

INFLUENCE MOTIVATION WORK, COMPENSATION, AND ENVIRONMENT WORK ON EMPLOYEE PERFORMANCE (STUDY OF PRODUCTION EMPLOYEES ON PT. SINAR INDAH KERTAS)

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ABSTRACT

Keywords:

Work Motivation, Compensation, Work Environment, Employee Performance

This research was conducted to determine the effect of work motivation, compensation, and work environment on the performance of production employees at PT Sinar Indah Kertas. The type of data used is primary data through questionnaires to collect the data. The population of this research is production employees at PT Sinar Indah Kertas. Sampling was carried out using a saturated sample or census technique because the determination of this research sample used all members of the population as many as 55 respondents and the number of respondents who returned amounted to 53 respondents. Data is processed using SPSS using statistical tests of multiple linear regression analysis. The results showed that: 1) Work Motivation Variable has a positive and significant effect on the performance of employees in the production department at PT Sinar Indah Kertas, 2) Compensation Variable has a positive and significant effect on the performance of employees in the production department at PT Sinar Indah Kertas and 3) Work Environment Variables have a positive and significant impact on the performance of production employees at PT Sinar Indah Kertas.

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1. INTRODUCTION

Human resources (HR) are very important in the process of achieving company goals because without quality human resources, the company will not be able to achieve its company goals. The presence of quality human resources can increase employee productivity. So it cannot be denied that a company must maintain its employees properly so that they can produce quality employee performance. Employee maintenance is usually implemented in various companies to achieve good company performance and goals. PT Sinar Indah Kertas is an industrial company engaged in the paper recycling sector that produces medium liner and medium size press paper used as a raw material for making cardboard boxes. As a company that produces a product, the good performance of employees is very important to achieve company goals. With employees who have optimal performance, company goals can be achieved.

According to Priansa and Suwatno (2011) performance is the result obtained by a person based on the measurements that apply for a certain period of time related to work, behavior, and actions in certain situations. According to Simamora (2004) employee performance is the level of employees achieving job requirements. Employee performance is influenced by several factors, namely: ability and expertise, knowledge, work design, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, work discipline, compensation, career path, and image employees (Kasmir, 2018).

Work motivation is one of the factors that can affect employee performance. According to Siagian (2002) work motivation is the driving force for a person to make the maximum possible contribution to the success of the organization in achieving its goals. According to Robbins (2006) motivation is defined as a process that also determines the intensity, direction, and persistence of individuals in an effort to achieve goals. Motivation is important for employees because motivated employees will feel happier, healthier and excited to work, so that the work motivation that is created in employees will improve employee performance. Aldiansyah & Rijanti (2021), Paramitha & Liana (2021) state that work

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motivation has a positive and significant effect on employee performance. Meanwhile Cahya et al (2021) stated that work motivation has no significant effect on employee performance.

Compensation is also one of the factors that can affect employee performance. According to Sastrohadiwiryo (2013) compensation is compensation for services or remuneration provided by the company to workers, because these workers have contributed energy and thoughts for the progress of the company to achieve the goals set. According to (Leklikwati, 2005) compensation can be interpreted as something that is received by employees as remuneration for their work. It is expected that sufficient compensation can motivate the company's employees to carry out and carry out their work with good results. Andriana & Liana (2022) and Suryani (2019) state that compensation has a significant effect on employee performance. However, Ningsih et al (2021) state that compensation has no significant effect on employee performance.

The work environment is also one of the factors that can affect employee performance. According to Sedarmayati (2011) the work environment is the whole of the tools and materials faced by the surrounding environment where a person works, his work methods, and his work arrangements both as individuals and as a group. The work environment is the physical, social and psychological life in a company that influences employee performance and productivity. According to Nitisemito (2002) the work environment is everything that is around the workers and can affect them in carrying out the assigned tasks. Santosa & Rijanti (2022), Jayadi & Rijanti (2022) show that the work environment has a significant positive effect on employee performance. Meanwhile Marsinah (2021) shows that the work environment has a significant negative effect on employee performance.

