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# Effect of Work Environment and Compensation on Employee Performance in PT. Cedefindo Bekasi

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## ABSTRACT

**Purpose:** This study aims to test: (1) Effect of the work environment on employee performance PT PLN (Persero) Generation Implementing Unit Asam Asam. (2) Effect of compensation on employee performance PT. Cedefindo Bekasi (3) Effect of work environment and compensation on employee performance PT. Cedefindo Bekasi.

**Design/Methodology/Approach:** The design of this research is quantitative research. Populasi penelitian seluruh karyawan PT. Cedefindo Bekasi and a sample of 64 respondents. The data was obtained by distributing questionnaires about the work environment and compensation to 64 respondents. This study uses validity and reliability tests to measure validity and reliability, and using the classical assumption test, multiple linear regression analysis, F test, t test and coefficient of determination (R<sup>2</sup>).

**Findings:** The results of the study show: (1) The work environment has a significant influence on employee performance. (2) Compensation has no significant effect on employee performance. (3) Work environment and compensation together have a significant influence on employee performance.

**Paper Type:** Research Paper

**Keywords:** *Work Environment, Compensation, and Employee Performance.*

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## I. INTRODUCTION

To improve services in the company and win the competition in the field of sales of cosmetic products, companies need to develop human resources, because human resources give the organization a competitive advantage. The success of a company is greatly influenced by the performance of its employees. The success and performance of the organization can be seen from the performance that has been achieved by its employees, therefore the organization requires that employees display optimal performance because the good and bad performance achieved by employees will affect the performance and success of the company / organization as a whole (Sedarmayanti, 2009: 3)

The factor that affects employee performance is work discipline. Good discipline reflects the amount of a person's sense of responsibility towards the duties assigned to him. With high work discipline will be able to achieve maximum performance, be it time discipline, rules or regulations that have been set by the organization. Regulations are needed to provide guidance and counseling for employees in creating good discipline in companies / agencies where with good discipline, morale, work morale, efficiency and effectiveness of work / employee performance will increase (Hasibuan, 2012: 194).

Compensation is one of the main reasons and motivations why employees work. Compensation plays an important role for employees as individuals because the amount of compensation reflects a measure of employee value among the employees themselves, their families and the community. For this reason, compensation programs are important for companies because they reflect the company's efforts to retain its human resources. The role of compensation often gets serious attention from management in an effort to improve employee performance.

This is in accordance with the opinion of Moheriono (2012) said that the attachment between compensation and performance is very significant. The higher the compensation, the more it will increase employee motivation

in achieving high performance as well. Adequate compensation will affect the performance displayed by employees. (Priansa, 2012:318).

This opinion is in accordance with Ediyatmo's (2013) research that compensation has a positive effect on employee performance. Related to its activities, employees of PT Cedefindo, one of the companies engaged in cosmetics are required to have high discipline, strong organizational commitment considering that the hospital is an organization that provides health services to the community. So the quality and performance of employees are required to be able to provide the best. They are required to arrive on time, especially for functional employees who are in direct service, because those served are people who really need help and are in contact with human lives. They must have a high commitment to serve and be willing to behave, behave and do their duties as well as possible, do not know the time, must be ready to work in 24 hours in continuous shifts.

Based on the results of the author's monitoring, currently the discipline of PT Cedefindo employees is still lacking, especially in parts that do not provide direct services to the community, this can be seen from coming to work not on time, there are still employees who are not present to carry out their duties, either without information or verbal permission. During working hours, there are still employees who leave the company environment to take care of personal needs. In terms of dress discipline, there are still employees who wear uniforms not in accordance with applicable regulations. There are also still PT Cedefindo employees who are less responsible for their main duties and functions, more concerned with work outside their responsibilities as employees of PT Cedefindo, and there are some employees who propose to move to work. There are also employees of PT Cedefindo who complain of dissatisfaction with the compensation received, because there is a gap between one part and another. Since the last six months there has been an increase in revenue in the department that provides direct services to consumers in accordance with its performance, but in other parts there has only been a slight increase.

