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THE INFLUENCE OF WORKLOAD, WORK ENVIRONMENT, AND COMPENSATION ON EMPLOYEE PERFORMANCE AT PT BINTANG SELATAN AGUNG

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Abstract

The purpose of this study was to determine the effect of workload, work environment, and compensation on employee performance at pt bintang selatan agung, both partially and simultaneously. The research method uses a descriptive quantitative approach using the spss 25 program. The population of this study is 143 employees of pt. Bintang selatan agung with a sample taken from the total population and the level of precision (error) of 5% from the slovin formula, namely 105 employees at pt. Great southern star. Testing the data using the t test, the workload variable on employee performance shows that the tcount value is 4.346 > ttable 1.984, the work environment variable on employee performance has a tcount value of 7.122 > ttable 1. 984, and the compensation variable on employee performance has a tcount of 3.520 > ttable 1.984. Testing the data using the f test also found that workload, work environment and compensation have a value of fcount 59.244 > ftable 2.69. The results of the study can be concluded that workload, work environment and compensation have a positive and significant effect on the performance of employees of pt. South star agug either partially or simultaneously.

Keywords*: workload, work environment, compensation, employee performance*

Introduction

The existence of human resource management in an organization plays a very important role in managing employees in a company to achieve the organization's mission and strengthen the work culture within the company. Human resources or employee workforce in companies or agencies are the driving force of all activities carried out, this shows that without a workforce, company activities will not be able to run even though the company has other resources.

The function of human resource management includes several activities that significantly affect the entire work area of a company which consists of planning, hiring and dismissing employees, paying benefits and evaluating performance. Performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given in a certain period (Kasmir, 2016:182).

The workload is a responsibility given by superiors and must be completed according to the specified time to achieve goals. The workload is a concept that arises

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due to limited capacity in processing information. When faced with a task, individuals are expected to complete the task at a certain level Using (2021).

(Afandi, 2018:66) the work environment is something that exists in the environment of workers who can influence themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and the adequacy of work equipment. A good work environment is a conducive work environment. A conducive work environment at work is one of the conditions for creating better change performance.

Compensation is all income in the form of money, or goods, directly received by employees in return for services provided by the company (Hasibuan, 2019:198). Compensation (remuneration) must be determined based on fair and proper principles and taking into account applicable labor laws. The principle of fairness and deserving must receive the best possible attention so that the remuneration given can encourage work performance employee (Hasibuan, 2018:36).

Based on observations about workload, work environment and necessary compensation improvements in collaboration harmonious work environment, division of tasks, and clear work responsibilities as well as compensation that can motivate employee performance. In this case, if all can be well intertwined, it can make the company successful and become more stable. Job satisfaction, which is one of the supporting work processes that can affect the improvement of employee performance, can be felt both by the company and by the employees themselves so that organizational processes can run smoothly.

Research Methods

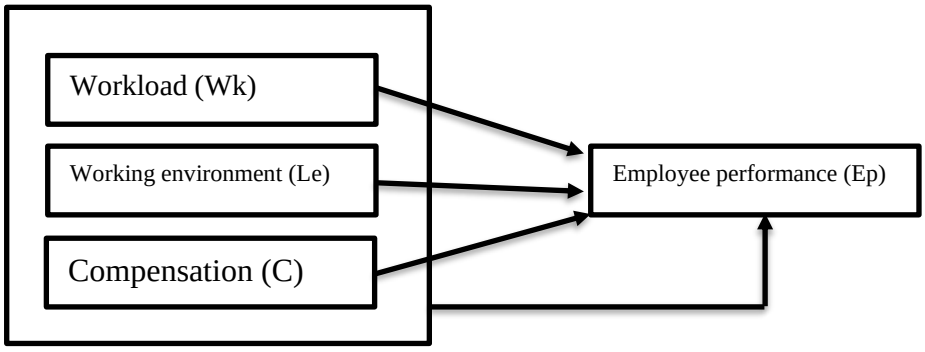
This research method was conducted using a descriptive quantitative analysis method. The location of this research was conducted by pt. Great southern star jl. Soekarno hatta no. 01 rt. 01/rw. 009 siring agung village, ilir barat i district, palembang city, south sumatra 30138.

