Analysis of the Influence of Company Culture, Work Environment and Compensation on Employee Performance of PT Hasjrat Abadi Ambon

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Article Info	ABSTRACT
	The existence of human resources in a company plays a very important role, therefore human resource management must be carried out professionally in order to create a balance between employee needs and demands and abilities. Corporate culture is a philosophy that a company must adhere to in a company because it has values, rules and norms that must be adhered to by all employees, both leaders and subordinates. The work environment is a measuring tool that will influence employee performance if the work environment in an agency is good. Compensation within the company must be managed well. So that it can be accepted by both parties in the hope of improving employee performance. This research aims to analyze and explain the influence of company culture, work environment and compensation on employee performance, at PT. Eternal Desire. Research object at PT. Hasjrat Abadi Using a saturated sampling technique, the sample size was 35 employees. The data analysis method uses Multiple Linear Regression using the SPSS vs 23 software program. The research results prove that there is a positive influence between company culture and its significant influence on employee performance. Compensation has a significant influence on employee performance. The work environment has a significant effect on employee performance, a variable that has been researched currently by adding other variables such as organizational climate by expanding the research location.
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INTRODUCTION

Currently, business growth has developed rapidly. Many business people are trying hard to improve their business so that it can grow. In simple terms, if a company's goal is said to be effective, it certainly requires quality resources in addition to capital and infrastructure. One of the challenges faced comes from the employees themselves. If the employee's performance is good it automatically affects the quality of work and also affects the output results of the business itself. Performance is the result or overall level of success of a person during a certain period in carrying out tasks both in quality and quantity in accordance with the responsibilities given to him by the company leadership (Kohar, 2018).

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Performance is said to be successful, it all depends on existing human resources. HR performance can be influenced by various factors including company culture, work environment and compensation. This is because these three items are benchmarks for the successful performance of HR itself. Company culture is the values that serve as a reference that can guide employees to work well (Robbins, 2017). Environmental conditions are everything around workers that can influence them in explaining their assigned tasks. Then compensation is very important for employees because how big or small it is is a reflection or measure of the value of the employee's work. Some of the factors above are the quality of the company's work performance.

If the company's cultural values are good, the work environment is safe and comfortable and the company even pays attention to employee compensation, then indirectly the performance growth of the company will be better. This also happened to PT. Eternal Passion Ambon Branch. PT Hasjrat Abadi which is the first car dealer in Maluku which operates in the field of selling Toyota cars.

There are many ways that a company leader can mobilize his employees to achieve the desired sales goals, but sometimes compensation is not distributed evenly or in accordance with what the employees themselves expect. Then, from the results of the recap of attendance data and position composition, there are still employees who lack discipline as seen in the recap of absences and a shortage of labor seen in the composition of employees where there are still sections who work alone without colleagues to help.

Table 1. Composition of the Sales Department of PT Employees. Ambon's Eternal Passion

NO	BIDANG	JUMLAH KARYAWAN
1	KEPALA CABANG	1
2	SEKERTARIS CABANG	1
3	KEPALA BAGIAN ADMINISTRASI PENJUALAN	1
4	KEPALA BAGIAN PENJUALAN	1
5	ADMINISTRASI PERPAJAKAN	1
6	KEPALA SEKSI PENJUALAN	1
7	KEPALA SEKSI KEUANGAN	1
8	ADMINISTRASI PERSEDIAAN	2
9	KEPALA SEKSI SPART	1
10	KEPALA ADMINISTARASI PEMBUKUAN	1
11	PEMBUKUAN UMUM	1
12	KEPALA SEKSI PENJUALAN UMUM	1
13	KEPALA SEKSI PERGGUDANGAN	1
14	EKSPEDISI	4
15	KEPALA BENGKEL	1
16	STAF ADMINISTRASI PENJUALAN	7
17	STAF KEUANGAN	3
18	STAF PERGUDANGAN	5
19	KASIR	1

Sumber:PT Hasjrat abadi ambon

Based on Table 1, it can be seen that the number of employees who occupy this position at PT Hasjrat Abadi is 35 people. This condition needs to be taken into account because with the number of employees in this position for a company as large as PT Hasjrat Abadi, there is a threat of indications of employees working beyond working hours (8 hours),

so the company must provide compensation to employees to maintain employee work performance while carrying out their duties at the company. Employees are an important asset that needs to be taken seriously by a company or organization because employee performance and its aspects have a direct impact on the running of the company itself. In the ongoing activity process, the company has targets that must be achieved within a certain period and cannot be ignored. of the responsibility of each employee who must meet these targets with a bonus level that is rewarded.

In the process of achieving this target, the company is also bound by the company culture which becomes the norm, role model and even becomes a special characteristic for the company. This is supported by a comfortable work environment where employees can enjoy adequate facilities in good, smooth and updated service and communication for the smooth process of achieving targets, this is also inseparable from the guarantee of compensation that will be received by employees who are trying to find consumers in the process This gives rise to many phenomena within the company. And to study more deeply the phenomenon that occurred previously, many have studied company culture, compensation with the work environment and employee performance, but in the results of the study, one complete study has not been found that is directly related to this research. For example, company culture and work environment, organizational citizenship behavior and commitment, work ability, work environment and motivation, based on the results of this research and various problems that occur, this research seeks to examine Company Culture, Compensation and Work Environment on company performance.

