

THE INFLUENCE OF COMPENSATION, WORK ENVIRONMENT AND WORKLOAD ON THE PERFORMANCE OF PERMANENT EMPLOYEES PT BUMI MANDIRI RESOURCES

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ABSTRAK

Latar belakang pada penelitian ini dalam tiga tahun terakhir kinerja karyawan mengalami penurunan dari tahun 2020-2022. Penelitian ini bertujuan untuk melakukan pengujian Pengaruh Kompensasi, Lingkungan Kerja, Dan Beban Kerja Terhadap Kinerja Karyawan Tetap Pada PT Bumi Mandiri Resources. Penelitian ini menggunakan metode kuantitatif. Populasi pada penelitian ini 75 karyawan tetap, sedangkan pengambilan sampel yang digunakan adalah dengan menggunakan teknik non probability sampling yaitu dengan menggunakan sampling. Jenuh Alasannya adalah karena sampel dalam penelitian relatif kecil yaitu kurang dari 100 orang maka wajib di ambil semua dari populasi, sampel pada penelitian ini adalah 75 karyawan tetap. Teknik analisis menggunakan uji instrumen, uji asumsi klasik, dan uji hipotesis. Untuk alat bantu uji menggunakan Statistical Package for the Social Sciences (SPSS). Hasil dari penelitian ini menunjukkan bahwa kompensasi berpengaruh positif dan signifikan terhadap kinerja, lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja, dan beban kerja berpengaruh positif dan signifikan terhadap kinerja.

Kata Kunci : Kompensasi, Lingkungan Kerja, Beban Kerja Dan Kinerja

ABSTRACT

The background to this research is that in the last three years employee performance has decreased from 2020-2022. This research aims to test the influence of compensation, work environment and workload on the performance of permanent employees at PT Bumi Mandiri Resources. This research uses quantitative methods. The population in this study was 75 permanent employees, while the sampling used was using non-probability sampling techniques, namely by using sampling. Saturated The reason is because the sample in the study is relatively small, namely less than 100 people, so everyone must be taken from the population. The sample in this study was 75 permanent employees. The analysis technique uses instrument testing, classical assumption testing, and hypothesis testing. For testing tools, use the Statistical Package for the Social Sciences (SPSS). The results of this research show that compensation has a positive and significant effect on performance, the work environment has a positive and significant effect on performance, and workload has a positive and significant effect on performance.

Keywords: Compensation, Work Environment, Workload and Performance

INTRODUCTION

Every organization or company wants to achieve predetermined goals. The role of humans in achieving these goals is very important. In general, employees expect a certain future while companies expect change. Therefore, companies, through their managers, must be able to prepare their work to face changes, both internal and external to the company, according to Hasibuan (2016:38).

According to Hasibuan (2016:39) a company is said to be successful if it is able to produce optimally and even increases from day to day, month to month, to year to year so that it can meet consumer needs well. But companies often experience problems that arise. One problem that arises is performance. Company performance is largely determined by one element of human resources, namely employees.

According to Sinambela, (2016; 481) performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authority and responsibilities in order to achieve the goals of the organization concerned legally, without violating the law and in accordance with morals and ethics. According to Hasibuan (2016: 94), employee performance can be interpreted as the work results achieved by a person in carrying out the tasks assigned to him which are based on skill, experience, seriousness and time. Meanwhile, Abdullah (2014:03) states that employee performance is the result of the employee's work or work performance.

Based on table 1 of the Performance Recapitulation of PT Bumi Mandiri Resources employees, the performance assessment indicators are work quantity, work quality, work skills, time targets, and cooperation with a standard weight target determined by the company of 20% of each performance assessment indicator, with several Criteria include a score of 100-90 indicating SB (Very Good) criteria, a score of 89-70 indicating B (Good) criteria, a score of 69-50 indicating C (Fair) criteria, a score of 49-0 indicating KB (Not Good) criteria. In 2020, the total score of performance assessment indicators, namely work quantity, work quality, work skills, time targets and cooperation, reached 69.2%, indicating sufficient criteria, in 2021 the total score of performance assessment indicators, namely work quantity, work quality, work skills , time targets, and cooperation reached 73.2% showing Good criteria and in 2022 the performance assessment indicators, namely work quantity, work quality, work skills, time targets, and cooperation reached 68.4% showing Fair criteria. The conclusion from this data is that the performance of PT Bumi Mandiri Resources employees in 2020 - 2021 has increased, while in 2021 - 2022 it has decreased with sufficient performance criteria.

