Influence of Work Environment, Education, and Compensation on Employee Performance of PT. Sumo Internusa Indonesia

Deni Faisal Mirza*, Winsen Ewin Dado Pasaribu, Ells Kissy Pangaribuan, Rivaldy

Prodi Manajemen, Fakultas Ekonomi, Universitas Prima Indonesia, Medan

*e-mail: denifm.ukmcenter@yahoo.com

Abstract

The purpose of this study was to examine how the influence of the work environment, education and compensation on the performance of employees of PT. Sumo Internusa Indonesia. The decline in the level of employee performance is due to the work environment, education and compensation that are not appropriate. The population and sample in this study amounted to 62 employees. The research method uses multiple linear regression analysis techniques. The results of partial hypothesis testing obtained tstatistic > ttable or 2,157 > 2,001 and significant obtained 0,015 < 0,05, tstatistic > ttable or 3,163 > 2,001 and significant obtained 0,001 < 0,05, tstatistic > ttable or 4,852 > 2,001 and significant obtained 0.000 <0.05. The calculated F value (21.712) > F table (2.76) and the significance probability is 0.000 < 0.05. The conclusion in this study shows that partially the work environment, education and compensation have a positive and significant effect on employee performance. and simultaneously the work environment, education and compensation have a positive and significant effect on employee performance at PT. Sumo Internusa Indonesia.

Keywords: Work Environment, Education, Compensation, Employee Performance.

1. Introduction

Employee performance is the result of work in quality and quantity achieved by an employee in the responsibilities given to him. A person's performance also determines the performance of the organization which must be guided by the rules that apply in general (issued by professional organizations and other related organizations). good and bad organizational activities through the results achieved (output) in accordance with organizational goals. PT Sumo Internusa Indonesia is a company engaged in advertising. Based on the initial survey that there is a decrease in employee performance in the company. This can be seen from the failure to achieve the company's targets due to employee performance that is not so good and to improve employee performance the company must also take steps to create a conducive work environment, and through education and compensation. The company's success is also supported by a comfortable work environment. Therefore, a comfortable and conducive work environment is needed to improve employee performance, this triggers the failure to achieve the maximum target at PT Sumo Internusa Indonesia. The organization must provide an adequate working environment.

In the world of work, education is an important requirement for us to be able to work in a company, therefore the company has special qualifications in recruiting employees so that later employees have a level of performance that is in accordance with their education and the company is also satisfied with the work of employees. A good compensation system means providing fair and appropriate rewards as well as employee contributions to their work. Providing good compensation will also be able to influence the performance of good employees. Because if these expectations are met, then the employee will be eager to work. Every employee who gives his best of course must be rewarded with the commensurate thing.

2. Literature Review

Theory of the Effect of the Work Environment on Employee Performance

According to Simanjuntak (2003:39), "The work environment is all the items enstatisticered, in the surrounding environment where a person performs work activities that affect his performance, both individually and in groups". According to Isyandi (2004:134), "The work environment is something that is around employees that affects performance in carrying out work activities such as temperature, humidity, air circulation, lighting, noise levels, cleanliness and adequate equipment". According to Nitisemito in Nuraini (2013: 97), the work environment is everything in the employee area that makes employees comfortable in doing their jobs such as air conditioning, supporting lighting and so on.

Theory of the Effect of Education on Employee Performance

According to Nata (2001: 98), "Education is conscious learning by the educator for the physical and spiritual development of students towards the formation of the main personality". According to Suprianto (2002:102), "Stating that education has the function of removing the potential capabilities of human resources in improving their work performance and the value of a worker's competence that can be fostered through educational programs". According to Harsono (2011:162), "Education is a process of changing the attitudes and procedures of a person or group of people in maturing humans through learning and training efforts".

Theory of the Effect of Compensation on Employee Performance

According to Sihotang (2007: 220), "Compensation is something that must be given to employees, employees and managers either in the form of money or goods as a form of remuneration by the company". According to Rivai (2010:741), "Compensation is something that the company gives to employees as a form of gratitude for the services provided by employees to the company". According to Hasibuan (2014: 118), "Compensation is everything that is received by employees in the form of salaries, bonuses, allowances and goods as a form of remuneration provided by the company..

3. Methodology

The nature of this research is descriptive explanatory. According to Soewadji (2012:35) "Explanatory research is research that describes the influence given to one variable on other variables, so that it can be seen the magnitude of the influence given. The population and sample in this study were 62 employees.

