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The Effect of Compensation and Work Environment on Work Ethic Which Impact on Employee Performance at PT. Mitraindo Perkasa in Jakarta

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ABSTRACT

This study aims to determine the effect of compensation and work environment on work ethic, which impacts employee performance at PT. Mitraindo Perkasa in Jakarta. The method used is explanatory research with a sample of 125 respondents. The analysis technique uses statistical analysis with regression, correlation, determination, and hypothesis testing. The results of this study Compensation has a significant effect on work ethic by 26.7%; hypothesis testing obtained a significance of 0.000 <0.05. The work environment significantly affects work ethic by 41.5%; hypothesis testing acquired a value of 0.000 <0.05. Finally, compensation and work environment simultaneously considerably affect the work ethic of 47.2%; hypothesis testing obtained a significance of 0.000 <0.05.

Keywords: compensation, work environment, work ethic, employee performance.

INTRODUCTION

In organizing and running a business within the organization, the role of employees is vital because the human element is one element that can play an active role in policies and in achieving organizational goals. With reliable human resources, the company's operational activities will run smoothly.

PT. Mitraindo Perkasa is a company engaged in the retail business with a concentration of product lines, food products, beverages, sports, children's toys, fashion, lifestyle, bookstores, and department stores that are currently part of one of the largest companies in Indonesia by forming several subsidiaries. Now, the company manages more than 100 brands such as Zara, Swatch, Lotus, Sogo, Adidas, Reebok, Calvin Klein, Converse, Station, Starbucks, and many others.

Work ethic can increase productivity and efficiency at work. This impact can be felt at the individual (employee) level to the company. In addition, the work ethic builds a culture of different work processes because it becomes more open, together, and family-like.

Work ethic is beneficial for the company because if employees have a high work ethic, they will increase their competence. That is, work ethic is the primary capital for someone to improve their knowledge and skills. Not only competent, but the work ethic fosters unique character for employees. With competence and texture, it will automatically be a person's performance. So the company will not face internal problems because work productivity continues to increase. Work ethic is the root of success for the company. This is very important to establish, even early on. The company must be able to instill the vision and mission of all members of the company. Not only do competencies and skills need to be trained, but work ethic must be built first. "The work ethic is

the foundation. Companies should not hesitate to provide work ethic training for their employees because building a work ethic means investing."

Compensation is part of the company's policy, with all forms of payment intended as an award of remuneration for employee performance shown by employees. Compensation also refers to a state of payment or gift for employees and comes from their work, both direct and indirect costs (Dessler, 2012: 46). A similar opinion was also conveyed by Hasibuan (2012: 86), who argues that "Compensation is significant to be carried out by companies to encourage to work, with the amount of compensation given being a reflection of the size of the value of the employee's work itself."

As the primary key, human resources can determine compensation. Compensation is the company's way of helping employees who work in the company improve the standard of living of employees and their daily needs, which increase every year. With the compensation provided by the company, it is expected that employee performance and job satisfaction will increase.

The work environment for a company also has a vital role in improving the performance of its employees. According to Nitisemo (2013: 23), "Companies should be able to create a condition that can support employees' work." Thus, a good relationship between environmental conditions and employee conditions reflects control that creates enthusiasm to unite the organization in achieving goals. Work in a comfortable environment such as coworkers who are ready to help and interact with each other while working. Even the company leadership treats all employees the same so that it can result in increased employee performance and the entire organization's performance. This is in line with the opinion of Sedarmayanti (2011: 52) that "The work environment is everything around work and can affect employee productivity." This opinion is also in line with Nitisemo (2013: 23), stating, "Companies should be able to create conditions that support the work of employees." Thus, a good relationship between environmental conditions and employee conditions reflects control that creates enthusiasm to unite the organization in achieving goals.

A good work environment will make the work atmosphere conducive in the company; the provision of worship facilities, dining facilities, comfortable workspaces, and resting places for employees is a form of concern from the organization so that employees are comfortable carrying out their activities. Every activity that a person does must-have factors that encourage these activities. Therefore, the driving factor is the needs and desires of the employee. Performance can be assessed from the morale of its employees. One of the drivers of optimal performance is the provision of appropriate compensation from the version produced in completing the employee's tasks.

In addition to improving performance, efforts must arise in employees; on the other hand; there must also be good management. The management must be a cycle of planning, implementation, monitoring, and evaluation stages. The results of the performance evaluation become feedback for the next planning stage.

Based on the results of pre-research that the author did on the performance of employees at PT. Mitraindo Perkasa, in addition to the many complaints submitted to the HRD department with the conclusion that there are still welfares that are not by existing regulations, the governance of the office environment is not yet fully organized. As a result, employee performance is still not optimal; it is proven that there are still many employees with low attendance, completion of work that is not by the desired target, less fast service, and intense discipline.

