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Compensation And Environmental Analysis Work On Employee Performance PT. Saka Pembangunan Karya Medan

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Abstract

This study aims to examine how Compensation and Work Environment Affect Employee Performance at PT. Empowerment of Saka Mandiri Medan. This study uses a quantitative method with a sample of 40 people. Data collection was carried out by distributing questionnaires. The data obtained was analyzed using SPSS Version 25.0. The results of the quantitative analysis showed that Compensation partially had a positive and significant effect on Employee Performance, this was evidenced by the calculated value of 3.933 > ttable 1.685 and significant 0.00 < 0.05. So it can be concluded that the hypothesis (H1) in this study is accepted. The Work Environment partially has a positive and significant effect on the Employee Performance of PT. The empowerment of Saka Mandiri Medan, this is evidenced by the tcount value of 2.759 > ttable 1.685 and significant 0.009 < 0.05. So it can be concluded that the hypothesis (H2) in this study is accepted, in this study it is accepted. Compensation and Work Environment simultaneously have a positive and significant effect on the Employee Performance of PT. The empowerment of Saka Mandiri Medan, this is evidenced by the value of Fcal 13.906 > Ftable 2.64 and significant 0.000 < 0.05. So it can be concluded that the hypothesis (H4) in this study is accepted.

Keywords:
Compensation, Work Environment, Employee Performance

Introduction

Human resources are one of the important factors that can determine the success of a company. In the midst of quite competitive competition in a company, the employees needed by the organization are competitive and every company always tries to find superior human resources to fill a position in the company. However, the problem faced by the company is how to improve the performance of its employees. Organizational employees have competitiveness and have a good level of work

productivity and are a valuable asset for the company because they can determine the progress of success expected by the company.

Kasmir (2018) states that performance is the result of work and behavior that has been achieved in completing the tasks and responsibilities given in a period, further stating that many factors affect performance, namely: abilities and expertise, knowledge, work design, personality, work spirit and work motivation, compensation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment and work discipline.

Employee performance is a concern for company management. Employee performance is very important in a company. If the company is not quick to keep up with business developments, this will certainly make the company lag behind other business competitors. With good employee performance, the company's growth can increase. In improving human resource performance, there are several things that need to be considered such as leadership style, employee discipline and work loyalty. This will greatly help the company in creating a good image for all consumers and partners.

According to Nitisemito, A. S. (2017) Employee/Employee Performance has two dimensions, the first is effectiveness which leads to the achievement of maximum work results, namely the achievement of targets related to quality, quantity and time. Furthermore, the second is the efficiency dimension related to the effort to compare the input with the realization of its use or the way the work is done. Efficiency is a measure of comparing planned inputs with actual inputs.

According to Busro, Muhammad (2018), performance is a description of the level of achievement of a program/activity policy in realizing the goals, objectives, missions and vision of an organization in accordance with the chemical formulation of an organizational strategy. Furthermore (Sedarmayanti, 2016) said that performance is a system used to assess and find out whether an employee has carried out his or her work as a whole, or is a combination of work results (what a person must achieve) and competence in how a person achieves it. Performance also means the results produced by a certain job function or activity in a certain job over a certain period of time, which indicates the quality and quantity of the work (Namawi, H. 2017).

PT. Saka Pemberberan Mandiri which is engaged in the field of contractors located on the Gajah Mada Line Number. 44, Sei. Sekambing D, Medan City, North Sumatra 20127. It has 40 employees, has complex problems and as a result of the company's annual report, employee performance has decreased every year and recorded from 2000 to 2023 with an average decline of 8%.

From the results of interviews with company leaders there are problems with employee performance, he explained that "performance decline and failure to achieve performance targets are basically caused by conditions in the organization. The situation in the organization can be seen in terms of compensation and work environment.

Compensation is an action of the company to provide facilities to its employees, either in the form of salaries, bonuses or gifts, that employees receive in exchange for services provided to the company. Providing better compensation will encourage employees to work better and be productive. Compensation is a sensitive matter if it is associated with the feasibility of meeting needs, especially now that the level of need is increasing so that the salary provided is still considered insufficient.

Fair compensation is very necessary for every employee because with a fair distribution of compensation, employees feel appreciated for the efforts they have made to the company. Compensation given.

