



Effects of Corporate Correspondence, Remuneration, Job Competition on Enthusiasm For Work Study RSUD Sunan Kalijaga Demak Regency

Aditya Angger Wibowo

Faculty of Economic and Business Safin Pati University, Indonesia

Email : aditya_angger@usp.ac.id

Abstract *The purpose of this study is to show how corporate correspondence, compensation, and job competition impact enthusiasm for work in a study at RSUD Sunan Kalijaga Demak Regency. This study involved 173 employees of RSUD Sunan Kalijaga Demak Regency, which consisted of 121 respondents selected based on certain criteria. The purposive sampling method was used for sampling. According to calculations carried out using the SPSS version 23.0 programme, correspondence, compensation, and job competition have a positive impact on employee enthusiasm for work at RSUD Sunan Kalijaga Demak Regency. Multiple testing showed that corporate correspondence, compensation, and job competition together had a significant impact on employee interest in job studies at RSUD Sunan Kalijaga Demak Regency.*

Keywords: *Corporate Correspondence, Remuneration, Job Competition, Enthusiasm For Work*

1. BACKGROUND

Human resources play an important role in an organisation as they are responsible for planning, implementing, and controlling to achieve organisational goals. Therefore, human resources need attention through more rigorous outsourcing of alternative resources when they have intuition, emotions, and actions that are capable of resulting in the success of the company's organisation. In addition, a company business must have a system that can help its performance. One of them is the job enthusiasm system. Job enthusiasm is a state that is needed so that work activities or processes run smoothly, and with job enthusiasm, company or organisation goals can be achieved (Dwi Agung NA, 2016). Workers who are enthusiastic about their work will complete tasks faster, reduce damage, reduce absenteeism, avoid complaints and warnings, and avoid strikes. The effect of high job enthusiasm can make employees happy to do their jobs (Putu N, 2016). According to Nitisemito (2007), companies can increase employee morale through relationships with job enthusiasm, which in turn will provide many benefits to the company. This kind of condition can result in a large profit or profit, which allows the company to survive. According to Moekijat (2004), some of the elements of what can be obtained that result in motivation to work employed are money as compensation, physically demanding job positions attractive to each individual, motivation provided by the leader, the importance of the leader over him, the importance of coordination as a whole, recognition of outstanding employees, and will the opportunity for workers about informing an inspiration or an advice them.

The existence of worker enthusiasm ensures that the organisation or agency will achieve the expected goals. The corporate correspondence factor is one that is necessary to

Received: November 15, 2024; Revised: November 30, 2024; Accepted: December 10, 2024;

Available Online: December 12, 2024;

achieve these goals. Correspondence is an important part of the management process, and correspondence must work well. Good and effective correspondence will enable good and harmonious cooperation that will help achieve organisational goals. Communication between leaders and employees to provide information about work to other employees is how cooperation is formed. The major problem organisational correspondence faces is how to send information to all parts of the organisation and how to receive it without making communication errors. Correspondence is the method of information from one organisation to another. This can include plans, instructions, directions, and recommendations. Explanations and concepts conveyed by top leaders, subordinates and staff members fall into three categories of correspondence implementation, according to Nitisemito (2003: 240). In order for the company to complete the tasks of its employees, corporate correspondence is very important. In organisations or companies where correspondence is not good, it can be seen that if the relationship between leaders and employees is not good, employees will experience difficulties and be unenthusiastic in carrying out their duties, which can disrupt the organisation or institution. On the contrary, employees will be more enthusiastic at work and perform their duties better if there is a good relationship between leaders and employees.

Remuneration is one of the factors that can influence a person's interest in their job, in addition to factors related to the company. Remuneration is very important for an employee because remuneration shows the value of the employee's work. Remuneration is anything given by an organisation to its employees to meet their needs financially or non-financially as a form of appreciation for their services to the organisation so that they can work well and achieve the goals of the organisation or institution. In order for employees to be more motivated to improve the quality of their work, their compensation must be fair and appropriate.

Remuneration, according to Nitisemito (journal Fajarrini P D, 2015), has the ability to bind employees to stay in the company. In other words, remuneration has a huge influence in increasing employees' job enthusiasm because remuneration has a positive relationship with job enthusiasm because the size of the remuneration received is influenced by higher job enthusiasm. After the corporate correspondence and compensation factors, the job competition factor comes. Competition is a mismatch between two or more members in an organisation or group who must share limited resources or activities. It can also occur because members of the group have different statuses, goals, values, or perceptions. Both personal relationship issues and interdepartmental jockeying for position or resources can lead to job competition. However, conflict can be reduced by properly addressing and managing conflict so that it does not adversely affect the organisation or institution. In general, competition can only be suppressed or reduced in terms of quantity,

quality, and intensity rather than eliminated altogether (Toto W, 2016). Competition can also be caused by differences of opinion or perception about the goals, interests, status, and values of individuals in the organisation.

2. THEORETICAL REVIEW

An explanation of Corporate Correspondence

Correspondence is the exchange of information between employees that occurs directly or through correspondence media (Linda NS, Herry S, 2009: 4). Correspondence in a company is very important to improve work results because information is communicated between one another. Corporate correspondence consists of correspondence units that are in a hierarchical relationship with each other and operate in a certain environment. Correspondence processes must be in place within the organisation to be able to correspond properly. These are the correspondence procedures of the corporation:

- a. The subject as the source and the object as the target are the two parties involved in the correspondence.
- b. The subject wants to convey a message to the object.
- c. Choosing the method or approach that the subject uses to convey his message either orally or in writing, using the means of delivery.
- d. Understanding the techniques used by the subject to convey the message so that the message is received in the form desired by the subject.
- e. The message is delivered to the subject
- f. The subject responds to the message.

