


The Influence of Work Environment, Work Discipline and Compensation on Employee Performance at PT. Chakrawala Dinamika Semesta

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Article Info	ABSTRACT
Keywords: Work Environment, Work Discipline, Compensation, Employee Performance	This study was conducted at PT. Chakrawala Dinamika Semesta to be used as the object, because in the company there was a decline in employee performance. This study wants to observe whether the decline in Employee Performance is caused by the three independent variables that have been determined by the researcher. This study uses a quantitative method, with a population of 130 employees and 98 employees who will be the research sample using the Slovin formula and the data is managed through SPSS. To analyze the data, multiple linear analysis will be used, with a coefficient of determination through the f test and t test. This study produces (X1) $t \text{ count} < t \text{ table}$ ($0.502 < 1.661$) and $\text{sig } 0.616 > 0.05$ means X1 does not provide a significant contribution to Y, (X2) $t \text{ count} > t \text{ table}$ ($3.994 > 1.661$) and $\text{sig } 0.001 < 0.05$ means X2 provides a significant positive contribution to Y, (X3) $t \text{ count} > t \text{ table}$ ($2.978 > 1.661$) and $\text{sig } 0.004 < 0.05$ means X3 provides a significant positive contribution to Y. The coefficient results obtained are 0.423, meaning each independent variable contributes to the possibility variable of 42.3% with a difference of 67.7% obtained from variables outside this study. And the conclusion obtained in this study is that each independent variable simultaneously contributes to the performance of PT. Chakrawala Dinamika Semesta employees.
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INTRODUCTION

Human resource management is a major thing that must exist in a company, because it will be used to manage every plan that will be implemented, from the availability of this human resource management, the company will be able to realize a good work culture and can achieve targets perfectly.

PT. Chakrawala Dinamika Semesta is a company engaged in the entertainment and culinary fields. Employees or Company HR are the most important thing in this company, optimal performance can help this company achieve targets and profits, it is suspected that PT. Dinamika Chakrawala Semesta experienced a decline in profits in March 2024, this is thought to have occurred due to a decline in employee performance from January to March 2024 which caused profits to decline.

Employee performance is assumed to be the result of a process that is carried out which can be measured through quality and quantity in carrying out activities or tasks while working. Factors that may be the cause of the decline in performance at PT. Chakrawala Dinamika Semesta are compensation work discipline and the work environment.

The work environment is a place where workers always carry out activities and tasks every day in a company or organization, the lack of employee performance at PT. Chakrawala Dinamika Semesta may be caused by a less than or not yet good work environment.

Work discipline in the form of employee attitudes and behavior to carry out the tasks given to them, their obedience in working and obeying the rules, the frequency of absences, permits and also lateness at PT. Chakrawala Dinamika Semesta is a lack of employee discipline. Compensation is a reward or reward that employees get from the results of their work and duties, PT. Chakrawala Dinamika Semesta may provide compensation according to the results of the work but employees who have high levels of absence and lateness feel that they do not get the appropriate bonus or compensation. Based on the problems above, the researcher will conduct a study entitled "The Influence of Work Environment, Work Discipline, and Compensation on Employee Performance at PT. Chakrawala Dinamika Semesta"

Literatur Review

Work Environment

The work environment is assumed to be the physical, psychological and social life of a company that contributes to carrying out each of its plans from the assumptions of Daryanto & Suwardi (2018: 209), then from the assumptions of Nitisemito (2018: 209), in the form of something that is around employees that will help them in carrying out a task. Next, from the assumptions of Sunyoto (2019: 31) it is assumed as something that can facilitate workers to help them in carrying out various things. Sedarmayanti (2017, p. 25) classifies the scope of work into 2 groups as follows. 1. Physical Work Environment, includes everything available in the work area that directly or indirectly can affect each worker. 2. Non-physical work environment is assumed to be all phenomena related to a job.

Work Discipline

From Afandi's assumption (2018:12) it is explained that discipline is generally a management action in supporting each member to obey every policy implemented in an organization, usually including: 1) policies regarding rules and regulations; 2) obedience of each member; 3) punishment for violators. Next, from Ichsan & Siagian's assumption (2020), work discipline is a behavior of obeying, respecting and honoring every policy and will not deviate from it.