The compensation provided by PT. Saka Empowerment Mandiri Medan in the form of salaries, allowances and facilities. The allowance is in the form of health and mental allowances and facilities in the form of private vehicles given to employees who have special positions. However, based on the results of interviews with several employees regarding the salary mentioned above, they said that the salary given was not in accordance with the job responsibilities they carried out and the salary was felt to be insufficient to meet their current needs, this was because these employees

In addition to compensation, another factor that affects employee performance is the work environment. According to A. Sihotang (2018) the work environment is everything that is around the employee and can influence him in carrying out the tasks given to him, for example with air conditioning (AC), adequate lighting and so on. The work environment is one of the main factors that trigger employees to work optimally. An unconducive work environment will make employees easily sick, easily stressed, difficult to concentrate and reduce work productivity. Just imagine, if the workspace is uncomfortable, hot, air circulation is inadequate, the workspace is too crowded, the work environment is not clean, noisy will certainly have a big impact on work comfort (Wibowo 2014).

The phenomenon of the work environment found at PT. Saka Pemberberan Mandiri Medan Medan is an uncomfortable work environment, due to the messy layout and the location of the employee's work desk that is adjacent to it, resulting in employees not focusing on completing their work, the air conditioner is not cold, the sound is too loud and the wall paint is opaque.

Based on observations and brief interviews conducted with several employees, there were several employees who complained about an uncomfortable work environment. The layout of the room is messy so that employees feel uncomfortable, the air conditioner is not cold, the sound is too loud, and the layout is too narrow.

A. Problem Identification and Problem Limitations

1. Identify the Problem

Based on the background of the problems that have been described, several identification of existing problems can be taken, namely:

a. The result of the work from the completion of an activity of PT. Saka Empowerment Mandiri Medan is not on time in completing work and continues to decline every year.

b. Wages and salaries provided by the Company as a result of the hard work of employees in carrying out performance are still below the minimum wage, and are not paid on time.

c. An uncomfortable work environment is caused by a messy spatial layout, such as items in the form of documents and archives and furniture that are not neatly arranged even though in the room there are filing cabinets and the location of employee desks adjacent to other employees' desks so that it makes it difficult for employees to concentrate on work, the air conditioner is not cold, the noise is too loud and the spatial layout is too narrow.

Research Methods

A. Operational Definition and Variable Measurement

1. Operational Definition

The operational definition is a guide to how a variable is measured operationally in the field. These research variables are everything that can be used as research objects or factors that play a role in events or symptoms according to the formulation of the problem. The operational definition of each variable in this study is as follows. The research variables include what variables will be studied. This study uses 2 (two) independent variables, namely: Compensation variable (X1), Work Environment variable (X2) and 1 (one) bound variable, namely Employee Performance (Y).

2. Variable Measurement

The measurement of the research variables was carried out using the Likert method which provided calculation parameters (limits) 1 to 5 with assessment quality: 1 (strongly disagree), 2 (disagree), 3 (disagree), 4 (agree), and 5 (strongly agree). Operational definition and measurement of each independent variable and dependent variable

Population and Sample Information/Types of Information Sources

a) Population, According to Sugiyono (2016), a population is a general zone consisting of objects/subjects that have certain qualities and characteristics that are determined by the researcher to be studied and then drawn conclusions. The population used in this study is all employees of PT. Saka Pemberberan Mandiri Medan which totals 40 employees, excluding the head of the office, head of section or head of subdivision and head of field.
b) Sample, According to Sugiyono (2016), samples are part of the number and characteristics of the population. Sugiyono (2016) argues that the determination of the sample is that if the number is less than 100, it is better to take all of them until the study is a population study with a saturated sample. Therefore, the number of samples in this study is 40 employees with the following positions:

Types and Data Sources

The types and sources of information used in this study are as follows:

a) Basic Data, Primary information is information that is processed by an organization or person directly from its object. Primary information from this study was obtained from observations and structured questionnaires (questionnaires) filled out by respondents.
b) Secondary Data, Secondary information is information obtained indirectly or through other parties, or historical reports that have been compiled in published archives or have not been in finished form, collected and processed by other parties. Secondary information used in this study is in the form of literature studies, journals, and so on.

