

EFFECT OF WORK ENVIRONMENT, COMPENSATION, WORK DISCIPLINE AND WORK ETHOS TO PERFORMANCE OF EMPLOYEE AGENCY AND HUMAN RESOURCES DEVELOPMENT MENTAWAI ISLANDS DISTRICT

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ABSTRACT

This study aims to determine the effect of the work environment, compensation, work discipline, and work ethic on employee performance. This research is motivated by a work environment that is felt to be less supportive in carrying out work, perceived compensation is still low, awareness of attendance at work is still low, obedience to rules and ethical behavior is still being violated, and employee performance is still unstable and tends to low in BKPSDM employees of Mentawai Islands Regency. This type of research uses a quantitative approach with multiple linear regression method. Data collection techniques with questionnaires, observations and interviews. The respondents of this study were 45 employees at BKPSDM Mentawai Islands Regency. The sampling method used the total sampling method where the entire population in this study was used as the research sample. Hypothesis testing was calculated using the IBM Statistical Package for Social Science (SPSS) version 24.0 program. From the results of this study it was found that partially the work environment has a significant effect on employee performance, compensation has a significant effect on employee performance, work discipline has a significant effect on employee performance, work ethic has a significant effect on employee performance, and work environment, compensation, work discipline and work ethic jointly have a significant effect on employee performance at BKPSDM Mentawai Islands Regency

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1. INTRODUCTION

Human resources are one of the important assets in running a company or organization. Human resources indirectly affect the efficiency and effectiveness of the company/organization. In this case, the company/organization is aware that employees are a very valuable investment. Human resource management is part of organizational management that focuses on the elements of human resources. The task of human resource management is to manage human resources properly in order to obtain workers who are satisfied with their work. The place of this research is in the Agency for Personnel and Human Resources Development (BKPSDM) of the Mentawai Islands Regency. As we know, most of the workers in BKPSDM work as employees. Therefore, it

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is hoped that the workforce can contribute to problems, especially to the existing staffing in the Mentawai Islands Regency.

Currently finding and collecting and producing a workforce that performs well is not easy, therefore agencies must prioritize employees who are skilled and have good performance so that they can be trained, motivated, and developed as desired by the organization in retaining quality employees. One of the measuring tools to determine the effectiveness of the company is the performance result. Employee performance is highly expected by the company in order to realize the goals of the company, both long-term goals and short-term goals. According to Mathis & Jackson, (2012) argues that employee performance is what employees do or do not affect how much they contribute to the organization. Meanwhile, according to Mangkunegara, (2016) the notion of performance is the result of work in quality and quantity achieved by an employee in carrying out tasks in accordance with the responsibilities given. Furthermore, performance is an action or execution of tasks that can be measured in general performance measures including: quality of work, quantity of work, knowledge of work, and work planning. (Sutisna, 2012) Employee performance is important to be considered by every agency, because humans, in this case employees, are the main factor in the work process which will ultimately make the overall performance of the agency run well or not. The performance of the bureaucratic apparatus or employees is an important factor in the government bureaucracy, because employees are the implementing elements and functions of government activities, among others, in service activities. However, in reality the performance of employees is still relatively low and problematic. The results of the initial survey conducted by the author on the performance of employees in the Environment BKPSDM Mentawai Islands Regency is still relatively low as evidenced in the table below:

Table 1. Indicators of Low Employee Performance BKPSDM Mentawai Islands Regency

No.	Indicator	Amount (person)	Percentage (%)
1.	Employees do not complete assigned tasks on time. (Inaccuracy in completing assignments)	36	60
2.	Employees work not according to the set working hours. (Inconsistency of working hours)	42	70
3.	Employees who are absent are never done by employees, except under certain conditions. (attendance rate)	38	63
4.	Cooperation between fellow employees is not good and harmonious. (Low cooperation)	37	62
5.	Many employees do not take advantage of useful activities during empty working hours. (Low work initiative)	40	67

Source: Preliminary Survey, Author 2022.

