



## The Influence of the Synergy of Pentahelix Elements and Compensation on the Welfare of Hotels's Employees During the Covid – 19 Pandemic in the City of Makassar

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### Abstract

*This study aims to analyze the synergy of the pentahelix elements, compensation and welfare of hotel employees as well as the effect of the synergy of pentahelix elements and compensation on the welfare of hotel employees during the Covid-19 pandemic in the city of Makassar. This study uses a quantitative descriptive method by processing data obtained from the research location. The population in this study were all hotel employees in the city of Makassar as many as 14,248 people and the number of samples selected was 389 people, using a questionnaire as a research instrument which was then processed using SPSS software version 22 and using Likert scale analysis, partial (t test), simultaneous (F test), multiple linear regression, and the coefficient of determination. The results of the study indicate that the synergy of the pentahelix elements, compensation and welfare of hotel employees affected by the Covid-19 pandemic in Makassar City is considered good. The pentahelix element synergy variable (X1) does not significantly affect the welfare of hotel employees (Y). While the compensation variable (X2) has a positive and significant effect on the welfare of hotel employees (Y). However, simultaneously, the synergy of the pentahelix and compensation elements has a positive and significant impact on the welfare of hotel employees during the Covid-19 pandemic in the city of Makassar.*

## Introduction

Currently the world faced with one global pandemic, namely Covid-19. The pandemic really affects the human activity who was most activity outside House now changed drastically where the most productive place is in self resident (Batubara, 2021). On March 11 , 2020, Covid-19 was declared as global pandemic by the World Health Organization (WHO ). After the news the released, a number of countries, including Indonesian government, not allow foreigners visiting Indonesia, so that effect the decrease of hotel's occupancy. Hospitality sector is one of business industries those affected during Covid-19 pandemic (Ntounis et al., 2022). In Q1 (Q1) 2020 chart level the economy in Indonesia is only reached 2.97%. The chart drop from the expected target that is range between 4.5 - 4.6%. The low level occupancy of hotel rooms which are only 34% (BPS South Sulawesi, 2020) become trigger the laid - off employees temporarily nor permanent and have an impact on compensation as well as welfare hotel employees. One strategy that can taken in guard stability well-being employee is maximizing synergy various holder interest or also known as synergy element pentahelix. Quoted from Umiyati & Tamrin (2021) pentahelix model could give reference for development synergy between mutually exclusive sectors related, so could give endorsement best in achievement goal. The stakeholder in pentahelix known as entrepreneur business (business), government (governance), community (community), academics (academician ), and media crew (medium). Synergy pentahelix play

a role and also contribute in enhancement field social and economic. During Covid-19 pandemic one of the stakeholders give effort to minimize the impact of the pandemic by give the compensation in material and non material. MacKinnon et al. (2021) said that compensation means all kinds of income which received by employees good materially such as money also goods as reward in serving to company. The Synergy of element pentahelix tourism and compensation could Becomes influencing factors for hotel employees during the Covid -19 pandemic. From the observations that have been implemented, according to Bisnis.com on January 26, 2021, Indonesia is a populated country the most 19th which has been exposed to the corona virus, the number has reach 1,012,350 cases and figures the estimated still will increase. Impact Covid-19 pandemic in the business world lead to employees layoffs in a big scale. Based on information from daily The East Tribune in April 2020 and the South Sulawesi PHRI Organization, one of impact from the temporary closed hotel over 6 months ( March until with August 2020) forced hotel management unpaid leave over 4,295 employees of 39 hotels without give compensation or known as "unpaid leave ". "unpaid leave" policy without explanation considered concrete hotel management as one of the strategies in push expenditure automatic considered negative by employees and it is become sign which shown there is good synergy between hotel management and the employees.

