



## Analysis Of The Effect Of The Work Environment And Compensation On Employee Performance at PT. Mentari Seraya Works

Sri Wahyuningsih<sup>1</sup>, Harries Madiistriyatno<sup>2</sup>, Aris Bayu Purnomo<sup>3</sup>

<sup>1,2,3</sup> IMMI College of Management Institution

Email: [yuni.wahyuningsih1205@gmail.com](mailto:yuni.wahyuningsih1205@gmail.com)<sup>1</sup>, [harries.madi@gmail.com](mailto:harries.madi@gmail.com)<sup>2</sup>,  
[aris.bayu@gmail.com](mailto:aris.bayu@gmail.com)<sup>3</sup>

### Abstract

The objectives of this study are: 1) To determine the influence of the work environment on employee performance at PT. Mentari Seraya's work. 2) To determine the effect of compensation on employee performance at PT. Mentari Seraya's work. 3) To determine the effect of the work environment and compensation together on the performance of employees at PT. Mentari Seraya's work. This research is quantitative, descriptive and associative type. The population in this study were personnel serving in PT. Mentari Seraya's work. Regarding the research, the author used a simple random sampling technique, so the respondents that the author used were as many as 40 respondents, namely PT employees. Mentari Seraya's work. The results of this study show that: 1) There is an influence of the work environment on employee performance, as evidenced by the calculated  $t$  value for the Work Environment variable ( $X_1$ ) of 6,248 while table  $t$  value for  $N = 40$  of 2,021. So  $6,248 > 2,021$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be stated that the Work Environment ( $X_1$ ) has a significant effect on Employee Performance ( $Y$ ). 2) There is a pengaruh kompensasi on employee performance, proven the calculated  $t$  value for the Compensation variable ( $X_2$ ) is 2,761, while the table  $t$  value for  $N = 40$  of 2,021. So  $2,761 > 2,021$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be concluded that partially the Compensation variable ( $X_2$ ) affects Employee Performance ( $Y$ ). 3) There is an influence of the work environment and compensation together on employee performance, as evidenced by the ANOVA obtained a calculated  $F$  value of 39.392 Medium  $F$  table ( $\alpha = 0.05$ ) for  $N = 40$  of 2.84. So  $F_{\text{calculate}}$





*the > of F of the table ( $\alpha = 0.05$ ) or  $39,392 > 2.84$  with a significant rate of 0.000 because  $0.000 < 0.05$ , then it can be said that Work Environment (X1) and Compensation (X2) together positively affect Employee Performance (Y). While the Adjusted R Square ( $R^2$ ) value is 0.680. This shows that 68% of the Work Environment (X1) and Compensation (X2) simultaneously affect Employee Performance (Y) while the remaining 32% is influenced by other factors not studied in this study.*

**Keywords: Work Environment, Compensation, Employee Performance**

## 1. INTRODUCTION

Human resources are still in the spotlight and the foundation for organizations to survive in the era of globalization. Human resources have a major role in every organizational activity. Deciphering human resources, cannot be separated from human resource management itself, as for the definition of human resource management is activities or activities that implemented so that human resources in an organization can be used to achieve goals.

It is undeniable that the main reason why the organization was formed was to achieve common goals. The common goal achieved is difficult to realize if the organization does not pay attention to and attach importance to the role of human resource management. Man himself is the source and object of a great problem, and it deserves to be questioned because man's majesty is unmatched. Until now, many studies have made humans the object of research that is associated with their membership in the organization. Human beings of various backgrounds, perceptions, and cultures, are gathered.

The quality and quantity of performance achieved by an employee in carrying out his duties must be in accordance with the responsibilities that the company gives him. The results of the work achieved will later provide feedback for the person himself to always be active, based on data obtained from PT. Karya Mentari Seraya, the company's performance has decreased which can be seen from the number of annual sales in the last 3 years from 2018 to 2020. The following is data on the target and realization of PT. Mentari Seraya's work for the 2018-2020 period.





Tabel 1.1  
Data Penjualan di PT. Karya Mentari Seraya periode 2018-2020

NO	TAHUN	TARGET	REALISASI
1.	2018	Rp. 104.000.000.000	Rp. 115.070.181.495
2.	2019	Rp. 330.000.000.000	Rp. 217.062.442.118
3.	2020	Rp. 410.000.000.000	Rp. 201.020.402.982

Sumber : PT Karya Mentari Seraya

It can be seen the performance of PT. The work of Mentari Seraya, sales achievement in the 2018-2020 period tends to experience a positive increase from the sales target that has been targeted by PT. Mentari Seraya. Mentari Seraya's work.

Employee performance is the result of the thought and energy of an employee towards the work he does, can be prostrated, seen, calculated in number, but in many ways the results of the thought process and energy cannot be calculated and seen, such as ideas for solving a problem, new innovations in a product of goods or services, can also be inventions of work procedures that more efficient. The performance of employees in the organization is one of the factors that are expected to support the achievement of organizational goals. Employees who have poor performance will become a burden on the organization in developing and maintaining the survival of the organization.

The work environment is the entire work facilities and infrastructure around employees who are doing work that can affect the implementation of work including places of work, facilities, cleanliness, lighting, tranquility, as well as working relationships between people. The work environment is everything that is around the employee and can affect in carrying out the duties assigned to him, for example with the presence of *air conditioner (AC)*, lighting adequate and so on.