Information gathering techniques

In this study, the researcher uses information collection techniques using two methods, namely as follows:

a) Questionnaire(Questionnaire), According to Sugiyono (2016), a questionnaire is an information collection technique where employees fill in questions or statements then after being filled out completely are returned to the researcher.
b) Observation, According to Sugiyono (2016), observation as an information gathering technique has certain characteristics when compared to other techniques.

3. Information Analysis Techniques

The analysis of research information was carried out with the help of the SPSS (Statistical Package for Social Science) version 23 application. Information analysis is carried out using several models of information analysis to reinforce conclusions based on science.

a) Information Quality Test

   Before an information is analyzed and evaluated, it is first tested by:

   1) Validity Test, Validity tests are used to measure the validity or not of a questionnaire. A questionnaire is said to be valid if the questions in the questionnaire are able to reveal something that the questionnaire will measure. So validity can measure whether the questionnaire questions that have been created can really measure what we want to measure (Ghozali, 2018).

2) Reliability Test, Ghozali (2018) stated that reliability is a tool to measure a questionnaire which is an indicator of a variable or construct. A questionnaire can be said to be reliable or reliable if the respondents' answers to the questions in the questionnaire are consistent or stable over time. The reliability measurement used in this study is One Slot or one-time measurement, meaning that it only measures once and then the results are compared with other questions or measure the correlation between question answers. SPSS provides a facility to measure reliability with the Cronbach Alpha (α) statistical test.

b) Classic Assumption Test

Classic assumption testing is carried out to see if the information obtained can be further analyzed.

1) Normality Test, The normality test aims to test whether in the regression model of confounding variables or residues has a reasonable distribution. As is known, the t-test and the F-test assume that the residual values follow a reasonable distribution or not based on graphical analysis and statistical tests. Alpha(α) is the maximum margin of error used as a benchmark by researchers. For example, in conducting a study, the researcher set an apha of 5% or 0.05 with a decision rule if the significance is more than α=0. 05 then it can be said that the information is distributed normally (Ghozali, 2018)
2) Multicollinearity Test, The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. A good regression model must have a number of correlations between independent variables (Ghozali, 2018).
3) Heteroscedasticity Test, According to Ghozali (2018), the heteroscedasticity test aims to test whether in the regression model there are variational and residual inequalities from one observation to another. If the variance from one observation to another remains the same, it is called homoscedasticity, and if it is different, it is called heteroscedasticity.

c) Multiple Linear Regression

Multiple linear regression analysis is an analysis to determine the influence of more than one independent variable on one bound variable. The multiple linear regression analysis model is used to explain the relationship and how much influence independent variables have on dependent variables (Ghozali, 2018). The multiple regression equation can be formulated as follows:

$$\mathbf{Y = \alpha + \beta 1X1 + \beta 2X2 + \varepsilon}$$

Information:

Y = Employee Performance Bound Variable

α = Bound Variable Constant

β1 = Compensated Multiple Regression Coefficient

β2 = Work Environment Regression Coefficient

X1 = Compensation-Free Variable

X2 = Work Environment Independent Variable

ε = *Error term*

4. Hypothesis Testing

According to Ghozali (2018) hypothesis testing can be carried out with two tests, namely:

a) F test

The statistical test F is the accuracy of the sample regression function in estimating the actual value. If the significant value is F<0. 05, then the regression model can be used to predict independent variables. The F statistical test also shows whether all the independent variables included in the model have a joint influence on the dependent variables. The statistical test F has a significance of 0.05. The criterion for hypothesis testing in using F statistics is when the significant value of F is <0. 05, then an alternative hypothesis is accepted which states that all independent variables have a simultaneous and significant effect on the dependent variable (Ghozali, 2018).

b). Test (t)

The t-test is used to test the magnitude of the influence between independent variables on dependent variables. These test criteria are set based on probability. If the significance level used is 5 percent, in other words if the probability is Ha.>0. 05 is declared insignificant, and if the probability is Ha<0. 05 was declared significant (Ghozali, 2018).

5. Coefficient of Determination Test (Adjusted R2)

The determination coefficient (adjusted R2) measures how well the model is able to explain the variation of bound variables with values between zero and one (0< R2< 1). A small Adjusted R2 value means that the ability of the independent variable to explain the variation of the dependent variable is very limited. A value close to one indicates that the independent variable provides almost all the information needed to predict the variation of the dependent variable (Ghozali, 2018).

