

PREFACE

By the grace and blessing of the Almighty God, the writer has completed the final paper entitled: **“THE IMPACT OF SALARY ON EMPLOYEE PERFORMANCE IN TA SHANGHAI RESTAURANT”**.

This final paper is written as a partial fulfillment of the academic requirements to obtain the degree of *Sarjana Manajemen* at Universitas Pelita Harapan Medan Campus, Faculty of Economics and Business.

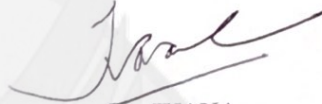
The writer would like to express her sincere gratitude to the following people for their valuable contributions in assisting and supporting the writer from the beginning until the completion of this final paper:

1. Dr. (Hon). Jonathan L. Parapak, M. Eng. Sc., as the Rector of Universitas Pelita Harapan.
2. Mr. Arifin, SE, MM, MBA, CBV, CMA, as the Associate Dean of Faculty of Economics and Business UPH Medan Campus.
3. Ms. Lila Kaban, B.A. (Hons), M.Com., CBV, as the Department Chair of Management Study Program UPH Medan Campus.
4. Mr. Daniel Cassa Augustinus, SS., MM.Par, as the Final Paper Advisor who has guided and given valuable instructions and guidance for the completion of this final paper.
5. All UPH Medan Campus lecturers who have transferred knowledge from the first till the last semester during the entire study period at UPH Medan Campus
6. All UPH Medan Campus administrative staff who have assisted in the writing of this final paper.
7. The Owner and Staffs of Ta Shanghai Restaurant and their team for the opportunity to do the research and provision of valuable information and data needed.
8. My gratitude goes to my beloved parents who offered encouragements and supports for me on my research.
9. My beloved friends who have help me a lot in completing this final paper.

10. Everyone who has provided suggestions, critics, encouragement, and motivation in order to finish this final paper.

Finally, the writer acknowledges that there may still be inaccuracies and errors in this final paper. Therefore, constructive comments as well as inputs from the readers aimed at the improvement of this final paper content are welcomed and highly appreciated.

Medan, July 27, 2019
The Writer,



IVANA

1501020518



TABLE OF CONTENT

COVER PAGE	
TITLE PAGE	
DECLARATION OF AUTHENTICITY OF FINAL PAPER	ii
APPROVAL PAGE BY FINAL PAPER ADVISOR	iii
APPROVAL PAGE BY FINAL PAPER DEFENSE COMMITTEE	iv
ABSTRACT	v
ABSTRAK	vi
PREFACE	vii
TABLE OF CONTENT	ix
LIST OF FIGURES	xii
LIST OF TABLES	xiii
LIST OF APPENDICES	xvi
CHAPTER I INTRODUCTION	
1.1 Background of the study	1
1.2 Problem Limitation	6
1.3 Problem Formulation	6
1.4 Object of the Research	7
1.5 Benefit of the Subjective	7
1.5.1 Theoretical Benefit	7
1.5.2 Practical Benefit	7
1.6 System of Writing	7
CHAPTER II LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT	
2.1 Theoretical Background	10
2.1.1 Hospitality Industry	10
2.1.2 Salary	10

2.1.3 Definition of Employee.....	14
2.1.4 Definition of Employee Performance	15
2.1.5 Measurement of Employee Performance	17
2.1.6 Factors of Employee Performance	19
2.1.7 Correlation Between Salary and Employee Performance.....	20
2.2 Previous Research	22
2.3. Hypothesis Development	23
2.4 Research Model.....	23
2.5 Framework of Thinking	23

