

# IMPACT OF COMPENSATION, PERSONALITY, SELF-ACTUALIZATION ON INTENTION TO STAY OF INDRAGIRI HULU EYE TEACHER

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**Abstract:** This study aims to determine and analyze the impact of compensation, personality and self-actualization variables on intention to stay. The population of this study was 1,009 Early Years Education (EYE) teachers in Indragiri Hulu. The sampling technique was Accidental Sampling and the number of samples was determined by the Slovin formula, the details of the sample taken were 91 respondents who were carried out proportionally so that the sample became representative of EYE teachers in Indragiri Hulu using primary data obtained through questionnaire distribution. Data analysis using Multiple Linear Regression. The results showed that compensation had no significant effect on the intention to stay, while Personality and Self-actualization actually had a significant effect on the intention to stay. And compensation, personality and self-actualization affect the intention to stay simultaneously. Previous studies from different industries have also shown that personality traits can influence the intention to stay.

**Keywords:** *Intention to stay, compensation, personality, self-actualization.*

## 1. Introduction

In Indragiri Hulu-Riau, there is a unique phenomena where the EYE teachers is mostly survive in working at an EYE school for 5-20 years (Dinas Pendidikan dan Kebudayaan Indragiri Hulu, 2022). There are many factors become the reason, for example, when someone is respected or has good friends at work, or the organization provides good benefits, it will make someone intend to stay long in the organization (Sudibjo & Suwarli, 2020). Intention to stay is defined as loyalty and level of planning to stay in the company (Fairuz et al., 2017). Fritz Heider (1958) stated that this intention to stay is derived from internal and external factors (Hewett et al., 2017).. Referring to this, attribution theory will be compatible on this study because attribution is a causal explanation for an event or behavior (Graham & Taylor, 2016). Statistically, EYE teachers have low compensation. 70% of them receive Rp 0.- hingga Rp 300.000.- per month, uniquely, they still have intention to stay in a pretty long period of working in an EYE school. (Dinas Pendidikan dan Kebudayaan Indragiri Hulu, 2022). This condition is contrasted to previous study in Human Resource Management practice where only compensation and benefits become significant predictor of intention to stay (Johanim Johari et al., 2012). The higher compensation the higher intention to stay in an organization (Zin et al., 2012).

Here, personality plays its role to predict compatibility and job satisfaction of EYE teacher which influence on intention to stay at an institution (Fairuz et al., 2017). Golden age is 0-5 years period where EYE phase held (Rohmadi et al., 2020). At this time, a child needs great

deep guidance from great teacher with certain special personality (Rohmadi et al., 2020). This is the moment of personality becomes gift (mercy, love and responsibility) (Karlsson et al., 2019). Besides, Self-Actualization, Maslow (1943) states that will not seems healthy unless he fulfills his needs of self-actualization (Bharat & Gopinath, 2020). Maslow (1970) continues that human being motivation is basic need of self-actualization and step by step of personal development (Bharat & Gopinath, 2020). Franklyn (1969) mentions successful professional teacher as meaningful person who brings his self-actualization and contributes among others and responsible for his students" (Gopinath, 2020). The description above shows uniqueness of EYE teacher becomes object and reason to explore the impact of compensation, Personality and Self-Actualization on Intention to Stay of EYE teacher in Indragiri Hulu. Then, formulation of the problem states if compensation, Personality dan Self-Actualization influence on Intention to Stay of Indragiri Hulu EYE teacher. This study is to examine and explore variable of compensation, Personality dan Self-Actualization influence on Intention to Stay.

## **2. Literature Review**

### **Attribution Theory**

Attribution Theory has been applied in various fields of study such as education and learning, law, clinical psychology, mental health domains, human resources, career development and also entrepreneurship (Rogoff et al., 2004). It is sometimes considered that viable mini-theories relating to specific areas of motivation have emerged in their place, such as theories of achievement struggle, or favour, or aggression (Rudolph et al., 2004). Heider (1958) had analyzed interpersonal correlation including the realization that laypeople's social attributions are based on both probabilistic ideas like need and "naive" concepts like folk psychology, such as what people can and desire to do. (Sutton & McClure, 2001).

### **Intention to Stay**

Favourable treatment by the organization develops a sense of gratitude among employees to the personified organization, which then becomes the basis for a higher intention to stay in the organization, according to the reciprocity standard. (Zin et al., 2012). On the other hand, Chew & Chan (2008) states that intention to stay refers to employee's conscious and intentional willingness to stay with the organization (Zin et al., 2012). Intention is a psychological antecedent to actual behaviour and a supportive and positive work environment instilled by motivation and trust strengthens the relationship between the organization and employees (Shahid, 2018).

### **Compensation**

Compensation is crucial in influencing an employee's degree of job satisfaction; however, compensation includes both financial and non-financial benefits. (Dr. Chun-Chien Kuo, 2021). Michael dan Harold (2002) divided compensation into materials, social and activity where it is not only talks about money, but also but all forms of physical reinforcement (Ayu et al., 2018). Compensation contributes to employee motivation and organizational effectiveness. (Adari, 2020).