Population And Sample

The population that will be used as the object of this research is 143 employees of pt. Great southern star. The sample for this study was taken from the total population and the level of precision (error) of 5% using the slovin formula, totaling 105 employees at pt. Great southern star of palembang.

Framework

The design of this study consists of a framework of thinking, namely work ethic, work discipline, and work environment influencing teacher performance. The following research framework is presented as shown below:



Moving on from the formulation of the research problem and the research framework and flow of thought, a research hypothesis can be formulated that will be tested for its validity as follows:

H1: it is suspected that there is an effect of workload on the performance of employees of pt. Great southern star of palembang.

H2: it is suspected that there is an influence of the work environment on the performance of employees of pt. Great southern star of palembang.

H3: it is suspected that there is an effect of compensation on the performance of employees of pt. Great southern star of palembang.

H4: it is suspected that there is a significant influence between workload, work environment and compensation on the performance of employees of pt. Great southern star of palembang.

Method Of Collecting Data

The data obtained in this study came from primary data, the type of data obtained from the main source by distributing questionnaires in the form of google forms which were given directly to the respondents. The questionnaire used in this study used a likert scale with intervals of 1. Strongly disagree 2. Disagree, 3. Neutral, 4. Agree, 5. Strongly agree.

Data Analysis

This study uses a research instrument test using validity and reliability tests. Classical assumption tests such as normality tests, multicollinearity tests, heteroscedasticity tests, autocorrelation tests, hypothesis tests such as t tests and tests, multiple linear regression tests and r2 determination tests.

Results And Discussion

Normality Test

The normality test aims to test whether, in the regression model, the confounding or residual variables have a normal distribution. To test whether the data is normally distributed or not, a normality test is carried out using the kolmogorov smirnov test method, with the test criteria being if the significance obtained is < a, and the significance level of the test is = 0.05.

Table 1
Normality test results
One-sample kolmogorov-smirnov test

		Unstandardized residuals
N		105
Normal parameters, b	Means	,0000000
	Std. Deviation	1.33264223
Most extreme differences	Absolute	,074
	Positive	,067
	Negative	-.074
Test statistics		,074
Asymp. Sig. (2-tailed)		, 193c

A. Test distribution is normal.
B. Calculated from data.
C. Lilliefors significance correction.

Source: processed by researchers (2022)

Based on the results of the normality test using the kolmogorov-smirnov method, it was found that the significance of the normality test was 0.193, where the result was greater than the p-value (α), which was 0.05. So it can be concluded that the normality test in this study is normally distributed.

Multicollinearity Test

Ghozali's (2016) multicollinearity test aims to find out whether the regression model found a correlation between the independent variables or the independent variables. To find whether or not multicollinearity exists in the regression model, it can be seen from the tolerance value and the variance inflation factor (vif) value. The cut-off value used is for a tolerance value of 0.10 or a vif value below 10.

Table 2
Multicollinearity test results

Model		Collinearity statistics	
		Tolerance	Vif
1	(constant)		
	Workload	,655	1,526
	Work environment	,653	1,532
	Compensation	,993	1.007

A dependent variable: performance
Source: processed by researchers (2022)

Based on the calculation results above, it can be seen that the tolerance value for all independent variables is greater than 0.10 and the vif value for all independent variables is also less than 10 so there are no correlation symptoms in the independent variables. So it can be concluded that there are no symptoms of multicollinearity between independent variables in the regression model.

Heteroscedasticity Test

One way to find out whether there is heteroscedasticity in a multiple linear regression model is by looking at the scatterplot graph or from the predicted value of the dependent variable, namely sresid, with a residual error, namely zpred. If there is no specific pattern and it spreads above and below zero on the y-axis, then it can be concluded that there is no heteroscedasticity. Figure 4.8 shows the results of the heteroscedasticity test.