Compensation in PT. Mentari Seraya's work has an important role in employee work performance. Compensation is related to employee labor, if there is a mismatch or instability in the provision of compensation to employees, it will affect Employee performance. Compensation that has been given by PT. Mentari Seraya's work to its employees is as follows:



Tabel 1.3  
Jenis Kompensasi PT. Karya Mentari Seraya

NO	Jenis Kompetensi	Keterangan
1.	Gaji	Gaji yang diberikan sesuai dengan UMR.
2.	Tunjangan	a. Tunjangan Hari Raya b. Tunjangan kesehatan, seperti : BPJS c. Tunjangan kematian Jika ada pegawai yang meninggal dunia akan mendapatkan dana tunjangan kematian. d. Tunjangan Pesangon. Pesangon di berikan kepada pegawai tetap yang sudah bekerja selama 25 tahun dengan batas minimal usia pegawai 50 tahun.
3.	Hak	Ijin cuti dalam 1 tahun adalah 12 kali
4.	Bonus	Bonus yang diberikan kepada pegawai jika pegawai lembur kerja sedangkan untuk lembur kerja pegawai maksimal adalah 2 jam

Sumber : PT. Karya Mentari Seraya 2018

In the table, it can be taken a policy that before employees work at PT. The work of Mentari Seraya, employees have entered into an employment contract agreement , in which it is explained the work agreement regarding compensation given with the aim that in the future it will not be There was a misunderstanding on both sides. The problem with PT Karya Mentari Seraya, namely there is a delay in providing salaries to employees and there are no *rewards* or awards given to employees, if any Employees whose performance is good or in accordance with the company's qualification standards are not given *rewards* or awards in the form of material but in the form of non-material such as giving praise to official.

The provision of compensation must be fair and equitable, so as to create a conducive and productive work environment for the organization. If compensation can be done properly, it will increase job satisfaction in the form of good morale, loyalty, and morale.

## 2. THEORETICAL FOUNDATIONS

### 2.1 Work Environment

The working environment in an enterprise is very important for management to pay attention to . At this time the work environment can be designed in such a way as to create a working relationship that binds workers in their environment. According to Siagian (2014:56) posits that The work environment is an environment where employees do their daily work. Meanwhile, according to (Widodo,2015:95) The work environment is an environment where employees can carry out their daily duties with the overall work facilities and infrastructure needed for carry out such duties.

According to Nitisemito (in Nuraini 2013: 97) the work environment is everything that is around the employee and can affect in carrying out the duties assigned to him, for example by the presence of *water conditioner* (AC), adequate lighting and so on.



Meanwhile, according to Sofyan (2013: 20), the work environment is everything around the employee that affects him in carrying out and completing the tasks assigned to him within a region.

Kohun (Noah and Steve, 2012:37) the work environment is a collection of all forces, actions, and other factors that directly or potentially improve activity and performance Official. Meanwhile, according to Chandrasekar (2011) "a work environment is a set of work environments in a place that have an impact on employee morale, as well as productivity both positively and negatively.

Afandi (2016:51) the work environment is something that exists in the environment of workers that can influence themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the place work and whether or not the tools are adequate – work equipment.

Work environment as attitudes, values, norms and feelings that are commonly possessed by employees with respect to their organization. The work environment is a condition or situation that directly or indirectly affects impulse and life organization because the work environment will always undergo changes. According to Sedarmayati (2013: 23) the definition of a work environment is a place where there are a number of groups in which there are several supporting facilities to achieve company goals according to with the company's vision and mission. Sunyoto (2012:43) states "The work environment is everything that is around the workers and that can affect carrying out the tasks charged, such as cleanliness, music, lighting and others." While Sedarmayanti (2011: 21) suggests that the work environment is the entire tool and material faced, the surrounding environment in which a person works, his working methods, and his work arrangements both as individuals and groups.

The work environment is everything around the worker that can influence him in carrying out the tasks he carries out (Nitisemito in Sugiarti, 2012: 75). According to Gardjito, et al. (2014) The work environment is a condition or circumstantial condition that affects employees in carrying out work or on the course of company operations. Meanwhile, according to Kurniasari and Halim (2013: 273-284) the work environment is something that exists around workers and can influence workers in carrying out the duties charged.





## 2.2 Compensation

Compensation from an organizational point of view is an element of cost that can affect the competitive position of the organization, the recruitment process, and the level of employee turnover. Meanwhile, from an employee's point of view, it is an element of income that affects the lifestyle, status, self-esteem, and feelings of employees towards the organization to remain with organizations or looking for other jobs.

Compensation is one of the important factors and concerns many organizations in maintaining and attracting qualified human resources. (Waking up in Ferries and Kartika, 2014). According to Yani (2012:139), compensation is a form of payment in the form of benefits and incentives to compensate employees so that performance increases. Meanwhile, according to Marihot Tua (in Sunyoto, 2012) compensation is the entire recompense received by employees as a result of the implementation of work in the organization in the form of money or others, which can be in the form of salaries, wages, bonuses, incentives and health benefits, holiday allowances, meal allowances, leave money and others.

Sastrohadiwiryo (in Septawan, 2014:5) compensation is the reward of services or recompense for services provided by the company to the workers because the labor has contributed labor and thoughts for the betterment of the company in order to achieve the goals that have been set. Meanwhile, according to Handoko (2012: 155) compensation is everything that employees receive in return for their work.

Marwansyah (2016:269) Compensation is an award or reward directly or indirectly, financially or non-financially, that is fair and feasible to employees, in return or contribution/service to achievement of corporate goals. Meanwhile, according to Hasibuan (2010: 118), compensation is all income in the form of money, direct or indirect goods received by employees in exchange for services provided to the company. Compensation includes direct forms of cash payments, indirect payments in the form of employee benefits, and incentives to compensate employees to work hard to achieve high productivity. Wibowo (2016:271) Compensation is the number of packages an organization offers to workers in exchange for the use of their labor. The provision of compensation can occur without having anything to do with achievements, such as wages and salaries. Wages are compensation in the form of money paid for the time that has been used while salary is compensation in the form of money paid for the disclaimer of responsibility work. Wages are used to compensate less skilled workers, while for skilled workers, the definition of





salary is usually used. Meanwhile, according to Dessler in Subekhi (2012: 175), employee compensation is any form of payment or reward given to employees who work in a company.