### **Personality**

Related to other research, intention to stay is influenced by job satisfaction which is performed by five dimension of personality, they are neuroticism, extraversion, conscientiousness, openness to experience, and sociability (Fairuz et al., 2017). Viewed from Levels of the Personality Function Scale which was built by synthesizing the previous steps, personality

consists of four dimensions: identity, self-direction, empathy, and intimacy; the first two reflect self-function (Hörz-Sagstetter et al., 2021)

### Self-Actualization

Maslow (1943) on his hierarchy of needs theory states five needs including physiological, security, love and belonging, self-esteem and self-actualization and expand self-actualization into four needs, namely, cognitive, aesthetic, self-actualization and self-transcendence (D'Souza & Gurin, 2016). The implementation of self-actualization allows a person to demonstrate in his behaviour, communication, interaction with others the qualities (knowledge, skills, competencies) that meet the ever-higher standards set for him by a system of stratified human models that are hierarchically organized as individuals, personalities and subjects (Karomat Klicheva, Gavkhar Klicheva, 2021).

### 3. Method

A quantitative technique is used in this study. The elements that influence the intention to stay will be investigated in this study. Compensation, personality, and self-actualization are all elements that influence it. The population used is a total of 1,009 Indragiri Hulu EYE teachers. The Slovin formula is applied to determine the number of representative samples as follows:

$$n = \frac{N}{1 + Ne^2}$$

$$n = 1.009 / 1 + 1009 (0,10)^2$$

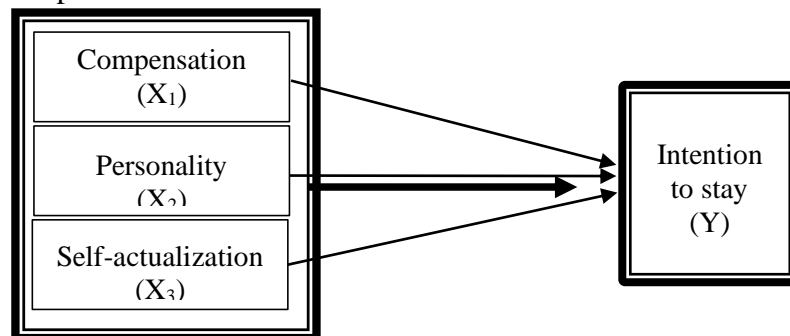
$$n = 1.009 / 11,090$$

$$n = 90,9829 \text{ (rounded to 91).}$$

To obtain data, interviews, questionnaires, observation, and a mix of the three were used. In order to collect data, the writer designed questionnaire which respondents filled out in line. In order to obtain further information, the researcher also conducted direct interviews with Indragiri Hulu EYE teachers. The scoring is based on a Likert scale, and the statement submitted on the scale's object contains the information that will be evaluated by the respondent. Respondents are prompted to identify one of five answer options written in numbers 1-5, with 1 indicating strongly disagree, 2 indicating disagree, 3 indicating undecided, 4 indicating agree, and 5 indicating strongly agree. (Joshi et al., 2015). Several tests were performed including descriptive statistics, instrument quality testing, classical assumption tests, and multiple linear regression. Overall, data processing and analysis were performed using the Statistical Product for Service Solution (SPSS) version 22 software.

### Research Model

The research's conceptual structure is as follows:



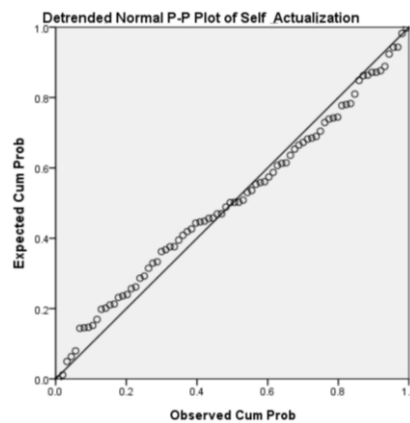
**Figure 1 The research's conceptual structure**  
Source: processed research data (2022)

The hypotheses of study are (1) compensation influenced to intention to stay partially (2) Personality influenced to intention to stay partially (3) Self-actualization influenced to intention to stay partially (4) Compensation, personality and self-actualization influenced to intention to stay simultaneously.

#### 4. Result and Discussion

##### Result

The residual data distribution is normal. The line that describes the actual data follow the diagonal line, indicating that the regression model fits the assumption of normality. Figure 2 illustrates as follows.



**Figure 2: Normality test**  
Source: SPSS V.22 output data (2022)

The impact of the independent and dependent variables was investigated using multiple linear regression analysis. (Malik, 2014). The result is on Table 1.