4. Result and Discussion

Classic assumption test
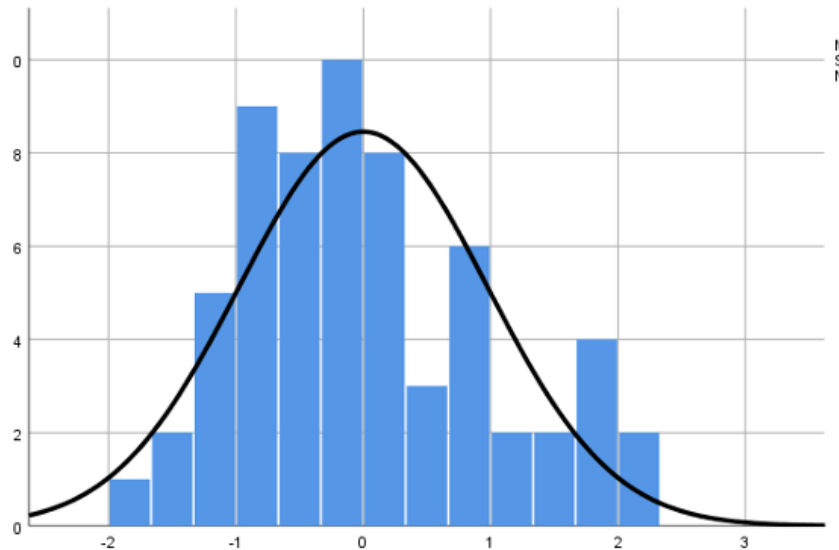
Normality Test

Figure 1. Histogram Normality Test

In Figure 1 the Histogram graph shows that the data is normally distributed because the shape of the curve has a slope that tends to be balanced and the curve resembles a bell. So it can be concluded that the data is normal.
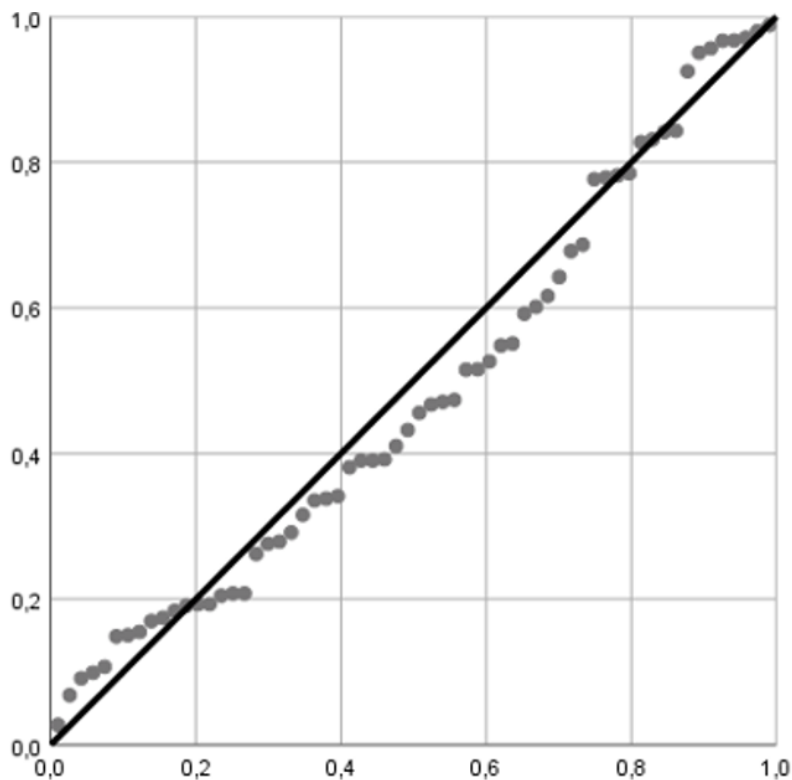

Figure 2. P-P Plot Normality Test

Figure 2 shows that the probability plot has a normal distribution pattern because the scattering of data is around the diagonal line and follows the diagonal line. Thus, it can be said that this research meets the assumption of normality.