Table 1. Resume of The Results of The Initial Interview With The Hotel Employees

Informant	Amount Compensation (Rp)						Duration work		Help received	
	Component	Before Pandemic	Moment Pandemic	%	Difference	%	Before Pandemic	Moment Pandemic	Shape	Source
Employee A	Wages tree	3,100,000	2,325,000	75	775,000	25	26 days work	9 days work	IDR 1,200,000 cash for 3 months	BPJS Employment
	Average service salary	2,150,000	450,000	21	1,700,000	79	4 days offday	16 days off day		
	Total	5,250,000	2,775,000	53	2,475,000	53		5 days unpaid leave		
Employee B	Salary principal	3,000,000	1,900,000	63	1,100,000	37	26 days work	17 days work	IDR 600,000	Government Programs
	Average service salary	2,300,000	1,368,000	59	932,000	41	4 days off day	4 days off day	cash for 4 months	Card Pre-employment
	Total	5,300,000	3,268,000	62	2,032,000	62		9 days unpaid leave		
Employee C	Wages tree	3,500,000	2,300,000	66	1,200,000	34	25 days work	14 days work	Cash IDR 600,000 (4 months) and IDR 1,200,000 (2 months )	BPJS Employment and Pre - Employment
	Average service salary	3,500,000	2,500,000	71	1,000,000	29	4 days off day	14 days off day		
	Total	7,000,000	4,800,000	69	2,200,000	69	1 Extra off	2 days unpaid leave		

Before the CHSE program and award vaccine proclaimed , the government which only focus on disconnection of the spread of Covid-19 without thinking impact well-being for hotel employees and things it also becomes shape not yet synergize government with community and this is also a dilemma for second split party. On one side government feel has give purposeful solution for overcome root this global problem but also received a negative response by the employees because the hotel is closed impact on earnings compensation and lead to a decrease level well-being hotel employees. Related about well-being, on the index measurement well-being community, one the variable is percentage population / poor people, based on article information submitted by Andini Ristyaningrum through daily Sulawesi Business in May 2020 stated that during the Covid-19 pandemic in the city of Makassar

happened addition poor people as many as 72,306 families, more detail The Head of the Makassar City Social Service, informed the data of poor families in Makassar City, namely in the period before the Covid-19 pandemic in Makassar city, the number of poor family is as many as 82,326 poor families then during the Covid-19 pandemic it increased to 154,632 poor families in Makassar city from information the is known that occur spike total 72,306 poor families during the Covid -19 pandemic in the city of Makassar. Based on Makassar City BPS information, in Makassar city when this There are a total of 124 star hotels that are still available operate however study this will more focus to employees who work in all five- star hotels in Makassar City. Connecting statement Among element pentahelix with compensation and welfare hotel employees are getting reinforced by a number of research that has been implemented researcher earlier. Study from Fatina et al. (2023). Variables in the study this is element pentahelix, development tourism and improvement domestic economy. Study this use approach qualitative then the data is analyzed with studies case. Conclusion from study the is as producer total foreign exchange largest, industry tourist often rated not yet maximum in enhancement sector identified economy from development of the tourism sector in areas that are often constrained the minimum cooperation between sectors. After observing more further, specific research discuss about synergy element pentahelix Tourism, compensation and welfare for hotel employees during the Covid-19 Pandemic later use method study quantitatives till not yet found so that study this expected could Becomes answer on question how much big influence element pentahelix to compensation received hotel employees affected by Covid-19 and also whether shapes compensation received the enough make recovery the economy walk with good.

## Methods

After observing from explanation variable and focus research that has been explained previously so design study this is causality with type study quantitative. Based on theory from Sutanto (2013:95) methodology study is set method or manner systematic and organized for investigate a title study as well as for give recommendation to focus problem that has formulated. There are 2 variables free / independent who will discussed in research this that is Synergy pentahelix Tourism (X1) and Compensation (X2) then 1 variable dependent / bound that is Well-being Employee (Y). Following is discussion every variable by detail: Variable Independent (X) Variables that work influence variable bound / dependent is normal called with variable free / independent. Variable free / independent on research this Among other: Variable Synergy pentahelix Tourism (X1) What is meant variable Synergy pentahelix Tourism on research this is stakeholder collaboration interest in element pentahelix for help hotel employees affected by Covid-19 in shape help or compensation direct nor no directly so that you can at least return well-being employee like when Covid-19 broke out. The indicator part in variable synergy pentahelix Tourist this is terms main and ideal on indicators system synergies that include effective communication, feedback fast feedback, trust and creativity Variable Compensation (X2) What is meant variable compensation on research this is shape compensation as well as assistance that has been received by employees of 4 and 5 star hotels affected by Covid-19 in all type good financial and non- financial. The indicator part in variable compensation this is dimensions types compensation which includes: k compensation financial and non- financial. Variable depend (and) Variables influenced by variable free / independent is normal called with variable bound / dependent. variable bound / dependent on research this are: a. Well-being Employee (Y) Well-being the employee referred to in the study this that is achievement state the welfare of the employees of 4 and 5 star hotels is affected Covid-19