Suparyadi (2015:271) states that compensation is the entire reward received by employees as an appreciation for contributions made to the organization, both financial and nonfinancial. According to Acheampong (in Hendro, 2018) compensation should be distributed according to the contributions made to the company in the form of bonuses, subsidies and welfare should be included in the system pay. Meanwhile, according to Rivai (2014:714): "Compensation is something that employees receive in lieu of their service contributions to the company".

### 2.3 Employee Performance

Employee Performance needs to be assessed with the intention of providing employees with a good opportunity for their career plans in terms of strengths and weaknesses, so that the company can setup paychecks, give promotions, and be able to see employee behavior. Performance appraisal is known as "performance rating" or "performance appraisal". According to Munandar (2008:287), performance appraisal is the process of assessing personality traits, work behavior, and work results of a person or employee (worker and manager), which is considered to support its performance, which is used as a consideration for decision-making on measures in the field of labor.

Mathis (in Laksana, 2014) defines Employee Performance as what employees do or do not do that affects how much they contribute to the organization output quality, output quantity, output timeframe, workplace attendance, and cooperative attitude. Meanwhile, according to Rivai (2013: 604) states that employee performance is a term in general that is used in part or all of the actions or activities of an organization in a period with a reference to a number of standards such as projected past costs on the basis of efficiency, accountability or management accountability and the like.

Amstrong, Bacal (in Wibowo, 2014) defines performance as an ongoing communication process, carried out in partnership between workers and their immediate superiors that concerns creating clear expectations and mutual understanding of the work to be done. While Cascio (2014:120) states that "Performance refers to an employee's success towards assigned tasks".

Stoner (2013:10), states that performance is "The quantity and quality of work completed by an individual, group or organization. This means that performance consists of three components, namely quality, quantity and effectiveness. Where between these





three components cannot be separated from one another. For this reason, Employee Performance can be seen from the quality, quantity and effectiveness". Performance is the result of a process that refers to and is measured over a period of time based on pre-established terms or agreements (Edison, 2016:190).

Employee Performance is more towards a level of work performance that reflects how employees can meet job needs well. Performance as the quality and quantity of the achievement of tasks, both carried out by individuals, groups and companies (Fawzi in Edward, Sumarni and Almaududi, 2014). Colquitt (in Kasmir, 2016:183) says that : *Performance "the value of the set of employee behaviors that contribute, either positively or negatively, to organizational goal accomplishment"* By this point performance is the value of a set of employee behaviors that contribute, either positively or negatively to the fulfillment of organizational goals.

## 2.4 Previous Research

Ahmad Badawi Saluy, et al (2017) with the title "The Effect of Career Development, Compensation and Work Environment on Employee Performance in CV. New Source of Commerce" from the results of the study found that the significant value for the simultaneous influence of X1, X2 and X3 on Y is  $0.000 < 0.05$ . From the results of the partial T test, it is known that the effect of X1 compensation on Y is worth  $0.533 < 1,984$  so it is concluded that H1 is rejected from the data This shows no effect of X1 on Y. For the effect of X2 on Y, that is the calculated value of  $3,514 > 1,984$  so that H2 is accepted which means that there is an influence of X2 on Y. For the effect of X3 on Y is  $1,154 < 0.05$  so that it can be concluded that the effect of career development, compensation, and work environment simultaneously on Employee Performance. From the results of the T test, it can also be seen that the variable that has a dominant effect on Employee Performance is the compensation variable.

Nefa Yumaltin. K (2014) with the title "The Effect of Compensation and Work Environment on Employee Performance at the Bappeda (Regional Development Planning Agency ) Office of Bengkulu Tengah Regency", From the results of the study can be It was concluded that compensation and the work environment affect the performance of employees, both singly and together. And the variable that has the greatest influence is the Work environment variable .

Febryanti (2011) with the title "Pengaruh Compensation for Employee Performance at PT. Carsurindo Superintendent, Medan", The test result of the coefficient of





determination ( $R^2$ ) is 0.94 or 94.5%. This shows that the dependent variable can be explained by the independent (salary), incentive and benefit variables of 94.5% while the remaining 5.5 is explained by factors – other factors not described in this study.

Apriani & Hidayat (2015) with the title "The Effect of Compensation and Work Environment on the Performance of PT. BPR Restu Artha Makmur Majapahit Semarang Head Office", Compensation partially has a positive and significant effect on Employee Performance.

Emilia Noviani Asta Sari (2009) with the title "The Effect of the Work Environment on the Performance of Employees of the Production Department of PT. Glory Industrial Semarang I", In the study there was a positive influence of the work environment on the Performance of Employees in the production department of PT. Glory Industrial Semarang II with a partial coefficient of 18.49%.

## 2.5 Frame of Mind

According to Uma Sekaran (in Sugiyono, 2010) suggests that , the thinking framework is a conceptual model of how theory relates to various factors that have been identified as problems that important. To give an idea of the thoughts on this research, it can be put forward the frame of mind appears in the following image:

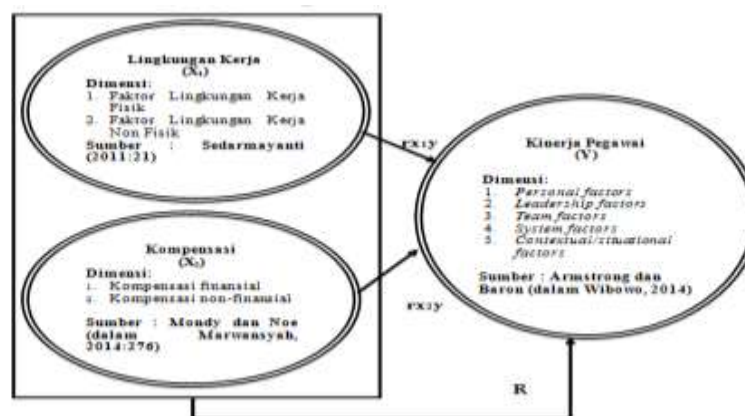


Figure 1. frame work

## 2.6 Hypothesis

Suryabrata (2012) formulating hypotheses is a temporary answer to research problems whose truth remains to be tested empirically. A hypothesis is a proposition



that is already formulated in such a way and is temporarily accepted to be tested for correctness. Meanwhile, according to Dantes (2012: 164) a hypothesis is a presumption us, the hypothesis in this study can be formulated as follows: or assumption that must be tested through data or facts obtained through research.