From the opinions of experts and the results of previous research, it can be seen that work discipline has a positive influence on employee performance, meaning that high work discipline is needed to improve employee performance, because good discipline makes every employee orderly and responsible for his work. Similarly, research on employee commitment shows that organizational commitment has a positive influence on employee performance. Having commitment means having awareness and devotion at work, so that he has good performance. Compensation also has a positive effect on performance, because with good compensation and satisfying employees, it will be an encouragement to work better. This study aims to determine and analyze work discipline, organizational commitment and employee compensation, as well as its influence either jointly or partially on the performance of PT Cedefindo's employees. as a cosmetics company contributes greatly to the beauty industry and meets market demand both nationally and abroad, so the author in this study raised the title "Analysis of The Effect of The Work Environment and Compensation on Employee Performance at PT. Cedefindo Bekasi"

### **A. Problem Formulation**

Based on the background of the above problem, the formulation of the problem in this study is as follows:

1. Does the work environment affect employee performance?
2. Does compensation affect employee performance?
3. Does the work environment and compensation together affect employee performance?

## **II. METHODS**

### **A. Research Objectives**

Based on the formulation of the problem above, the objectives of this study are:

1. To find out how much influence the work environment has on employee performance
2. To find out how much influence compensation has on employee performance
3. To find out how much influence the work environment and compensation have on employee performance

## **III. RESULTS AND DISCUSSION**

### **A. Human Resource Management**

According to Sutrisno (2017: 4) human resource management can be defined as a policy and practice needed by someone who runs the "people" or human resources aspect of a management position including recruitment, screening, training, rewarding, and assessment.

According to Sulistiyani and Rosidah (2013: 13) HRM is planning, organizing, directing, and supervising. For the procurement, development, compensation, integration, maintenance, and termination of labor relations with a view to helping achieve the goals of the organization and individual communities.

According to Sutrisno (2017: 5) in his duties human resource management can be grouped into three functions, namely:

1. Managerial functions: planning, organizing, directing, and controlling.
2. Operational functions: procurement, development, compensation, integration, maintenance, and termination.
3. The third function is the position of human resource management in achieving organizational goals in an integrated manner.

**B. Work Environment**

The work environment is everything, events, people and others that affect the way people work. The work environment is a collection of factors that are physical and non-physical, both of which affect the way employees work. The situation in the workplace is a non-physical work environment, while people or equipment is a physical work environment (Taiwo and Alan, 2013).

**1. Work Environment (X1)**

From the questionnaire that has been submitted to respondents regarding the work environment which is an independent variable of the study. The results of the percentage of respondents' answers can be seen in the table below:

*Table 1. Respondents to the work environment.*

	<i>Work Environment Questions (X1)</i>											
	1		2		3		4		5		6	
	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>
<i>STS</i>	1	1,6%	0	0,0%	1	1,6%	0	0,0%	0	0,0%	1	1,6%
<i>TS</i>	1	1,6%	4	6,2%	5	7,8%	2	3,1%	2	3,1%	1	1,6%
<i>N</i>	4	6,2%	15	23,4%	23	35,9%	12	18,8%	7	10,9%	4	6,2%
<i>S</i>	37	57,8%	36	56,2%	29	45,3%	37	57,8%	45	70,3%	37	57,8%
<i>SS</i>	21	32,8%	9	14,1%	6	9,4%	13	20,3%	10	15,6%	21	32,8%
<i>Total</i>	64	100%	64	100%	64	100%	64	100%	64	100%	64	100%

Source: data processed, 2023

**C. Compensation**

Compensation is all income in the form of money, direct or indirect goods received by employees in exchange for services provided to the company (Hasibuan, 2017). Compensation is the overall knowledge of providing remuneration for *employers* and *employess* both directly in the form of money and indirectly in the form of money (Martoyo, 2013).