Compensation

From Busro's assumption (2018:113), it is explained that compensation is something that workers receive which is used as a means of exchange for their service participation for the organization. If regulated optimally, so that each employee can work optimally which

will bring benefits to the company. Then from Kawiana's assumption (2020:216), it is explained that compensation is a mandatory fee that the company must pay to pay for each of its workers' services. Next, from Afandi's assumption (2018:194), the indicators include: 1. Salary or Wages, Wages are related to hourly wages. Wages are usually paid weekly, monthly or annually, 2. Incentives, in the form of additional benefits outside the salary received by workers, 3. Benefits, including life insurance, health and entertainment that the company is responsible for, 4. Facilities, including club membership, company cars, access to work coverage and special parking spaces.

Employee Performance

Adhari (2020:77) describes performance in the form of the production results of each worker in carrying out a task in a period that produces quantity and quality of the work. Rerung (2019:54) describes performance in the form of an attitude that can be evaluated from the results, where each participation given by workers will be reviewed at its level. Sinaga (2020:14) explains that performance is the result of the activities of each worker in an organization that is affected by various aspects to achieve company targets in a period.

Framework

The following are framework natural study This

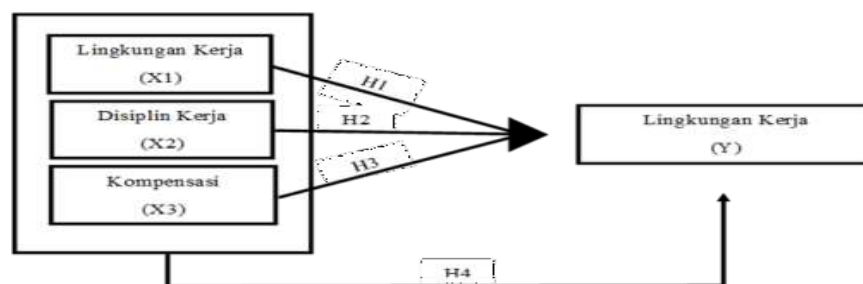


Figure 1. Framework of Thinking

Research Hypothesis

The hypotheses in this study are:

- H1: Work Environment contributes to Employee Performance of PT. Chakrawala Dinamika Semesta
- H2: Work Discipline contributes to Employee Performance of PT. Chakrawala Dinamika Semesta
- H3: Compensation contributes to Employee Performance of PT. Chakrawala Dinamika Semesta
- H4: Work Environment, Work Discipline and Compensation contribute to Employee Performance of PT. Chakrawala Dinamika Semesta

METHODS

Location and Time of Research

This study was conducted at PT. Chakrawala Dinamika Semesta. Jl. Putri Hijau No. 1A, Kesawan. Medan Baru District, Medan City, North Sumatra. This study was conducted from October 2024 until completion.

Research Approach

This study uses a Quantitative approach that focuses on the analysis and measurement of numerical data, the aim is to test hypotheses and produce relationships between variables and also prioritize generalization and objectivity. (Mukhid, 2021)

Type of Research

This study uses a survey method that collects data through questionnaires. Then using a quantitative method by collecting data in the form of numbers. Sugiyono, (2020).

Research Nature

The nature of this study is descriptive, Sugiyono's assumption (2020:64), in the form of a study carried out to observe the existence of independent variables without comparing these variables or looking for relationships with other variables. From Handayani's assumption (2020), the population is the entire element to be tested that has a harmony of characteristics such as events, phenomena or humans. In this study, the population is employees for the period October 2024 - January 2025 totaling 130 employees. From the assumption of Siyoto et al. (2015), the sample is used as a representative of a population determined from a procedure. In order to obtain the sample, the Simple Random Sampling technique will be used from Sugiyono's assumption (2017:82) this technique will take samples randomly without observing the strata of a population. The Slovin formula will be applied in this study as follows: Based on the results of the Slovin formula calculation, the research sample is 98 samples of PT. Chakrawala Dinamika Semesta employees.

Data collection techniques

From Sugiyono's assumption (2017:142) the questionnaire is assumed to be a data collection tool by distributing written statements to respondents to be answered.