From the table above shows that the indicators of low employee performance can be seen from: as many as 36 people (60%) did not complete the assigned tasks on time, as many as 42 people (70%) employees did not work according to the set working hours, as many as 38 people (63%) employees whose absences have never been done by employees, except under certain conditions, as many as 37 people (62%) cooperation between fellow employees is not good and harmonious, and as many as 40 people (67%) employees who do not take advantage of useful activities free working hours. According to the Head of the Mentawai Islands Regency BKPSDM, he said that his party could not/don't want to be burdened with targets. However, what he emphasized to the employees at BKPSDM Mentawai Islands Regency is how to provide the best service. If later the community is served well, then of course, just like selling people, there will also be a lot of people to buy. Although it must be admitted that it is not easy, considering that

there are many jobs, sometimes small problems can be the cause of not being able to maximize employee performance (Initial Interview Results, July 2020).

From the description above, it can be seen that a company or agency in this case the BKPSDM of the Mentawai Islands Regency can be achieved if the performance of employees in an agency goes well. Being an employee in an agency is not easy, it takes support from the conditions of the work environment, compensation, work discipline, and a good work ethic in order to support the performance of an employee. The opinion of the experts above is also supported by the results of research conducted by Devit and Titik (2019) that the compensation variable has a significant effect on performance. employees at PT. Indonesian Service Insurance. Similar results are also found in research by Tinneka and Fanzia (2016). There is a significant effect of compensation on the performance of Bank Intan Jabar (BIJ) Garut employees. And the results of research from Siti Imroatun and Sukirman (2006) revealed that compensation has a positive effect on employee performance.

Results of research Devit Ardi Kustanto, (2015) that work discipline has a significant effect on employee performance at PT. Indonesian Service Insurance. And the result of Yuli Yantika, (2013) Work discipline has a positive and significant effect on the performance of Bondowoso PEMKAB employees. As well as research results from Muslim, (2018) which revealed that work discipline had no effect on employee performance at the University of Sarjana wijaya Tamansiswa. Research results from Muslim, (2018) that work ethic has a positive effect on the performance of FKIP UST employees. And research results from Bakri, (2018) Work ethic has a positive and significant effect on employee performance at PT. Hadji Kalla in Makassar. As well as research results from Yuli Yantika, (2013) revealed that work ethic affects the performance of Bondowoso Regency Government employees.

Based on these problems, it is clear that the human factor is the starting point, the human factor referred to by the researcher is an employee who carries out his duties responsibly, efficiently and effectively in accordance with the work plan that has been set, that's why researchers are interested in researching further about the environment. work, compensation, work discipline and work ethic in relation to efforts to improve employee performance as material for the preparation of a thesis with the title: "The Influence of Work Environment, Compensation, Work Discipline and Work Ethic on Employee Performance at BKPSDM Mentawai Islands Regency

2. METHODS

The population in this study is 45 (forty five) people who are employees at BKPSDM Mentawai Islands Regency. According to Sugiyono, (2017) is part of the number and characteristics possessed by the population. The sampling process or sampling is defined as the process of taking several items from the population so that the characteristics of the sample can be identified with the population. So that the sample can be identical to the population, then the sampling must be correct (Sekaran, 2016). This sampling technique uses a total sampling technique (whole sample), total sampling is a sampling technique where the number of samples is the same as the population Sugiyono, (2017). The reason for taking total sampling is because the total population is less than 100 and the entire population is used as a research sample.

Hypothesis testing in this study used multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

Where:

Y = Employee performance

a = Intercept Constant

- X1 = Work Environment
- X2 = Compensation
- X3 = Work Discipline
- X4 = Work Ethic
- b1, b2 = Regression Coefficient
- e = Error Term

3. RESULT AND DISCUSSION

Classic assumption test

Normality test

Test this normality is used by the author to test the normality of the regression model. The test was carried out using the kolmogorov-smirnov test method on each variable. The regression model is normally distributed if the value of the Kolmogorov-Smirnov sign for each variable is greater than = 0.05. The results of the normality test can be seen in table 2.

Table 2. Normality Test Results

No.	Variable	asymp. Sig	Limit Value	Information
1	Standardized Residual	0.200	0.05	Normal

Source:SPSS output results, 2022.