Downward, upward, and horizontal correspondence are some of the types of correspondence that exist in companies. Firstly, correspondence sent downwards usually consists of rules, instructions, hints, and general information. This communication can occur through telephone communication, notice boards, manuals, and written correspondence, among other methods. Then secondly, upward correspondence differs from downward correspondence in that the former includes reports, complaints, rumours, requests, demands, and wishes. These can occur in various ways, such as direct meetings, demonstrations, open letters, anonymous letters, and so on. Thirdly, horizontal correspondence takes place between equal status sections of a corporate organisation. This is done with two purposes: speeding up correspondence between sections that have the same status and facilitating organisational social relations. According to Siagian (Putu DP, 2014), some signs of corporate correspondence are orders, new policies, directions, advice, and reprimands, as well as work guidelines.

An explanation of Remuneration.

A salary is any money paid to an employee in exchange for their services to the business. This revenue may come directly or indirectly in the form of cash or merchandise (Hasibuan 2013: 118). Remuneration, according to Sadarmayanti (2010:239), is everything an employee receives in exchange for his or her contributions to the organization or business. He contends, however, that compensation is everything an employee receives in exchange for their labor. Remuneration, as defined by some of the aforementioned definitions, is the monetary compensation that employees get in exchange for their efforts to accomplish organizational objectives. Money can be used for both direct and indirect compensation. Compensation has a fairly broad definition and can include everything from salary and earnings to living facilities, cars, uniforms, family allowances, health care, food, and many other items that are often given to employees on a regular basis and have a monetary value.

An explanation of Job competition.

The incompatibility of two or more members in an organisation or company, who must divide limited resources for work activities, is defined as job competition. This mismatch is caused by different opinions or perceptions of the organisation's goals, interests and positions. To prevent significant and detrimental conflicts, companies or organisations must be able to manage job competition properly. This is because competition in the workplace is usually unavoidable. Source: There are a number of factors that contribute to job competition in organisations. The first factor is communication issues, the second is organisational structure, and the third is human factors. All components of communication, including source, message, encoder, channel, decoder, and receiver, can suffer from miscommunication or distortion, which can lead to job competition. Organisational structure as the second source can cause job competition as the tasks and interests of each unit can rub and clash. The human factor is the third source; it consists of variations in the character and nature of workers.

According to Schmuck (1974), there are four sources of job competition: organisations having different functions, power conflicts between individuals and subsystems, different roles, and pressures from outside the organisation. The types of job competition that exist within an organisation or company include the following: Internal job competition-a person may experience internal job competition because they have to choose between conflicting goals and they are confused about which one to choose or do. In addition, there are several types of job competition: job competition within an individual may occur because the demands of their job or work exceed their abilities; job competition between individuals is job competition that often occurs due to variations on certain issues, actions, and goals where a common outcome is

critical; and job competition among group members may be either substantive or affective job-related competition. Substantive competition is job competition caused by different competence backgrounds, while affective competition is job competition due to emotions.

Group job competition occurs because the group wants to achieve its group goals or interests. Intrinsic job competition is job competition that occurs due to various skill backgrounds. Horizontal job competition that occurs horizontally between employees of departments within the organisation with the same hierarchy. Vertical job competition occurs between managers and staff who disagree on the best method to complete a task. There are differences of opinion on how much expert employees are involved in the line manager's decision-making process, leading to staff-line job competition. Since a person has more than one conflicting role, there is role-job competition. Since companies are interdependent, there is inter-company job competition. Several factors can lead to job competition in a company or organisation. These include interdependent tasks, differences in goals and priorities, bureaucracy, different standards of evaluating achievement, a win-lose attitude, and competition for unavailable resources. Certain factors can cause competition in the workplace, and organisations can control conflict in appropriate and effective ways to reduce it. As there is not enough job competition, members become passive. To increase productive job competition, job competition stimulation methods are used.

They change the organisation, bring outsiders into the group, give bonuses, choose the right managers, provide incentives and rewards to increase competition, and change habits. The job competition reduction method aims to reduce conflicts caused by job competition. There are two ways to do this. The first is by replacing the goal that generates rivalry with a goal that is more competitively recognised by both groups. The second is to unite the two groups who face a common enemy or threat. Three methods are used to resolve occupational competition: dominance or focalisation, negotiation, and integrating problems. Firstly, dominance or monopoly. Dominance or monopoly control can take the form of autocratic suppression by force, appeasement, which is a way of majority rule, which tries to resolve conflicts, and diplomatic, in which managers avoid taking a firm stance on intergroup work through fair voting. Second, a method of conflict resolution that is acceptable to both parties is compromise. Separation, refereeing, and regulation are forms of compromise. Third, integrative problem-solving techniques allow in-group conflicts to be resolved simultaneously. Both parties openly try to find a solution that is acceptable to all parties, rather than just emphasising job competition or the search for compromise. Consensus, disagreement and the implementation of additional complex goals are three ways of integrative resolution.

An explanation of Enthusiasm for work.

