

THE EFFECT OF PHYSICAL WORK ENVIRONMENT, WORK STRESS AND FINANCIAL COMPENSATION ON EMPLOYEE PERFORMANCE AT PT. YOGAMA PART MANUFACTURING

Rismawati ¹⁾, Daspar ²⁾

^{1,2} Management Department, Faculty Economics and Business, Pelita Bangsa University

ARTICLE INFO

Keywords:

Employee performance,
Financial compensation,
Physical work environment,
Work stress

ABSTRACT

This study aims to determine whether employee performance affects the physical work environment, work stress and financial compensation, either partially or simultaneously. This research was conducted at PT. Yogama Part Manufacturing with a population of 50 employees. The sampling method used is saturated sampling, which includes all the population as research samples. Data collection techniques include observation, literature study, and distributing questionnaires. The analytical method used is validity, reliability, classical assumption test which includes normality test, multicollinearity, heteroscedasticity, autocorrelation, this analysis method uses multiple regression, namely t and f tests, and coefficient of determination test. Data processing using SPSS 16. The results of the study at the 5% level showed that the physical work environment had a positive and significant effect on employee performance as indicated by the t-count value of 4.409 with a significance of 0.003. Work stress has a positive and significant effect on employee performance as indicated by t count of 4.034 with a significance of 0.000. Financial compensation has a positive and significant effect on employee performance as indicated by the t value of 4.917 with a significance of 0.000. Physical work environment, work stress and financial compensation have a positive and significant effect on employee performance as indicated by the calculated f value of 28,526 with a significance of 0.000. The value of the coefficient of determination is 0.650, which means that the physical work environment, work stress and financial compensation affect employee performance by 65.0% and the remaining 35.0% is influenced by other variables not examined.

E-mail:

risma@pelitabangsa.ac.id
daspar@pelitabangsa.ac.id

Copyright © 2023 Jurnal Ekonomi. All rights reserved.

is Licensed under a [Creative Commons Attribution-NonCommercial 4.0 International License \(CC BY-NC 4.0\)](https://creativecommons.org/licenses/by-nc/4.0/)

1. INTRODUCTION

Humans as the most useful resource with the many potentials they have if managed properly, can drive the business run by the company to the maximum, the success of the strategy made by the company is determined by the performance of its human resources. The progress of the company is greatly influenced by the ability and desire of each employee in carrying out his work. Human resources who are members of the company are expected to be able to apply their best talents, abilities and efforts to the company to achieve company progress. The progress of the company is marked by increased profits from the company, so that the company can develop in a better direction, can improve the work environment of employees and can also provide compensation as expected by employees..

Performance is a form of achievement produced by employees or the final value obtained by employees from the activities they carry out within the company. In this case the company hopes to work with employees who have good performance. Efforts are needed to get employees who are in accordance with good performance, namely companies need to carry out recruitment carefully so that prospective employee candidates can be filtered according to the wishes of the company. After carrying out the recruitment process, it is necessary to hold coaching with the aim that the prospective employees who are members can be directed in carrying out their duties within the company. Employee performance needs supervision in every move so that you can find out how far the progress made by employees. To get good employee performance with continuous improvement from employees, companies need to create working conditions that can encourage and develop the skills and abilities of employees, namely by creating a good work environment.

The Effect of Physical Work Environment, Work Stress and Financial Compensation on Employee Performance at PT. Yogama Part Manufacturing. Rismawati, et al

The work environment contained in a company is an important thing that needs to be considered by the management who are members of it. The work environment is fundamental and has a close relationship with the formation of employee behavior in the company and also influences the company's performance. A good work environment can raise employee morale as well as foster a sense of comfort and security at work, if a sense of security and comfort at work is not found in a company's work environment, it will affect the psychological condition of employees which causes a lack of concentration on employees. of course this increases the possibility of accidents at work, and vice versa if the employee feels satisfied with the work environment he gets, the employee will be happy and enthusiastic at work, then the achievement of good performance will appear. The work environment can absolutely change the personality of employees, this happens because in the work environment employees must quickly adapt to the work environment, adjust to the demands that must be done as well as work that must be completed as well as possible, this is also a trigger for employee stress in work.