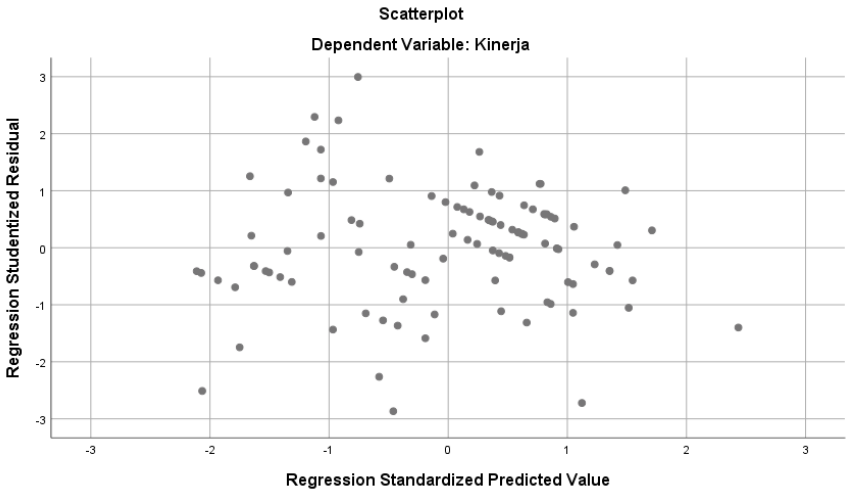


Figure 1 test resultsheteroscedasticity

Based on the scatterplot graph above, it can be analyzed that bk, lk and kp do not occur heteroscedasticity because they have a spread of points where the points are scattered above and below the number 0 on the y axis. From the observation of the graph above it can be concluded that in this regression model there is no heteroscedasticity.

Autocorrelation Test

The autocorrelation test is a statistical analysis conducted to find out whether there is a correlation between the variables in the prediction model with changes in time. Therefore, if the autocorrelation assumption occurs in a prediction model, then the disturbance values are no longer independent pairs, but autocorrelation pairs.

Imam ghozali (2011: 111) there are no symptoms of autocorrelation if the durbin watson value lies between du to (4-du). The basis for making this decision on the durbin watson autocorrelation test results is as follows;

1. If d < dl or d > 4 – dl, then the null hypothesis is rejected, meaning that there is autocorrelation
2. If du < d < 4 – du then the null hypothesis is accepted, meaning that there is no autocorrelation
3. If dl < d < du or 4 – du < d – 4 - dl means no conclusion

Durbin Watson Autocorrelation Test Results Research;

N = 105
D = 2.115
Dl = 1.624
Du = 1.741
4 – dl= 4 – 1.624 = 2.376
4 – du= 4 – 1.741 = 2.259
Result = du < d < 4 – du
= 1.741 < 2.115 < 2.259

Table 3
Test resultsautocorrelation

Model	Durbin-watson
1	2.115

A. Predictors: (constant), compensation, work_load, work_environment
B. Dependent variable: performance
Source: processed by researchers (2022)

Based on the table above, it can be seen that the durbin watson (dw) value is 2.115. The value of du < d < 4 – du with the conclusion that there is no autocorrelation between each independent variable so that the regression model formed between each of the dependent variables, namely performance is only explained by independent variables, namely workload, work environment and compensation.

T-test

The t test was carried out to show how far the influence of one independent variable individually explains the dependent variable. This partial test is carried out by comparing the value of α (alpha) with the p-value. To determine whether the independent variable has an effect on the dependent variable and the proposed hypothesis is significant or not, it is necessary to look at the estimated tcount shown in table 3.

Table 4
Test results hypothesis (t test)
Coefficientsa

Model		Unstandardized coefficients B	Standardized coefficients Std. Error	Unstandardized coefficients B	T	Sig.
1	(constant)	15,970	1,924		8,300	,000
	Workload	,271	.062	,322	4,346	,000
	Work environment	,306	.043	,528	7,122	,000
	Compensation	,130	,037	,212	3,520	,001

A. Dependent variable: performance
Source: processed by researchers (2022)

Based on the results of the t test above, it can be seen that the workload, work environment and compensation variables have a tcount > ttable and a sig value. <0.05, it can be concluded that partially all independent variables have a positive and significant effect on employee performance. Based on this, ha is accepted and h0 is rejected.