BBased on this background, the author is interested inconducted research with the title "Analysis of the Influence of Company Culture, Work Environment and Compensation on Employee Performance of PT. Ambon's Eternal Passion".

RESEARCH METHOD
The type of data in this research uses secondary data which is quantitative in nature. The population in this study is PT. Eternal Passion Ambon Branch. With research samples originating from 36 employees of PT. Ambon Branch's Eternal Passion. The data obtained was then processed using SPSS software and using a Likert scale.

Measurement

Table 1. Operational definition

Variable	Definition	Indicators and Measurements
Company Culture (X1)	A set of assumptions, beliefs, values and perceptions held by group members in a company that shape and influence the group's attitudes and behavior.	Communication, Innovation and risk taking, Attention to rewards, Support, Leadership behavior, Results

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		Orientation and Team Orientation.
Work environment	The work environment is everything around workers that can influence them in carrying out their assigned tasks.	Physical Work Environment and Non-Physical Work Environment
Compensation	Compensation is: any form of payment or reward given to an employee and arising from the employee's employment.	Financial and Non-Financial
Employee performance	Performance appraisal is providing feedback to employees with the aim of motivating the person to eliminate performance setbacks or perform even higher.	Quality, Quantity, Knowledge and Skills

RESULTS AND DISCUSSION

General Description of PT. Ambon's Eternal Passion
PT. Hasjrat Abadi Ambon Branch is a company that operates in the field of selling Yamaha branded goods. Its presence in the business world is the answer to the demands of transportation problems needed in Maluku Province, especially the city of Ambon.

Vision
To become the leading automotive distributor company in Indonesia.

Mission
1. Distributing high quality products and dominating the market.
2. Building and developing company image and customer decisions.
3. Expanding business fields.

Table 2. Validity Test Results

Variabel	Item	korelasi *product moment* (r)		
		R	**Nilai sig**	**Keterangan**
	X1.1	.609**	**0.000**	**Valid**
Budaya Perusahaan (X1)	X1.2	.648**	0.000	Valid
	X1.3	.744**	0.000	Valid
	X1.4	.609**	0.000	Valid
	X1.5	.626**	0.000	Valid
	X1.6	.881**	0.000	Valid
	X1.7	.668**	0.000	Valid
	X1.8	.569**	0.000	Valid
	X1.9	.025	0.000	Valid
	X1.10	.696**	0.000	Valid
	X1.11	.643**	0.000	Valid
	X1.12	.829**	0.000	Valid
	X1.13	.744**	0.000	Valid
	X1.4	.679**	0.000	Valid
	X1.15	.258	0.000	Valid
Lingkungan kerja(X2)	X2.1	.695**	0.000	Valid
	X2.2	.144	0.000	Valid
	X2.3	.629**	0.000	Valid
	X2.4	.551**	0.000	Valid
	X2.5	.536**	0.000	Valid
	X2.6	.593**	0.000	Valid
	X2.7	.533**	0.000	Valid
	X2.8	.774**	0.000	Valid
	X2.9	.728**	0.000	Valid
	X2.10	.720**	0.000	Valid
Kompensasi (X3)	X3.11	.591**	0.000	Valid
	X3.2	.522**	0.000	Valid
	X3.3	.591**	0.000	Valid
	X3.4	.723**	0.000	Valid
	X3.5	.612**	0.000	Valid
	X3.6	.570**	0.000	Valid
	X3.7	.611**	0.000	Valid
	X3.8	.505**	0.000	Valid
	X3.9	.297	0.000	Valid
	X3.10	.627**	0.000	Valid
	X3.11	.659**	0.000	Valid
	X3.12	.297	0.000	Valid
	X3.13	.569**	0.000	Valid
	X3.14	.514**	0.000	Valid
Kinerja Karyawan (Y)	Y.1	.750**	0.000	Valid
	Y.2	.711**	0.000	Valid
	Y.3	.700**	0.000	Valid
	Y.4	.725**	0.000	Valid
	Y.5	.902**	0.000	Valid
	Y.6	.918**	0.000	Valid
	Y.7	.943**	0.000	Valid
	Y.8	.888**	0.000	Valid

Based on the data in table 2, the results of testing the validity of research instruments on the indicators for each research variable show that the corporate culture variable is indicator/item X1.9 and X1.15, the compensation variable is indicator/item X2.2 and the work environment variable is indicator/item X3 .9 and For further testing the indicators are declared valid.

