


The Influence of Compensation, Non-Physical Work Environment, Workload, and Motivation on Employee Performance

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Article Info	ABSTRACT
<p>Keywords: Compensation, Non-Physical Work Environment, Expenses, Motivation and Partner Performance</p>	<p>Compensation is an institution's obligation to provide justice to its employees in accordance with the amount of workload and performance achieved. This research aims to analyze and explain: the effect of compensation on partner performance. the influence of the non-physical work environment on employee performance. The effect of workload on employee performance. The influence of work motivation on employee performance. This research was conducted by the Ambon City Central Statistics Agency (BPS). The sample in this research is a BPS partner with a research method using multiple linear regression, data processing using SPSS Vs 23 software. The research results prove that 1. compensation has a significant positive effect on employee performance. 2. The non-physical work environment has a significant positive effect on employee performance. 3. Workload has a significant negative effect on employee performance. 4. Work motivation has a significant positive effect on employee performance. Suggestions for future researchers: they can study this concept by adding the Organizational Culture variable, or further expanding the research object and using other data analysis methods.</p>
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INTRODUCTION

The main component of an organization is Human Resources (HR) when compared to other components such as capital, technology and money. Performance is a function to complete one's work or tasks. According to Pusparani (2021), performance is very important for an organization because it will determine the effectiveness of the organization. Performance is also important because it can describe the measure of success when managing the organization and its human resources. Through good performance from employees, organizational goals can be achieved. . On the other hand, an organization will face obstacles in achieving its goals when employee performance is ineffective or unable to meet the job demands desired by the organization.

Implementation in the organization is that after the plan is made, the organization is formed, then the personnel are arranged, the next step is directing members towards the goals that have been set, and finally supervising the planned process and the determined results. The relationship between this theory and motivation is in the commanding or directing function, which includes activities to guide and motivate workers so they can work comfortably, well and optimally.

BPS is obliged to provide data needs for the government and society, assists statistical activities in ministries, government agencies or other institutions in building a national statistical system and is obliged to develop and promote statistical technical and methodological standards and provide services in the field of statistical education and training. Socioeconomic Registration Data Collection (Regsosek) is one of the BPS activities, which is the Government's effort to build a single population data or one data. With the availability of Regsosek naka data, the Government can implement its various programs in an integrated, non-overlapping and more efficient manner.

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Furthermore, Regsosek data can be used to improve the quality of services such as education, social assistance, health, and population administration. The information collected during data collection is demographic socio-economic conditions. Asset ownership, clean water sanitation conditions, housing conditions, vulnerability conditions of special population groups, geospatial information, welfare levels, and other socio-economic information.

Statistics Partners are workers recruited by the Central Statistics Agency (BPS) to support statistical activities in an area. BPS needs work partners who will collect data due to the large work area, large number of respondents, and limited organic BPS employees, so that is the reason Main work partners are really needed.

To get competent statistical partners, BPS carries out recruitment by selecting personnel who meet the criteria and then they will be given training which is expected to be able to achieve work in accordance with the targets given well and within the specified time. According to Firmansyah (2019), statistical partner training is very necessary because it can enable partners to collect data in accordance with specified standards, be able to produce data with few/minimum errors, be accurate when collecting data, be responsible for the correctness of work results, and maintain good relationships with supervisors if there are problems, as well as maintaining the confidentiality of respondent data.

Socioeconomic Registration (Regsosek) data collection by BPS Ambon City was carried out from October to November 2022, with a working area of 50 villages/sub-districts in Ambon City. Ambon City BPS has a total of 28 organic employees, who will of course experience difficulties when carrying out data collection activities. So recruiting statistical partners will really help with the implementation of data collection and also with recruitment, the community will be directly involved and responsible in data collection activities.

Based on the description above, there are several conceptual similarities with previous research, namely: The research method is quantitative in nature, and the factors that influence employee/worker performance, however, there are several differences, namely 1. More independent variables or independent variables were tested compared to previous research, 2. Research subjects were freelance workers, while in previous research the subjects were workers/permanent employee. So it becomes interesting to examine the job responsibilities assigned. 3. Location, time and treatment of respondents are different compared to previous research.