Results And Discussion

A. Research Results

1. Information Quality Test

According to Sugiyono (2017), the Validity Test is the degree of certainty between the information that actually occurs in the object and the information collected by the researcher. To determine the validity of an item, the column seen is the item-Total Correlation column that has been corrected in the statistical table of item-total results of information processing using the Statistical Program For Social Science (SPSS). In this study, a table of 0.2673 was obtained. The assessment criteria for the validity test are the calculation>rttable, then the questionnaire item is valid and if the calculation<lt; rtable then the questionnaire item is said to be invalid.

Based on the output results of SPSS, it shows that all statement items in the Performance (Y), Compensation Variable (X1) and Work Environment Variable (X2) variables have a calculation greater than the table 0.2673. So it can be concluded that all statements on the Performance (Y), Compensation Variable and Work Environment Variable are declared valid and suitable for use.

2. Reliability Test

Based on the results of SPSS processing, the output was obtained with Cronbachs Alpha Based on Standardized Items of 0.856 points each for the Compensation Variable, for the work environment variable of 0.894 points and for the employee performance variable of 0.735 points each with the number of statement items as many as 8 items with a value of >0.60 so that this research can be continued to the next stage

3. Classical Assumption Test

a. Normality Test

This test is carried out to see if the residue obtained has a reasonable distribution. This statistical test uses the Kolmogorov-Smirnov test and the P-P Reasonable Plot of Regression Standardized Residual test. If the significance value is 0.05, then it can be said that the residue is normally distributed, and vice versa.

Table 1: Kolmogorov-Smirnof Test

One-Sample Kolmogorov-Smirnov Test

		Standardized Predicted Value
N		40
Normal Parametersa,b	Mean	.0000000
	Std. Deviation	1.00000000
Most Extreme Differences	Absolute	.153
	Positive	.068
	Negative	-.153
Test Statistic		.153
Asymp. Sig. (2-tailed)		.1594c

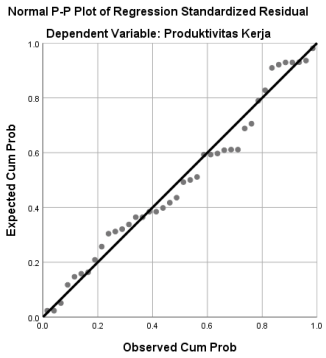
a. Test distribution is Normal.

Source: SPSS Management

Based on the table above, a significant value of 0.154>0.05 was obtained. This means that the significant value of 0.1594 is greater than 0.05 so that it can be stated that the

information used in this study is statistically normally distributed. In addition to using the Kolmogorov-Smirnov test, the normality test can also be seen through the P-P Plots normal graph as follows:

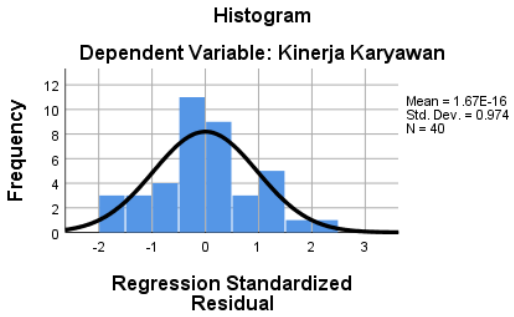
Table Figure 1: Plots P-P Chart



Source: SPSS Management

Based on the image above, it can be seen in the P-Plot graph that the information is scattered around the diagonal line, and not only around the line but the points of information also touch the diagonal line, giving rise to a reasonable distribution pattern. So it can be concluded that the variables Compensation (X1), Work Environment (X2), and Employee Performance (Y) variables are normally distributed. The normality of the information can also be seen from the results of the following histogram curve:

Figure 2: Data Normality Test



Source: SPSS Management

4. Multicollinearity Test

The multicollinearity test aims to find out whether the independent variables are not related to each other. The indicator conditions that can be formulated are VIF>10 or tolerance>lt; 0.10 then symptoms of multicollinearity occur, vice versa if VIF<lt; 10 and a tolerance of 0.10 then the symptoms of multicollinearity do not occur.