F test

The f test was carried out to see the simultaneous effect of variable x on y. (v. Wiratna sujarweni, 2014: 154), if the value of fcount > ftable, it means that the independent variable (x) simultaneously affects the dependent variable (y) and the calculation results can be seen in table 5

Table 5
Test resultshypothesis (test f)
Anovaa

Model		Sum of squares	Df	Meansquare	F	Sig.
1	Regression	325,017	3	108,339	59,244	,000b
	Residual	184,697	101	1,829		
	Total	509,714	104			

A. Dependent variable: performance

B. Predictors: (constant), compensation, work_load, work_environment

Source: processed by researchers (2022)

Based on table 4.19 it can be seen that the significance value (sig) is 0.000 and the fcount value is 59.244. Thus the value of sig. 0.000 <0.05 and fcount 59.244 > ftable 2.69 it is proven that simultaneously workload, work environment and compensation have a positive and significant effect on performance. Based on this, ha 4 is accepted and h0 4 is rejected.

Multiple Linear Regression Analysis

Multiple linear regression analysis is a linear relationship between two or more independent variables (x1, x2,….xn) and the dependent variable (y). This analysis is to determine the direction of the relationship between the independent variables and the dependent variable. The analysis of each variable is described in table 6

Table 6
Results multiple linear regression analysis
Coefficientsa

Model		Unstandardized coefficients B	Unstandardized coefficients Std. Error	Standardized coefficients Betas
1	(constant)	15,970	1,924	
	Workload	,271	.062	,322
	Work environment	,306	.043	,528
	Compensation	,130	,037	,212

A. Dependent variable: performance

Source: processed by researchers (2022)

Based on the table above, a regression equation for performance can be formulated as follows:

$$K = 15{,}970 + 0{,}271Bk + 0{,}306Lk + 0{,}130Kp$$

Coefficient Of Determination (R2)

The coefficient of determination (r2) essentially measures how far the model's ability to explain the variation in the dependent variable. The value of the coefficient of determination is between zero and one. The small value of r2 means that the ability of the independent variables to explain the dependent variation is very limited. A value that is close to one means that the independent variables provide almost all the information needed to predict the variation of the dependent variable (imam ghozali, 2011: 97).

Table 7
Results multiple linear regression analysis
Summary modelb

Model	R	R square	Adjusted r square	Std. The error in the estimate
1	,799a	,638	,627	1,352

A. Predictors: (constant), compensation, work_load, work_environment
B. Dependent variable: performance
Source: processed by researchers (2022)

The results of calculations using the spss program obtained the value of r2 = 0.638, this means that the effect of workload (bk), work environment (lk), and compensation (kp) variables simultaneously on employee performance variables (k) is 0.638 or 63, 8%, while the remaining 36.2% is influenced by other variables outside this research model.

Analysis And Discussion

Analysis Of The Effect Of Workload On The Performance Of Employees Of Pt. Great Southern Star

Based on the results of the t-test analysis of the workload variable, it proves that partially, the workload has a positive and significant effect on the performance of employees of pt bintang selatan agung with a value of count 4.346 which is greater than ttable 1.984 and a significance value (sig.) 0.000 which is less than 0.05. This indicates that the workload variable influences employee performance variables. From the results of the workload which has a positive and significant effect on performance, it can be interpreted that the existing working conditions do not allow all work to be completed on time. This can be interpreted that employees needing additional time in completing their work because they do too much work compared to the time available.

The same results were shown by research (hartati, 2021) where the results showed that the workload variable had a partial and significant effect on the performance of pt employees. Eco smart garment indonesia in smabi, boyolali and this influence is positive. This can be seen from the value of sig. 0.00 <0.05 and tcount 2.060 > ttable 1.985.