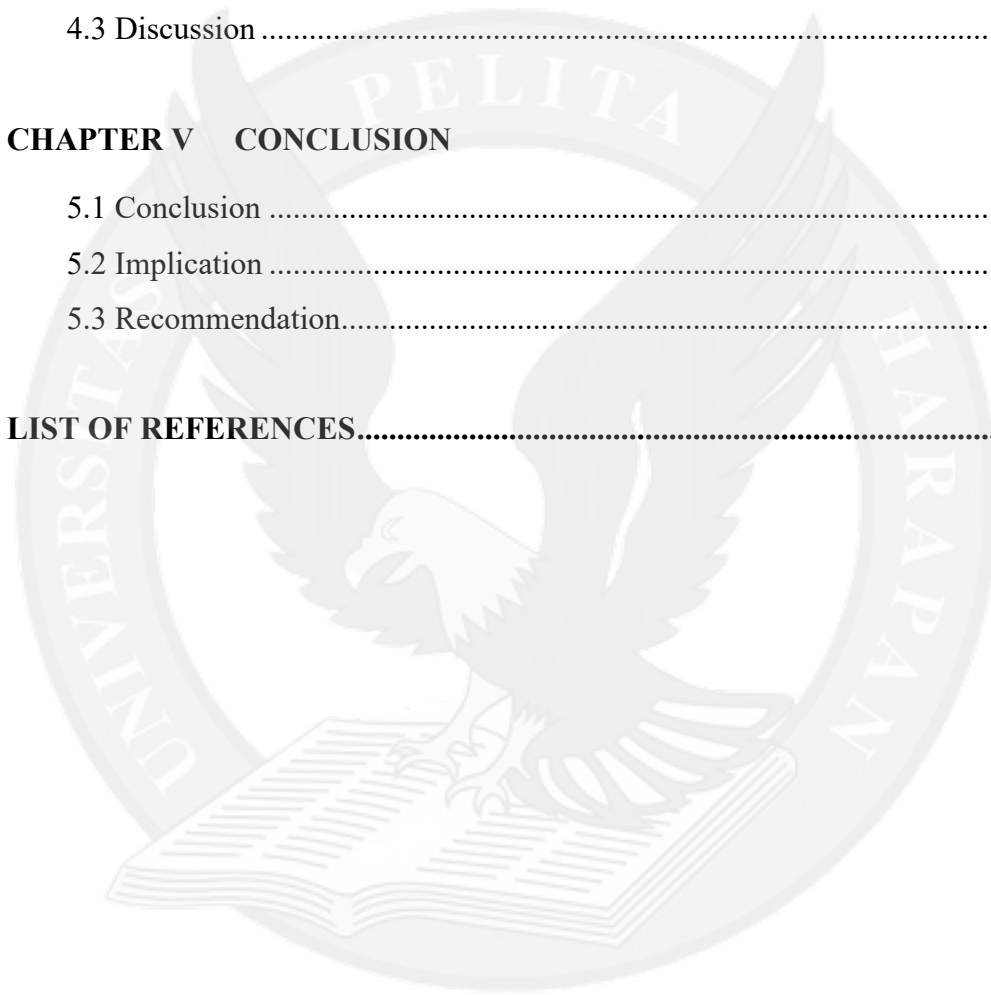
CHAPTER III RESEARCH METHODOLOGY

3.1. Research Design.....	25
3.2 Population and Sample.....	26
3.1.1 Population	26
3.1.2 Sample.....	26
3.3 Data Collection Method	26
3.4 Operational Definition and Variable Measurement.....	28
3.5 Data Analysis Method.....	29

CHAPTER IV DATA ANALYSIS AND DISCUSSION

4.1. General view of Ta Shanghai Restaurant.....	36
4.1.1 Brief History.....	36
4.1.2 Vision and Mission	37
4.1.3 Organizational Chart	37
4.1.4 Job Description.....	38
4.2 Data Analysis	42
4.2.1 Descriptive Statistic	42
4.2.2 Result of Data Quality Testing.....	55
4.2.2.1 Validity Test Result.....	55
4.2.2.1 Reliability Test Result.....	57

4.2.2.2 Normality Test	57
4.2.3 Result of Hypothesis Testing	59
4.2.3.1 Correlation Coefficient.....	59
4.2.3.2 Coefficient of Determination	60
4.2.3.3 Linear Regression Analysis.....	60
4.2.3.4 Hypothesis Test.....	61
4.3 Discussion	61
CHAPTER V CONCLUSION	
5.1 Conclusion	63
5.2 Implication	63
5.3 Recommendation.....	64
LIST OF REFERENCES.....	65