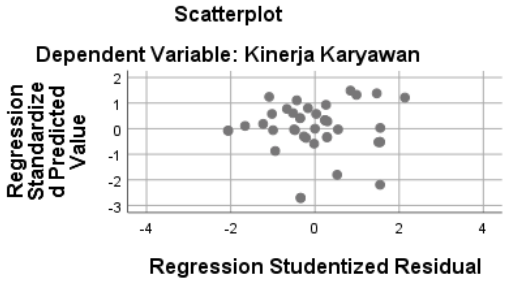
The output results of SPSS were obtained with tolerance values of 0.320 and 0.320 respectively while VIF values were 3.121 and 3.121 respectively so that it can be

concluded that there is no multicollinearity or independent variables are not interconnected.

5. Heteroscedasticity Test

The heteroscedasticity test aims to determine whether the perturbing variable (error term) should have its stativity under reasonable circumstances. The condition is also seen from the scatterplot image where the points (information) must be scattered, if it forms a stacked pattern, it means that heteroscedasticity does not occur.

Figure 3. Heteroscedasticity Test



Source: SPSS Management

Based on the figure above, the results of the scatterplot heteroscedasticity test show that the resulting points are scattered randomly and do not form a pattern. The results of this test show that there is no heteroskedasticity in this regression model.

6. Conformity Test

a. Multiple Linear Regression Test

Multiple linear regression analysis is used to test whether independent variables have an effect on dependent variables simultaneously or partially. Based on the analysis with the SPSS Version 16.0 program, the results of multiple linear regression analysis are obtained in the following table:

Table 2: Multiple Linear Regression

Coefficientsa

Type		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	17.536	3.223		5.441	.000
	Compensation	.273	.069	.496	3.933	.000
	Work Environment	.225	.081	.348	2.759	.009

a. Dependent Variable: Employee Performance

Source: SPSS Management

Based on the table above, the multiple linear regression equation is obtained:

Y = 17,536 + 0,273 X1 + 0,225 X2 +e

The interpretation of the multiple linear regression equation is as follows:

1) Constant(a)= 17.536 If the independent variables Compensation (X1) and Work Environment (X2) are considered zero, then the value of the dependent variable Employee Performance (Y) is 17.536. It can be concluded that the Employee Performance(Y) bound variable shows positive results.
2) (b1) = 0.273 The coefficient of the Compensation variable (X1) to Employee Performance (Y) is 0.273 and has a positive effect. If there is an increase in Compensation (X1) by 1 unit, it can be concluded that it has a positive effect on Employee Performance (Y) will increase by 0.273 or 27.3%.
3) (b2)= 0.225 The coefficient of the Work Environment variable (X2) to Employee Performance (Y) is 0.225 and has a positive effect. If there is an increase in the Work Environment (X2) by 1 unit, it can be concluded that it has a positive effect on Employee Performance (Y) and will increase by 0.225 or 22.5%.

b. Hypothesis Testing

1) Concurrent Test (F)

The F test aims to test whether the independent variable has a simultaneous influence on the dependent variable. The criteria for accepting/rejecting the hypothesis are as follows: If the value of fcal

ftable then H0 is rejected, and Ha is accepted. This means that there is a significant influence.

Table 3: Test F

ANOVAa

Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	104.705	2	52.352	13.906	.000b
	Residual	139.295	37	3.765		
	Total	244.000	39			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Compensation, Work Environment

Source: SPSS Management

The simultaneous test is shown by the results of the calculation of Fcal which shows a value of 13.906>Ftable of 2.64 which is seen at α= 0.05. For simultaneous tests using the significance value (Sig) of the Anova output, a Sig. value of 0.000 was obtained, which means less than 0.05 (α= 5%). This means that the independent variables Compensation (X1) and Work Environment (X2) together have a significant simultaneous influence on Employee Performance (Y). Thus, it can be concluded that H2 is accepted and H0 is rejected.

2) Partial Test (T)

The T test aims to test whether each independent variable (X) has a significant influence on the bound variable (Y) partially. The test criteria are based on the tcal value

from the table so that Ha is accepted and H0 is rejected. Meanwhile, based on the significance value, the significance value is <0. 05, then the independent variable has an effect on the dependent variable, and vice versa.