**1. Compensation (X2)**

From the questionnaire that has been presented to respondents regarding compensation which is an independent variable of the study. The results of the percentage of respondents' answers can be seen in the table below:

*Table 2. Respondents to compensation*

	<i>Compensation Questions (X2)</i>											
	1		2		3		4		5		6	
	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>
<i>STS</i>	2	3,1%	1	1,6%	1	1,6%	1	1,6%	5	7,8%	2	3,1%
<i>TS</i>	3	4,7%	5	7,8%	3	4,7%	3	4,7%	4	6,2%	3	4,7%
<i>N</i>	11	17,2%	6	9,4%	5	7,8%	8	12,5%	13	20,3%	11	17,2%
<i>S</i>	33	51,6%	46	71,9%	41	64,1%	36	56,2%	26	40,6%	33	51,6%
<i>SS</i>	15	23,4%	6	9,4%	14	21,9%	16	25,0%	16	25,0%	15	23,4%
<i>Total</i>	64	100%	64	100%	64	100%	64	100%	64	100%	64	100%

Source: data processed, 2023

**D. Employee Performance**

Employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with responsibilities that given to him (Mangkunegara, 2017).

From the questionnaire that has been submitted to respondents regarding employee performance which is a dependent variable of the study. The results of the percentage of respondents' answers can be seen in the table below:

*Table 3. Respondents to employee performance*

	<i>Employee Performance Questions (Y)</i>											
	1		2		3		4		5		6	
	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>	<i>F</i>	<i>%</i>
<i>STS</i>	1	1,6%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	1	1,6%
<i>TS</i>	3	4,7%	0	0,0%	0	0,0%	3	4,7%	5	7,8%	3	4,7%
<i>N</i>	22	34,4%	16	25,0%	4	6,2%	18	28,1%	19	29,7%	22	34,4%
<i>S</i>	33	51,6%	44	68,8%	42	65,6%	37	57,8%	29	45,3%	33	51,6%
<i>SS</i>	5	7,8%	4	6,2%	18	28,1%	6	9,4%	11	17,2%	5	7,8%
<i>Total</i>	64	100%	64	100%	64	100%	64	100%	64	100%	64	100%

Source: data processed, 2023

**E. Validity Test**

Validity testing is carried out by comparing the calculated value with *r*table. The application program used in this validity test is SPSS. For *degree of freedom (df) = n-2*, in this case *n* is the number of samples. In this case *df* can be calculated  $64-2$  or  $df = 62$  with  $\alpha 0.05$ , obtained *r*table 0.246. Each question item can be said to be valid if it is greater than 0.246. The results of the data validity test in this study can be seen in the following table:

*Table 4. Work Environment Validity Test ( X1)*

<i>Question</i>	<i>r</i> calculate	<i>Tableable</i>	<i>Information</i>
<i>X1.1</i>	<i>0,674</i>	<i>0,246</i>	<i>Valid</i>
<i>X1.2</i>	<i>0,583</i>	<i>0,246</i>	<i>Valid</i>
<i>X1.3</i>	<i>0,717</i>	<i>0,246</i>	<i>Valid</i>
<i>X1.4</i>	<i>0,597</i>	<i>0,246</i>	<i>Valid</i>
<i>X1.5</i>	<i>0,833</i>	<i>0,246</i>	<i>Valid</i>
<i>X1.6</i>	<i>0,674</i>	<i>0,246</i>	<i>Valid</i>

Source: Primary Data Processing Results, 2023

Based on the work environment validity test table, all questions about the work environment in the research instrument are declared valid, because the calculation is greater than the table of 0.246.

*Table 5. Compensation Variable Validity Test*

<i>Question</i>	<i>r</i> calculate	<i>Tableable</i>	<i>Information</i>
<i>X2.1</i>	<i>0,819</i>	<i>0,246</i>	<i>Valid</i>
<i>X2.2</i>	<i>0,785</i>	<i>0,246</i>	<i>Valid</i>
<i>X2.3</i>	<i>0,628</i>	<i>0,246</i>	<i>Valid</i>
<i>X2.4</i>	<i>0,703</i>	<i>0,246</i>	<i>Valid</i>
<i>X2.5</i>	<i>0,603</i>	<i>0,246</i>	<i>Valid</i>
<i>X2.6</i>	<i>0,819</i>	<i>0,246</i>	<i>Valid</i>

Source: Primary Data Processing Results, 2023

Based on the compensation validity test table, all questions regarding compensation in the research instrument are declared valid, because the calculation is greater than the *r*table of 0.246.