pandemic obtained from cooperation Among element pentahelix Tourist with gift assistance and compensation good non financial nor financial. The indicators in variable well-being employee this is which includes amount aspect in life that is observation on quality livelihood somebody from aspect material, mental, physical and spiritual. by more detail operationalization on each variable can observed in table 4.

Table 4. Variable Operation and Measurement Scale

No.	Variable	Dimension	Indicator	Measurement Scale	
1.	Synergy Element Pentahelix (X1) Doctoroff in Kurniawan and	Effective communication	1. 2 way communication 2. Mutual reciprocity	Likert	
		Bait quick return	1. Response stare advance	Likert	
	Suryawati (2017: 40)	Trust	2. Communication tool 3. Social media	1. Each other open 2. Each other accept. 3. Each other support	Likert
			Creativity		1. Decision result 2. Innovative solutions
2.	Compensation (X2) Simamora in Mustari (2018:13)	Compensation Financial	1. Direct 2. No direct	Likert	
		Non- financial compensation	1. Profession 2. Environment work	Likert	
3.	Well-being Employee (Y) Bintarto in Berutu (2017:15)	material,	1. Quality House 2. Ingredients food	Likert	
		mental,	1. Environmenta l health 2. Body health	Likert	
		Physique	1. Facility education 2. Environment culture	Likert	
		Spiritual	1. Moral 2. Ethics	Likert	

On research this, the technique used in analyze the data is with analysis quantitative that is shape the data is combination from amount numbers. Writer will use tool help in the process of data analysis quantitative that is with application SPSS for windows. Lester et al. (2020) states that is in analyze the data there are amount steps include. Preparation before carry out analysis. The process of tabulating the data to be processed use software Implementation of data that has been processed based on approach in study.

## Results and Discussion

Variable Synergy Element Pentahelix (X1) onesubsection on thesis this then also as advanced from chapter results research and discussion, is results research and discussion synergy element pentahelix (X1). In chapter this, by general will discussed about results obtained after carry out research. As for the contents of the chapter this by special is results research and discussion about synergy element pentahelix (X1) which includes analysis scale Likert and discussion

deep along with synthesis related synergy element the elaborated pentahelix based on dimensions that is effective communication, feedback fast feedback, trust and creativity. Research Results Variable Synergy Element Pentahelix (X1) As has been presented in chapter previously where, scale likert is scale measurement that can be used in measurement perceptions, opinions and attitudes one or group of people about phenomenon in life social . Exposure results study analysis scale likert on variables synergy element pentahelix will outlined based on next dimension spelled out again Becomes more indicatorspecific. Explanation variable synergy element pentahelix (X1) becomes dimensions and indicators that is dimensions effective communication with indicator 2 - way and reciprocal communicationthen dimensions bait quick return with indicator response stare face, tool communication and social media later dimensions trust with indicator each other open, accepting and supportive as well as dimensions creativity with indicator results innovative decisions and solutions. Following is results study variable synergy element pentahelix (X1) which has obtained with use analysis scale likert then has grouped based on dimensions from variable synergy element pentahelix and averaged based on dimensions could reviewed in table 7 below this:

Table 7. Results of Calculation of The Analysis of The Likert Scale of The Pentahelix Elements of Synergity Variables (X1)