Stress is an unstable condition of the body, stress affects thinking, body health and also emotions, stress occurs due to several things, namely it can occur because working hours are too long, the work environment is uncomfortable, the compensation you get is not enough to meet life's needs, workload hard work and more. Work stress is an event that causes self and soul to be depressed, if it is not resolved it will affect the work results of employees as well as have a serious effect on employee health. The consequences of stress depend on self-perception that can tolerate the size of the reaction in accepting the stress.

Compensation is wages given by the company in return for the work or sacrifice of time and energy given by employees to the company. Good compensation is given fairly to employees according to what they do to avoid unwanted conflicts in the company. Compensation can also be one of the reasons employees choose to join and settle in a company. Compensation is given based on several criteria, namely the expertise of employees, length of work experience and many more. There are two types of distribution of compensation to employees, namely direct financial compensation in the form of salaries, bonuses, incentives which if given in an appropriate amount can improve employee performance as well as meet the needs of employees' lives, the second is indirect financial compensation in the form of benefits, facilities obtained, pensions. Compensation given with the aim of being able to arouse employee enthusiasm, create a pleasant working atmosphere can also improve performance because employees feel the company has given them a lot.

PT. Yogama Part Manufacturing is a company engaged in the field of packaging. PT Yogama Part Manufacturing is located in Bekasi Regency, precisely in North Cikarang. PT Yogama Part Manufacturing has helped and supported the economic growth of the surrounding community by creating job opportunities for the people who live around the company. Based on the actual condition of the company currently running with 21 molds operating every day, injection machines are currently only used for production to be sent to vendors, namely PT. Prima Alloy, considering that in 2021 we are still in the Covid-19 pandemic which has resulted in unstable industrial activities, both automotive and electronics, so that we have not received orders from previous customers.

PT. Yogama part manufacturing experienced a decrease in the performance of the injection mold and forming sections which was marked by inaccuracy in the target, this was due to several obstacles such as a broken machine (trouble machine), or it could be due to the employees themselves being less disciplined (often chatting with other co-workers when work) so that they are less focused on production targets, besides that it can also result in the resulting product being damaged (rijekt). There are several factors that affect the performance of employees, one of which is the physical work environment in the company as is the case with factories in general, the main problems found are those that are closely related to production machines, namely the loud noise generated by the machine and the air temperature around the machine which is very high (hot). The existence of sound and vibration that is strong enough can damage the concentration and comfort of employees on duty.

Therefore the Management of PT. Yogama Part Manufacturing should create a comfortable physical work environment so that the concentration of employees can be maintained so as to improve employee performance. In addition to maintaining customer trust, PT. Yogama part manufacturing should be able to maintain the quality of the products it makes. With the delivery quality standards that are quite strict, it puts its own pressure on each of its employees. It is expected that PT. Yogama Part Manufacturing can manage the stress level of its employees so that stress does not decrease employee performance. The compensation given by PT. Yogama for its employees consists of basic salary, transportation allowance, overtime hours (overtime), THR (holiday allowance), health insurance, annual leave, meal allowance. Compensation in the form of salary and several other allowances is given once a month in accordance with regulations and the Bekasi district UMK, while for food allowances it is given every day when the company

has provided food. There are problems regarding the lack of appreciation received by employees if employees can complete the work to the maximum or according to the target, so that this can result in employees not wanting to put more effort into achieving targets and resulting in decreased employee performance at PT.Yogama Part Manufacturing.

2. METHOD

The type of research used in this research is quantitative research using questionnaires as a data collection tool. In this study, the data needed is primary data. The population in this study are 50 employees who work at PT. Yogama Part Manufacturing. Determination of the number of samples using saturated samples. So that the calculation of the minimum number of samples for this study was 50. Primary data was obtained through distributing questionnaires to get an overview of the independent and dependent variables. In this study, the data to be collected is the perception of the respondent, therefore the simplest measurement is using a questionnaire or questionnaire technique that will be submitted to each respondent, functioning as an instrument or measuring tool that will be conveyed directly. Questionnaires or questionnaires will be designed using closed questions, namely questions that have provided alternative answers, so that respondents only have to choose one answer that is considered most appropriate to the condition of the respondent. The measuring scale used in this study adopted a Likert scale with 5 levels of intervals. Giving a score on the scale chosen by the respondent, namely the lowest level is given a value of 1 (one) and the highest level is given a value of 5 (five). The technique used to process the data is a statistical analysis technique using SPSS.