The performance of Ambon City's statistical partners in the 2022 Socio-Economic Registration (Regsosek) data collection activities is interesting to research regarding the factors that influence partner performance, and based on the phenomena that have been described, the author intends to conduct research with the title "The Influence of Compensation, Non-Smoking Work Environment Physical, Workload, and Motivation on Partner Performance Central Bureau of Statistics (BPS) Ambon City" Problem Formulation: 1. How does compensation affect Partner's performance 2. How does the non-physical work environment influence Partner's performance 3. How does workload affect Partner performance 4. What is the influence of motivation on the partner performance of the Ambon City Central Statistics Agency (BPS).

METHODS

According to Umar in I Made (2019), research design is a structured and comprehensive work plan regarding the relationship between variables which is arranged in such a way that the research results can provide answers to research questions. This research was carried out with partners from the Ambon City Central Statistics Agency (BPS).

Population is a collection of all possible people, objects and other measures that are objects of attention or a collection of all objects of concern (Suharyadi in Jafar (2021)). The population in this

research is the 2022 Ambon City Central Statistics Agency (BPS) Socio-Economic Registration Data Collection (Regsosek) Working Partners, totaling 460 people.

Sample A sample is a part of a particular population that is of concern (Suharyadi in Jafar (2021)). The sampling method in this research used purposive sampling, namely a sample selection technique with certain considerations, so the total number of research samples was 82. Data collection techniques are the methods used to collect the data needed in research (Sugiyono, 2017). The data collection methods in this research are: Questionnaire (questionnaire) The questionnaire method is a data collection technique that is carried out by giving respondents a set of questions or written statements to answer. Literature Study. Study previous literature regarding this research and use it as a reference or library source.

In this research, two variables are used, namely: Independent variables (Independent Variables). The independent variable, which means the variable that influences or is the cause of the change or emergence of the dependent variable in this research which acts as an independent variable is Compensation (X1), Non-Physical Work Environment (X2), Work Load (X3), and Motivation (X4). Dependent variable (Dependent Variable). Dependent variable, which means the variable that is influenced or is the result of the existence of the independent variable. So in this research what acts as the dependent variable is the Performance of BPS Work Partners (Y). The measurement scale used in this research is the Likert scale proposed by Sugiyono (2019). Data analysis is an activity of grouping data based on variables from all respondents, tabulating data based on variables from all respondents, presenting data from each variable studied, carrying out calculations to test hypotheses (Sugiyono, 2019). In this research, data analysis uses multiple linear regression with the SPSS.Vs.23 software application. Multiple regression is a development of simple linear regression, which can be used to predict future demand based on past data or to determine the influence of one or more independent variables on one dependent variable (Siregar, 2010).

The analysis was carried out to determine the magnitude of the influence that compensation, non-physical work environment, workload, and motivation have on the performance of Ambon City BPS Regsosek data collection partners partially or simultaneously using the multiple linear regression equation, as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

The t test is known as a partial test, which is to test the influence of each independent variable individually on the dependent variable. This test can be done by comparing the t count with the t table or by looking at the significance column for each t count. Where if $t_{count} > t_{table}$ and the sig value. < 0.05 then it is declared to have a significant effect, or vice versa if $t_{count} < t_{table}$ and the sig value. > 0.05 then it can be stated that there is no influence of the independent variable on the dependent variable.

RESULTS AND DISCUSSION

Multiple Regression Calculation Results

In data processing using linear regression, it is carried out to prove the relationship between the independent variable and the dependent variable, namely the influence of compensation (X1), non-physical work environment (X2), workload(X3), motivation(X3), on the performance of the treasurer's expenditure (Y). The results of multiple regression calculations can be seen in table 1 below:

Table 1. Multiple Linear Regression Test Results

Variable	Unstandardized Coefficients(B)	t count	Sig.	Information
Constant	3,287			
Compensation (X1)	0.177	2,139	0.028	Significant
Non-physical work environment(X)	0.194	2,009	0.045	Significant
Workload (X3)	-0.312	-3,029	-0.006	Significant
Work Motivation (X4)	0.647	4,599	0,000	Significant
R	0.813			
R Square	0.675			
Adjusted R Square	0.543			
F count	11,572			
Sign. F	0,000			