Based on the table canseen where the standardized residual variable has a significant value of 0.200 greater than 0.05. Thus it can be concluded that the confounding variable (residual) in each variable is normally distributed

Multicollinearity Test

Multicollinearity test is useful to test whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between the independent variables if the independent variables are correlated then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables = 0(Ghozali, 2017). Multicollinearity can be seen from tolerance and Variance Inflation Factor (VIF). The way to find out whether there is a deviation from the multicollinearity test is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value is > 0.10 and the VIF value is < 10, the data free from multicollinearity symptoms can be seen in Table 3. Based on the multicollinearity test in the table above, it can be seen that there is no relationship between the independent variables. So this research model is free from multicollinearity problems.

Table 3 Multicollinearity Test Results

No.	Independent variable	Tolerance	VIF	Information
1	Work environment	0.319	3.133	Multicolonearity Free
2	Compensation	0.356	2.806	Multicolonearity Free
3	Work Discipline	0.619	1,614	Multicolonearity Free
4	Work ethic	0.683	1.464	Multicolonearity Free

Source:SPSS output results, 2022

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residue of one observation to another observation. If the significance probability is above the 0.05 confidence level, it can be concluded that the regression

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model does not contain heteroscedasticity. A summary of the complete data calculation results is presented in the table below.

Table 4. Heteroscedasticity Test

No.	Variable	Residual Absolute (RES_ABS)	
		Significant	Information
1	Work environment	0.228	Heteroscedasticity Free
2	Compensation	0.979	Heteroscedasticity Free
3	Work Discipline	0.055	Heteroscedasticity Free
4	Work ethic	0.835	Heteroscedasticity Free

From table 4 above, it can be shown that the results of the heteroscedasticity test calculation show that there is no heteroscedasticity disorder, because the p value > 0.05 or not significant at $\alpha=5\%$. Thus, overall it can be concluded that there is no heteroscedasticity problem in this study.

Multiple Linear Regression Analysis

This analysis is used to determine the magnitude of the effect of the independent variables on the dependent variable. The magnitude of the influence of independent variables with the dependent variable can be calculated through a multiple regression equation. Based on calculations via a computer using the IBM SPSS for Windows Version 26.0 program.

The following is a recap table for the results of the regression coefficient value, tcount, significance value, Fcount value, and R Square (R2) value. The results can be seen in the following table:

Table 5 Recap of Multiple Linear Regression Analysis Test Results

Variable	coef. Regression	t count	Sig.
Constant		7.373	
Work environment	0.658	4.473	0.000
Compensation	0.472	3.360	0.001
Work Discipline	0.305	3.321	0.002
Work ethic		0.167	2.376
F count = 39,520	Sig.0.000		
R2= 0.742			

Source:Primary Data, Processed with IBM SPSS 26.0 2022.

From the table above, the form of the regression equation model for the influence of the work environment, compensation, work discipline and work ethic on employee performance at BKPSDM Mentawai Islands Regency is as follows:

$$Y = 7.373 + 0.658 X_1 + 0.472 X_2 + 0.305 X_3 + 0.167 X_4$$

Explanation of the above equation:

$\alpha = 7,373$; it means that without the influence of the work environment, compensation, work discipline, and work ethic, the employee's performance already exists at 7.373%.

$b_1 = 0.658$; it means that there is a positive influence between work environment variables (X_1) on employee performance (Y). This shows that the higher (good) or increasing work environment, it will improve employee performance. The value of the work environment regression coefficient is 0.658, meaning that for every one unit increase in the work environment, the employee's performance increases by 65.8%.

$b_2 = 0.472$; it means that there is a positive influence between the compensation variable (X2) on employee performance (Y). This shows that the increase or increase in compensation, it will improve employee performance. The value of the compensation regression coefficient is 0.472, meaning that for every increase in one unit of compensation, the employee's performance increases by 47.2%.

$b_3 = 0.305$; it means that there is a positive influence between the variables of work discipline (X3) on employee performance (Y). This shows that the increase or increase in work discipline, it will improve employee performance. The value of the work discipline regression coefficient is 0.305, meaning that for every increase in one unit of work discipline, the employee's performance increases by 30.5%.

$b_4 = 0.167$; it means that there is a positive influence between work ethic variables (X4) on employee performance (Y). This shows that the increase or increase in work ethic, it will improve employee performance. The value of the work ethic regression coefficient is 0.167, meaning that for every increase of one unit of work ethic, the employee's performance increases by 16.7%.