3. RESULT AND DISCUSSION

Validity Test Result

Tests in this study used a significance level of 5% with test criteria if the value of $r_{count} > r_{table}$, it was concluded that the question items were valid. However, if the value of $r_{count} < r_{table}$ then the item is said to be invalid. The r_{table} in this study uses a 95% confidence level, $e = 5\%$, $df = N-2$ or $50-2 = 48$ and the r_{table} value is 0.279. Based on the validity test of all instruments, the results of R_{count} on all variables have a value greater than r_{table} so it can be concluded that the results of the validity test can be said to be valid in this study and it can be said that the respondents in filling out the questionnaire statement revealed that all variables in this study were feasible to be used.

Reliability Test Result

Reliability test is the extent to which measurement results using the same object will produce the same data. If the correlation is 0.60 or more then the item is said to provide a fairly high level of reliability, but conversely if the correlation value is below 0.60 then the item is said to be less reliable. The test results show that the value of Cronbach's Alpha for all instruments is greater than 0.60 for each statement item. So it can be concluded that the measuring instruments in the research instrument as a whole can be declared reliable to use.

T Test Result (Partial)

If $t_{count} > t_{table}$, and $Sig < 0.05$ then the independent variable has a significant effect on the dependent variable. If $t_{count} < t_{table}$, and $Sig > 0.05$ then the independent variable has a significant effect on the dependent variable. Determine the t_{table} at $Sig 0.05$ with the two tail test with $(df = \alpha/2 \ n-k-1)$ $N =$ Number of samples, $K =$ Number of independent variables $df = (0.05/2 = 0.025) \ 50-3-1 = 46$ then obtained t_{table} of 2.012.

Table 1. T Test
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	.972	5.151		.189	.851
	Physical Work Environment	.057	.140	.448	4.409	.003
	Work Stress	.551	.137	.462	4.034	.000
	Financial Compensation	.532	.108	.514	4.917	.000

a. Dependent Variable: Employee Performance

Based on the table above, it can be obtained that the calculated T value is $4.409 > 2.012$ with a Sig value of $0.003 < 0.05$. This means that the physical work environment variable has a positive and significant effect on the performance of PT. Yogama Part Manufacturing employees. The calculated T value is $4.034 > 2.012$ with a Sig value of $0.000 < 0.05$. This means that the variable of work stress has a positive and significant effect on the performance of employees of PT. Yogama Part Manufacturing. The calculated T value is $4.917 > 2.012$ with a Sig value of $0.000 < 0.05$. This means that the financial compensation variable has a positive and significant effect on the performance of employees of PT. Yogama Part Manufacturing.

F Test Result (Simultaneous)

The F test is a test to determine the effect of the independent variables namely social media, quality and price simultaneously on the dependent variable, namely buying interest. The criteria for testing the hypothesis are, hypothesis testing to find out the truth of the hypothesis in this study by comparing f count with F table.

Table 2. F Test
Anova^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	879.355	3	293.118	28.526	.000 ^a
	Residual	472.665	46	10.275		
	Total	1352.020	49			

a. Predictors: (Constant), Financial Compensation, Work Stress, Physical Work Environment

b. Dependent Variable: Employee Performance

The calculated F value is 28.526 compared to using the F table with a significance level of 5%, using the calculation formula ($df = n - k$), n is the number of respondents and k is the number of variables, the results obtained for the F table are 2.57. This shows that the calculated F value $>$ F table is $28.526 > 2.57$. As for the Sig value of $0.000 < 0.05$. This means that the physical work environment, work stress and financial compensation together have a positive and significant effect on the performance of employees of PT. Yogama Part Manufacturing.

Determination Coefficient

Determination analysis or (R Square) is used to determine the presentation of the contribution of the independent variables together to the dependent variable. Based on the data analysis that has been done, the number (R Square) is 0.650 or (65.0%). This shows that the percentage of contributions to the influence of the physical work environment, work stress and financial compensation on the performance of employees of PT. Yogama Part Manufacturing of 65.0%. In other words, performance variables are explained or influenced by the physical work environment, work stress and compensation by 65.0% while the remaining 35.0% are explained or influenced by other variables not examined.