No .	Dimension	Average Weight	Index (%)	Score Interpretation
1	Effective communication	1.423	73.16	60.00% - 79.99% = Good / Agree
2	Quick response	1.458	74.94	60.00% - 79.99% = Good / Agree
3	Trust	1,410	72.48	60.00% - 79.99% = Good / Agree
4	Creativity	1.382	71.03	60.00% - 79.99% = Good / Agree
	<b>Average</b>	<b>1.418</b>	<b>72.90</b>	<b>60.00% - 79.99% = Good / Agree</b>

### Discussion of Research Results Synergy Element Pentahelix (X1)

Based on data from results study for variable synergy element pentahelix (X1) where results calculation analysis scale likert with average index in shape percentage is worth 72.90%, value the is at in interpretation interval score 60.00 – 79.99 with AGREE / GOOD category then generated information that hotel employees agree consider the synergy of the actors in element pentahelix in handling Hotel employees affected by the Covid-19 pandemic in Makassar City were assessed already well , by more deep, will explained in accompanying discussion with data documentation in the field. As has been discussed in chapter previously where, synergy is cooperation Among parties related to each other cooperate for reach focused goa lto solving a problem good natureperiod long nor period short. Stakeholder the intended interest in element pentahelix is consist from academics , actors business, society / community , government and media crew . Stakeholders on elements pentahelix own the role of each and all own size not quite enough great responsibility in their respective fields.

In countermeasures welfare hotel employees who had decrease because happening unpaid leave that is where employee off without compensation , government has carry out the role in shape easing Restrictions Social Scale Big that allows the hotel to operate back to the moon August 2020. Besides that , the government has also carry out distribution help for 251 employees / respondents thesis This is the one affected by Covid-19. The government also often implements meeting onefor discuss the lawcustomized employmentwith the issue of the Covid-19 pandemic, inside activity the discussed about regulation gift compensation, dismissal

power work then rights and obligations of employees. Element pentahelix next is from element perpetrator business. As has been explained on the subject discussion before, where businessman working as enabler in presenting infrastructure for support change to source power human, then also works in support contribution available budget add mark or profit in shape injection of funds for develop field that. on the moon March until with July 2020, rate residence very low hotel room, rate residence highest only reached 34% and the lowest is 18%. Occupancy rate hotel rooms in 2020 are very dynamic start from Lowest until with highest. As endorsement perpetrator business to business cut off eye chain the spread of Covid-19, the perpetrators business give up their hotel for no operate During not enough more than 5 months start from month March until with August 2020, one impact is part big hotels with local brand had time postpone payment Holiday allowance to his employees.

Based on results observations are also generated that there are hotels that had time give help for employee affected by Covid-19 in financial and non-financial forms. One of the hotels that provide help for employees are hotels that are members of the ACCOR Hotels group, such as Novotel, Mercure and Ibis. Hotels with International Chain level or joined in international hotel group own more capital strength stable, apart from that principle Good management is also a factor , namely: with the principle of gotong royong where hotels do not too affected because has through the Covid-19 pandemic crisis, helping hotels affected by Covid-19 from especially financial compensation hotel employees. One element in Pentehelix which also doesn't lost important is academics. If linked with handling of hotel employees affected by Covid-19 in Makassar City, then academics especially those who live in the city of Makassar or who care to well-being hotel employees in the city of Makassar have role for stage related research with tourism and its recovery from aspect Source Power Humans during the Covid-19 pandemic.

Institutions that become reference writer in study Source Power People in the sector Tourism and Hospitality related well-being hotel employees are Polytechnic Makassar State Tourism (Poltekpar Makassar). Makassar Poltekpar has focus research and counseling to development Source Power Humans who also have an impact to welfare of hotel employees. Research in 2020 at Poltekpar Makassar is focused to development Source Power Man with total study as many as 2 studies institutions , then 8 studies groups and 25 studies individual so that the total is 35 studies with location research spread across the island Java and Nusa southeast . Media plays a role as expander with method give endorsement to publication as well as marketing as well as formation image something brand. In relation with synergy element pentahelix during the Covid-19 pandemic in Makassar City, one of the shape media support for repair well-being hotel employees during the Covid-19 pandemic in Makassar City are with publish coverage / news distribution help for hotel employees affected by Covid-19 through various media especially electronic media and the internet.