Enthusiasm for work is defined by Nitisemito (F P. Danti, Moh. S H and M D Mukzam: 2014). A lot of effort to complete certain tasks, which produces better and faster results. Job enthusiasm, according to Hasibuan, is defined as a person's earnestness and desire to do extraordinary work eager to achieve the best. Azwar (2002) provides a definition of job enthusiasm as feelings related to routine or collective spirit, pleasure for the group of employees who show and work environment. Anaroga (1992) says that job security is a factor that affects work enthusiasm. The employee runs a safe and relatively fixed job so that it is not easy to be fired or replaced, providing opportunities for advancement. Employees who have the opportunity to develop or progress in their careers will be more eager to complete their work. A pleasant working environment Work morale is required in a peaceful and non-tense working environment.

Quality leadership. Humanistic leadership will make employees respect their leaders and boost their morale. Good leaders do not make employees fearful, but they make them respectful. compensation, compensation, and compensation Employees' curiosity is greatly influenced by this factor. Employee morale increases with income, and vice versa. Conversely, there are a number of factors that can lead to morale, according to Matutina (1995). These considerations include the following. Effective communication. It is essential that there is a good relationship between leaders and their employees, especially between those who are directly in contact and dealing with their employees on a daily basis. Improving employee morale can be achieved through humane, friendly, nurturing, and democratic leaders who are always concerned about employee well-being. Employee satisfaction with jobs and tasks that match their competencies and skills and their ability to complete those tasks can lead to more work conflicts and more morale. The workplace becomes friendly and pleasant. A sense of benefit from achieving organisational goals. Adequate levels of satisfaction, including financial satisfaction, are reasonable compensation for the efforts made for the organisation. There is peace of mind, confidence, and protection against anything that could jeopardise his personal life and career. The following are indicators used to measure work enthusiasm (in the journal Putu Duwita Permaningratna, 2013). Attendance, work discipline, and collaboration

Relationship of corporate correspondence to Enthusiasm for work.

Organisational communication affects morale because with effective communication, people can work well together to achieve goals. Since communication is directly related to the process of fostering human behaviour in organisations, organisations can help employees

perform their tasks smoothly and purposefully. It is expected that effective teamwork will result in improved employee performance.

Relationship between remuneration and Enthusiasm for work.

Employees' enthusiasm for their work can be affected by the compensation they receive. Getting compensation, which is meant to fulfil the necessities of life, is the main reason why people work. The effect of remuneration is shown by the study of M B I Nugraha and I B K Surya, 2016. The results of the study with the title 'the effect of remuneration, work environment, and job advancement on enthusiasm for work at PT Telkom Indonesia South Bali Region' show that remuneration has a significant effect on enthusiasm for work. Wahyu M, 2018 with the title 'the influence of leadership, remuneration, and enthusiasm for work on employee performance through job enthusiasm as a moderating variable at PT. Bank Jatim Tbk Pemekasan Branch' shows that remuneration affects employee enthusiasm for work. Previous studies conducted (Linz: 2006, I K M S Yasa, I M A Wibawa: 2015) show that the urge to work in the workplace increases as a result of monetary rewards.

Relationship between job competition and Enthusiasm for work.

Because if an employee experiences competition in the workplace, they will have difficulty in completing their tasks. Due to the different perspectives, goals, and traits of employees, job competition is inevitable in organisations. However, with these differences, job competition can be modified to be more favourable rather than detrimental.

Review of Previous Research.

Using f-test, t-test, and multiple linear regression analysis methods, I Ketut M S Y and I Made A W (2015) examined the influence of physical work environment, communication, and compensation on employee enthusiasm for work. In PT Sang T S, the variables of remuneration, communication, and physical work environment simultaneously have a significant impact on employee enthusiasm for work. The Fcount of 23.942 is greater than the Ftable of 2.86, while the tcount of 2.152 is greater than the ttable of 1.686, and the significance value of 0.039 is less than 0.05, which indicates that compensation has a positive and significant effect on the enthusiasm of PT Sang T S workers. According to communication, the tcount of 5.262 is greater. the significant value of 0.002 is lower than 0.05, and the ttable value is 1.686. This is evidence that communication has partially favourable and significant results on PT Sang T's employee morale. According to the physical workplace, the tcount of 3.649 is greater than the ttable of 1.686. Using multiple linear regression analysis method, I Gede A P D and I Nyoman S (2014) investigated the influence of physical work environment, remuneration, leadership, and employee morale. At CV Leo S B G, leadership, compensation, and physical

work environment significantly affected employee morale, with other variables outside the study contributing 80.8 per cent. At CV Leo S B G, it was found that leaders, monetary compensation, and, workplace environment partially had a positive and important impact on the enthusiasm for work of employed employees. The results showed that leadership showed a tcount value of 5.902 greater than the ttable of 1.658, while compensation showed a tcount value of 6.116 greater than the ttable of 1.658, and the physical work environment showed a tcount value of 2.968 greater than the ttable of 1.658.

3. RESEARCH METHODS

Primary and secondary data were used as questionnaire research methods. Investigation at Sunan Kalijaga Hospital Demak Regency They are public health service institutions responsible for providing equitable, fair, and sustainable public health and supporting public health development programmes in the regions. To investigate a specific population or sample, Sugiyono, 2016;8 uses quantitative research methods. After research instruments are used to collect data, they are analysed quantitatively or statistically to test hypotheses. Descriptive research, according to Sugiyono, 2016;53, is a type of research that aims to determine the value of each independent variable at least one independent variable by comparing or analysing how each independent variable relates to each other. Researchers tested the questionnaire for validity and reliability before conducting multiple regression statistical analysis.