LIST OF FIGURES

Figure 2.1 Research Model.....	23
Figure 2.2 Framework of Thinking	24
Figure 4.1 Organization Structure of Ta Shanghai Restaurant Medan.....	37
Figure 4.2 Histogram Plot	58
Figure 4.3 Normal Probability Plot	59



LIST OF TABLES

Table 1.1	Estimated Compensation Data / Month Employee Ta Shanghai Restaurant Medan	4
Table 1.2	Employee Performance Category	5
Table 1.3	Ta Shanghai Employee Performance	5
Table 2.1	Categories of Performance Measurement.....	18
Table 2.2	Previous Research List	22
Table 3.1	Operational Variable.....	29
Table 3.2	Measurement of α (Reliability)	31
Table 3.3	The Table Scales of Normality Test.....	32
Table 3.4	Measurement of Correlation Test.....	33
Table 4.1	Respondents Characteristic Based on Gender	42
Table 4.2	Respondents Characteristic Based on Length of Work	42
Table 4.3	Respondents Characteristic Based on Last Education.....	43
Table 4.4	Question No.1 (X) “Employee are satisfied with the amount of salary they received”	43
Table 4.5	Question No.2 (X) “Salary have affects to employee performance	44
Table 4.6	Question No.3 (X) “Employee get transportation allowances and meal allowances”	44
Table 4.7	Question No.4 (X) “Salary that being paid on time, might increase employee concentration”	45
Table 4.8	Question No.5 (X) “The salary provided is accordance based on the experience in the company”	45
Table 4.9	Question No.6 (X) “The salary provided is in accordance with the quantity of work produced”	46
Table 4.10	Question No.7 (X) “The salary that employee receive each month can meet their daily needs”	46
Table 4.11	Question No.8 (X) “Salaries that tend to be low will make employee change jobs”	47

Table 4.12	Question No.9 (X) “Employee current salary is above the minimum wage”	47
Table 4.13	Question No.1 (Y) “Employee are satisfied with the amount of salary they received”	48
Table 4.14	Question No.2 (Y) “Salary have affects to employee performance”	48
Table 4.15	Question No.3 (Y) “Employee always follow to the company procedures”	49
Table 4.16	Question No.4 (Y) “Employee are able to make decisions in distressed or difficult conditions”	49
Table 4.17	Question No.5 (Y) “Employee can do their job carefully, and thoroughly”	50
Table 4.18	Question No.6 (Y) “Employee are able to minimize the level of errors at work”	50
Table 4.19	Question No.7 (Y) “Come and go home from work on time”	51
Table 4.20	Question No.8 (Y) “Serve punctually according to customer ordered”	51
Table 4.21	Question No.9 (Y) “Employee can complete the work according to the standards set by the company”	52
Table 4.22	Question No.10 (Y) “Employee have high enthusiasm in completing their work”	52
Table 4.23	Question No.11 (Y) “Employee have understood the procedures in an emergency situation	53
Table 4.24	Question No.12 (Y) “Employee have used equipment in accordance with the criteria for occupational health and safety”	53
Table 4.25	Measure of Central Tendency and Dispersion Test Result (X) Statistics	54
Table 4.26	Measure of Central Tendency and Dispersion Test Result (Y) Statistics	54
Table 4.27	Validity Test of the Salary Variable (X)	56
Table 4.28	Validity Test of the Employee Performance (Y)	56
Table 4.29	Reliability Test of Salary (X)	57

Table 4.30	Reliability Test of Employee Performance (Y)	57
Table 4.31	Normality Test.....	58
Table 4.32	Correlation Test Result.....	59
Table 4.33	Coefficient of Determination Test Result.....	60
Table 4.34	Simple Linear Regression Analysis.....	60
Table 4.35	Hypothesis Test	61



LIST OF APPENDICES

APPENDIX A.....	A-1
APPENDIX B.....	B-1
APPENDIX C.....	C-1
APPENDIX D.....	D-1
APPENDIX E.....	E-1
APPENDIX F.....	F-1
APPENDIX G.....	G-1
APPENDIX H.....	H-1
APPENDIX I.....	I-1
APPENDIX J.....	J-1
APPENDIX K.....	K-1
APPENDIX L.....	L-1
APPENDIX M.....	M-1
APPENDIX N.....	N-1