Source: data (processed) 2023

Based on the analysis results with the help of the SPSS 23 program, the regression model can be formed as follows: $Y = 3.287 + 0.177X_1 + 0.194X_2 - 0.312X_3 + 0.647X_4 + e$

Hypothesis test

In order to prove whether the independent variable partially has a significant influence on the dependent variable, an analysis is carried out using the t test method. The following is a table showing the results of the t test and the size of the t table at a significance of 5% or $\alpha = 0.05$:

Table 2. Hypothesis Testing Results

	Hypothesis	Mark	Status
1.	Compensation has a positive effect on the performance of Partners at the Ambon City Central Statistics Agency (BPS).	tcount = 2.139 t table = 1.658 Sig = 0 .028	(H1 accepted)
2.	The non-physical work environment has a positive effect on the performance of Partners at the Central Statistics Agency (BPS) of Ambon City	tcount = 2,009 t table = 1.658 Sig = 0.045	(H2 accepted)
3.	Workload has a positive effect on the performance of Partners at the Ambon City Central Statistics Agency (BPS).	t count = -3.029 t table = 1.658 Sig = -0.006	(H3 accepted)
4	Motivation has a positive effect on the performance of Partners at the Ambon City Central Statistics Agency (BPS).	t count = 4,599 t table = 1.658 Sig = 0.000	(H4 accepted)

Source: Primary Data processed 2023

Discussion of Research Results

The Influence of Compensation on Partner Performance at the Central Statistics Agency (BPS) of Ambon City

Based on the results of the statistical tests discussed in the previous chapter, it shows that the value of $t = 2,139 > t \text{ table} = 1,658$ and the test results P. Value Sig = $0.028 < 0.05$. Thus, H1: compensation has a significant positive effect on partner performance at the Ambon City Central Statistics Agency (BPS). Proven. Hypothesis accepted.

It can be explained that compensation with wages received on time proves that the Ambon City BPS Office pays great attention to partners regarding the rights received by partners, which can make partners build communication to complete work, with The wages received are in accordance with work performance and partners even receive bonuses from the BPS office, this encourages partners to utilize their skills in completing work. BPS also pays great attention to partners by providing allowances for the work they do, making partners feel safe in completing the work, thereby encouraging partners to try to complete the work within the specified time and utilize their abilities to complete the work, thereby increasing partner performance at BPS Ambon. So the greater the compensation given, the higher the performance of partners at the Ambon City Central Statistics Agency (BPS).

This research supports the results of research conducted by Haryono (2009) on job characteristics and compensation on employee performance with work motivation as an intervening variable (study of employees of the agricultural, fishery and forestry extension agency in Batang Regency), Leatemia. A (2023) with the title "The Influence of Company Culture, Compensation, Work Environment on Employee Performance" at PT. Eternal Desire. I Made Yusa Dharmawan (2011) Nikki Denpasar. Lailatus Sakinah (2019) Research results prove that compensation predominantly influences employee performance. Vivi Herlina (2020), Trifena Setiawaty Sinaga, Rahmat Hidayat (2020), Nuril Iksyaniyah, et al (2021).

The Influence of the Non-Physical Work Environment on Partner Performance at the Central Statistics Agency (BPS) of Ambon City

Based on the results of the statistical tests discussed in the previous chapter, it shows that the value of $t = 2.009 > t_{table} = 1.658$ and the test results $P. Value Sig = 0.045 < 0.05$. Thus, H2: the work environment has a significant positive influence on the performance of partners at the Ambon City Central Statistics Agency (BPS). Proven. Hypothesis accepted.

If the non-physical work environment is well developed, such as during work the relationship between fellow partners is good and the work is done well, then the work can be completed in accordance with quality standards. During work, the relationship between partners and the village government is good, so partners utilize their skills and abilities to complete the work. During work, the relationship between partners and the sub-district government is good, so partners try to complete the work within the specified time. During work, the relationship between partners and respondents is good, always constructive. communication in completing work. During work, the relationship between partners and their families is good, they always take the initiative to complete the tasks given so that partners' performance increases at the Ambon City Central Bureau of Statistics Office. Thus, the better the non-physical work environment, the better the performance of partners at the Ambon City Central Bureau of Statistics (BPS) Office.