4. RESULTS AND DISCUSSION

Results

Test V Correspondence of corporations

Table 1
Correspondence V-test of corporations

Variable name	Variable question	R-Count	R-table	Variable description
Corporate correspondence	X one	0,546	0,361	V
	X two	0,563	0,361	V
	X three	0,822	0,361	V
	X four	0,808	0,361	V
	X five	0,892	0,361	V
	X six	0,878	0,361	V

Source: primary data processed

The results of checking the validity of the corporate correspondence variable with six item questions prove that all items are declared valid, as indicated by rcount greater than rtable with a limit of freedom of 32 and a significance level of 0.025, which led to rtable of 0.361. These results indicate that all items in terms of corporate correspondence variables are considered valid.

Test V Remuneration

Table 2
V-test of Remuneration

Variable name	Variable question	R-Count	R-table	Variable description
Remuneration	X one	0,667	0,361	V
	X two	0,573	0,361	V
	X three	0,792	0,361	V
	X four	0,684	0,361	V

Source: primary data processed

The results showed that the validity of the remuneration variable consists of four questions emphasising that each item is considered valid, as seen from rcount greater to rtable with a limit of freedom of 32 and a fairly small significant level, 0.025, resulting in rtable 0.361 which proves that all items requested for the compensation variable are considered valid.

Test V Job competition

Table 3
V-test Job competition

Variable name	Variable question	R-Count	R-table	Variable description
Job competition	X one	0,705	0,361	V
	X two	0,398	0,361	V
	X three	0,473	0,361	V

Source: primary data processed

The results of the validity test of the variable job competition for jobs with three item questions emphasise that all items are valid, as seen from rcount greater to rtable with a limit of freedom of 32 and a significance level of 0.025, which means rtable 0.361. This proves that all parts of the variable questions relating to job competition are considered valid.

Test V Enthusiasm for work

Table 4
V-test Enthusiastic work

Variable name	Variable question	R-Count	R-table	Variable description
Enthusiasm for work	Y one	0,681	0,361	V
	Y two	0,442	0,361	V
	Y three	0,429	0,361	V

Source: primary data processed

The results of the validity test of the enthusiasm for work variable with three item questions emphasised that all items were declared valid, as seen from the rcount greater to rtable with a limit of freedom of 32 and a significance level of 0.025, which proves that the resulting rtable is 0.361. This proves that the job motivation variable is generally considered valid.

Reliability Test

Table 5
Reliability Test

Variable name Reliability	Reliability coefficient	Alpha-crocbach	Reliability statement
Corporate correspondence	0,911	0,60	R
-remuneration	0,842	0,60	R
job-competition	0,698	0,60	R
Enthusiasm for work	0,695	0,60	R

Source: primary data processed

Respondent Identity

Test respondents based on Gender

Table 6
Test respondents based on Gender

Gender	Number of respondents	Percentage
Male	42	35,0 %
Women	79	65,0 %
Total number	121	100 %

Source: primary data processed

Test respondents based on Age

Table 7
Test respondents based on Age

Age	Number of respondents	Percentage
Less than 25 years	0	0
25 to 35 years	114	95,0 %
35 to 45 years	7	5,0 %
More than 45 years	0	0
Total number	121	100 %

Source: primary data processed

Respondent test based on--length of service

Table 8
Test of--respondents based on--length of service

Length of--service	Number of--respondents	Percentage..
1 to 2 years	0	0
2 to 3 years	39	32,5 %
More than 3 years	82	67,5 %
Total number	121	100 %

Source: primary data processed

Data Analysis

Multiple Regression Analysis

Table 9
Multiple Regression Analyst Calculation

Coefficients						
models		Non standard coefficients		Standard coefficients	t-count	Significantly
		Beta	Standard. Error	Beta		
	Constant	4.908	1.406	0	3.496	0.002
	Corporate correspondence	0.104	0.044	0.213	2.427	0.018
	Remuneration	0.132	0.054	0.219	2.486	0.015
	Job competition	0.231	0.073	0.274	3.204	0.003

Dependent Variable: Enthusiasm for work

Source:primary data processed

Test t

T--test Testing

Table 10
Partial Hypothesis Test--T-test

Independent variable	t-count and t-table		prob. sig		Description T-test
	t-count	t-table	sig.	$\alpha = 0,025$	
Corporate correspondence	2,427	1,980	0,018	0,025	Significantly
Remuneration	2,486	1,980	0,015	0,025	Significantly
Job competition	3,204	1,980	0,003	0,025	Significantly

Source: primary data processed

F test

F--test Testing

Table 11
Testing the number of multiple test - F test

anova					
models	sums of squares	df	means squares	F	Significantly
regressions	69.458	4	23.154	7.851	0.000
residuals	342.134	117	2.948		
total	411.593	121			
Dependent variable: Enthusiasm for work					
Predictors: constant : Corporate correspondence, Remuneration, Job competition					

Source: primary data processed

Coefficient of Determination-analysis of AR Square counts

Table 12
Test results of the coefficient of determination--A R Square

Models--summary				
Model-	r	r-square	A R square	standard error estimate
1	0.412 ^a	0.168	0.148	1.718

Source: primary data processed

Based on the previous calculations, the adjusted AR Square value of about 0.148 displays that the variables of corporate correspondence, remuneration, and job competition can explain 14.8% of the job enthusiasm variable. Other variables outside this research model are 85.2%, or $100\% - 14.8\% = 85.2\%$.

Discussion

Based on the previous regression analysis results, the variables of corporate correspondence, remuneration, job competition, and job enthusiasm can be studied. The following explanation applies to the regression analysis results:

Effects of Corporate correspondence on Enthusiasm for work.