Table4: Test T

Coefficientsa

Type		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	17.536	3.223		5.441	.000
	Compensation	.273	.069	.496	3.933	.000
	Work Environment	.225	.081	.348	2.759	.009

a. Dependent Variable: Employee Performance

Source: SPSS Management

From the table above, it can be seen that:

1) Effect of Compensation (X1) on Employee Performance (Y)

Calculated value from Ttable or orsig.>lt; 0.05 then Ha is accepted. H0 is rejected. Calculation value>lt; from Ttable or or sig. 0.05 then Ha is rejected. H0 accepted. The count is 3,933 while the Table is 1,685 and is significant at 0.000. So that the calculation is 3,933 Ttable 1,685 and significant 0.000<0. 05 then it can be declared that H1 is accepted and H0 is rejected. It can be concluded that Compensation (X1) has a positive and partially significant effect on Employee Performance (Y)

2) The Influence of the Work Environment (X2) on Employee Performance (Y)

Calculation Value>from Table or sig.< 0.05 then Ha is accepted, H0 is rejected, the value of Count < from the Ttable or sig.0.05, Ha is rejected. H0 accepted. The calculation is 2,759 while the Table is 1,685 and significant at 0.009. So that the calculation is 2,759>Table 1,685 and significant 0.009< 0.05 can be declared H2 accepted and H0 rejected. And it can be concluded that the Work Environment (X2) has a positive and partially significant effect on Employee Performance (Y).

7. Coefficient of determination

To test the determination coefficient, to see how much the influence of independent variables on dependent variables is used, the determination coefficient is partially used. This means that if R2 = 0 means that there is no influence between the free variable and the bound variable, if the adjusted R2 is getting bigger then approaching 1 means that the influence of the free variable is getting stronger on the bound variable, and if the adjusted R2 is getting smaller or even closer to zero, it can be said that the influence of the free variable on the bound variable is getting smaller.

Table 5: Coefficient of Determination

Model Summaryb

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.655a	.429	.398	1.940

a. Predictors: (Constant), Compensation, Work Environment

b. Dependent Variable: Employee Performance

Source: SPSS Management

From the table above, it can be seen that the Adjusted R Square figure of 0.398 which can be called a determination coefficient, meaning that 39.8% of Employee Performance (Y) can be obtained and explained by Compensation (X1) and Work Environment (X2). While the remaining 100%- 39.8%= 60.2% is explained by other factors or variables outside the model.

Discussion of Research Results

a. Effect of Compensation (X1) on Employee Performance (Y)

Based on the results of the partial test (T) research, it shows that Compensation (X1) has a positive and significant effect on Employee Performance (Y). The Compensation Variable (X1) shows a Tcount of 3,933 while the Table is 1,685 with a significance of 0.000>lt;0. 05, then H1 is accepted and H0 is rejected.

b. The Influence of the Work Environment (X2) on Employee Performance (Y)

Based on the results of the partial test (t) research, it shows that the Work Environment (X2) has a positive and partially significant effect on Employee Performance (Y). The Work Environment Variable (X2) shows a Count of 2,759>Table of 1,685 with a significance of 0.009<0. 05, then H2 is accepted and H0 is rejected.

c. The Effect of Compensation (X1), Work Environment (X2) on Employee Performance (Y).

Based on the results of the simultaneous test (F) research, it shows that Compensation (X1) and Work Environment (X2) have a positive and significant effect simultaneously on Employee Performance (Y). It can be seen that the Fcal is 13,906>Ftable of 2.64 with a significance of 0.000< 0.05 then H3 is accepted and H0 is rejected.

Conclusion

A. Conclusion

Based on the analysis of the information that has been carried out and the discussion that has been submitted, the following conclusions are obtained:

1. Compensation has a positive and significant effect on employee performance. PT. Saka Pembangunan Karya Medan has a calculated value of 3,933. The table is 1,685 and the significance value is 0,000<lt; 0.05.
2. The work environment has a positive and significant effect on the performance of employees of PT. Saka Pembangunan Karya Medan has a calculated value of 2,759. The table is 1,685 and the significance value is 0.009< 0.05.
3. Compensation and work environment have a positive effect on employee performance simultaneously at PT. Saka Pembangunan Karya Medan has a Fcal value of 13,906>Ftabel of 2.64 and a significant value of 0,000<lt; 0.05.

B. Suggestions

Based on the results of the research in the previous chapter, some suggestions that researchers can give are as follows:

1. For companies to increase compensation and follow the minimum wage set by the government.
2. Companies can increase indirect compensation by providing health insurance to each of their employees.
3. For companies to renovate the work environment so that employees can be more comfortable at work

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