Types and Sources of Data

This study will use secondary and primary data. Primary data is obtained directly from the first source. From the assumption (Fuadah, 2021) this primary data is obtained directly from the data collector. Primary data will be obtained by conducting interviews and distributing questionnaires to each participant, then documentation is also carried out to be used as additional evidence. From the assumption of Sugiyono (2018:456) secondary data will not be obtained directly but is already available, usually obtained from a file or books. Secondary data that will be used in this study includes articles, journals, books and employment laws related to the topic of this study.

Determination Coefficient (R²)

This test is useful in testing the ability of a model to explain the variation of the dependent variable. Its value ranges from 0 to 1. From Kuncoro's assumption (2019: 240),

this test is useful for measuring the ability of a model of independent variables to explain the variation of its dependent variable.

Partial Hypothesis Testing (t-test)

Partial tests are carried out to observe the contribution of each independent variable to its dependent variable. From Ghozali's assumption (2016), the criteria for making decisions are as follows:

- a. If $t_{count} > t_{table}$ & $sig. < 0.05$, it is assumed that the hypothesis is accepted.
- b. If $t_{count} < t_{table}$ & $sig. > 0.05$, it is assumed that the hypothesis is rejected.

Simultaneous Hypothesis Testing (f-test)

Simultaneous tests are carried out to observe the contribution of each independent variable simultaneously to its dependent variable. The results are obtained by distinguishing F count and F table from the 95% confidence level or ($pvalue < 0.05$), or the hypothesis is accepted, meaning the independent variable simultaneously contributes to the dependent variable. From the assumption of Ghozali (2016) the criteria for making decisions are as follows:

- a. If $F_{count} > F_{table}$ & $sig. < 0.05$, it is assumed that the hypothesis is accepted.
- b. If $F_{count} < F_{table}$ & $sig. > 0.05$ it is assumed that the hypothesis is rejected.

RESULTS AND DISCUSSION

Multiple Linear Regression Test

Tabel 1. Multiple Linear Regression Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	13.565	4.218		3.216	.002
Environment Work	.036	.071	.056	.502	.616
Work Discipline	.332	.083	.433	3.994	<.001
Compensation	.263	.088	.280	2.978	.004

$$Y = 13.565 + 0,036 x_1 + 0,332 x_2 + 0,263 x_3 + e$$

It can be concluded that:

- a. The constant value of 13,565 is the conclusion if the independent variable has a value of = 0, so the Y value is 13,565
- b. For X1, 0.036 indicates an increase in X1 in 1 unit, will increase Y by 0.036
- c. For X2, 0.332 indicates an increase in X2 in 1 unit, will increase Y by 0.332
- d. For X3, 0.263 indicates an increase in X3 in 1 unit, will increase Y by 0.263.

Determination Coefficient

Table 2. Determination Coefficient

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.664 ^a	.441	.423	2.99261

a. Predictors: (Constant), Kompensasi, Disiplin Kerja, Lingkungan Kerja
 b. Dependent Variable: Kinerja Karyawan

From Kuncoro's assumption (2019: 240), this test is used to measure the model's ability to describe the impact of each variable. Hypothesis Determination Coefficient Test Results. Table III.5 produces a magnitude of the relationship between each independent variable and the dependent variable of 0.423 or 42.3%.

Partial Hypothesis Testing (T-Test)

Partial testing is carried out to observe the contribution of each independent variable to its dependent variable. From Ghozali's assumption (2016), the criteria for making decisions are as follows:

- If $t_{count} > t_{table}$ & $sig. < 0.05$, it is assumed that the hypothesis is accepted.
- If $t_{count} < t_{table}$ & $sig. > 0.05$, it is assumed that the hypothesis is rejected.

Table 3. Partial Test Results (T-Test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.565	4.218		3.216	.002
	Lingkungan Kerja	.036	.071	.056	.502	.616
	Disiplin Kerja	.332	.083	.433	3.994	<.001
	Kompensasi	.263	.088	.280	2.978	.004

a. Dependent Variable: Kinerja Karyawan

The results obtained are:

- X1 produces $t_{count} < t_{table}$ ($0.502 < 1.661$) and $sig. 0.616 > 0.05$. assumed X1 does not contribute significantly to Y
- X2 produces $t_{count} > t_{table}$ ($3.994 > 1.661$) and $sig. 0.001 < 0.05$. assumed X2 contributes significantly positively to Y
- X3 produces $t_{count} > t_{table}$ ($2.978 > 1.661$) and $sig. 0.04 < 0.05$. assumed X3 contributes significantly positively to Y.