The results of the partial test calculation show that the t_{count} value is greater than the t_{table} , which shows that the t_{count} of 2.427 is greater than the t_{table} of 1.980. This indicates that the corporate correspondence variable has a positive and significant influence on employee job enthusiasm at Sunan Kalijaga Demak Hospital, which indicates that H_a is accepted, while H_0 is rejected. The results are compared to the SPSS significance through the significant probability will be α : 0.02 Corporate correspondence has a favorable and noteworthy effect on the enthusiasm for work of workers at RSUD Sunan Kalijaga Demak. The survey results show that the most significant corporate correspondence factor is direction and reprimand, which can encourage employees not to make the same mistakes. Because it improves productivity and effectiveness of work as much as possible, leaders give reprimands to employees who violate, both in writing and verbally. Work guidelines are the measure with the least influence. Work guidelines are written rules or instructions used to encourage and encourage a group of people to achieve organisational goals. To avoid violations that can harm Sunan Kalijaga Demak Hospital, employees are asked to comply with and implement existing guidelines and regulations. In previous research, Dwi A N A (2016) found that corporate correspondence has a positive effect on employee job enthusiasm; however, Edi W (2017) found that corporate correspondence does not have a positive effect on employee job enthusiasm. The results of this study reinforce these findings.

Effects of Remuneration on Enthusiasm for work.

The results of the calculation of the partial test of the investigation display that, based on the equation of the calculated value of t using the t table, calculating the total amount of 2.486 is greater than the t table of 1.980, which indicates that the compensation variable has a positive and significant influence on the enthusiasm of employee work at Sunan Kalijaga Demak Hospital, which means that H_a has been accepted and, H_0 : has been rejected. In addition, the results of the significance analysis of SPSS values through a large significant probability ($\alpha = 0.025$). There is evidence that compensation has a positive and significant impact on employee morale at Sunan Kalijaga Demak Hospital. The results of distributing questionnaires show that adequate facilities to facilitate work are the factors that most influence the compensation variable. Tools or means used to facilitate and expedite an effort or work are

called facilities. If RSUD Sunan Kalijaga Demak has complete and adequate facilities, employees will be more motivated to perform their duties, reduce errors, and achieve optimal results. However, the benefits provided by the organisation or institution is the factor that has the least influence. Benefits are additional compensation provided to each employee in accordance with the discretion of the company or agency in an effort to retain employees in the long term. When the existing hospital facilities are completed, employees will improve their performance. In addition, if they are given additional compensation for doing their job well, they will be more motivated to work, which in turn will improve the performance of RSUD Sunan Kalijaga Demak. Previous research by I G A Putra D and I Nyoman S (2014) showed that compensation has a positive and significant effect on employee morale. The results of this study reinforce these findings.

Effects of Job competition on Enthusiasm for work.

The results of the partial test calculation showed that the t_{count} and t_{table} values were compared, with t_{count} 3.204 and t_{table} 1.980. The results show that the job competition variable has a positive and significant influence on employee job enthusiasm at Sunan Kalijaga Demak Hospital, which means H_a has been accepted and, H_0 : rejected. The results compare the SPSS significance with the significant probability ($\alpha = 0.025$). There is evidence that job competition affects the morale of employees at RSUD Sunan Kalijaga Demak. The survey results show that positive movement towards goals is the factor that has the greatest influence of the job competition variable. If there is competition in the workplace, employees are required to overcome and resolve challenges to achieve company or agency goals. This can increase their morale. Companies or agencies must make positive movements towards goals because the better management handles competition and provides better services to the community will have an impact on the company's ability to achieve a goal. Therefore, a worker or employee wants to get an adequate position or role about the future, competition for achievement, which is the indicator that has the smallest influence, is common in companies or agencies. In previous research, Toto W, Agus J, and Feri (2017) found that job competition has a positive and significant effect on employee job enthusiasm. This means that job competition contributes directly to increasing employees' job enthusiasm in accordance with company or agency goals. However, researcher Syaifuddin F (2017) found that this is not true.

Effects of Corporate correspondence, Remuneration and Job competition on Enthusiasm for work.

The results of the fourth hypothesis test with multiple test or F test show that the variables of corporate correspondence, remuneration, and job competition simultaneously have a positive

and significant impact on employee job enthusiasm at Sunan Kalijaga Demak Hospital. The test results of job enthusiasm show that H_a is accepted and H_0 is rejected, because the F_{count} value of 7.851 is greater than the F_{table} of 2.680.

5. CONCLUSIONS AND SUGGESTIONS

Conclusions

The author conducted research on how corporate correspondence, compensation, and job competition affect employees' desire to work at RSUD Sunan Kalijaga Demak. The results show that corporate correspondence partially has a positive and significant influence on employees' desire to work. Remuneration moreover has a favorable and noteworthy influence on employees' desire to job.

Suggestions

Since the corporate correspondence variable received the lowest regression value of 0.104, the remuneration variable received 0.132, and the job competition variable received 0.231, according to the results of multiple regression analysis, the researcher suggests using the corporate correspondence variable because it has the lowest beta value. By providing direction and control to its employees, Sunan Kalijaga Demak Hospital can reduce errors and help them work according to work guidelines and what functions have been given to employees. Before giving direction, influence and control, top leaders should assess the performance of their employees, and, them. Not only do they get to provide analysis, but they can also use it to build intimacy and familiarity. The results of this study indicate that corporate correspondence, remuneration, and job competition contribute 14.8% to employee enthusiasm for work; thus, there are additional variables out of this regression analysis model that result in motivation to work job enthusiasm of employed employees with a size of 85.2 per cent. These variables include leadership variables, work environment, motivation, and leadership training.