These conditions need to get the leadership's attention to improve employee performance in the future. Therefore, the primary thing that the administration must do is apply broad discipline from the lower levels to the leadership.

Based on several factors that can affect employee performance, the authors are interested in conducting a study entitled "The Effect of Compensation and Work Environment on Employee Performance at PT. Mitraindo Perkasa in Jakarta."

The objectives of this research are as follows:

a. To determine the partial effect of compensation on the work ethic at PT. Mitraindo Perkasa in Jakarta.

b. To determine the partial effect of the work environment on the work ethic at PT. Mitraindo Perkasa in Jakarta.

c. To determine the simultaneous effect of compensation and work environment on work ethic at PT. Mitraindo Perkasa in Jakarta.

d. To determine the effect of work ethic on employee performance at PT. Mitraindo Perkasa in Jakarta.

Literature review

1. Compensation

Simamora (2018: 445) explains that "Compensation is all the company's gifts to employees as compensation or remuneration for services provided by employees to the company."

2. Work environment

According to Sedarmayanti (2020: 21), the work environment is the overall tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as individuals and groups.

3. Work ethic

Nitisemito (2019) argues, "work ethic is to do activities or work more actively so that the results obtained are good, while work enthusiasm is a deep pleasure in the work being done, therefore work spirit with integration and organizational climate is difficult to separate."

4. Employee performance

According to Mangkunegara (2019), the notion of performance is the quality and quantity of work achieved by an employee in carrying out his duties by the responsibilities given to him.

5. Research Model

According to Sugiyono (2018), "The research model is a synthesis that reflects the relationship between the variables studied and is a guide for solving research problems and formulating hypotheses in the form of a flow chart equipped with qualitative explanations." In this study, the research model is made as follows:

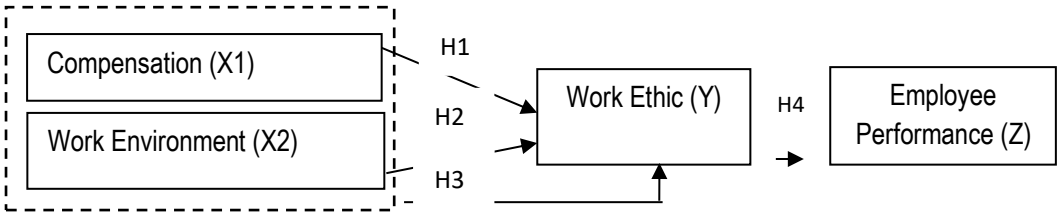

Figure 1. Research Model Paradigm

6. Research Hypothesis

According to Sugiyono (2018), "The hypothesis is a temporary answer to problems because it is temporary, it needs to be proven true through the empirical data collected." Therefore, the formulation of the proposed hypothesis is as follows:

H1: There is a significant effect of compensation on the work ethic at PT. Mitraindo Perkasa in Jakarta.

H2: There is a significant effect of the work environment on the work ethic at PT. Mitraindo Perkasa in Jakarta.

H3: There is a significant effect of compensation and work environment simultaneously on the work ethic at PT. Mitraindo Perkasa in Jakarta.

H4: There is a significant effect of work ethic on employee performance at PT. Mitraindo Perkasa in Jakarta.

METHOD

This research is an associative research type, and the population in this study is PT. Mitraindo Perkasa in Jakarta, amounting to 125 respondents. At the same time, the sampling technique in this study is a saturated sample, where all members of the people are used as samples. Thus the model in this study amounted to 125 respondents; in analyzing the data, used instrument test, classical assumption test, regression, coefficient of determination, and hypothesis testing.

a. Instrument Test

In this test, validity and reliability tests are used.

1) Validity test.

The validity test is intended to determine the accuracy of the data regarding the suitability between what is to be measured and the measurement results. To test the validity, the significance value of 2 tailed is compared to 0.05 with the following conditions:

(a) If the significance value of 2-taled <0.05, then the instrument is valid,

(b) If the 2-taled significance value > 0.05, then the instrument is not valid,

2) Reliability Test.

A reliability test is a series of measurements or a series of measuring instruments that have consistency if the measurements made with the measuring instrument are repeated. A good instrument will not tend to lead respondents to choose a particular answer. The criteria used are as follows:

(a) If Cronbach's Alpha > 0,600, then the instrument is reliable.