Description of the background, the researcher found a problem that occurred in the field, namely that employee performance in the last three years has fluctuated, while the company has provided compensation, however the physical work environment is incomplete and the workload given by the company to employees is quite high, for this reason the researcher is interested conducted research with the title "The Influence of Compensation, Work Environment, and Workload on the Performance of Permanent Employees of PT Bumi Mandiri Resources".

Table 1
Performance Date of PT Bumi Mandiri Resources 2020-2022

Hasil Kerja	Target (%)	Tahun					
		2020		2021		2022	
		Nilai Capai	Skor (%)	Nilai Capai	Skor (%)	Nilai Capai	Skor (%)
1. Kuantitas Kerja	20%	68	13,6	75	15	67	13,4
2. Kualitas Kerja	20%	65	13	73	14,6	68	13,6
3. Keterampilan Kerja	20%	74	14,8	74	14,8	65	13
4. Target Waktu	20%	70	14	71	14,2	71	14,2
5. Kerja Sama	20%	69	13,8	73	14,6	71	14,2
Jumlah	100%		69,2		73,2		68,4

Keterangan :

100 - 90 = SB (Sangat Baik)	69 - 50 = C (Cukup)
89 - 70 = B (Baik)	49 - 0 = KB (Kurang Baik)

LITERATURE REVIEW

1. Compensation

According to Sinambela, (2016; 217) If the compensation provided by the company is felt by employees to be fair then employee performance will increase, conversely if compensation is felt to be unfair then employee performance will decrease. In line with Andini's (2016) research, compensation is significantly related to employee performance

H1: The compensation has a positive effect on performance.

2. Work Environment

According to Afandi (2016; 53) shows that everything that is around employees in the workplace will be related to employee performance. The physical work environment must be supported by the addition of lights so that the light can be seen brighter, work spaces that are not crowded together, air circulation and air temperature appropriate to the room. If the work environment feels good it will have an impact on increasing employee performance, conversely if the work environment is poor complete then employees feel uncomfortable which will have an impact on decreasing employee performance. In line with Maulana's (2015) research, it was found that the work environment has a significant relationship with employee performance.

H2: The workload variable has a positive effect on performance

3. Workload

According to Hariyono (2015:39) states that excessive work conditions both quantitatively and qualitatively will cause employees to be stressed, uncomfortable and bored in carrying out their work, which can result in decreased performance and vice versa if too little workload is given both physically and mentally. quantitative and qualitative to employees will make employees comfortable and accept them happily when carrying out their work responsibilities so that they can improve performance. In line with Haris's (2019)

research which states that workload has a significant effect on employee performance.

H3 : The workload variable has a positive effect on performance.

METHODS

Researchers use quantitative research. This research was conducted on employees of PT Bumi Mandiri Resources located at Jl. KIG Raya Barat, Randuboyo, Ngipik, District. Gresik, Gresik Regency. East Java 61121, The population in this study is all employees at PT Bumi Mandiri Resources, totaling 75 permanent employees. In this study, the sample used was using a non-probability sampling technique, namely using Saturated Samples. The reason is that taking the entire population, the sample used is also a homogeneous sample, namely 75 permanent employees of PT Bumi Mandiri Resources. Primary data was obtained through several statements via a questionnaire given to respondents, namely permanent employees of PT Bumi Mandiri Resources regarding several independent variables and one dependent variable, namely Compensation, Work Environment, Workload and Employee Performance. The data obtained from this primary data must be processed again using statistics. The data obtained from this primary data must be processed again using statistics. The questionnaire data is divided by researchers to respondents who aim to get answers from respondents. This method uses multiple linear regression analysis which will later be processed using the SPSS program.

RESULTS

1. The Effect Compensation On Performance

The results of this research show that compensation has a positive and significant effect on performance. The results of this analysis show a positive direction, meaning that the higher the compensation, the better the performance.

2. The Effect Work Environment On Performance

The results of this research show that the work environment has a positive and significant effect on performance. The results of this analysis show a positive direction, meaning that the higher the work environment, the better the performance.

3. The Effet Workload On Performance

The results of this research show that workload has a negative and significant effect on performance. The results of this analysis show a negative direction, meaning that the higher the workload, the lower the performance.

DISCUSSION

Based on the results of the discussion and interpretation of the results, it can be concluded as follows:

1. Compensation has a positive and significant effect on the performance of permanent employees of PT Bumi Mandiri Resources
2. The work environment has a positive and significant effect on the performance of permanent employees of PT Bumi Mandiri Resources.
3. Workload has a positive and significant effect on the performance of PT Bumi Mandiri Resources employees.

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