6. REFERENCE LIST

- Adnan Aminudin, & Mahazril Aini Yaacob. (2013). The effects of recruitment and promotion practices on employees job satisfaction in the local governments. *Universiti Teknologi MARA Kedah, Journal of Academia*, 6(1), 11-22.
- Agatha Judas. (2013). Mutasi dan Promosi Jabatan Terhadap Prestasi Kerja.
- Agriel Puji Damayanti, Susilaningsih, & Sri Sumaryati. (2013). Pengaruh Kompensasi dan Motivasi Kerja Terhadap Kinerja Karyawan Perusahaan Daerah Air Minum (PDAM) Surakarta. *Jurnal Bisnis dan Ekonomi*, 2(1), 155-168.

- Agrisna Puspita Sari. (2013). Pengaruh kompensasi, iklim kerja semangat kerja dan karakteristik karyawan terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening PT. Bank Bukopin Tbk Cabang Sultan Agung. *Journal of Management*, 1, 17-33.
- Aprilia Anastasya, Jantje Sepang, & Chistoffel Mintardjo. (2016). Pengaruh pengembangan karir, kompensasi dan semangat kerja terhadap prestasi kerja karyawan PT. Pegadaian (persero) kanwil V manado. *Universitas Sam Ratulangi, Jurnal Berkala Ilmiah Efisiensi*, 16(3), 38-49.
- Ardana. (2012). *Human Resource Management*. Graha Ilmu: Yogyakarta.
- Arikunto. (2010). *Research Procedures A Practical Approach (Revised Edition)*.
- Arya Putra Dharmawan, I Gede, & I Nyoman Sudharma. (2013). Pengaruh Kepemimpinan, Kompensasi Finansial, dan Lingkungan Kerja Fisik Terhadap Semangat Kerja Karyawan Pada CV. Leo Silver Batuyang Gianyar. *Jurnal Ekonomi*, 2(9).
- Busro, M. (2018). *Theories of Human Resource Management (Ed. 1, Cet. 1)*. Prenadamedia Group (Kencana Division): Jakarta.
- Cashmere. (2016). *Human Resource Management (Theory and Practice) (1st ed.)*. RajaGrafindo Persada: Jakarta.
- Danti, F. P., et al. (2014). Pengaruh Kompensasi Terhadap Semangat Kerja Karyawan (Studi Pada Karyawan CV. Sejahtera, Pakisaji, Malang). *Jurnal Administrasi Bisnis*, 9(2).
- Darmawan, D. (2008). *Variabel Semangat Kerja dan Indikator Pengukurannya*.
- Didik Hadiyanto, & Wiwik Saraswati. (2016). Pengaruh komitmen pegawai, self efficacy dan kepuasan kerja terhadap prestasi kerja pegawai kantor pelayanan pajak Pratama Balikpapan. *Universitas Balikpapan, Prosiding Seminar Nasional*, 1, 326.
- Dr. H. Muhammad Isa Indrawan, S.E., M.M. (2015). Pengaruh promosi jabatan dan mutasi terhadap prestasi kerja pegawai Pt.Bank Mandiri (Persero) Cabang Ahmad Yani Medan. *Jurnal ilmiah "INTEGRITAS"*, 1(3), 1-13.
- Evaangeline, S. J., & Thavakumar. (2015). The impact of compensation, performance evaluation and promotion practices on employees job performance: A study on insurance Companies in Batticaloa District. *Eastrent University Sri Lanka Journal of International Research Convergence*, 2(4), 59-67.
- Fattah, H. (2014). *Job Satisfaction and Employee Performance*. Elmatara: Yogyakarta.
- Fendra Nawa, & Ses ilya Kempa. (2017). Pengaruh kompensasi dan disiplin kerja terhadap kinerja karyawan pada PT. PLN (Persero) wilayah Nusa Tenggara Timur. *Jurnal Manajemen AGORA*, 5(3), 1-9.
- Ferdinan, A. (2013). *Management Research Methods*. Publishing Agency, Diponegoro University: Semarang.
- Ferdinan, A. (2014). *Management Research Methods*. Publishing Agency, Diponegoro University: Semarang.