### 3. RESEARCH METHODS

#### 3.1 Place and Time of Research

The location of this research activity carried out by PT. Mentari Seraya's work, the research time was carried out from October 2021 to January 2021.

#### 3.2 Population, Sample and Sampling Method:

##### a. Population

According to Sugiyono (2009: 80) the definition of population is a generalized area consisting of objects or subjects that have certain qualities and characteristics set by the researcher to be studied and Then the conclusion is drawn. From this understanding, the population in this study was 40 employees who served at PT. Mentari Seraya's work.

##### b. Sample

The sample is the part of the population that is expected to be able to represent the population in the study. Meanwhile, according to Sugiyono (2017:81), "Samples are part of the number and characteristics possessed by the population. If the population is large, and it is impossible for the researcher to study everything in the population, for example due to limited funds, energy and time, then the researcher can use a sample that taken from that population."

##### c. Sampling Method

According to Hasan (2010:58) a sample is a part of a population taken through certain means that also have certain, clear, and complete characteristics that are considered to be representative of the population. Sampling technique is a way of taking a representative sample of the population (Riduwan, 2012). In this study, researchers used *saturated sampling*. According to Sugiyono (2017: 85) *the saturated sampling* technique is a sample determination technique where all members of the population are used as samples. Regarding the research, the author used *a simple random sampling* technique. According to Sugiyono (2010: 57) it is stated to be simple because sampling of population



members is carried out randomly without paying attention to the strata in that population. With *simple random sampling* technique. In the research that the author conducted, the respondents that the author used were as many as 40 respondents, namely PT employees. Mentari Seraya's work.

**d. Research Variable Instruments**

Operasional Variabel Penelitian			
Variabel	Dimensi	Indikator	Butir Pernyataan
Lingkungan Kerja (X <sub>1</sub> )	1. Faktor Lingkungan Kerja Fisik	> Penerimaan ruang kerja	1
		> Keamanan karyawan saat bekerja	2,3
		> Lingkungan yang bersih	4,5
	2. Faktor Lingkungan Kerja Non Fisik	> Tanggung jawab karyawan saat bekerja	6,7
		> Perhatian dan dukungan pemimpin	8,9
		> Kerja sama antar kelompok	10,11
	> Kelancaran komunikasi	12	
Sumber: Sedarmayanti (dalam Wolan, 2011:21)			
Kompetensi (X <sub>2</sub> )	1. Kompetensi finansial	> Upah	1
		> Gaji	2,3
		> Bonus	4,5
		> Komisi	6,7
		> Tunjangan-tunjangan	8,9
	> Asuransi sosial	10,11	
2. Kompetensi non-finansial	> Lingkungan fisik tempat seseorang bekerja	12	
Sumber: Mondy dan Noe (Marwanah 2014:176)			
Kinerja Pegawai (Y)	1. Personal factors	> Tingkat keterampilan	1
		> Kompetensi yang dimiliki	2
		> Motivasi	3
		> Komitmen individu	4
	2. Leadership factors	> Kualitas dorongan	5
		> Bantuan yang dilakukan manajer dan team leader	6,7
	3. Team factors	> Dukungan yang diberikan oleh rekan sekerja	8
	4. System factors	> Fasilitas yang diberikan organisasi	9
	5. Contextual/Situational factors	> Tingkat tekanan	10
		> Perubahan lingkungan internal dan eksternal	11,12
Sumber: Armstrong dan Baron (dalam Wibowo, 2014)			

Figure 2. variable instrument

**e. Data Analysis Techniques**

The data analysis technique used is a quantitative technique, namely a data analysis technique using statistical formulas through the SPSS 20.00 statistical program, namely:

**d. Instrument Validity Test**

This Validity Test can be done by calculating the correlation between each statement and the total score using the *product moment* correlation technique formula. A questionnaire is declared valid if the r value obtained from the calculation result (r<sub>xy</sub>) is greater than the table r value with a significant degree of 5%.





#### e. Instrument Reliability Test

Reliability tests can show how far an instrument can provide a consistent result even if measurements are taken more than once. According to Arikunto (2013) reliability shows in one sense that an instrument is trustworthy enough to use the Cronbach Alpha formula

#### f. Methods of Analysis and Hypothesis Testing

##### 1. Test Classical Assumptions

The classical assumption test is used to test whether the regression model actually shows a significant relationship.

##### 2. Normality Test

Normality assumptions are used to test whether the data is normally distributed or not. Good data is normally distributed. Normality test aims to test whether in a regression model, dependent variables, independent variables or both have a normal distribution or not, (Ghozali, 2011:21). Normality testing in this study was carried out using Kolmogorov-Smirnov (K-S) non-parametric statistical analysis. The basis for making decisions from the normality test is that if the results of *Kolmogorov Smirnov's One Sample* above the 0.05 confidence level show a normal distribution pattern, then the regression model meets the assumption of normality.

Ghozali (2012:103), the way used to detect whether the residual is normally distributed or not is by:

#### Statistical analysis

"Statistical tests can be used to test for residual normality there is the Kolmogorov-Smirnov (K-S) statistical test", (Ghozali, 2016:154). The K-S test is created by making the following hypothesis :

- 1) If the probability  $> 0.05$  then the distribution of the population is normal.
- 2) If the probability  $< 0.05$  then the distribution of the population is abnormal.