**1. Employee Performance Variable Validity Test (Y)**

Table 6. Employee Performance Variable Validity Test

Question	r calculate	Tableable	Information
Y.1	0,832	0,246	Valid
Y.2	0,608	0,246	Valid
Y.3	0,251	0,246	Valid
Y.4	0,682	0,246	Valid
Y.5	0,627	0,246	Valid
Y.6	0,832	0,246	Valid

Source: Primary Data Processing Results, 2023

Based on the employee performance validity test table, all questions regarding employee performance in the research instrument are declared valid, because the calculation is greater than the table of 0.246.

Therefore, from the results of data analysis in the tables above, it can be concluded that all questions are valid because all of these questions have a value greater than 0.246.

**F. Reliability Test**

The results of this reliability test were carried out using *Cronbach's Alpha* using the SPSS application program. The application program used in this reliability test is SPSS. A variable is said to be reliable if it has *Cronbach's Alpha* > 0.60 (more than 0.60). The reliability results can be seen in the following table:

**1. Environmental Reliability Test**

Table 7. Work Environment Rehabilitation Test

Cronbach's	
Alpha.	N of Items
0.760	6

Source: Primary Data Processing Results, 2023

Based on the work environment reliability test table, it can be seen that the work environment variable can be said to be reliable because the value of *Cronbach's Alpha* of the compensation variable is 0.760 more than 0.60.

**2. Compensatory Reliability Test**

Table 8. Compensatory Reliability Test.

Cronbach's	N of Items
Alpha	

.810 6

Source: Primary Data Processing Results, 2021

Based on the compensation reliability test table, it can be seen that the compensation variable can be said to be reliable because the value of *Cronbach's Alpha* of the compensation variable is 0.810 more than 0.60.

**3. Performance Reliability Test**

Table 4. 9 - Employee Performance Reliability Test

<i>Cronbach's</i>	
<i>Alpha</i>	<i>N of Items</i>
.728	6

Source: Primary Data Processing Results, 2021

Based on the employee performance reliability test table, it can be seen that the employee performance variable can be said to be reliable because the value of *Cronbach's Alpha* of the compensation variable is 0.728 more than 0.60.

**G. Normality Test**

The normality test aims to find out whether the residual value is normal or not. A regression model is good if it has normally distributed residual values. As for the normality test in this study using histogram graph analysis, normal graph analysis *P-Plot* and *Kolmogoriv Smirnov test*. The following is an explanation of the results of the analysis of these graphs:

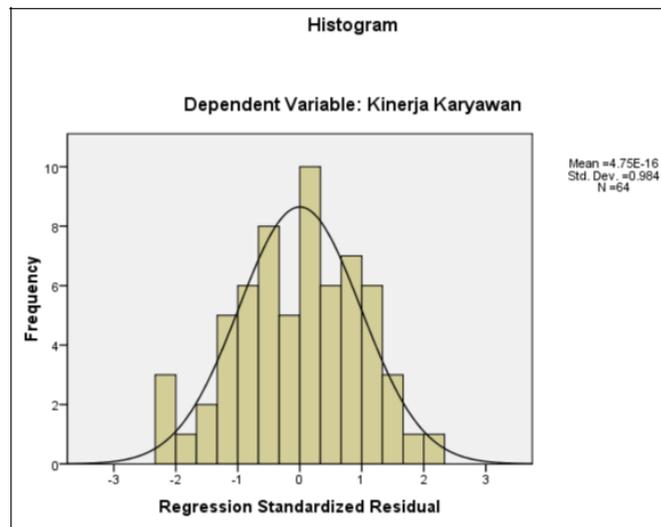


Figure 1. Histogram Graphics

Source: Primary Data Processing Results, 2023

Based on the histogram chart above, the residual data has shown a normal curve that forms a bell. It can be concluded that the data is distributed normally.