- Ferdinand, A. (2011). *Management Research Methods Research Guidelines for Writing Theses, Theses and Dissertations in Management Science*, 3rd Edition, AGF Books, Faculty of Economics and Business, Diponegoro University, Semarang.
- Ghozali, I. (2009). *Research Methods*. Publishing agency, Diponegoro: Semarang.
- Ghozali, I. (2013). *Application of Multivariate Analysis with the IBM SPSS Programme 21 Update PLS Regression*. Publishing agency, Diponegoro University: Semarang.
- Handoko, T. H. (2008). *Human Resources Personnel Management (2nd ed.)*. BPFE Publisher: Yogyakarta.
- Handoko, T. H. (2012). *Human Resources Personnel Management (2nd ed.)*. BPFE Publisher: Yogyakarta.
- Jurnal Kewirausahaan, 2(1).
- Kuncoro, M. (2004). *Quantitative Methods: Theory and Applications for Business and Economics*. UPP AMP YKPN: Yogyakarta.
- Kurniawan, S. T., & Faustine, T. (2014). Pengaruh Komunikasi dan Kepuasan Kerja Karyawan Terhadap Kinerja Karyawan Departemen Front Office Hotel "X" Surabaya. *Jurnal Hospitality dan Manajemen Jasa*, 1, 1-16.
- Kusnady, M. A. (2013). Pengaruh Kepemimpinan, Kompensasi Finansial, dan Pelatihan Kerja Terhadap Semangat Kerja Karyawan Pada PT. Aurora Horeca Internasional Di Seminyak Kuta, Badung. *Jurnal Manajemen dan Bisnis (JMB)*, 1(1).
- Made Bayu Nugraha, & Ida Ketut Surya. (2016). Pengaruh Kompensasi, Lingkungan Kerja dan Promosi Jabatan terhadap Kepuasan Kerja. *Udayana (Unud), E-Jurnal Manajemen*, 5(01), 59-87.
- Magdalena Faysica, Prof. B. Tewel, & Mac Donald Walangitan. (2016). Pengaruh motivasi kerja, kompensasi dan promosi jabatan terhadap kepuasan kerja karyawan (studi pada Kantor Wilayah Direktorat Jenderal Perbendaharaan Sulawesi Utara). *Jurnal Berkala Ilmiah Efisiensi*, 16(04), 672-684.
- Malayu S. P. Hasibuan. (2013). *Human Resource Management*. PT Bumi Aksara: Bandung.
- Mangkunegara, A. P. (2009). *Corporate Human Resource Management*. PT Remaja Rosdakarya: Bandung.
- Manik Swardika Yasa, I. K., & I Made Artha Wibawa. (2015). Pengaruh Kompensasi Finansial, Komunikasi, dan Lingkungan Kerja Fisik Terhadap Semangat Kerja Karyawan. *E-Jurnal Manajemen*, 4(3).
- Manik, E., & Wiarah. (2014). Pengaruh Kompetensi Dan Kompensasi Terhadap Kepuasan Kerja Serta Implikasinya Pada Kinerja Paramedis Di Rumah Sakit Cibabat Kota Cimahi. *Jurnal Ekonomi, Bisnis & Entrepreneurship*, 8(2), 62-72.
- Manullang. (2010). *Human Resource Management*. Salemba Empat: Jakarta.

- Muhammad Aldaman, Luis Marnisah, & Mohd. Kurniawan. (2017). Pengaruh prestasi kerja dan promosi jabatan terhadap kepuasan kerja karyawan pada PT. Bank Mandiri Tbk kantor cabang Bandar Lampung. *Jurnal Ilmiah Ekonomi Global Masa Kini*, 8(01), 37-42.
- Muhammad Sandro Angga Kusumah. (2015). Pengaruh kompensasi dan motivasi terhadap kepuasan kerja karyawan pada PT. Ampel Jaya di Surabaya. *Jurnal Bisnis Indonesia*, 6(2), 149-162.
- Ni Made Nurcahyani, & Dewi Adnyani. (2016). Pengaruh kompensasi dan motivasi terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening pada PT. Sinar Sosro Pabrik Bali. *E-Jurnal Manajemen Unud*, 5(1), 500-532.
- Noor, J. (2012). *Research Methodology* (1st ed Berikut adalah daftar referensi yang telah diubah ke style APA:
- Noor, J. (2012). *Research Methodology* (1st ed.). Kencana: Jakarta.
- Noviyanti, P. (2015). Faktor - Faktor Yang Mempengaruhi Semangat Kerja Karyawan Pada Lembaga Perkreditan Desa (LPD) Desa Sumberkima Di Kecamatan Gerokgak Tahun 2015. *Jurnal Jurusan Pendidikan Ekonomi (JJPE)*, 5(1).
- Nugroho Arianto, Dwi Agung. (2015). Pengaruh Komunikasi Organisasi Dan Kompensasi Terhadap Semangat Kerja Karyawan. *Jurnal Economia*, 11(2).
- Oxy Rindiantika Sari, & Heru Susilo. (2018). Pengaruh kepuasan kerja terhadap kinerja karyawan dengan organizational citizenship behavior sebagai variabel intervening (studi pada karyawan PTPN X - unit usaha pabrik gula Modjopanggoong Tulungagung). *Jurnal Administrasi Bisnis (JAB)*, 64(1), 28-35.
- Permaningratna, P. D. (2013). Pengaruh Lingkungan Kerja Fisik dan Komunikasi Terhadap Semangat Kerja Karyawan. *Jurnal Jurusan Pendidikan Ekonomi*, 1(1).
- Prayoga Setia Darma, A. S. (2017). The Effect of comptention on satisfaction and employee performance PT. Telekomunikasi Indonesia. *UIN Maulana Malik Ibrahim, Management and Economics Journal (MEC-J)*, 1(1), 69-78.
- Rineka Cipta: Jakarta.
- Rivai, V., et al. (2014). *Human Resource Management for Companies from Theory to Practice* (3rd ed.). Rajawali Pers: Jakarta.
- Robbins, S. P. (2015). *Organisational Behaviour*. Fourth Edition: Jakarta.
- Sadarmayanti. (2010). *Human Resources and Work Productivity*. second mould, Mandar Maju: Jakarta.
- Saifuddin, D. (2015). Peningkatan Kinerja Melalui Motivasi Dan Promosi Jabatan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Bank Mandiri Cabang Jepara. thesis. Fakultas Ekonomi Universitas Islam Sultan Agung Semarang. Unpublished undergraduate.
- Santoso, S. (2006). *SPSS Parametic Statistics*. Elexmedia Komputindo: Jakarta.