#### Chart Analysis

One of the easiest ways for authors to see residual normality is to look at a histogram graph that compares observational data with distributions close to normal distributions.





### Multiple Linear Regression Analysis

According to Jonathan Sarwono (2006:79) the notion of multiple linear regression is to estimate the magnitude of the coefficients resulting from a linear equation involving two free variables to use as a predictive tool the magnitude of the value depends. Sugiyono (2008: 277) suggests that multiple linear regression analysis is used to predict how the value of a dependent variable changes when the value of an independent variable is increased or lowered.

This analysis is used by involving two or more free variables between the dependent variable (Y) and the independent variable (X<sub>1</sub> and X<sub>2</sub>), this method is used to find out the strong influence between several free variables simultaneously on bound variables. According to Sugiyono (2017:275) formulated a multiple linear regression analysis as follows:

$$Y = a + b_1 X_1 + b_2 X_2$$

#### Information:

- $\hat{Y}$  = Employee Performance  
X<sub>1</sub> = Work Environment  
X<sub>2</sub> = Competence  
a = Coefficient of constant  
b<sub>1</sub> = Regression coefficient of the Working environment  
b<sub>2</sub> = Regression coefficient of Compensation

#### g. Hypothesis Testing Techniques

The form of hypothesis used in this study is an associative hypothesis, because this study asks the influence of two variables, namely free variables and bound variables. According to Sugiyono (2017:36), "Hypothesis associative is a temporary answer to the formulation of an associative problem, that is, one that asks the influence between two or more variables".

##### a. t-test

- 1) If  $t \text{ count} \leq t_{\text{table}}$  then reject H<sub>0</sub> means significant.
- 2) If  $t \text{ count} > t_{\text{table}}$  then accept H<sub>0</sub> means insignificant.

##### b. Test F

The F test formula according to Sugiyono (2017: 139) is as follows:

The basis for decision-making in the F test is as follows:





- 1) If  $F_{counts} < F_{of\ the\ table}$ , then  $H_0$  is accepted.
- 2) If  $F_{counts} > F_{of\ the\ table}$ , then  $H_0$  is rejected.

### c. Coefficient of Determination

The coefficient of determination is used to determine the influence between the three variables ( $X_1$ ,  $X_2$ , and  $Y$ ), how much influence between the three variables studied, then the coefficient of determination ( $K_d$ ) is calculated with The assumption of other factors beyond the variable is considered constant or fixed (*Ceteris paribus*). The formula of the coefficient of determination ( $K_d$ ) is:

$$KD = r^2 \times 100\%$$

Sumber: Sugiyono (2016:231)

#### Information:

$K_d$  = Coefficient of determination

$r$  = Pearson correlation coefficient

## 4. RESULTS OF ANALYSIS AND DISCUSSION

### 4.1. Validity Test

#### a. Work Environment Variable Validity Test Results ( $X_1$ )

Based on the table above, it can be seen that for each of the statements on the Working Environment variable ( $X_1$ ) the entire instrument can be said to be valid, since the resulting calculated  $r$  value much greater than the existing table  $r$  value for  $n = 40$  i.e. 0.304.

#### b. Compensation Variable Validity Test Results ( $X_2$ )

Based on the table above, it is seen that for each of the variable statements Compensation ( $X_2$ ) the entire instrument can be said to be valid, since the resulting calculated  $r$  value is much greater than the existing table  $r$  value for  $n = 40$  i.e. 0.304.

#### c. Employee Performance Variable Validity Test Results ( $Y$ )

Based on the table above, it can be seen that for each statement on the Employee Performance variable ( $Y$ ) The entire instrument can be said to be valid, since the resulting calculated  $R$  value is much greater than the existing table  $r$  value for  $n = 40$  which is 0.304.





4.2 Reliability Test

a. Results of Reliability Test Variables Work environment (X)

From the table above, for the reliability test of the Working Environment variable (X 1) obtained the value of Cronbach's Alpha greater than the Critical Alpha (0.903 > 0.304) so that the Work Environment variable (X1) which is assessed with 12 items of reliable statements and can be used as a research variable.

b. Compensation Variable Reliability Test Results (X2)

From the table above, for the reliability test the variable Compensation (X2) obtained the value of Cronbach's Alpha is greater than the Critical Alpha ( 0.875 > 0.304) so that the variable Compensation (X2) is assessed with 12 items of reliable statements and can be used as research variables.

c. Employee Performance Variable Reliability Test Results (Y)

From the table above, for the reliability test of the Employee Performance variable (Y) obtained the value of Cronbach's Alpha greater than the Critical Alpha (0.827 > 0.304) so that the professionalism variable Employee Performance (Y) which is assessed with 12 items of reliable statements and can be used as a research variable.

d. Test Classical Assumptions Normality Test

Based on the table above, the significance value ( 2-tailed) of the Work Environment variable (X1) is 0.200, the Compensation variable (X2) is 0.200, while the Employee Performance variable (Y) is 0.185. All three values The significance (2-tailed) of the measuring instrument is above 0.05 so the data is said to be normally distributed. While the Kolmogorov-Smirnov value of the Work Environment variable (X1) is 0.110, the Compensation variable (X2) is 0.081, while for the Employee Performance variable (Y) it is 0.117, meaning the data normal distributed residual.