Table 1. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		62
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,27403527
Most Extreme Differences	Absolute	,093
	Positive	,093
	Negative	-,067
Test Statistic		,093
Asymp. Sig. (2-tailed)		,200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		

Table 1 shows the results of the normality test using the Kolmogorov Smirnov test showing a significant value of 0.200>0.05. Thus, the results of the Kolmogorov Smirnov test show that the data is normally distributed.

Multicollinearity Test

Table 2. Multicollinearity Test

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Work Environment	,949	1,054
	Education	,799	1,252
	Compensation	,826	1,211
a. Dependent Variable: Employee Performance			

Based on table 2 shows that there is no problem in the multicollinearity test in this study. From the results of the processed data, it can be seen from the tolerance value on the work environment, education and compensation variables, which have a tolerance value > 10 and a VIF value < 10.
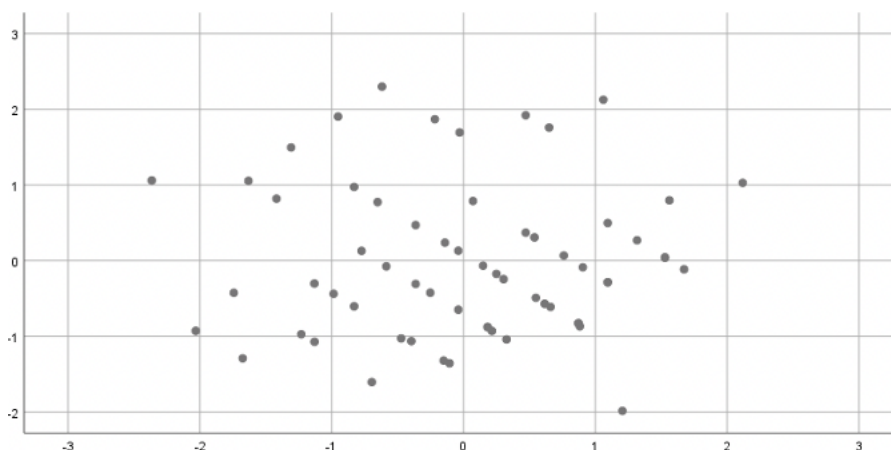
Heteroscedasticity Test

Figure 3. Scatterplot Graph

From the scatterplot graph, it can be seen that the points spread with an unclear pattern both above and below zero (0) on the Y axis, do not gather in one place, so from the scatterplot graph it can be concluded that there is no heteroscedasticity in the regression model.

Table 3. Glesjer Test

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	,300	2,336		,129	,898
	Work Environment	,241	,150	,808	1,613	,112
	Education	,326	,156	,950	1,094	,241
	Compensation	,040	,045	,111	,893	,375
a. Dependent Variable: Abs_Res						

Based on table 3 above, it is explained that the independent variables of work environment, education, and compensation do not occur heteroscedasticity problems can be seen from the value of sig > 0.05.

Research Data Analysis Results

Table 4. Multiple Linear Regression

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	10,083	4,245		2,375	,021
	Work Environment	,587	,272	,796	2,157	,035
	Education	,146	,283	,060	3,163	,001
	Compensation	,150	,081	,170	4,852	,000
a. Dependent Variable: Employee Performance						

Based on table 4, it can be explained: 1) The regression coefficient on the work environment variable is 0.587 and is positive, it can be said that if every 1 unit increase in the work environment variable will increase the dependent variable of employee performance by 0.587 units assuming other variables are fixed. 2) The regression coefficient on the education variable is 0.146 and is positive, it can be said that if every 1 unit increase in the education variable will increase the dependent variable of employee performance by 0.146 units assuming the other variables are fixed. 3) The regression coefficient on the compensation variable is 0.150 and is positive, it can be said that if every 1 unit increase in the compensation variable will increase the dependent variable of employee performance by 0.150 units assuming the other variables are fixed.

Coefficient of Determination

Table 5. Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,727[a]	,529	,505	1,307

Based on the 5 above, the Adjusted R Square value of the coefficient of determination is 0.505 or equal to 50.5%. Which means that 50.5% of the variation in the dependent variable is employee performance which can be explained by variations in the independent variables, namely the work environment, education, and compensation. While the remaining 49.5% (100%-50.5%) is explained by variables not examined by this study such as leadership, work stress, or so on.