(b) If Cronbach's Alpha < 0.60, then the instrument is not reliable.

b. Classic assumption test

A classical assumption test is intended to determine the accuracy of data. In this study, the classical assumption tests used include Normality Test, Multicollinearity Test, Autocorrelation Test, and Heteroscedasticity Test. The results are as follows:

1) Normality test

Normality test is used to test whether in a regression model, the dependent variable, the independent variable, or both have a normal distribution or not. Normality test using the Kolmogorov-Smirnov test, with the following conditions:

(a) If the significance value is < 0.05, then the data is not normally distributed.

(b) If the significance value is > 0.05, then the data is usually distributed.

2) Multicollinearity Test

This multicollinearity test aims to test whether in the regression model there is a correlation between independent variables. In this study, the tolerance limit and its opposite, the variance inflation factor (VIF), is used with the following conditions:

(a) If the tolerance value is more than one and the Variance Inflation Factor (VIF) value is < 1, then there is no multicollinearity.

(b) If the tolerance value is more than one and the Variance Inflation Factor (VIF) value is > 1, then multicollinearity occurs.

3) Autocorrelation Test

The autocorrelation test is used to determine whether or not there is a deviation from the classical assumption of autocorrelation, namely the existence of a correlation between sample members. In this study, the Durbin Watson Test was used.

4) Heterscedasticity Test

The Htereoskaedasticity test determines whether there is an inequality of variance in the regression model from one observation residual to another word. How to predict the presence or absence of heteroscedasticity is used Glejser Test.

c. Statistic test

1) Linear Regression

Linear regression analysis is a statistical technique used to find a regression equation helpful in predicting the dependent variable's value based on the independent variables' values. In this study, multiple linear regression was used.

2) Correlation coefficient

The correlation coefficient test is intended to determine the level of strength of the relationship between the independent variable and the dependent variable either partially or simultaneously.

3) Coefficient of Determination

The coefficient of determination analysis is intended to determine the magnitude of the influence between the independent variables on the dependent variable either partially or simultaneously.

4) Hypothesis testing

Hypothesis testing is intended to determine whether a hypothesis should be accepted or rejected. In this study, the t-test (partial) and the F test (simultaneous) were used.

RESULT and DISCUSSION

1. Instrument Test Results

a. From the test results, it was obtained that all items of the compensation variable questionnaire obtained a 2-tailed significance value of 0.000 <0.05. Thus the instrument was valid.

b. From the test results, it was obtained that all questionnaire items on the Work Environment variable obtained a 2-tailed significance value of 0.000 <0.05. Thus the instrument was valid.

c. From the test results, it was obtained that all questionnaire items on the Work Ethic variable obtained a 2-tailed significance value of 0.000 <0.05. Thus the instrument was valid.

d. From the results of reliability testing, the following results were obtained:

Table 1. Reliability Test Results

Variable	*Cronbach's Alpha*	Alpha Critical Standard	Information
Compensation (X1)	0.623	0.600	Reliable
Work Environment (X2)	0.637	0.600	Reliable
Work Ethic (Y)	0.611	0.600	Reliable
Employee Performance (Z)	0.622	0.600	Reliable

Based on the test results above, the overall compensation variable (X1), Work Environment (X2), Work Ethic (Y), and Employee Performance (Z) obtained a Cronbach alpha value greater than 0.600. Thus declared reliable.

2. Classic Assumption Test Results

a. Normality test

The results of the normality test using the Kolmogorov-Smirnov Test are as follows:

Table 2. Kolmogorov-Smirnov Test . Normality Results

Tests of Normality

	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistics	df	Sig.	Statistics	df	Sig.
Work Ethic (Y)	.069	125	.200*	.972	125	.011

*. This is a lower bound of the true significance.
a. Lilliefors Significance Correction

Based on the test results in the table above, a significance value of 0.200 is obtained where the value is greater than the value of = 0.050 or (0.200 > 0.050). Thus, the assumption of the distribution of equations in this test is standard.

b. Multicollinearity Test

Multicollinearity test was carried out by looking at the Tolerance Value and Variance Inflation Factor (VIF). The test results are as follows:

Table 3. Multicollinearity Test Results with Collinearity Statistics.