**H. Graph Normal P-Plot**

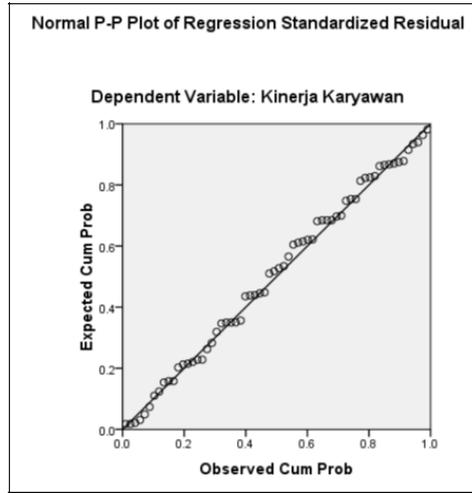


Figure 2. Graph Normal P-Plot

Source: Primary Data Processing Results, 20213

Based on the normal graph of the *p*-plot above, the distribution of data is located around the diagonal line and follows the direction of the diagonal line, so it can be concluded that the distribution of employee performance data is normal.

**I. Kolmofuels Smirnov Test**

In this *Kolmogoriv Smirnov Test*, if the significance value  $\geq 0.05$ , then the residual value is normally distributed and if the signification value is  $\leq 0.05$ , then the residual value is not normally distributed. Here are the test results of *Kolmogoriv Smirnov*.

Table 10. Uji Kolmoenergij Sminow

Unstandardized Residual		
N		64
Normal Parametersa	Mean	.0000000
	Std. Deviation	2.29747864
Most Extreme Differences	Absolute	.059
	Positive	.041

a. Test distribution is Normal.

Source: Primary Data Processing Results, 2021

Based on the table above, it shows a significance of 0.977 more than 0.05. Thus the residual data is normally distributed and the regression model has satisfied the normality assumption.

**J. Multicollinearity Test**

The Multicollinearity Test is carried out to test whether in a regression model there is a correlation between independent variables. A good regression model does not have the problem of multicollinearity. To detect the presence or absence of multicollinearity problems by looking at the *Tolerance* and VIF values. If the Tolerance value is more than 0.10 and VIF is less than 10 then multicollinearity does not occur. The following are the results of the multicollinearity test:

*Table 11. Multicollinearity Test*

<i>Collinearity Statistics</i>		
<i>Model</i>	<i>Tolerance</i>	<i>BRIGHT</i>
<i>1</i>		
	<i>(Constant)</i>	
	<i>Work Environment</i>	<i>.998</i>
	<i>Compensation</i>	<i>.998</i>

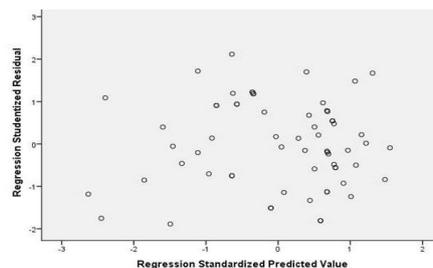
a. Dependent Variable: Employee Performance  
 Source: Primary Data Processing Results, 2021

Based on the multicollinearity test table above, it can be seen that the VIF value of each independent variable is less than 10 and the *tolerance* value is above 0.1. So it can be concluded that the regression model in this study did not occur multicollinearity.

**K. Heteroscedasticity Test**

The heteroscedasticity test is performed to test whether in a regression model there is an inequality of variance from the residuals of one observation to another. If a variant from the residual of one observation to another observation remains, it is called homoscedasticity and if the variant is different it is called heteroscedasticity. A good regression model is that heteroscedasticity does not occur.

Dependent Variable Performance



*Figure 3. Test graph heteroskedality.*

Source: Primary Data Processing Results, 2023

From the graph above, it can be seen that the points spread randomly, do not form a certain clear pattern, and are spread well above and below the number 0 on the Y axis. This means that there is no heteroscedasticity problem in the regression model.

