,336
	Number of Satisfied Variable Questions	,283	,105	,242	2,699	,008
A. Dependent Variable: Number of Performance Variable Statements						

Source: processed October 2019

Based on the results of calculation and analysis of the output of the regression model II in the table section, the "coefficients" significance value of the variable ribs can be known the following competencies (x1) = 0.000 > 0.05. In conclusion "regression model II" competency variable (x1) and compensation variable (x2) = 0.336 > 0.05 has no positive but significant impact on job satisfaction (y) and employee performance (z) = 0.008 < 0.05. Thus, based on data processing results with red receipt model II, variable employee performance (z) significantly impacts job satisfaction (y).

Table 12. Determination Coefficient Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. An error of the Estimate
1	,846[a]	,717	,709	1,534
A. Predictors: (Constant), Number of Questions Variable Satisfaction, Number of Competency Variable Statements, Number of Compensation Variable Statements				

Source: processed October 2019

The summary model table can be found r square of 0.717. The magnitude of the contribution of the influence of competence (x1) and compensation (x2) on job satisfaction (z) is 7.17%. In comparison, the remaining 2.83% is a contribution variable-other variable not included in the research process. The value of e2 is calculated using the equation $e2 = \sqrt{(1 - 0.717)} = 0.5319$.

4. Discussion

Based on the description above, it can be analyzed with the conclusion of the number of competency variable significance (x1) value 0,022 < 0.05. There is a direct and significant perch competency (x1) to job satisfaction (z). Based on the analysis of the impact and effect of compensation on the West Sulawesi Provincial Health Office's employees' performance, obtained results with result and a significant number of variable remuneration (x2) value of 0.000 < 0.05. Thus, collecting the impact and direct effect of compensation (x2) has a substantial impact on the variable of job satisfaction (z).

This analysis obtained results and competency variable significance figures (x1) value 0.000 < 0.05. In conclusion, there is a direct and significant influence and influence of the competency variable (x1) on the employee performance variable (y). From the analysis, results to determine the contribution of compensation to employees' job satisfaction of the West Sulawesi Provincial Health Office, the significance of the compensation variable (x2) worth 0.336 > 0.05. In conclusion, it directly does not significantly affect variable compensation (x2) on employees' performance (y). Meanwhile, employee performance on job satisfaction at the Health Office of the Province of West Sulawesi based on the data analysis results above shows the value or significance of the job satisfaction variable (z) is 0.008 <0.05. With these results, it can be concluded that there is a direct and significant influence of the job satisfaction variable (z) on the employee performance variable (y).

Based on data analysis, the direct impact of competency variables (x1) on employee performance variables (y) value 0.022. While the influence and indirect effects of competency variables (x1) through variable job satisfaction (z) to employee performance variables (y), namely multiplication between the value of competency β (x1) to job satisfaction (z) with the deal of β job satisfaction (z) to employee performance (y): 0.167 x 0.242 = 0.040. Thus, the total influence of competency variables (x1) was given to employee performance variables (y), namely the influence and direct impact on the number of indirect spirit complainants: 0.167 + 0.040 = 0.006. The above calculations show that the amount of natural power and influence is 0.006, and the value of the spirit and indirect impact is 0.167. In conclusion, the value of the indirect effect is greater than the value of the direct result so that the direct competency variable (x1) through the job satisfaction variable (z) does not have a significant effect on the employee performance variable (y).

This analysis is known to direct contribution of compensation variables (x2) to employee performance variables (y) value of 0.366. The complainant and the indirect impact of variables (x2) on employee performance (y) through the variable job satisfaction (z) is the result of the value of compensation β (x2) to job satisfaction (z) with a deal of β job satisfaction (z) to employee performance (y): 0.704 x 0.242 = 0.170. Thus, the influence and total impact become the contribution of competency variables (x1) to employee performance variables (y) the effect and direct impact in the amount with the spirit or indirect impact: 0.242 + 0.170 = 0.412. According to the calculation above. The amount of direct influence of the value of 0.170 and the nature of indirect effects of the significance of 0.412. can be concluded the importance of power and indirect impact is greater than the value and impact of direct influence. The results of the calculation of processed data are always indirect variable compensation (x2) through variable job satisfaction (z) has no effect and does not have a significant impact on employee performance (y).

5. Conclusion

Based on the test results of the Influence of Competency and Compensation on Job Satisfaction Through the Performance of Employees of the Health Office of West Sulawesi Province, it can be concluded as follows. First, there is a significant and significant influence of competence on the Health Office of West Sulawesi Province's employees' performance. Means This means perception/response of respondents about competence by expectations, thus encouraging employees to perform optimally. So, hypothesis number one states that comp hence significantly affects the employee's performance office of West Sulawesi Province received its trueness. Second, a post received the significant influence of compensation on the Health Office of West Sulawesi Province's employees' performance. This means that respondents' perceptions/responses about compensation can respond to employees to achieve optimal performance. The second hypothesis states that payment has a significant effect on the Health Office employees' performance in West Sulawesi Province and received the truth.

Third, the competence of the Health Office of West Sulawesi Province employees' job satisfaction positively and significantly affected. It means respondents' responses about competence can respond to employees to achieve job satisfaction. So, the hypothesis number three states that competence has a significant effect on employees' job satisfaction of the Health Office of West Sulawesi Province received the truth. Fourth, there is no effect that significant compensation to the employees' job satisfaction Office of West Sulawesi Province. This means that all settlement indicators that payment and non-physical in the West Sulawesi Provincial Health Office cannot respond to employees to achieve optimal satisfaction. So, the hypothesis is four hypothesis states compensation has a significant effect on employees' job satisfaction of the Health Office of West Sulawesi Province, denied the truth. Fifth, performance to employees' job satisfaction of the Health Office of West Sulawesi Province has buoyant, and signs signify cadence. This means that respondents' responses mean employee performance positively and significantly affects job satisfaction. Means by expectations, thus giving rise to encouragement for employees to achieve job satisfaction. So, hypothesis number five states that performance has a significant effect on employees' job satisfaction of the Health Office of West Sulawesi Province received the truth. Sixth, there is no positive and considerable influence of competence on job satisfaction through the performance of employees of the Health Office of West Sulawesi Province. Means not by the perception/response of respondents about competence has a significant effect on job satisfaction through employee performance. Such conditions are not able to encourage employees to achieve optimal job satisfaction. So, hypothesis number six states competence has a significant effect on job satisfaction through employee performance of the Health Office of West Sulawesi Province, rejected the truth. Seventh, there is no positive influence and considerable compensation to job satisfaction through employee performance of the Health Office of West Sulawesi Province. This means the perception/response of respondents about payment affects the significance to job satisfaction through employee performance is not in line with expectations, so it does not cause job satisfaction for employees. So, the hypothesis number seven states that compensation has a positive effect and is significant to job satisfaction through employee performance of the Health Office of West Sulawesi Province is rejected by his trueness. In this case, to improve the quality of employees, ASN and Contract Workers of the Health Office of West Sulawesi Province, it is necessary to improve competence. Compensation, job satisfaction, and employee performance will encourage the achievement of targets and objectives of the Health Office of West Sulawesi Province.

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