Simultaneous Hypothesis Testing (F Test)

Table 6. Simultaneous Test Results (F Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
		ANOVAᵃ				
1	Regression	111,197	3	37,066	21,712	,000ᵇ
	Residual	99,013	58	1,707		
	Total	210,210	61			

The test results obtained a calculated F value (21.712) > Ftable (2.76) and a significance probability of 0.000 <0.05, meaning that the work environment, education and compensation has a positive and significant effect simultaneously on employee performance at PT Sumo Internusa Indonesia

Partial Hypothesis Testing (T Test)

The partial hypothesis test (t test) is used to determine how far the influence of the independent variable on the dependent variable is partially. Here are the results of partial hypothesis testing:

Table 7. Partial Test Results (T Test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,083	4,245		2,375	,021
	Work Environment	,587	,272	,796	2,157	,015
	Education	,146	,283	,060	3,163	,001
	Compensation	,150	,081	,170	4,852	,000

a. Dependent Variable: Employee Performance

Source: Research, 2021 (Data processed)

The value of ttable for profitability is 0.05 at degrees of freedom (df) = 62-4 = 58 is 2,001. The following are the results of partial hypothesis testing that can be explained: 1) Based on table 3.7, it is explained that the work environment variable has a value of tstatistic > ttable or 2,157 > 2,001 with a significant value of 0.015 < 0.05. It can be said that H0 is rejected and Ha is accepted, that is partially the work environment variable has a positive and significant influence on the performance of PT Sumo Internusa Indonesia employees. 2) Based on table 3.7, it is explained that the education variable has a value of tstatistic > ttable or 3.163 > 2.001 with a significant value of 0.001 <0.05. It can be said that H0 is rejected and Ha is accepted that is partially the education variable has a positive and significant influence on the performance of PT Sumo Internusa Indonesia employees. 3) Based on table 3.7, it is explained that the compensation variable has a value of tstatistic > ttable or 4.852 > 2.001 with a significant value of 0.000 <0.05. It can be said that H0 is rejected and Ha is accepted, that is partially the compensation variable has a positive and significant influence on the performance of PT Sumo Internusa Indonesia employees.

Discussion

The Effect of Work Environment on Employee Performance

The results of the calculation of partial hypothesis testing the value of tstatistic > ttable or 2.157 > 2.001 and obtained a significant value of 0.015 <0.05, which can be explained that partially the work environment variable has a positive and significant effect on the performance of PT Sumo Internusa Indonesia employees. Work environment at PT. Sumo Internusa Indonesia is known to have not been

well formed, which can be seen from the decline in employee performance. Therefore we need to encourage our colleagues and team members to express their feelings at work. Let them express themselves as long as this does not interfere with their productivity as well as other things that encourage employees to be more total in their work

The Effect of Work Environment on Employee Performance

The results of partially testing the hypothesis that the value of tstatistic > ttable or 3.163 > 2.001 and obtained a significant value of 0.001 <0.05, which can be explained that partially the education variable has a positive and significant effect on the performance of PT Sumo Internusa Indonesia employees. For the manifestation of the workforce development function, the human resources of the organization must be provided with education, work experience and other human resource development factors. Educational and work experience programs are a continuous process due to the emergence of conditions for both technological developments, economic and non-economic developments within the company. PT. Sumo Internusa Medan does not provide education or training to employees based on experience and education that is tailored to the vacant position so that it is too difficult for employees of PT. Sumo Internusa understands the work quickly and does it correctly and precisely.

The Effect of Work Compensation on Employee Performance

The results of the calculation of partial hypothesis testing the value of tstatistic > ttable or 2.157 > 2.001 and obtained a significant value of 0.015 <0.05, which can be explained that partially the work environment variable has a positive and significant effect on the performance of PT Sumo Internusa Indonesia employees. Compensation is something that is considered as something comparable. In employment, monetary gifts are compensation given to employees as a reward for their services. So it can be concluded that if the compensation received by the employee is greater, the employee's performance will increase

5. Conclusion

Based on the results of the study, it can be concluded as follows: 1) Based on the results of the simultaneous test and partial test, it is stated that the variables of work environment, education and compensation have a positive and significant effect on employee performance at PT. Sumo Internusa Indonesia. Based on the results of the research that researchers have put forward, the suggestions that researchers can put forward are that in order for the performance of PT Sumo Internusa Indonesia's employees to be good and can improve, it is suggested that companies should continue to pay attention to employees by providing a conducive work environment in order to trigger the achievement of targets at work. employees, education or job training that is quite intense so that employees can have a work stage.

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