Multiple Linear Regression Test

Tabel 5.10  
Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	9.950	4.198		2.370	.023
1 Lingkungan Kerja (X1)	.512	.082	.652	6.248	.000
2 Kompensasi (X2)	.227	.082	.288	2.761	.009

a. Dependent Variable: Kinerja Pegawai (Y)  
Sumber: Hasil Olahahan Data (SPSS 24), 2022





To determine the value of its multiple linear regression equation as follows:  $Y = 9.950 + 0.572 X_1 + 0.227 X_2$ ,

Means

It can be explained as follows:

- a. The value of constant  $a = 9,950$  can be interpreted to mean that if the Work Environment variable, Compensation is worth zero then Employee Performance is negative by 9,960.
- b. The coefficient regression of the Work Environment  $b_1 = 0.572$  can be interpreted to mean that if the value of the Work Environment increases by one then the Employee Performance value will also increase by 0.572.
- c. Coeffesient regression Compensation  $b_2 = 0.227$  can be interpreted to mean that if the compensation value increases by one then the Employee Performance value will also increase by 0.227.

### 4.3 Hypothesis Results

#### a. Effect of Work Environment( X1) on Employee Performance (Y)

Based on the *coefficients* table above, the calculated t value for the Work Environment variable (X1) is 6,248 while the table t value for N = 40 is 2.021. So  $6,248 > 2,021$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be stated that the Work Environment (X1) has a significant effect on Employee Performance (Y).

#### b. Effect of Compensation (X2) on Employee Performance (Y)

Based on the *coefficients* table above, the calculated value for the Compensation variable (X2) is 10,755, while the *t*table value for N = 40 is 2,021. So  $10,755 > 2,021$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be concluded that partially the Compensation variable (X2) affects Employee Performance (Y).

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	876.066	2	438.033	39.392	.000 <sup>b</sup>
	Residual	411.434	37	11.120		
	Total	1287.500	39			

a. Dependent Variable: Kinerja Pegawai (Y)  
b. Predictors: (Constant), Kompensasi (X2), Lingkungan Kerja (X1)





From the results of the analysis in the table above, the ANOVA test obtained a calculated F value of 39,392 Medium F table ( $\alpha$  0.05) for N = 40 of 2.84. So F calculates > from F of the table ( $\alpha$  0.05) or  $39,392 > 2.84$  with level Significant as large as 0,000 because  $0,000 < 0,05$ , so get Said that Milieu Work (X1) and Compensation (X2) in a together- same Influential positive towards Performance Official (Y).

Coefficient of Determination

Tabel 5.12

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.825 <sup>a</sup>	.680	.663	3.33464

a. Predictors: (Constant), Kompensasi (X2), Lingkungan Kerja (X1)  
 b. Dependent Variable: Kinerja Pegawai (Y)

Sumber: Hasil Olahan Data (SPSS 24), 2022

Based on the calculations in the table above, influence testing was carried out for the three variables, and based on the Model Summary table, an Adjusted R Square ( $R^2$ ) value of 0.680. This shows that 68% of the Work Environment ( X 1 ) and Compensation (X2) simultaneously affect Employee Performance (Y) while the remaining 32% influenced by factors others that were not studied in this study.

## 5. IMPLICATIONS OF RESEARCH RESULTS

Based on the results of research analysis using statistical methods, so that the meaning of the relationship between free variables namely Work Environment and Compensation can be known with bound variables, namely Employee Performance on PT. Mentari Seraya's work. This study involved 40 respondents, namely employees at PT. Mentari Seraya's work. Then to test the hypothesis in use the t test and the F test, all statistical calculations are carried out using computer aids through the SPSS program version 24 for Windows.

Based on the *coefficients* table above, the calculated t value for the Work Environment variable (X1) is 6,248 while the table t value for N = 40 is 2.021. So  $6,248 > 2,021$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be stated that the Work Environment (X1) has a significant effect on Employee Performance (Y). Based on the *coefficients* table above, the calculated t value for the Compensation variable (X2) is 2,761, while the table t value for n = 40 is 2.021. So  $2,761 > 2,021$ , then  $H_0$  is rejected and  $H_a$  is accepted, it



can be concluded that partially the Compensation variable (X2) affects Employee Performance (Y).

The ANOVA test value obtained a calculated F value of 39.392 Medium Ftable ( $\alpha$  0.05) for N = 40 of 2.84. So Fcalculate the  $>$  of F of the table ( $\alpha$  0.05) or  $39,392 > 2,84$  with a significant rate of 0.000 due to  $0.000 < 0.05$ , it can be said that the Work Environment (X 1) and Compensation (X2) together have a positive effect on Performance Employee (Y). Adjusted R Square ( $R^2$ ) value of 0.680. This shows that 68% of the Work Environment (X 1) and Compensation (X2) simultaneously affect Employee Performance (Y) while the remaining 32% is influenced by other factors not studied in this study.

## 6. CONCLUSIONS, SUGGESTIONS AND IMPLICATIONS

### 6.1. Conclusion

Analysis and discussion, the author will draw conclusions from the results of this research or thesis writing. The conclusions of the results of this study are as follows:

1. There is an influence of the Work Environment on Employee Performance as evidenced by the calculated t value for the variable X1 (Work Environment) of 6,248 while the table t value for N = 40 is 2,021. So  $6,248 > 2,021$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be stated that the Work Environment (X1) has a significant effect on Employee Performance (Y). Probability value (significance) = 0.000. So the probability of 0.000 is below 0.05.
2. There is an effect of Compensation on Employee Performance as evidenced by the calculated t value for variable X 2 (Compensation) of 10,755, while the table t value for N = 40 is 2,021. So  $10,755 > 2,021$ , then  $H_0$  is rejected and  $H_a$  is accepted, it can be concluded that partially the Compensation variable(X2) affects Employee Performance (Y). Probability value (significance) = 0.009. So the probability of 0.009 is below 0.05.
3. There is an influence of Work Environment and Compensation together affecting the variables Employee Performance as evidenced by the calculated F value in the can value of 39,392 Medium Ftable ( $\alpha$  0.05) for N = 40 of 2.84. So F calculate  $>$  from F of the table ( $\alpha$  0.05) or  $39,392 > 2.84$  with a significant rate of 0.000 because  $0.000 < 0.05$ , it can be said that Work Environment (X1) and Compensation (X2) together have a positive effect on Employee Performance (Y). Adjusted R Square ( $R^2$ ) value of