Analysis Of The Influence Of The Work Environment On The Performance Of Employees Of Pt. Great Southern Star

Based on the research conducted, it was found that the work environment variables affect the performance of employees at pt. Great southern star. With the results of the t test analysis of work environment variables, it proves that partially the work environment has a positive and significant effect on employee performance with a tcount of 7.122 which is greater than ttable of 1.984 and a significance value (sig.) Of 0.000 which is less than 0.05. From the results of the work environment which has a positive and significant effect on performance that the work environment at pt. Bintang selatan agung has a significant noise level. In this case, it is shown that the noise in the office area environment allows employees to feel less calm at work. In addition, the relationship between colleagues is still not harmonious. This is due to the uncomfortable working environment and when seen from the results of observations the distance and rooms between divisions are also quite far from one another. This can have an impact in terms of familiarity and effective communication within the organization.

The same results were shown by research (harianto et al, 2018) the results showed that the work environment partially affected test performance indicating that the workload variable had a partial and significant effect on employee performance in the laboratory

division of pt. Wings surya, where the results of calculating the tcount value for the work environment variable is 3.993 greater than the ttable value of 2.006 with a significant 0.000 <0.05 meaning that the work environment variable affects employee performance variables.

Analysis Of The Effect Of Compensation On The Performance Of Employees Of Pt. Great Southern Star

The indicators in this variable are intended to find out whether the implementation of the compensation system is by the proportions and how it affects performance. Based on the results of the analysis of the compensation variable t test proves that partial compensation has a positive and significant effect on the performance of employees of pt. Bintang selatan agung with a tcount of 3.520 which is greater than the ttable of 1.984 and a significance value (sig.) Of 0.000 which is less than 0.05. This means that it is necessary to evaluate the application of appropriate compensation in the form of bonuses received by employees because so far it has been considered inappropriate and results in employee morale at work which cannot be improved.

The results of this study are in accordance with the research(kresmawan et al., 2021)which shows that the effect of compensation on employee performance is a regression coefficient of 0.244, a tcount of 2.765 > ttable of 1.989 and a significant t-test value of 0.007 <0.05, so that h1 is accepted. So it can be concluded that compensation has a positive and significant effect on the performance of employees of pt. Inti dufree promosindo in denpasar.

Analysis Of The Effect Of Workload, Work Environment And Compensation On The Performance Of Employees Of Pt. Great Southern Star

Based on the results of the f test analysis, it proves that simultaneously workload, work environment and compensation have a positive and significant effect on the performance of employees of pt. Great south star with value count 59.244 which is greater than ftable 2.69 and a significance value (sig.) 0.000 which is less than 0.05. This indicates that implementing a good compensation system, a balanced workload and a comfortable work environment will affect the performance of pt. Great southern star. Therefore, the indicators contained in the variables of workload, work environment, and compensation must be properly implemented simultaneously to form good performance for employees of pt. Great southern star.

The results of this study are in line with the results of the study(hadi, khaerul, and hidayah, 2019)simultaneous test results show that fcount is greater than ftable, namely 134.032 > 2.98. This states that the variables of workload, environment and compensation simultaneously have a significant effect on performance. This happens because each employee is influenced by an appropriate workload and a good work environment and the compensation received is by the employee's work so that the employee's performance is what the company wants.

Conclusion

Partially, the workload has a positive and significant effect on the performance of employees of pt. Bintang selatan agung with a tcount of 4.346 > ttable of 1.984 and a significance value (sig.) Of 0.000 <0.05.

Partially the work environment has a positive and significant effect on the performance of employees of pt. Bintang selatan agung with a tcount of 7.122 > ttable of 1.984 and a significance value (sig.) Of 0.000 <0.05.

Partially, compensation has a positive and significant effect on the performance of employees of pt. Bintang selatan agung with a tcount of 3.520 > ttable of 1.984 and a significance value (sig.) Of 0.001 <0.05.

Simultaneously workload, work environment and employee performance have a positive and significant effect on the performance of employees of pt. Bintang selatan agung with an fcount value of 59,244 > 2.69 ftable and a significance value (sig.) 0.000 <0.05.

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