Simultaneous Hypothesis Testing (F Test)

Simultaneous testing is carried out to observe the contribution of each independent variable simultaneously to the dependent variable. The criteria for this test are:

- If $F_{count} > F_{table}$ & $sig. < 0.05$, it is assumed that the hypothesis is accepted.
- If $F_{count} < F_{table}$ & $sig. > 0.05$, it is assumed that the hypothesis is rejected.

Table 4 Simultaneous Test Results (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	664.010	3	221.337	24.715	<.001 ^b
	Residual	841.837	94	8.956		
	Total	1505.847	97			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kompensasi, Disiplin Kerja, Lingkungan Kerja

The F count is above the F table ($24.715 > 2.70$) and $sig. (0.001 < 0.05)$. it is assumed that each independent variable contributes simultaneously to the dependent variable.

Discussion

The Effect of Work Environment on Employee Performance

From the partial test (t-test), it was shown that X1 did not contribute significantly positively to Y, given the fact that $t \text{ count} < t \text{ table}$ ($0.502 < 1.661$) and sig ($0.616 > 0.05$) or H1 was rejected. The results indicate that the work environment is not strong enough to influence employee performance at PT. Chakrawala Dinamika Semesta. Although the work environment does not contribute to the company, it is better for the company to maintain the quality of the work environment. As according to Yannik Ariyati (2021) the scope of work can be developed to support employee performance. Because basically the work environment is one of the core aspects of a company, that is why the scope of work simultaneously contributes positively to the performance of employees of PT. Chakrawala Dinamika Semesta because without a work environment, of course, the work process cannot run, so that the company can still improve the quality of the environment that is already good, to maintain and improve the performance and enthusiasm of employees at PT. Chakrawala Dinamika Semesta.

The Effect of Work Discipline on Employee Performance

The results of the study showed that $t \text{ count} > t \text{ table}$ ($3.994 > 1.661$) and sig ($0.001 < 0.05$) or H2 was accepted. This indicates that X2 contributes significantly positively to Y. Work discipline contributes to the performance of employees in the company so that the company can help employees to become more disciplined, as stated by Muhammad Edi Soleh (2022). Increasing work discipline in employees will affect the performance that will be shown. Therefore, both employees and companies must be able to work together to improve discipline at work, good employees will improve their work discipline to improve their performance, and companies can help employees become more disciplined by guiding them.

The Effect of Compensation on Employee Performance

The results of the study showed that $t \text{ count} > t \text{ table}$ ($2.978 > 1.661$) and sig ($0.004 > 0.05$) or H3 was accepted. This indicates that X3 contributes significantly positively to Y. Compensation is assumed to be the main aspect because it can develop the performance of each employee according to Sarah Munparidah's assumption (2023). Generally, every worker expects appropriate compensation. The feasibility of this compensation distribution can motivate each worker to improve their performance. Good compensation improves employee performance, companies must be able to maximize the provision of compensation so that it is better so that employees have more enthusiasm to improve their performance because all the results of the employee's work are considered important and are appreciated by providing good compensation.

CONCLUSION

In this study, X1 produces $t \text{ count} < t \text{ table}$ ($0.502 < 1.661$) and sig $0.616 > 0.05$, or the conclusion is that X1 does not contribute significantly to Y. In this study, X2 produces $t \text{ count} > t \text{ table}$ ($3.994 > 1.661$) and sig $0.001 < 0.05$, or the conclusion is that X2

contributes significantly positively to Y. In this study, X3 produces t count $>$ t table ($2.978 > 1.661$) and $\text{sig } 0.004 < 0.05$, or the conclusion is that X3 contributes significantly positively to Y. In this study, each independent variable produces f count $>$ f table ($24.715 > 2.70$), the conclusion is formed even though with partial X1 does not contribute, but simultaneously all independent variables simultaneously contribute significantly positively to Employee Performance. The next researcher can use this research as a reference and add other variables so that the research becomes more comprehensive.

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