0.680. This shows that 68% of the Work Environment (X1) and Compensation (X2) simultaneously affect Employee Performance (Y) while the remaining 32% trying to provide advice that may be useful to PT. Advia Radya Mitrasejati, as follows:

1. The field in charge of staffing must provide employees with a clear understanding of existing policies both in writing and verbally, with the hope that employees understanding the goals and objectives will improve Employee Performance which will certainly increase the effect on the company as a whole.
2. The first suggestion for PT. Mentari Seraya's work is expected to be able to adjust to the needs and situation of the company, it can also be adjusted to the organization's strategy in achieving an achievement or organizational goal, In terms of departmentalization in the future, efforts can be made not to make one position as the leader of several departments, this is to maintain effectiveness and efficiency in run the job.
3. It is expected that the employees of PT. Mentari Seraya's work improves the performance of its employees both within the company and outside the company. So that functions and roles can be achieved properly.

## 6.2 Implication

Several things that are expected to be implied in improving Employee Performance, namely:

a. Theoretically

The results of this study show that the improvement in Employee Performance at PT. Mentari Seraya's work through Work Environment and Compensation has a significant positive relationship.

b. Practically

The results of this study can practically be used as material consideration for organizational leaders, in improving Employee Performance so that employees can work optimally in achieving the goals of PT. Mentari Seraya's work.

## REFERENCE

Abdullah, M. 2014. Management and Evaluation of Employee Performance. Yogyakarta : Aswaja Pressindo Publishers.





- Afandi, Pandi. 2016. Concept & Indicator: Human Resources Management. Yogyakarta: DEEPUBLISH.
- Akbar, Surya. 2018. Analysis of Influencing Factors. Employee Performance. Jiaganis Journal. Vol. 3. No. 2.
- Analysis, Lucky Wulan. 2011. "Analysis of the Effect of Work Motivation and Work Environment on Employee Performance (Study at the Semarang City Industry and Trade Office)". Thesis. Semarang: Faculty of Economics, Diponegoro University.
- Arikunto, S. 2013. Research Procedures: A Practical Approach. Jakarta: Rineka Cipta.
- Bernardin, H. Jhon., Russel, Joyce E. A. 2013. Human Resources: An Expimetal Approach. Singapore: Mc. Graw – Hill book.
- Cascio, W. F. 2010. Managing Human Resources. Colorado: Mc Graw – Hill.
- Chandrasekar. 2011. Workplace environment and its impact on organisational performance in public sector organizations. International Journal of Enterprise Computing and Business Systems, 1 (1).
- Danang, Sunyoto. 2012. Human Resource Management. Jakarta: PT Buku. Exclamation.
- Dantes, Nyoman. 2012. Research Methods. Yogyakarta: ANDI
- Dessler, Garry. 2013. Human Resource Management – Thirteenth Edition. New. Jersey: Prentice Hall.
- Edison, Emron. Yohny Anwar, Imas Komariyah. 2016. Resource Management. Human. London: Alfabeta.
- Edward, Sumarni, and Shahram Almaududi. 2014. The Effect of Transformational Leadership and Work Motivation on Employee Performance. Journal of Management Dynamics. Vol 2 No. 3.
- Erlina. 2011. "Research Methodology ". Terrain: USU PRESS.
- Febriansyah, Hardino. 2012. Analysis of the Influence of Leadership, Motivation and Work Environment on the Performance of Employees of the Central Java Provincial Training Agency. Thesis. Diponegoro University Semarang.
- Gaol, L. Jimmy. 2014. Human Resource Management. Jakarta: Grasindo.
- Gardjito, Aldo Herlambang, et al. 2014. The Effect of Work Motivation and Work Environment on Employee Performance (Study on Employees of the Production Department of PT. Karmand Mitra Andalan Surabaya) Journal of Business Administration (JAB)|Vol. 13 No. 1 August 2014.
- Ghozali, Imam. 2013. Applications of Multivariate Analysis with IBM SPSS Programs. 7th edition. Semarang: Diponegoro University Publishers.





- . 2016. Multivariate Analysis Applications With IBM SPSS Programs. Semarang: Diponegoro University Publishing Agency .
- Gujarati. 2012."The basics econometrics" book 2 issue 5. Jakarta: Salemba four.
- Hamdani, Nizar Alam, et al. 2016. The Effect Of Compensation And Work Environment On Employee Performance On Cv. Rgsb Berkah Jaya Garut. Journal of Economic Discourse. Vol. 15; No. 03; The year is 2016.
- Hamidi. 2010. Qualitative Research Methods Practical Application of Making Research Proposals and Reports. Malang: UMM Press.
- Handoko, T. Hani. 2012. Personnel and Human Resource Management. Yogyakarta: BPFE.
- Harahap, Sofyan Syafri. 2013. Critical Analysis of Financial Statements. Eleventh Printing, Jakarta : Rajawali Pers Publishers.
- Harbani, Pasolong. 2013. Bureaucratic Leadership. Bandung : CV.Alfabeta.
- Hasan, M. Iqbal. 2010. Subject matter of Research Methodology and Its Application, Bogor: Ghalia. Indonesian.
- Hasibuan, Malayu S.P. 2010. Human Resource Management. Jakarta: Bumi Aksara.
- . 2014. Resource Management
- Indriantoro, Nur and Bambang Supomo. 2011, "Business Research Methodology for Accounting and Management", First Edition. BPFE, Yogyakarta
- Kadarisman. 2012. "Human Resource Development Management ". Jakarta: Raja Grafindo Persada.
- Cashmere. 2016. Human Resource Management (Theory and Practice). Depok: PT. Rajagrafindo Persada.
- Kuncoro, Mudrajat. 2013. Easy to Understand & Analyze Indicators. Economics. Yogyakarta
- Kurniasari, Devi and Abdul Halim. 2013. "The Effect of Work Environment and Organizational Climate on Organizational Commitment through Employee Job Satisfaction at the Tanjung Market Unit Market Office, Jember Regency," Journal of Economic Sciences, Vol. 8, No.2.
- Laksana, Ronna. 2014. The Influence of Leadership Style on Employee Performance in the Marketing Department at PT. Bank Muamalat, Tbk. Tasikmalaya Branch. Bandung: The thesis was not published.