Besides that media also plays a role in socialization about vaccines and publications coverage / news about hotel employees who have vaccinated Community play a role as one element in pentahelix is as receptacle for unite people who have the same interests, in particular is community profession in the hotel world. Example community of people who work in the field of hospitality is such as, IHGMA (Indonesian Hotel General Manager Association), then PHRI (Indonesian Hotel and Restaurant Association), ASITA (Association of The Indonesian Tours And Travel Agencies) and communities profession other. From result observation generated that on February 3, 2021 in front of the Makassar City DPRD Building, the PHRI (Indonesian Hotel and Restaurant Association) community with a number of preparation has carry out action down to Street as shape demonstrations and communication media with officials area

related to grants from Kemenparekraf for the stimulus for the revival of the hotel industry in Makassar City which was affected by Covid-19. From explanation previously has explained the role of each actor or holder interest in elements pentahelix, next will discussed more deep synergy from whole element based on dimensions synergy. Discussion synergy element pentahelix on research this will focused to indicator synergy element pentahelix from Doctoroff in Kurniawan, Suryawati ( 2017: 40) namely effective communication, feedback fast feedback, trust and creativity.

### Research Results Compensation (X2)

As has been presented in chapter previously where, scale likert is scale measurement that can be used in measurement perceptions, opinions and attitudes one or group of people about phenomenon in life social (Jebb et al., 2021). P exposure results study analysis scale likert on variables synergy element pentahelix will outlined based on next dimension spelled out again Becomes more indicatorspecific (Sentosa, 2023). Explanation variable compensation (X2) becomes dimensions and indicators that is dimensions compensation financial with compensation direct and compensation no direct then dimensions non-financial compensation with indicator work and environment work (Asriani & Riyanto, 2020). Following is results study variable compensation (X2) that has been obtained with use analysis scale likert then has grouped based on dimensions from variable compensation and averaged based on dimensions could reviewed in table 8 below this:

Table 8. Variable Likert Scale Analysis Calculation Results Compensation (X2)

Dimension	Average Weight	Index (%)	Score Interpretation
Compensation financial	1,427	73.36	60.00% - 79.99% = Good / Agree
Non- financial compensation	1.550	79.67	60.00% - 79.99% = Good / Agree
Average	1,488	76.51	60.00% - 79.99% = Good / Agree

As can be seen in table 8 where Index in shape percentage for dimensions compensation financialhas obtained from results distribution between the total average weight (1,488) with total score maximum (389 X 5 = 1,945) then multiplied by 100 is worth 73.36%, value the enter in AGREE / GOOD category is the interval between 60.00 – 79.99%. Dimension non-financial compensation is worth 79.67%, value the enter in AGREE / GOOD category is the interval between 60.00 – 79.99%. As summary results analysis scale likert variable compensation (X2) i.e. the average index in shape percentage of each dimension ( financial compensation and non - financial compensation ) that has been obtained from results distribution between the mean of the total average weight (1,488) and total score maximum (389 X 5 = 1,945) then multiplied by 100 is worth 76.51%.

If you look at the table criteria interpretation based on interval score , then index worth 76.51% in in AGREE / GOOD category is the interval between 60.00 – 79.99. With thus could drawn conclusion that is , after implemented calculation analysis scale likert for variable compensation (X2) which produces an average index in shape percentage worth 76.51%, value the enter in interpretation interval score 60.00 – 79.99 with AGREE / GOOD category then conclusion finally is the hotel employees agree that during the Covid-19 pandemic in Makassar City, employee compensation earn already good, appropriate necessary and very useful for employees and their families.

## Discussion of Research Results Variable Compensation (X2)

Based on data from results study for variable compensation (X2) where results calculation analysis scale likert with average index in shape percentage is worth 76.51%, value the is at in interpretation interval score 60.00 – 79.99 with AGREE / GOOD category then generated information that hotel employees agree consider The compensation received by hotel employees affected by the Covid-19 pandemic in Makassar City is assessed already well , by more deep , will explained in accompanying discussion with data documentation in the field . As has been explained on the subject discussion previously where , compensation is something shape reward / reply service from party company to employees good in financial form and non-financial with the goal for employees more motivated in work so that reach results maximum work / performance. Based on results research conducted by Eppanget al in the journal Tilaar (2020) The Covid-19 pandemic period provides very bad financial impact for business service tourism in South Sulawesi, namely: by 88% effort service affected tourism negative impact financially and in terms of the automatic will also have an impact on acquisition compensation for employees who work in businesses service tourist specifically business hospitality.