Based on the description above, the researcher wants to conduct research by raising the title: "The Influence of Work Motivation, Compensation and Work Environment on Employee Performance (Study on Production Section Employees at PT. Sinar Indah Kertas)".

Literature Riview

Employee Performance

According to Bangun (2012) Performance is the result of work achieved by someone based on job requirements. According to Sedarmayanti (2011) performance is a translation of performance which means the work of a worker, a management process or an organization as a whole, where the results of the work must be shown in concrete and measurable evidence. According to Moeheriando (2012) actual performance comes from the words job performance and is also called actual performance or work performance or actual achievements that have been achieved by an employee. According to Bangun (2012) the dimensions of measuring employee performance are as follows:

1. Number of Jobs.
2. Quality of Work.
3. Punctuality.
4. Presence.
5. Cooperation ability.

Work Motivation

According to Hasibuan (2008) work motivation is the provision of driving force that creates a person's enthusiasm, so that they want to work together, work effectively, and integrate with all their efforts to achieve goals. Robbins (2008) defines motivation as a process that explains the intensity, direction, and persistence of an individual to achieve his goals. According to Malthis (2006) motivation is a desire within a person that causes that person to act. The dimensions of work motivation put forward by Abraham Maslow in Bangun (2012) are as follows:

1. Physiological Needs
2. The Need for Security
3. Social Needs
4. The Need for Appreciation
5. Need for Self-Actualization

Compensation

According to Kasmir (2018) compensation is an act of reciprocity provided by the company to its employees, both financial and non-financial. According to Handoko (2016) compensation is something that employees receive for remuneration for the work performed. According to Sihotang (2007) compensation is the overall arrangement of remuneration for employees and managers, both in the form

of financial and goods and services received by each employee. The dimensions and indicators of compensation according to Kasmir (2018) are as follows:

1. Financial Compensation (Salary, Wages, Bonuses, Overtime Wages).
2. Non-Financial Compensation (Allowance).

Work Environment

According to Siagian (2014) states that the work environment is an environmental condition in which employees or employees who are in the company carry out their daily work. According to Simamora (2015) the work environment is a place where workers carry out their activities and everything that can help in work. According to Sunyoto (2013) the work environment is everything that is around the workers and which can affect them in carrying out the tasks that are imposed, for example cleanliness, music, lighting and others. According to Siagian (2014) the dimensions of the work environment are as follows:

1. Physical work environment
 - a. Workplace building
 - b. Adequate work equipment
 - c. Facility
 - d. Availability of means of transportation
2. Non-physical work environment
 - a. Equal co-worker relations
 - b. Superior-employee relationship
 - c. Cooperation between employees

Hypothesis

Relationship between Work Motivation and Employee Performance.

Work motivation is the provision of driving force that creates a person's enthusiasm, so that they want to work together, work effectively, and integrate with all their efforts to achieve goals (Hasibuan, 2008). Motivation plays a role in building employee morale so that with the work enthusiasm that exists in employees, they can provide optimal performance for the company. Employee performance is the result or achievement of a person's work which is judged by its quality or quantity based on predetermined work standards (Wibowo, 2011). The results of Nurjaya's research (2021) show that work motivation has a positive and significant effect on employee performance. Based on the explanation above, the hypothesis is proposed as follows:

H1: Work motivation has a positive effect on employee performance

Relationship of Compensation to Employee Performance

Compensation is everything that employees receive in return for their contributions to the company, including salaries, allowances, facilities that can be enjoyed by employees both in the form of money and not (Wahjono, 2008). With compensation that is in accordance with employee expectations, it can make employees more enthusiastic about working and will try to provide good performance for the company. Performance is a real behavior that is displayed by everyone as work performance produced by employees according to their role in the company (Rivai, 2012). The results of research conducted by Andriana & Liana (2022) show that compensation has a positive and significant influence on employee performance. Based on the explanation above, the hypothesis is proposed as follows:

H2: Compensation has a positive effect on employee performance

Relationship between Work Environment and Employee Performance

The work environment is everything that is around workers who can influence them in carrying out their assigned tasks (Nitisemito, 2011). The condition of employees is very dependent on how the situation in the company where he works. If the company fails to create a conducive environment, this will greatly disrupt the concentration of employees' work, resulting in a decrease in the level of performance of the employees themselves. Employee performance is the level of employees achieving job requirements (Simamora, 2004). The results of research conducted by Santosa & Rijanti (2022) show that the work environment has a positive and significant influence on employee performance. Based on the explanation above, the hypothesis is proposed as follows:

H3: Work Environment has a positive effect on Employee Performance.

2. METHODS

The population in this study were 55 employees working in the production department at PT Sinar Indah Kertas. The sampling method in this study was carried out by means of a saturated sample or census, namely the method of determining the sample when all members of the population are used as samples. The type of research used in this research is quantitative research and analyzed using descriptive statistics. Source of data used in this research is primary data. The primary data of this study used the questionnaire method using a Likert scale using 5 scales, namely strongly agree (SS) with a value of 5, Agree (S) with a value of 4, Neutral (N) with a value of 3, Disagree (TS) with a value of 2, and strongly disagree (STS) with a value of 1 for each respondent's answer on each of the variables studied.

Instrument Test

Instrument test was carried out to see whether the items used in the study were feasible or not suitable for use as instruments in research. The instrument test consists of a validity test and a normality test.

Validity test

Ghozali (2018) validity test is used to measure the legitimacy or validity of a questionnaire. Validity can be measured through a significance test, namely the test tool used to measure the level of intercorrelation between variables and whether or not confirmatory factor analysis can be performed is the Kaiser-Maiyer-Olkin (KMO). The KMO value varies from 0 to 1. If the KMO value is > 0.50 then factor analysis can be carried out, and each questionnaire item can be said to be valid if the factor loading value is > 0.4 .

Reliability Test

Ghozali (2018) Reliability test is a tool for measuring a questionnaire which is an indicator of a variable or construct. Reliability testing was carried out using the Cronbach Alpha test with the following test results criteria:

1. If the calculated Cronbach Alpha value is > 0.7 , it can be said that the research variable is reliable.
2. If the calculated Cronbach Alpha value is < 0.7 , it is said that the research variable is unreliable.

Multiple Linear Regression Analysis

Ghozali (2018) Multiple linear regression analysis is an analysis to determine the effect of more than one independent variable on one dependent variable.

Test Models

Model test is used to see how the influence of all independent variables simultaneously on the dependent variable. The model test consists of the coefficient of determination and the F test.

Determinant Coefficient (R²)

Ghozali (2018) The coefficient of determination (R²) is used to measure how far the model's ability to explain the variation of the dependent variable. The value of the coefficient of determination is between 0 and 1.

F Statistical Test (Simultaneous Significance Test)

Ghozali (2018) The F test is used to determine the effect simultaneously. The F test has test criteria, namely if the significance is < 0.05 then the research model can be said to be feasible.

Hypothesis Test (t test)

Ghozali (2018) The t test is used to determine the effect of each independent variable on the dependent variable to find out how much influence the independent variable has on the dependent variable, which is tested at a significance level $\alpha = 0.05$, meaning that the possibility of the truth of the conclusion drawing has a 95% probability or 5% slip tolerance. If the probability t value is less than 0.05, the independent variable affects the dependent variable.