- Mangkunegara, A.A. Anwar Prabu . 2015. Human Resource Management. Company, Bandung : Remaja Rosdakarya.
- Marwansyah. 2014. Human Resource Management. Second edition . Bandung : CV Alfabeta.
- Human. Jakarta: Earth. Script. . 2016. Resource Management Human. London: Alfabeta.
- Hendro, Timoti. 2018. The Effect of Compensation and Job Satisfaction On. Performance of Permanent Employees CV. Resounding Work. AGORA, Vol. 6, No.1.
- Moehariono. 2012. "Competency-Based Performance Measurement". Jakarta: King. Grafindo Persada.
- Narimawati, Umi. 2010. Research Methodology : Basic Compilers Research. Economics. Jakarta : Genesis.
- Nitisemito, Alex, S. 2011 Personnel Management (Resource Management. Man, Fifth Edition, Fourteenth Printing , Jakarta: Ghalia Indonesia.
- Noah, Joseph and Steve, Metiboba. 2012. Work Environment and Job Attitude Among Employees in a Nigerian Work Organization. Journal of Sustainable Society. Vol. 1, No. 2, 36-43.
- Nuraini, T. 2013. Human Resource Management. Pekanbaru: Aini Syam Foundation.
- Nurchayati, Wiwiet Eka et al. 2016. The Effect Of Compensation And Work Environment On Employee Performance (Study on Contract Employees Anodizing Section of PT H.P. Metals
- Riduwan. 2012. Methods & Techniques for Compiling Research Proposals. London: Alfabeta
- Rivai, V and Mulyadi. 2010. Leadership and Organizational Behavior. Jakarta: PT. King Grafindo Persada.
- Rivai, Veithzal and Sagala Jauvani Ella, 2014. Human Resource Management For Companies From Theory to Parktik, Jakarta: PT. Eagle Press.
- Samsudin, Sadili. 2010. Human Resource Management. Bandung: Loyal Library .
- Sedarmayanti. 2011. Human Resource Management, Bureaucratic Reform and. Civil Service Management (fifth printing). Bandung: PT. Aditama Refika.
- Indonesia, Ngoro - Mojokerto,. 2013. Resource Management East Java). Journal of Business and Management Vol. 3 No.2, June 2016.
- Nursalam. 2013. The Concept of Application of Nursing Science Research Methods. Jakarta: Salemba Medika.





- Presidential Regulation (PERPRES) Number 34 of 2010. State Intelligence Agency .
- Poerwandari, E.K. 2010. Qualitative Approaches in Psychological research. Jakarta: LPSP3 University of Indonesia
- Riani, Asri Laksmi. 2013. Today's Human Resource Management . Yogyakarta: Graha Ilmu.
- Riduwan and Sunarto. 2013. Introduction to Statistics for Research : Education,. Social, Communication, Economic and Business. London: Alfabeta.
- Septawan. 2014. Personnel and Human Resource Management. Yogyakarta : BPFE, Press.
- Setiawan, Ferry and A.A.Sg. Kartika Dewi.2014. The Effect Of Compensation And Work Environment On Employee Performance After CV. Blessings of grace. E-Journal of Management Udayana University, Vol 3 No 5.
- Siagian, Sondang P. 2014. Human Resource Management. Jakarta : Bumi Aksara.
- Simamora, Henry. 2015. Human Resource Management. Yogyakarta: STIEY.
- Simanjuntak, Payaman J. 2014. Performance Evaluation Management. Jakarta: Faculty of UI.
- Stoner,A.F. 2013.Introduction to Management Volume 1 and 2, Jakarta: Intermedia.
- Subekhi Akhmad, Mohammad Jauhari. 2012. Introduction to Resource Management. Human Potential. Jakarta : Pustaka Karya.
- Subianto, Marinus. 2016. The Effect of Salary and Incentives on Employee Performance in PT. Serba Mulia Auto in West Kutai Regency.
- Suryabrata, Sumadi. 2012. Research Methodology. Jakarta: Rajagrafindo Persada.
- Suwatno and Priansa, Donni June. 2011. HR Management in Oeganization. Public and Business. London, Alfabeta.
- Wibowo. 2014. Performance Management . Fourth Edition . Jakarta : Rajawali Pers.
- Sugiarti. 2012. The Importance of Fostering Reading Activities as an Implication of Indonesian Language Learning . 1 (1) Pages: 5-6.
- Sugiyono. 2009. QuantitativeApproach Educational Research Methods . Qualitative, and R&D. Bandung : Alfabeta.
- Widodo, Suparno Eko. 2015." Resource Development Management. Man".Yogyakarta: Student Library .
- Yadi, Ahmad 2012. "Mandailing Language Politeness in Children's Directive Speech Acts to Their Parents in Naguri Ujung Gading, Lembah Melintang District, Pasaman Regency" in Journal of Language Education and Indonesian Literature. Vol. 1, No 1; Thing; 90- 95, September 2012. Padang: Padang State University.





- Yahyo. 2013. The Effect of Motivation, Work Environment and Compensation on Employee Performance Through CV Employee Morale . Putra Jaya Sahitaguna, Semarang. Diponegoro Journal of Social and Politics. Diponegoro University.
- Yani, M. 2012. Human Resource Management. Jakarta: Mitra Wacana. Media.