Discussion

Based on the results of the partial test which showed that the calculated T value of the physical work environment was $4.409 > 2.012$ and the Sig value was $0.003 < 0.05$, so it can be decided that the physical work environment has a partial and significant effect on employee performance at PT. Yogama Part Manufacturing. This means that the better the physical work environment, the better the employee performance. Then the results of the partial test showed that the calculated T value of work stress was $4.034 > 2.012$ and the Sig value was $0.000 < 0.05$, so it can be decided that work stress has a partial and significant effect on employee performance at PT. Yogama Part Manufacturing. This means that the less work stress is felt, the better the employee's performance. Meanwhile, the results of the partial test show that the calculated T value of financial compensation is $4.917 > 2.012$ and the Sig value is $0.000 < 0.05$. So it can be decided that financial compensation has a partial and significant effect on the performance of employees at PT. Yogama Part Manufacturing. This means that the greater the compensation given, the better the employee's performance. Based on the results of the simultaneous test showing the calculated F value $>$ F table, namely $28.526 > 2.57$ and a Sig of $0.000 < 0.05$. So it can be decided that the physical work environment, work stress and financial compensation together have a positive and significant effect on the

performance of PT. Yogama Part Manufacturing employees. This means that the better the physical work environment, the less work stress is felt, and the greater the financial compensation given, the better the performance of PT. Yogama Part Manufacturing.

4. CONCLUSION

After analyzing using SPSS 16 the results and discussion regarding the Influence of the Physical Work Environment, Work Stress and Financial Compensation on Employee Performance at PT. Yogama Part Manufacturing, it is concluded that the physical work environment has a positive and significant effect on employee performance at PT. Yogama Part Manufacturing. This means that layout, lighting, color, temperature, music, noise and proper equipment design can improve employee performance. Work stress has a positive and significant effect on the performance of employees of PT. Yogama Part Manufacturing. This means that role demands, task demands, leadership within the company and interpersonal demands within reasonable limits can improve employee performance. Financial compensation has a positive and significant effect on the performance of employees of PT. Yogama Part Manufacturing. This means that appropriate salaries, bonuses, incentives and insurance benefits and pensions can improve employee performance. Physical Work Environment, Work Stress and Financial Compensation simultaneously influence the performance of employees of PT. Yogama Part Manufacturing.