Statistic test

Hypothesis Testing 1

The results of the analysis of the effect of the work environment variable (X1) on the employee performance variable (Y) obtained the value of $t_{count} = 4.473$ ($df = 45 - 3 = 42$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result, hypothesis one (H1) is accepted. The results of the analysis show that partially there is a significant influence between work environment variables on employee performance at BKPSDM Mentawai Islands Regency.

Hypothesis Testing 2

The results of the analysis of the effect of the compensation variable (X2) on the employee performance variable (Y) obtained the value of $t_{count} = 3.360$ ($df = 45 - 3 = 42$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.001 < 0.05$, as a result, hypothesis two (H2) is accepted. The results of the analysis show that partially there is a significant influence between compensation variables on employee performance at BKPSDM Mentawai Islands Regency.

Hypothesis Testing 3

The results of the analysis of the effect of the work discipline variable (X3) on the performance variable (Y) obtained the value of $t_{count} = 3.321$ ($df = 45 - 3 = 42$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.002 < 0.05$, as a result the third hypothesis (H3) is accepted. The results of the analysis show that partially there is a significant influence between work discipline variables on the performance of BKPSDM employees in Mentawai Islands Regency.

Hypothesis Testing 4

The results of the analysis of the effect of the work ethic variable (X4) on the performance variable (Y) obtained the value of $t_{count} = 2,376$ ($df = 45 - 3 = 42$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.021 < 0.05$, as a result the fourth hypothesis (H4) is accepted. The results of the analysis show that partially there is a significant influence between work ethic variables on the performance of BKPSDM employees in Mentawai Islands Regency

F test (simultaneous)

Hypothesis Testing 5

The results of the analysis of the influence of the work environment (X1), compensation (X2), work discipline (X3) and work ethic (X4) simultaneously (together) on performance (Y),

obtained the Fcount value of 39,520 with a significance probability of $0.000 < 0, 05$. With $df_1 = (k-1) = 3$, $df_2 = 45-3= 42$, $F_{table} 2.53$, then $F_{count} > F_{table}$ or $39,520 > 2.53$, consequently the hypothesis is accepted. The results of the analysis show that simultaneously (together) there is a significant influence between the variables of the work environment, compensation, work discipline and work ethic on the performance of BKPSDM employees in Mentawai Islands Regency.. As can be seen in table 5 below:

Table 5. F . Test Results
ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	586,037	4	146.509	39,520	.000b
	Residual	203.897	40	3,707		
	Total	789,933	44			

a. Dependent Variable: PERFORMANCE_EMPLOYEE

b. Predictors: (Constant), Work_Ethic, Work_Discipline, Compensation, Work_Environment

Source: SPSS Output Results (year 2022)

Coefficient of Determination Testing (R²)

Analysis of the coefficient of determination for hard skills, soft skills and motivation on employee performance is carried out using the IBM SPSS for Windows Version 26.0 program with the SPSS output form as stated below:

Table 6 R Square Result
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.861a	.742	.723	1,925

Source: Primary Data, Processed with IBM SPSS 26.0 2022.

Based on the results of the regression estimation calculation, the adjusted coefficient of determination or R Square is 0.742, meaning that 74.2% of the variation of all independent variables (work environment, compensation, work discipline and work ethic) can explain the dependent variable (employee performance), while the remaining 25.8% is explained by other variables not examined in this study.

Due to the value of R² away from 0 (zero), then the contribution (influence) of the independent variable (work environment, compensation, work discipline and work ethic) simultaneously on the dependent (employee performance) is large (strong)

Discussion

The Influence of Work Environment on Employee Performance

The first objective of this study is to determine the effect of the work environment on the performance of BKPSDM employees in the Mentawai Islands Regency. The results of statistical analysis using multiple linear regression show that the first hypothesis is accepted. The results of the analysis of the effect of the work environment variable (X₁) on the employee performance variable (Y) obtained the value of $t_{count} = 4.473$ ($df = 45-3 = 42$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result the null hypothesis (H₀) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there

is a significant influence between work environment variables on the performance of BKPSDM employees in Mentawai Islands Regency.

The results of this study indicate that the work environment has a significant effect on the performance of BKPSDM employees in Mentawai Islands Regency. Thus, it can be concluded that the performance of BKPSDM employees in Mentawai Islands Regency is determined by the work environment.