**L. Multiple Linear Regression Test**

This analysis is carried out to determine whether there is an influence between the work environment and compensation on employee performance. Multiple linear regression analysis in this study using the SPSS application program. The form of the equation is:

The results of processing the data can be seen in the following table:

Table 12 - Multiple Linear Regression Analysis Test

Coefficient							
Model	Unstandard zed Coefficients		Standardized Coefficients			Collinearity Statistics	
	B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1 (Constant)	10.389	2.846		3.651	.001		
Work Environment	.499	.098	.548	5.115	.000	.998	1.002
Compensation	.020	.075	.029	.270	.788	.998	1.002

a. Dependent Variable: Employee Performance  
 Source: Primary Data Processing Results, 2023

Based on the table of multiple linear regression analysis results above, the regression equation is obtained as follows:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 10.389 + 0.499X_1 - 0.020X_2$$

From this equation, it can be explained as follows:

1. The constant coefficient of 10.389 means that if the work environment and compensation variables are 0, then the value of the employee performance variable (Y) will be at 10.389.
2. The regression coefficient X1 (work environment) from the calculation of multiple values obtained a *coefficients* value of 0.499, meaning that if the work environment increases by 1%, the volume of employee performance (Y) will increase by 0.499. Because the coefficient is positive, there is a positive relationship between the work environment and employee performance.
3. The regression coefficient X2 (compensation) from the calculation of multiple values obtained a *coefficients* value of 0.020, meaning that if compensation increases by 1%, the volume of employee performance (Y) will increase by 0.020. Because the coefficient is positive, there is a positive relationship between compensation and employee performance.

**M. Hypothesis Testing**

Testing this hypothesis there are two tests that will be carried out by researchers, including:

**1. Uji Simultan (F)**

The F test is performed to test the effect of the independent variables (X1 and X2) together (simultaneously) on the dependent variable (Y). This is the result of processing data that can be in the table below:

Table 13. Uji Simultan F

ANOVA <sup>b</sup>						
Mode	Sum of Squares	df	Mean Square	F	Sig.	
1 Regression	143.898	2	71.949	13.198	.000a	
Residual	332.540	61	5.451			

Total 476.438 63

a. Predictors: (Constant), Compensation, Work Environment

b. Dependent Variable: Employee Performance

Source: Primary Data Processing Results, 2021

The stages to perform the F test are as follows:

1. Determining the hypothesis
  - a. H0: Work environment and compensation simultaneously have no effect on employee performance.
  - b. Ha: Work environment and compensation simultaneously affect employee performance.
2. Determining the significant level of significant increase using 0.05 (5%).
3. The number of Fhitung Fhitung is 13.198
4. Specifying Ftables  
Ftables are searched through statistical tables at a significant level of 5%,  $df_1 = k-1 = 3-1 = 2$  and  $df_2 = n-k = 64-2 = 62$ . It was found that Ftable was 3.15.
5. Decision-making
  - 1) H0 is rejected and Ha is accepted if  $F_{calculate} \geq F_{table}$
  - 2) H0 is accepted and Ha is rejected if  $F_{calculate} \leq F_{table}$
6. Conclusion  
From the results of the F test,  $F_{calculate}$  results were obtained at  $13.198 \geq F_{table} 3.15$  at a significance of  $0.000 \leq 0.05$ . Thus, it can be concluded that the work environment and compensation have a simultaneous effect on employee performance.

**2. Partial Test (t)**

The t test is performed to determine whether or not there is a partial influence of the independent variables (X1 and X2) on the dependent variable (Y).

The following are the results of data processing that can be seen in the table below:

Table 14 - Partial Test t

Model	Unstandardized		Standardized	t	Sig.
	Coefficients		Coefficients		
	B	Std. Error	Beta		
1	(Constant)	10.389	2.846	3.651	.001
	Work Environment	.499	.098	.548	.000
	Compensation	.020	.075	.029	.788

a. Dependent Variable: Employee Performance

Source: Primary Data Processing Results, 2021

The stages to perform the t test are as follows:

1. Determining the hypothesis
  - 1) Hypothesis 1 (The effect of the work environment on employee performance)  
H0: the work environment has no partial effect on employee performance  
Ha: the work environment partially affects employee performance
  - 2) Hypothesis 2 (The effect of work compensation on employee performance)  
H0: Partial compensation has no effect on employee performance  
Ha: Compensation partially affects employee performance

2. Determine tcalculate

Based on table 4.18, it is known that the calculated value for the work environment variable is 5.115 and work compensation is 0.270.