## Research Results Variable Well-being Employee (Y)

As has been presented in chapter previously where, scale likert is scale measurement that can be used in measurement perceptions, opinions and attitudes one or group of people about phenomenon in life social. P exposure results study analysis scale likert on variables synergy element pentahelix will outlined based on next dimensions pelled out again Becomes more indicators specific. Explanation variable well-being employee (Y) becomes dimensions and indicators that is dimensions Theory with indicator quality house and materials food, then mental dimension with indicator health environment and health body then dimensions physique with indicator facility education and environment culture as well as spiritual dimension with morals and ethics . Following is results study variable well-being employee (Y) who has obtained with use analysis scale likert then has grouped based on dimensions from variable well-being employees and averaged based on dimensions could reviewed on the table 9 next this.

Table 9. Results Of Calculation Of The Likert Scale Analysis Of Employee Welfare Variables (Y)

state Well-being Hotel Employees		Dimension				Average
		Theory	Mental	Physique	Spiritual	
who have get help n = 251	Average Weight	966	1024	1003	1041	<b>1008</b>
	Index	76.97	81.55	79.88	82.95	<b>80.34</b>
	Score Interpretation	60.00% - 79.99% = OK / Agree	80.00% - 100% = Very Good / Strongly Agree	60.00% - 79.99% = OK / Agree	80.00% - 100% = Very Good / Strongly Agree	80.00% - 100% = Very Good / Strongly Agree
Who hasn't get help n = 138	Average Weight	530	575	566	589	<b>565</b>
	Index	76.81	83.26	82.03	85.36	<b>81.87</b>

## **Discussion of Research Results Variable Well-being Employee (Y)**

Based on data from results study for variable well-being employee (Y) where results calculation analysis scale likert with average index in shape percentage is worth 80.34% for employees who earn assistance and 81.87%, who have not get help , rate the is at in interpretation interval score 80.00% – 100% with VERY AGREE / VERY GOOD category then generated information that well-being hotel employees during the Covid-19 pandemic in the city of Makassar in very good condition,more deep, will explained in accompanying discussion with data documentation in the field. As has been explained on the subject discussion previously where, welfare employee is state someone who can provide need ingredients tree in arrange daily from aspect material, spiritual as well as social which includes fulfillment need clothing, food and shelter as ingredients food, clean drinking water, place stay, clothes then feeling peace born inner, norm decency and safety soul is also opportunity go through education and work with objective repair and maintain condition physical as well as mental employees so that they can Upgrade productivity work so that own life harmonious social with inhabitant other communities with based on to principle Pancasila is also basic human right.

There is a number of version in technique measurement well-being public but in Indonesia itself level well-being public be measured use one of 18 variables. 18 variables the determined by the Central Statistics Agency , as for variables in measure index prosperity public the is Rate Growth Population (LPP), Density Population per km (KPP), Literacy Rate Letters (AMH), Average Length of School (RLS), Life Expectancy (AHH), Expenditure per Capita (PPK), Percentage of Average Expenditure for Consumption Food (PKM), Percentage House Stairs That Have Facility Drink Alone (FMS), Percentage House Ladder with Type Floor Not Land (LBT), Percentage Household with Floor Area < 20 M2 (LLK), Percentage House Ladder with Wall Wall (RDT), Percentage House Stairs with Source Lighting from PLN (PLN), Percentage House Ladder with Defecation Facility Alone (CHAPTER), Percentage Poor Population (RTM), Total Open Unemployment (JPT), Percentage Residents Who Experienced Health Complaints in the Past Month (PKK), Percentage Residents Experiencing Health Complaints and Activities Disrupted (PPB), Total Resident Work (JPB) On index measurement well-being community, one the variable is percentage poor people / people.