- Septerina, & Rusda Irawati. (2018). Pengaruh kompensasi terhadap kepuasan kerja karyawan pada bagian produksi di PT. Etowa Packaging Indonesia. *Journal of Applied Business Administration*, 2(1), 13-19.
- Shahab, M. A. (2014). The Influence of Leadership and Work Attitudes toward Job Satisfaction and Performance of Employee. Sultan Agung University (UNISSULA) Semarang, Indonesia. *International Journal of Managerial Studies and Research (IJMSR)*, 2(5), 69-77.
- Siagian, P. S. (2009). *Human Resource Management*. 3rd edition: Jakarta.
- Siagian, S. P. (2006). *Human Resource Management*. 1st Edition, 13th Mould, Bumi Aksara: Jakarta.
- Simamora, H. (2010). *Manajemen Sumber Daya Manusia*. Gramedia: Jakarta.
- Soetopo, H. (2010). *Perilaku Organisasi*. Remaja Rosdakarya: Bandung.
- Sopiah. (2013). The Effect of Compensation toward Job Satisfaction and Job Performance of Outsourcing Employees of Syariah Banks in Malang Indonesia. *International Journal of Learning & Development*, 3(2).
- Sugiyono. (2009). *Quantitative and Qualitative Research Methods*. Alfabeta: Bandung.
- Sugiyono. (2016). *Quantitative Qualitative and R&D Research Methods*. Alfabeta: Bandung.
- Sumampouw, S. E., et al. (2016). Pengaruh Kompensasi dan Motivasi Terhadap Semangat Kerja Karyawan Pada PT. Bank Tabungan Negara. *Jurnal Administrasi Bisnis*, 4(1).
- Sutrisno, E. (2014). *Human Resource Management*. Kencana Pranada Media Group: Jakarta.
- Universitas Sam Rtulagi Manado, *Jurnal EMBA*, 1(4), 1219-1228.
- Wahjono, S. I. (2008). *Governance Management of Business Organisations (First Mould)*. PT INDEX: Jakarta.
- Wahyu Maulana. (2018). Pengaruh kepemimpinan, kompensasi dan promosi jabatan terhadap kinerja karyawan melalui kepuasan kerja pada Pt. Bank Jatim, Tbk Cabang Pamekasan. *Universitas Madura, Jurnal Manajemen & Kewirausahaan*, 3(1), 21-39.
- Wahyu Maulana. (2019). Pengaruh promosi jabatan, kompensasi dan stress kerja terhadap kinerja karyawan Pt. Tema (Trijaya Excel Madura) melalui kepuasan kerja. *Business Management Analysis Journal (BMAJ)*, 2(1), 34-51.
- Wahyudi, B. (2011). *Human Resource Management*. Sulita: Jakarta.
- Wibowo, A. A. (2023). PENGARUH ORIENTASI KEWIRAUSAHAAN, ORIENTASI PASAR, INOVASI PRODUK, DAN KREATIVITAS STRATEGI PEMASARAN TERHADAP PENINGKATAN KINERJA PEMASARAN (STUDI PADA SENTRA BATIK KUDUS, KUDUS JATENG). *Professional Bussiness Journal*, 1(1), 15-29.
- Wibowo, A. A. (2024). EFEK DARI KEPEMIMPINAN KARISMATIK DAN BUDAYA

ORGANISASI ATAS LOYALITAS ORGANISASI MELALUI KEPUASAN KERJA
SEBAGAI MODERASI STUDI DINAS PARIWISATA KABUPATEN DEMAK.
Jurnal Bina Bangsa Ekonomika, 17(2), 1735-1751.

- Wibowo, A. A. (2024). Effects Of Gender, Educational Background, Job Performance On Job Promotion Study PT Garuda Food Tbk. *International Journal Business, Management and Innovation Review*, 1(3), 55-72.
- Wibowo, A. A. (2024). The EFFECT OF CAPITAL STRUCTURE, INFLUENCE OF AMOUNT AND DEVELOPMENT ON BUSINESS VALUE MODERATION GCG SUBJECT FOOD AND BEVERAGE COMPANIES ON BEI 2016-2020. *WORLDVIEW (Jurnal Ekonomi Bisnis dan Sosial Sains)*, 3(1), 59-71.
- Wibowo, A. A. (2024). THE EFFECTS OF TRUST, STORE IMAGE AND CONSUMER JUDGMENT ON REPEAT PURCHASES MEDIATING CONSUMER SATISFACTION VARIABLES ALFAMIDI DEMAK AREA. *Jurnal Revenue: Jurnal Ilmiah Akuntansi*, 5(1), 295-310.
- Widiato, T., et al. (2016). Pengaruh Konflik Kerja Terhadap Semangat Kerja Karyawan Di PT. Paramita Bangun Sarana. *Journal Of Applied Business And Economics*, 2(4).
- Wirawan. (2009). *Performance Evaluation of Human Resource Management*. Salemba Empat: Jakarta.
- Yuddin. (2017). Influence of the Compensation, motivation And Discipline work Against The work Achievement Teacher At Sma Negeri Jeneponto Regency west Bangkala I. Muhammadiyah University Makassar, *Journal of Research in Business and Management*, 5(2), 83-88. Adnan Aminudin, & Mahazril Aini Yaacob. (2013). The effects of recruitment and promotion practices on employees job satisfaction in the local goverbments. *Universiti Teknologi MARA Kedah, Journal of Academia*, 6(1), 11-22.