The work environment is also defined overall tools and materials encountered, the surrounding environment in which a person works, work methods, and work arrangements both as individuals and groups (Sedarmayanti, 2019). Where as Alex, (2015) also stated that the work environment as everything that is around the workers that can affect him in carrying out the tasks assigned. And Sihombing, (2015) also stated that the work environment is factors outside of humans, both physical and non-physical in an organization.

The results of this study are in line with those presented by Yuli Yantika, (2013) that the work environment positive and significant effect on performance. The same thing was also conveyed by Tinneka Hermina, (2016) that there is a significant influence of the work environment on employee performance. And the results of research from Bakri, (2018) that the work environment has a positive and significant effect on employee performance. So it can be concluded that the work environment will improve employee performance.

Effect of Compensation on Employee Performance

The second objective of this study is to determine the effect of compensation for the performance of BKPSDM employees in Mentawai Islands Regency. The results of statistical analysis using multiple linear regression indicate that the second hypothesis is accepted. The results of the analysis of the effect of the compensation variable (X₂) on the employee performance variable (Y) obtained the value of $t_{count} = 3.360$ ($df = 45 - 3 = 42$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.001 < 0.05$, as a result the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant influence between compensation variables on employee performance at BKPSDM Mentawai Islands Regency.

The results of this study indicate that compensation has a significant effect on employee performance at BKPSDM Mentawai Islands Regency. Thus, it can be concluded that the performance of employees at the Mentawai Islands BKPSDM is determined by compensation.

One way of management to improve work performance, motivate and improve employee performance is through compensation (Mathis & Jackson, 2012). Compensation is important for employees as individuals because the amount of compensation reflects the size of their work among the employees themselves, their families and society (Handoko, 2014). Compensation is often also called an award and can be defined as any form of award given to employees as a reward for the contributions they make to the organization. (Panggabean, 2016).

The results of this study are in line with the results of the study Devit Ardi Kustanto, (2015) that Compensation has a positive and significant effect on employee performance at PT. Indonesian Service Insurance. The same thing was said in the research (Tinneka Hermina, 2016) There is a significant compensation effect on the performance of Bank Intan Jabar (BIJ) Garut employees. As well as research results from Siti Imroatun, (2016) revealed that compensation has a positive effect on employee performance. So it can be concluded that compensation will improve employee performance.

The Effect of Work Discipline on Employee Performance

The third objective of this study is to determine the effect of work discipline on employee performance at the Mentawai Islands BKPSDM. The results of statistical analysis using multiple linear regression indicate that the third hypothesis is accepted. The results of the analysis of the

effect of the work discipline variable (X2) on the employee performance variable (Y) obtained the value of $t_{count} = 3.321$ ($df = 45-3 = 42$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.002 < 0.05$, as a result the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant influence between work discipline variables on the performance of BKPSDM employees in Mentawai Islands Regency.

The results of this study indicate that work discipline has a significant effect on the performance of the Mentawai Islands BKPSDM employees. Thus, it can be concluded that the performance of the Mentawai Islands BKPSDM employees is determined by work discipline.

According to Simamora, (2016) states that work discipline is a procedure that corrects or punishes subordinates for violating rules or procedures. Discipline is a form of employee self-control and regular implementation and shows the level of seriousness of the work team within an organization. Meanwhile, according to Siswanto, (2013) states that work discipline is an attitude of respect, respect, obedience and obedience to the applicable regulations, both written and unwritten and is able to carry out them and does not avoid receiving sanctions if he violates the duties and authorities given to him. Meanwhile, according to Siagian, (2015) states that work discipline is a form of training that seeks to improve and shape the knowledge, attitudes and behavior of employees, so that these employees voluntarily try to work cooperatively with other employees.

The results of this study are supported by research Devit Ardi Kustanto, (2015) that work discipline has a significant effect on employee performance at PT. Indonesian Service Insurance. And the result of Yuli Yantika, (2013) Work discipline has a positive and significant effect on the performance of Bondowoso PEMKAB employees. And in line with the results of research from Salsabil Maulidia, et al., that work discipline affects the performance of the employees of the Ministry of Religion of Batu City. So it can be concluded that work discipline will affect employee performance.