Based on article information submitted by AndiniRistyningrum through daily Sulawesi Business in May 2020 stated that during the Covid-19 pandemic in the city of Makassar happened addition poor people as many as 72,306 families . by more detail The Head of the Makassar City Social Service , informed the data of poor families in Makassar City , namely in the period before the Covid-19 pandemic in Makassar city , the number of poor family is as many as 82,326 poor families then during the Covid-19 pandemic it increased to 154,632 poor families in Makassar city so could concluded that occur spike total 72,306 poor families during the Covid -19 pandemic in the city of Makassar. Based on results observations carried out by the author , general found that well-being hotel employees in Makassar city indeed by chart experience drop and thing it is also strengthened with information from articles that have reviewed in paragraph previously where occur addition There are 72,306 poor families in Makassar city.

However if observed more Furthermore, the condition of hotel employees who are still dominated by productive age is also one of the outcome factors interpretation score about well-being hotel employees are in position excellent welfare. by general state well-being hotel

employees in the city of Makassar can depicted from results the latest observations and data obtained in the field where total population / poor people in South Sulawesi Province experience decrease in month March 2021. Based on information from page Government website South Sulawesi Province published by the Office of Communication , Information , Statistics , and Encryption South Sulawesi Province on July 19 , 2021, Executor Task The Governor of South Sulawesi said: that occur drop to number poverty 15,000 people ( 8.78 %).

## Conclusion

Based on results research and discussion that has been discussed on the subject discussion previously so thesis this produce conclusion as following: Variable synergy element pentahelix (X1) produces the average index in shape percentage worth 72.90%, value the enter in interpretation interval score 60.00 – 79.99 with AGREE / GOOD category then conclusion finally is the hotel employees agree consider the synergy of the actors element pentahelix in handling Hotel employees affected by the Covid-19 pandemic in Makassar City were assessed already GOOD. Variable compensation (X2) produces the average index in shape percentage worth 76.51%, value the enter in interpretation interval score 60.00 – 79.99 with AGREE / GOOD category then conclusion finally is the hotel employees agree that during the Covid-19 pandemic in Makassar City , employee compensation earn already good , appropriate necessary and very useful for employees and their families. Variable well-being employee (Y) produces an average index in shape percentage worth 80.34% for employees who have get assistance and 81.87% for employees who have not get help , rate the enter in interpretation interval score 80.00% – 100% with VERY AGREE / VERY GOOD category then conclusion finally well-being hotel employees during the Covid-19 pandemic in Makassar City in very good condition. Variable synergy element pentahelix (X 1 ) no influential by positive and significant to to well-being hotel employees (Y) during the Covid-19 pandemic in Makassar City who can showed from the results of the data obtained namely  $t$  count (0.696) <  $t$  table (1.966) with level significance ( $\alpha$ ) of  $0.487 > 0.050$  which means variable synergy element pentahelix (X 1 ) turns out no is significant explanation to well-being employee (Y) hotel during the Covid-19 pandemic in Makassar City . Variable compensation (X2) effect by positive and significant to well-being hotel employees (Y) during the Covid-19 pandemic in Makassar City who can showed from the results of the data obtained namely  $t$  arithmetic (13.355) >  $t$  table (1.966) with level significance ( $\alpha$ ) of  $0.000 < 0.050$  which means variable compensation (X 2 ) it turns out is significant explanation to well-being employee (Y) hotel during the Covid-19 pandemic in Makassar City . the size F value count is 143.534 then F table is 3.87 with quantity calculated f value and f table so could concluded that F count more big from f table ( $143.534 > 3.87$ ) then  $H_0$  is rejected and  $H_a$  is accepted , meaning there is influence by simultaneous . With thus hypothesis the third that states that synergy element pentahelix (X. 1 ) and compensation (X. 2 ) in simultaneous influential to well- being hotel employee (Y) during the Covid-19 pandemic in Makassar City statistics could proved . Could concluded by together that synergy element pentahelix also with increasing compensation fine , will make well-being hotel employees during the Covid-19 pandemic in Makassar City are increasingly good.

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