3. RESULT AND DISCUSSION

Test validity

According to Ghozali (2018) the validity test is used to measure whether it is legal or valid something questionnaire. validity can be measured through test significance with see mark Kaiser-Maiyer-Olkin (KMO). If the KMO value is > 0.50 then factor analysis can be carried out, and each Questionnaire items can be said to be valid if the loading factor value is > 0.4 . The test results can seen as follows :

Table 1. Results Test validity

Variable	KMO	Indicator	Component Matrix(Loading factor)	Information
Motivation Work (X1)	0.797	X1.1	0.666	Valid
		X1.2	0.641	Valid
		X1.3	0.668	Valid
		X1.4	0.593	Valid
		X1.5	0.817	Valid
		X1.6	0.760	Valid
		X1.7	0.707	Valid
		X1.8	0.766	Valid
		X1.9	0.802	Valid
		X1.10	0.718	Valid
Compensation (X2)	0.758	X2.1	0.786	Valid
		X2.2	0.759	Valid
		X2.3	0.819	Valid
		X2.4	0.800	Valid
		X2.5	0.737	Valid
		X2.6	0.842	Valid
Environment Work (X3)	0.807	X3.1	0.665	Valid
		X3.2	0.724	Valid
		X3.3	0.821	Valid
		X3.4	0.867	Valid
		X3.5	0.844	Valid
		X3.6	0.809	Valid
		X3.7	0.812	Valid
Performance Employee (Y)	0.861	Y. 1	0.786	Valid
		Y.2	0.611	Valid
		Y.3	0.647	Valid
		Y.4	0.736	Valid
		Y.5	0.802	Valid
		Y.6	0.921	Valid
		Y.7	0.818	Valid
		Y. 8	0.785	Valid
		Y.9	0.797	Valid
		Y.10	0.808	Valid
		Y.11	0.795	Valid

Source : data that processed, 2023.

From results test in on can is known that mark KMO on variable motivation Work, variable compensation, variable environment Work, And on variable performance employee shows that the KMO value of all variables studied is > 0.05, which means that the analysis factor can done. As for value *loading factor* every indicator on variable motivation work (X1), compensation (X2), work environment (X3), and employee performance (Y) meet the criteria with value > 0.04 so it can be concluded that all items are in the entire indicator variable Which researched valid.

Test Reliability

Ghozali (2018) Test reliability is tool For measure something questionnaire Which is indicator from variable or construct. Testing reliability done with use test Cronbach Alpha with criteria results testing If mark Cronbach Alphe calculation results > 0.7, it can be said that the research variable is reliable and on the contrary. Results test reliability in study This can seen on table following :

Table 2. Results Test Reliability

Variable	Cronbach'sAlpha	Criteria	Information
Motivation Work (X1)	0.891	> 0.70	Reliable
Compensation (X2)	0.879	> 0.70	Reliable
Environment Work (X3)	0.902	> 0.70	Reliable
Performance Employee (Y)	0.933	> 0.70	Reliable

Source : data that processed, 2023.

Based on the table above, it can be seen that each variable produces a value *cronbach's alpha* > 0.70, so it can be concluded that all the variables in the study This said reliable and proper to use For testing furthermore.

Analysis Regression linear Double

According to Ghozali (2018) Analysis regression linear double used For know influence variable independent Which the amount more from One to One variable dependent. Can seen in the table as follows:

Table 3. Results Test Regression

Variable	Koef. Determination		ANOVA		Regression		Ket
	(Adj. R ²)		F Count	Sig.	Betas	Sig	
	0.707		42,805	0.000			
Work motivationto performance					0.308	0.036	hypothesisaccepted
Compensationto performance					0.291	0.046	
Environment Work to performance					0.317	0.018	

Source : Data Which processed. 2023

Based on table 3 the regression equation can be arranged as follows:
$$Y = \beta_1X_1 + \beta_2X_2 + \beta_3X_3$$
$$Y = 0.308 X_1 + 0.291 X_2 + 0.317 X_3$$

Viewed from results equality regression double can explained as following :

Connection Motivation Work to Performance Employee

The results of multiple regression analysis between work motivation (X1) on employee performance (Y) which can be seen in Table 3 shows that the Beta value is 0.308 with a level significance 0.001 < 0.05. This shows that work motivation has a positive effect and significant to performance employee.