**Table 1. Multiple Linear Regression Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.691	0.347		5.933	.000		
	Compensation	.116	.102	.163	1.152	.175	.429	1.201
	Personality	.204	.182	.223	3.342	.001	.697	1.643
	Self_Actualization	.721	.592	.683	1.842	.005	.796	1.891

a. Dependent Variable: Intention\_to\_Stay

Source: SPSS V.22 output data (2022)

Based on table 2 above, the equation  $Y = 1,691 + 0,116 X_1 + 0,204 X_2 + 0,721 X_3$  Table 1 reveals that the tolerance value of the independent variables is 0.10, and the VIF value of the independent variable is 10, indicating that the independent variables are not multicollinear. (Taufik, 2016). Table 1 also shows that H1 has been obtained, Ha has been refused, and Ho has been approved. That is, the remuneration variable has a limited impact on the intention to stay. The t count t table (1,152 1,662) shows this. In addition, for H2 and H3, Ha is acceptable and Ho is denied. This implies that the personality component influences the intention to stay in part. In addition, the self-actualization variable has a minor impact on the intention to stay. The self-actualization variable has the greatest influence on intention to stay, with a value of 0.721, followed by personality with a value of 0.204 and compensation with a value of 0.116. Simultaneously, table 3 shows the fourth hypothesis:



**Table 2. F test  
 ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1769.256	2	573.558	58.988	.000 <sup>b</sup>
	Residual	124.352	88	4.122		
	Total	2072.956	90			

a. Dependent Variable: Intention\_to\_Stay

b. Predictors: (Constant), Compensation, Self\_Actualization, Personality

Source: SPSS V.22 output data (2022)

The estimated F was bigger than the F table ( $2.48; = 0.05$ ) in this study, namely  $58.988 > 2.48$  with a significance level of 0.000, according to the findings of the ANOVA test or F test from Table 2. Because the probability (0.000) is significantly smaller than 0.05, the fourth hypothesis, namely the statement regarding the simultaneous effect of compensation, personality, and self-actualization factors on the intention to stay, turns out to have a positive and significant effect. As a result, the fourth hypothesis has been confirmed.

In addition, compensation, personality, and self-actualization characteristics all contribute in the intention to stay. According to Table 3, the independent variable has a 59.2 percent potential to impact the intention to stay, while the balance ( $100 \text{ percent} - 59.2 \text{ percent} = 40.8 \text{ percent}$ ) is explained by other variables not included in this study. Table 3 below illustrates this point more thoroughly.

**Tabel 3. Model Summary  
 Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.483 <sup>a</sup>	.592	.516	.544

a. Predictors: (Constant), Compensation, Personality, Self\_Actualization

b. Dependent Variable: Intention\_to\_Stay

Source: SPSS V.22 output data (2022)

The compensation variable is not the key motivation for EYE teacher in Indragiri Hulu in Intention to stay, according to the description above. Self-Actualization, in reality, appears to have a significant impact. Previous research has found that people's moods inspire them to improve their abilities at work (Graham, 1997). Teachers have their own incentive, according to the survey results and the data shown before. The desire to make its presence known in the community.

## Discussion

Becoming a EYE teacher is a fair reason to attain the hope of realizing identity, and it is possible; being a EYE teacher is a convenient choice than staying at home. Motivation can be used to make attributions and motivations for self-improvement, self-protection, and a favorable self-presentation to others in this scenario. (Kelley & Michela, 1980). Furthermore, teaching is a heartfelt calling. This personality has a strong sense of duty, as you feel compelled to finish duties and assist others. (Karlsson et al., 2019). Personality and self-actualization, according to attribution theory, are internal elements that cause something to happen instead of someone doing it (Graham & Taylor, 2016). The actor's urge to present oneself in a pleasant light may impact this communicated attribution (Kelley & Michela, 1980). The concepts of accountability and intentionality will, of course, be linked (Graham, 1997). According to past studies, motivation grows responsibility (Graham, 1997) and from responsibility to the probability that an individual feels while deciding whether or not to continue in a company

(Lee & Chao, 2013). Then, intention to stay itself performs *personality dan self-actualization* (Cheung & Wu, 2013).

### 5. Conclusions

Based on the results of data testing using multiple regression analysis, it can be concluded that It may be concluded that 1) partial compensation has no significant impact on the intention to stay. 2) Personality has impact on the likelihood of staying. 3) Self-actualization has significant impact on intention to stay, and 4) compensation, personality, and self-actualization impact on intention to stay simultaneously. Another study revealed that compensation does not provide satisfaction to be operationalized as a variable that influences the intention to stay, even when personality is a significant motive to stay in the organization and self-actualization is high. As a result, more research on the performance of EYE teachers mediated by desire to stay is needed in the future, as well as further exploration of other aspects associated to intention to stay and other variables. Intention to stay is not a popular research variable when compared to intention to leave, as evidenced by the current literature evaluation, which demonstrates that most studies focus on intention to leave.

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