The Influence of Work Ethic on Employee Performance

The fourth objective of this study is to determine the effect of work ethic on employee performance at the Mentawai Islands BKPSDM. The results of statistical analysis using multiple linear regression indicate that the fourth hypothesis is accepted. The results of the analysis of the effect of the work ethic variable (X2) on the employee performance variable (Y) obtained the value of $t_{count} = 2,376$ ($df = 45-3 = 42$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.021 < 0.05$, as a result the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant influence between work ethic variables on the performance of BKPSDM employees in Mentawai Islands Regency.

The results of this study indicate that work ethic has a significant effect on the performance of the Mentawai Islands BKPSDM employee. Thus, it can be concluded that the performance of the Mentawai Islands BKPSDM employees is determined by their work ethic.

According to Sinamo, (2019) The term ethos implies not only the distinctive behavior of an organization or community, but also includes the motivations that drive them, the main characteristics, basic spirit, basic thoughts, code of ethics, moral code, code of behavior, attitudes, aspirations, beliefs, principles, and standards. Ethos is the evaluative aspect, which is judgmental. Thus the work ethic affects the morale and enthusiasm of the workforce or employees in carrying out the work ethic is a set of positive behaviors rooted in fundamental beliefs accompanied by a total commitment to an integral work paradigm Sinamo, (2019).

The results of this study are supported by research This is also conveyed by the observations of Salsabil Maulidia, et al., that work ethic has an effect on the performance of the employees of the Office of the Ministry of Religion of Batu City. Septiana Muslim (2018) that work ethic has a positive effect on the performance of FKIP UST employees. And research results from

(Bakri, 2018) Work ethic has a positive and significant effect on employee performance at PT. Hadji Kalla in Makassar.

So it can be concluded that the work ethic will affect the performance or performance of employees.

The Influence of Work Environment, Compensation, Work Discipline and Work Ethic on Employee Performance

The fifth objective of this study is to determine the effect of the work environment, compensation, work discipline and work ethic on employee performance at BKPSDM Mentawai Islands Regency.

Based on the research, the performance of BKPSDM employees in Mentawai Islands Regency is good, judging from the respondents' responses (TCR) of 85.26%, stating that the employee's performance is good. This means that the Mentawai Islands Regency BKPSDM employees are very serious in doing their work and trying to complete it on time.

Hypothesis testing, from the ANOVA test (Simultaneous Test / F Test) obtained the Fcount value of 39,520 with a significance probability of $0.000 < 0.05$. With $df_1 = (k-1) = 3$, $df_2 = 45-3 = 42$, $F_{table} 2.74$, then $F_{count} > F_{table}$ or $4.021 > 2.53$, as a result H_0 is rejected and H_a is accepted. The results of the analysis show that simultaneously (together) there is a significant influence between the variables of work environment, compensation, work discipline, work ethic on employee performance. work discipline, work ethic on employee performance at BKPSDM Mentawai Islands Regency is accepted, therefore the fourth hypothesis (H_5) can be accepted.

Mangkunegara, (2016) argues that employee performance is the result of work in quality and quantity achieved by an employee in carrying out his employee duties in accordance with the responsibilities given, while according to Dessler, (2019) states that employee performance (job performance) is the employee's actual achievement compared to the expected performance of the employee. Expected work performance is standardized achievement that is compiled as a reference so that employees can see the performance of employees according to their position compared to the standards made. Meanwhile, according to Sedarmayanti, (2019), states that performance is translated into performance, also means work performance or work performance or work performance.

So it can be concluded that the hypothesis of this study, namely the work environment, compensation, work discipline and work ethic simultaneously have a significant effect on employee performance at BKPSDM Mentawai Islands Regency has been proven.

4. CONCLUSION

The work environment has a significant effect on the performance of BKPSDM employees in the Mentawai Islands Regency. Compensation has a significant effect on the performance of BKPSDM employees in Mentawai Islands Regency.

Work discipline has a significant effect on the performance of BKPSDM employees in Mentawai Islands Regency. Work ethic has a significant effect on the performance of BKPSDM employees in Mentawai Islands Regency. Work environment, compensation, work discipline and work ethic together have a significant effect on the performance of BKPSDM employees in Mentawai Islands Regency.

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