REFERENCES

- [1] Aldo Saputra, Iing Lukman, W. I. (2018). 1, 2, 3. *Jurnal Jejama Manajemen Malahayati) Vol 1 No 1 Eissn: Issn: 1, 1(1)*, 1–7.
- [2] Arifudin, O. (2019). *Pengaruh Kompensasi Terhadap Kinerja Karyawan Di Pt. Global*. 3(2), 184–190. <https://doi.org/10.31955/Mea.Vol3.Iss2.Pp18>
- [3] Budiyanto, A. (2021). Pengaruh Kompensasi, Disiplin Kerja, Lingkungan Kerja Dan Stres Kerja Terhadap Kinerja Karyawan Pada Pt Suryamas Gemilang Lubricant. *Esensi: Jurnal Manajemen Bisnis*, 24(1), 22–43.
- [4] Desmonda, A. A. (2018). Pengaruh Lingkungan Kerja Fisik Terhadap Produktivitas Kerja Karyawan Pada Pt. Federal International Finance Cabang Samarinda. *Ejournal Administrasi Bisnis*, 4(4), 1179–1193.
- [5] Gunawan, H. (2018). Pengaruh Stres Kerja Terhadap Kinerja Karyawan. *Bongaya Journal For Research In Management (Bjrm)*, 1(2), 56–61. <https://doi.org/10.37888/Bjrm.V1i2.90>
- [6] Gurning, L., & Skylandsea, J. I. (2018). *Analisa Pengaruh Kompensasi Terhadap Kepuasan Kerja Karyawan Yayasan Aritmatika Indonesia Regional Sumatera Utara*. 2(2), 174–181.
- [7] Harahap, S. F., & Tirtayasa, S. (2020). Pengaruh Motivasi, Disiplin, Dan Kepuasan Kerja Terhadap Kinerja Karyawan Di Pt. Angkasa Pura Ii (Persero) Kantor Cabang Kualanam. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 3(1), 120–135. <https://doi.org/10.30596/Maneggio.V3i1.4866>
- [8] Hartadi, A. (2021). Pengaruh Lingkungan Kerja, Disiplin Kerja, Stres Kerja Dan Kompensasi Terhadap Kinerja Karyawan Akademi Manajemen Administrasi Yogyakarta Jurnal Bisnis Administrasi Dan Manajemen (Alabama). *Bisnis, Jurnal Alabama, Manajemen*, 14(1), 11–19.
- [9] Hartono Jessie Steven Dan Arif Partono Prasetio. (2020). Pengaruh Stres Kerja, Dan Beban Kerja, Terhadap Kinerja Karyawan. *Journal Of Management And Bussines (Jomb)*, 2(1), 83–98. <https://doi.org/10.31539/omb.V2i1.1215>
- [10] Hasanudin, Awaloedin, D. T., & Yulianti, F. (2020). Pengaruh Current Ratio, Debt To Equity Ratio Dan Net Profit Margin Terhadap Return Saham Pada Perusahaan Jasa Sub Sektor Telekomunikasi Yang Terdaftar Di Bei Periode 2012-2018. *Jurnal Rekayasa Informasi*, 9(1), 6–19.
- [11] Hilmawan, I. (2020). Disiplin Kerja Terhadap Kinerja Karyawan. *Pengaruh Kompensasi, Lingkungan Kerja Fisik, Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Pt. Wildwood Cikande Kabupaten Serang*, 4(2), 147–164.
- [12] Menuh, N. N., Sri, A., Wahyuni, D., Karwini, N. K., Bagus, I., Wimpascima, N., Info, A., Environment, W., Stress, W., & Performance, E. (2022). *Analysis Of The Work Environment And Work*. 1(5), 733–738.
- [13] Muhraweni. (2018). Pengaruh Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik Dan Komunikasi Terhadap Kepuasan Kerja Pegawai Di Bagian Umum Sekretariat Daerah Kabupaten Soppeng. *Jurnal Mirai Manajemen*, 02(01), 55–70.
- [14] Mulyapradana, A., Rosewati, T., & Muafiq, F. (2020). Pengaruh Pemberian Kompensasi Terhadap Kinerja Karyawan Hotel Dafam Kota Pekalongan. *Widya Cipta: Jurnal Sekretari Dan Manajemen*, 4(1), 27–33. <https://doi.org/10.31294/Widyacipta.V4i1.6585>

- [15] Nawawi. (2017). *Digital Digital Repository Repository Universitas Universitas Jember Jember Digital Jember Digital Repository Repository Universitas Universitas Jember*. 68–444.
- [16] Nugraheni, A. D. P. (2020). Pengaruh Kompensasi Finansial Dan Kompensasi Non Finansial Terhadap Kepuasan Kerja Karyawan. *Jurnal Ekobis Dewantara Vol. 3 No. 1 Januari 2020, 3*(Januari), 15–38.
- [17] Ratnasari, S. L., & Purba, W. C. (2019). Pengaruh Konflik Kerja, Stres Kerja, Dan Beban Kerja Terhadap Kinerja Karyawan Pt. Mutiara Utama Sukses. *Jurnal Bening, 6*(1), 180. <https://doi.org/10.33373/Bening.V6i1.1540>
- [18] Riani, N., & Putra, M. (2017). Pengaruh Stres Kerja, Beban Kerja Dan Lingkungan Kerja Non Fisik Terhadap Turnover Intention Karyawan. *E- Jurnal Manajemen Universitas Udayana, 6*(11), 255226.
- [19] Shinta Salgiarti, N. S. (2017). Economic Education Analysis Journal. *Economic Educational Analysis Journal, 2*(1), 18–23.
- [20] Sulthan Muhammad Fauzan 1), F. P. S. 2). (2020). Pengaruh Kompensasi Terhadap Kinerja Karyawan (Studi Kasus Pada Bank Bjb Cabang Utama Bandung). *Jurnal Mitra Manajemen (Jmm Online), 4*(6), 928–937.
- [21] Warongan, B. U. C., Dotulong, L. O. H., Lumintang, G., Lingkungan, P., Dan, K., Kerja, S., & Kinerja, T. (2022). *Karyawan Pada Pt Jordan Bakery Tomohon Effect Of Work Environment And Work Stress On Employee Performance At Jurnal Emba. 10*(1), 963–972.