3. Determining the level of significance

The significance level uses 0.05 (5%).

4. Define ttable

The value of ttable is known through statistical tables at the level of 0.05 (5%).

$Df = n-k-1 = 64-3-1 = 60$  then obtained the value of ttable which is 1.671.

5. Decision-making

1)  $H_0$  is rejected and  $H_a$  is accepted if  $t_{count} \geq t_{table}$

2)  $H_0$  is accepted and  $H_a$  is rejected if  $t_{count} \leq t_{table}$

6. Conclusion

The following is a conclusion obtained after knowing the value of  $t_{hitung}$ ,  $t_{tabel}$  and the value of significance.

1) Work Environment

Based on calculations for the work environment variable test on employee performance, a calculated number of  $5.115 \geq t_{table}$  of 1.671 was obtained, then  $H_0$  was rejected and  $H_a$  was accepted. That way it can be concluded that the work environment partially affects employee performance. It is also reinforced by significance values of  $0.000 \leq 0.05$ . So the work environment provided by PT Cedefindo Bekasi has a significant effect on employee performance.

2) Compensation

Based on the calculation for the compensation variable test on employee performance, a calculated number of  $0.270 \leq t_{table}$  of 1.671 was obtained, then  $H_0$  was accepted and  $H_a$  was rejected. That way it can be concluded that compensation partially has no effect on employee performance. This is also reinforced by significance values of  $0.788 \geq 0.05$ . So the compensation provided by PT Cedefindo Bekasi does not have a significant effect on employee performance.

**N. Test Coefficient of Determination (R<sup>2</sup>)**

The coefficient of determination (R<sup>2</sup>) is carried out to determine the suitability or accuracy of the relationship between the independent variable and the dependent variable in a regression equation. The results of the determination test (R<sup>2</sup>) can be seen in the following tabel:

*Table 15 - Test Coefficient of Determination ( R<sup>2</sup> )*

<i>Model Summary<sup>b</sup></i>				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.550a	.302	.279	2.335

a. Predictors: (Constant), Compensation, Work Environment

b. Dependent Variable: Employee Performance

Source: Primary Data Processing Results, 2021

The table above shows that the coefficient of determination is 30.2%. This shows that 30.2% of PT Cedefindo Bekasi's employee performance is jointly influenced by work environment and compensation variables. While 69.8% were influenced by other variables that were not included by researchers in this study.

**IV. CONCLUSION**

**A. Conclusion**

Based on the results of research and discussion, the following can be concluded:

1. Work environment variables have a significant influence on the performance of PT Cedefindo Bekasi employees.

2. Compensation variables have an insignificant influence on the performance of PT Cedefindo Bekasi employees.
3. Work environment variables and compensation together have a significant influence on the performance of PT Cedefindo Bekasi employees.

## **B. Suggestion**

Based on the research that has been done, the author suggests suggestions that it can provide benefits to parties related to this research. The suggestions that researchers can convey are as follows:

1. For Companies

The results of work environment research show that it has a significant influence on the performance of PT Cedefindo Bekasi employees. So the researcher suggested to the company's management to continue to monitor the workplace environment such as room cleanliness and noisy places so that employees feel comfortable while working and the performance of PT Cedefindo Bekasi employees is even better.

The results of compensation research have no significant effect on employee performance. Even though the compensation received by employees is good, PT Cedefindo Bekasi is expected to maintain and even improve its consistency in ensuring the welfare of its employees. Because employees are important assets to achieve company goals.

2. For Academics

It is expected that the research conducted by researchers is useful and becomes reference material or literature for those who need information in the field of human resources.

3. For the Next Researcher

For future researchers, the results of this study are expected to be useful as comparison and reference material for research and further develop this research by using different variables or indicators so that more complete information can be obtained.

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