Table 3. Reliability Test Results

Variabel	Reliabilitas Instrumen	
	Nilai *cronbach alpha*	Keterangan
Budaya Perusahaan (X1)	0.812	*Reliabel*
Kompensasi (X2)	0.833	*Reliabel*
Lingkungan Kerja (X3)	0.825	*Reliabel*
Kinerja Karyawan (Y))	0.810	*Reliabel*

Sumber : Data Primer diolah, 2023

Based on table 3, the results show that the Cronbach alpha value is greater than 0.5, this proves that the research instrument is reliable. The Cronbach alpha value for all indicators is greater than 0.5, meaning that all indicators for each variable are reliable with a strong and very strong index for further testing.

Classic assumption test

Table 4. Normality Test Results
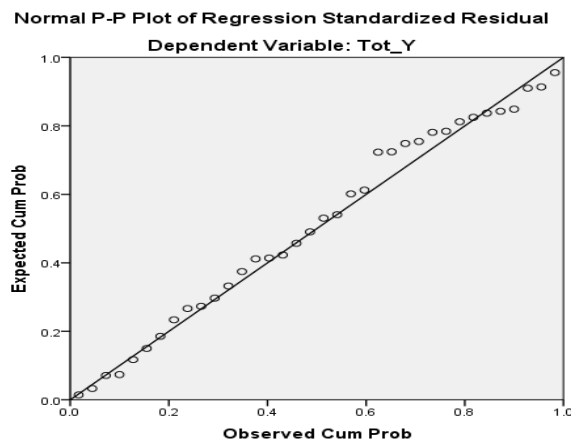
Based on Table 4, it can be seen that the data points are spread around the diagonal line and the distribution follows the direction of the diagonal line, thus the data distribution can be said to be relatively normally distributed, so that regression can be carried out using a Multiple Linear Model.

Table 5. Heteroscedasticity Test Results
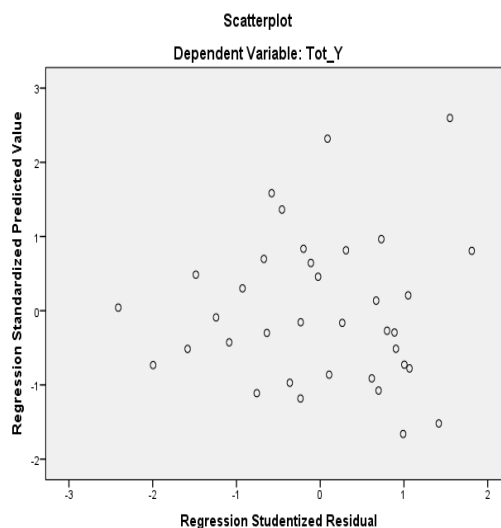
Based on table 5, the results show that all the points are spread above and below the number 0 on the Y axis, so it can be concluded that the existing model does not experience heteroscedasticity.

Table 6. Multicollinearity Test Results

Varibel	Nilai Tolerance	Nilai VIF	KETERANGAN
Budaya Perusahaan (X1)	0.972	1.029	Tidak ada indikasi kolinearitas antar variabel bebas
Kompensasi (X2)	0.912	1.097	Tidak ada indikasi kolinearitas antar variabel bebas
Lingkungan kerja (X3)	0.937	1.068	Tidak ada indikasi kolinearitas antar variabel bebas

Sumber : data (diolah) Tahun 2023

The resulting tolerance value for each variable is0.474, 0.495 and 0.856, meaning that there are no independent/free variables that have a tolerance value of less than 0.10, which means there is no correlation between independent variables whose value is more than 90%. The results of calculating the Variance Inflation Factor (VIF) value also show that VIF is > 10, this means and it can be concluded that there is no multicollinearity between the independent variables in the regression model.

Table 7. Hypothesis Test Results

	Hipotesis	Nilai	Status
1.	Budaya perusahaan berpengaruh positif terhadap kinerja karyawan (Y) pada PT. Hasjrat Abadi	thitung = 4.262 t tabel = 1.658 Sig = 0 .016	Tolak H0 dan Terima Ha (H1 diterima)
2.	Kompensasi berpengaruh positif terhadap kinerja karyawan (Y) pada PT. Hasjrat Abadi	thitung = 5.332 t tabel = 1.658 Sig = 0.002	Tolak H0 dan Terima Ha (H1 diterima)
3.	Lingkungan kerja berpengaruh positif terhadap kinerja karyawan (Y) pada pegawai PT. Hasjrat Abadi.	t hitung = 2.358 t tabel = 1.658 Sig = 0.025	Tolak H0 dan Terima Ha (H1 diterima)

Based on table 7, testing the three independent variables against the dependent variable shows that the three variables, namely company culture, work environment and compensation have a significant effect on employee performance at PT. Eternal Passion Ambon Branch.

CONCLUSION

Based on the results of the research and analysis that has been carried out, it can be concluded as follows: Company culture has a positive and significant effect on employee performance at PT. Eternal Passion Ambon Branch.The work environment has a positive and significant effect on employee performance at PT. Eternal Passion Ambon Branch. Compensation has a positive and significant effect on PT. Eternal Passion Ambon Branch.

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