Connection Compensation to Performance employee

The results of multiple regression analysis between compensation (X2) on employee performance (Y).can seen on Table 3 show that mark Betas as big 0.291 with level significance 0.000 < 0.05. Matter This show that compensation influential positive And significant to to performance employee.

Connection Environment Work to Performance employee

The results of multiple regression analysis between work environment (X3) on employee performance (Y) which can be seen in Table 3 shows that the Beta value is 0.317 with a level significance 0.000 < 0.05. This shows that the work environment has a positive effect and significant to performance employee.

coefficient Determination (R2)

Based on table 3, it is known that the coefficient of determination or *Adjusted R square* is equal to 0.707 or 70.7%. From number the can taken conclusion that variable performance employee can explained by variable work motivation, compensation, And environment Work of 0.707 or 70.7% while the rest (100% - 70.7% = 29.3%) is explained by variables other Which not researched.

Test F (Test Signification Simultaneous)

Based on Table 3, it is known that the calculated F value is 42.805 with a significance value (*sig*) of 0.000 < 0.05, the results of the F test indicate that work motivation (X1), compensation (X2), and work environment (X3) simultaneously influence employee performance (Y), so that model regression in research This stated worthy For analyzed more carry on.

Test hypothesis

hypothesis 1 : Motivation Work influential positive to performance employee.

Based on Table 3, is known that big mark significance 0.036 < 0.05 And mark beta coefficient of 0.308, meaning that partially (individually) work motivation (X1) effect positive And significant to performance employee (Y). With thereby hypothesis First **accepted**.

hypothesis 2 : Compensation influential positive to performance employee

Based on Table 3, is known that big mark significance 0.046 < 0.05 And mark the beta coefficient is 0.291, meaning that partially (individual) compensation (X2) has an effect positive And significant to performance employee (Y). With thereby hypothesis second **accepted**.

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hypothesis 3 : Environment Work influential positive to performance employee

Based on Table 3, is known that big mark significance $0.018 < 0.05$ And mark beta coefficient of 0.317, meaning that partially (individually) work environment (X3) positive and significant effect on employee performance (Y). Thus the hypothesis third **accepted**.

Discussion

Influence Motivation Work To Performance Employee

According to Hasibuan (2008) motivation Work is gift Power mover Which create excitement somebody, so that Want to Work The same, Work effective, And integrated with all Power his efforts For reach objective. Based on results test t Which has done, hypothesis First state that motivation Work influential positive And significant to employee performance, so that if employees have good work motivation higher in his work then his performance will increase. The results of this study according to research conducted by Nurjaya (2021) shows that motivation Work influential positive And significant to performance performance employee.

Influence Compensation To Performance Employee

According to Cashmere (2018) compensation is action reply service Which given company to its employees both financial and non-financial. Based on the results of the t test that has been done, the second hypothesis states that compensation has an effect positive and significant impact on employee performance. So the better the compensation Which given company to employee so will the more increase performance employee. The results of this study are in accordance with research conducted by Hartini (2022) shows that compensation has a positive and significant effect on performance employee.

Influence Environment Work To Performance Employee

According to Nitisemito (2011) Environment Work is everything something Which There is in around para worker Which can affect himself in operate tasks Which carried. Based on the results of the t test that has been done, the third hypothesis states that environment Work influential positive And significant to performance employee. So that the better the state of the employee's work environment, the better it will be performance employee. Results from study This in accordance with study Which done by Santoso & Rijanti (2022) shows that the work environment has a positive influence and significant to performance employee.

4. CONCLUSION

This research was conducted to determine the effect of work motivation, compensation, and work environment on employee performance in the production department at PT Sinar Indah Kertas which can be concluded as follows: Work motivation has a positive and significant effect on employee performance. Compensation has a positive and significant effect on employee performance. The work environment has a positive and significant effect on employee performance .

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