This research supports the results of research conducted by Srivastava (2018) Ollukkaran and Gunaseelan (2022) Imran et.al (2022), Talakua, (2013) Herman Surijadi, Yuslan Idris (2020)

The Influence of Workload on Partner Performance at the Central Statistics Agency (BPS) of Ambon City

Based on the statistical test results discussed in the previous chapter, it shows that the value of $t = (-3.029) > t_{table} = 1.658$ and the test results $P. Value Sig = 0.006 < 0.05$. Thus, H3: workload has a significant positive effect on partner performance at the Ambon City Central Statistics Agency (BPS). Proven. Hypothesis accepted.

It can be explained that workload with indicators always tries to complete the work in accordance with working conditions in the field by utilizing skills to complete the work, then utilizes working time as much as possible to complete the work so that the work results are in accordance

with quality standards, partners try to achieve the targets that have been determined even though they have to facing difficulties in building communication in completing the work, even a lot of work being completed makes partners tired to complete it according to the specified time even though they utilize their abilities to complete the work, partners also try to provide the best results for the work completed by taking the initiative to complete the tasks given. Thus, the higher the workload, the better the performance of partners at the Ambon City Central Statistics Agency (BPS).

The results of this research reject the results of research conducted by Muhamad Ohorela (2021) which proves that workload has a significant positive effect on employee performance.

This research supports the results of research conducted by Jessica Alvina, Andi Heru Susanto (2022). Boy Aulia Sastra (2017), Kade Ferrania Paramitadewi (2017), Banish Shabbir Raza Naqvi (2017), Irianto Lok, Mahalayati (2019), Yudha Adityawarman, Bunasor Sanim and Bonar M. Sinaga (2015) research results show that workload influences negative and significant directly on the performance of PT employees. Bank Rakyat Indonesia (Persero) Tbk Krekot Branch. Rona Tanjung, et al (2021) Himawati (2016)

The Influence of Work Motivation on Partner Performance at the Central Statistics Agency (BPS) of Ambon City

Based on the results of the statistical tests discussed in the previous chapter, it shows that the value of $t = 4,599 > t \text{ table} = 1,658$ and the test results $P. \text{ Value Sig} = 0.000 < 0.05$. Thus, H_3 : workload has a significant positive effect on partner performance at the Ambon City Central Statistics Agency (BPS). Proven. Hypothesis accepted.

Motivation with the indicator that the partner is given responsibility to complete the work, so the partner completes the work in accordance with quality standards, that with the responsibility given, the partner feels trusted to complete the task given. In completing work, partners try to improve work performance by utilizing their skills to complete the work. Partners feel that completing this work is an opportunity to advance, so partners try to always build communication in completing work. When a partner receives recognition for the work completed, it will encourage/spur the partner to try to complete the work within the specified time, by utilizing their abilities to the maximum extent possible to complete the work. So that partners are very happy to complete work that is full of challenges by taking the initiative to complete the tasks given, the partner's performance increases at the Ambon City Central Statistics Agency (BPS). Thus, the higher the motivation, the higher the performance of partners at the Ambon City Central Statistics Agency (BPS).

The results of this research are in line with research conducted by Edi Winata (2020), Motivation and Discipline have a positive effect on Employee Performance at Grand Inna Medan. Kurniati, et al (2022), Jessica Alvina, Andi Heru Susanto (2022). The Effect of Training and Non-Physical Work Environment on Performance Mediated by Work Motivation.

This research is not in line with the results of research conducted by: Trifena Setiawaty Sinaga, Rahmat Hidayat (2022). The results of this research show that compensation has a positive and significant effect on employee performance, motivation has no effect on employee performance.

CONCLUSION

The greater the compensation given, the higher the partner's performance. The better the non-physical work environment, the higher the partner's performance. The greater the workload given, the higher the partner's performance. The higher the motivation provided, the higher the partner's performance

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