Coefficients

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	9.513	2.835			
	Compensation (X1)	.252	.069	.272	.774	1,291
	Work Environment (X2)	.522	.076	.515	.774	1,291

a. Dependent Variable: Work Ethic (Y)

Based on the test results in the table above, the tolerance value of each independent variable is 0.774 < 1.0, and the Variance Inflation Factor (VIF) value is 1.291 < 10. Thus this regression model does not occur multicollinearity.

c. Autocorrelation Test

The test was carried out with the Darbin-Watson test (DW test). The test results are as follows:

Table 4. Autocorrelation Test Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. The error of the Estimate	Durbin-Watson
1	.687a	.472	.463	2,548	1,778

a. Predictors: (Constant), Work Environment (X2), Compensation (X1)
b. Dependent Variable: Work Ethic (Y)

The test results in the table above obtained the Durbin-Watson value of 1,778; the value is between the intervals 1,550 – 2,460. Thus the regression model stated that there was no autocorrelation disorder.

d. Heteroscedasticity Test

The test was carried out with the Glejser Test Model test tool. The test results are as follows:

Table 5. Heteroscedasticity Test Results with Glejser Test Model

Coefficients

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	3,001	1,627		1,844	.068
	Compensation (X1)	-.011	.040	-.027	-.267	.790
	Work Environment (X2)	-.014	.043	-.034	-.327	.744

a. Dependent Variable: RES2

The results of the test using the lesser test obtained the value of Sig. > 0.050. Thus the regression model in this test has no heteroscedasticity disorder.

3. Descriptive Analysis

This test is used to determine the minimum and maximum scores, the highest scores, the rating scores, and the standard deviation of each variable. The results are as follows:

Table 6. Results of Descriptive Statistics Analisis Analysis

Descriptive Statistics

	N	Minimum	Maximum	mean	Std. Deviation
Compensation (X1)	125	29	46	37.54	3,747
Work Environment (X2)	125	31	46	38.15	3.434
Work Ethic (Y)	125	32	46	38.89	3,479
Employee Performance (Z)	125	31	50	39.21	3,527
Valid N (listwise)	125				

Compensation obtained a minimum variance of 29 and a maximum variance of 46 with a rating score of 3.754 with a standard deviation of 3.747.

The work environment obtained a minimum variance of 31 and a maximum variance of 46 with a rating score of 3,815 with a standard deviation of 3,434.

Work ethic obtained a minimum variance of 32 and a maximum variance of 46 with a rating score of 3,889 with a standard deviation of 3,479.

Employee performance obtained a minimum variance of 31 and a maximum variance of 50 with a rating score of 3,921 with a standard deviation of 3,527.

4. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

a. Multiple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 7. Multiple Linear Regression Test Results

Coefficients

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	9.513	2.835		3.356	.001
	Compensation (X1)	.252	.069	.272	3,634	.000
	Work Environment (X2)	.522	.076	.515	6.892	.000

a. Dependent Variable: Work Ethic (Y)

Based on the test results in the table above, the regression equation Y = 9.513 + 0.252X1 + 0.522X2. From these equations, it is explained as follows:

1) a stable of 9.513 means that if there is no compensation and work environment, there is a work ethic of 9.513 points.

2) The compensation regression coefficient is 0.252; this number is positive, meaning that every time there is an increase in compensation of 0.252 points, the work ethic will also increase by 0.252 points.

3) The Work Environment regression coefficient is 0.522; this number is positive. Therefore, every time there is an increase in the Work Environment by 0.522 points, the Work Ethic will also increase by 0.522 points.

b. Coefficient of Determination Analysis

The coefficient of determination analysis is intended to determine the percentage of the influence of the independent variable on the dependent variable either partially or simultaneously. The test results are as follows:

Table 8. Results of the Coefficient of Determination of Compensation on Work Ethic.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.516a	.267	.261	2,991

a. Predictors: (Constant), Compensation (X1)

The test results obtained a determination value of 0.267, which means that compensation influences contribution of 26.7% on the Work ethics.

Table 9. Results of Testing the Coefficient of Determination of the Work Environment on Work Ethic.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.644a	.415	.410	2,671

a. Predictors: (Constant), Work Environment (X2)

Based on the test results, the determination value is 0.415, meaning that the work environment has a 41.5% influence on the work ethic.

Table 10. Results of Testing the Coefficient of Determination of Compensation and Work Environment Simultaneously on Work Ethic.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.687a	.472	.463	2,548

a. Predictors: (Constant), Work Environment (X2), Compensation (X1)

Based on the test results, the determination value is 0.472, meaning that compensation and the work environment simultaneously contribute 47.2% to work ethic, while other factors influence the remaining 52.8%.

Table 11. Results of Testing the Coefficient of Determination of Work Ethic on Employee Performance.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.626a	.391	.387	2,763

a. Predictors: (Constant), Work Ethic (Y)

The test results obtained a determination value of 0.391, meaning that the work ethic has a 39.1% influence on employee performance.

c. Hypothesis testing

Partial hypothesis test (t-test)

Hypothesis testing with a t-test is used to determine which partial hypothesis is accepted. The test results are as follows:

Table 12. Results of Compensation Hypothesis Testing on Work Ethic.

Coefficients

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	20,897	2,704		7.728	.000
	Compensation (X1)	.479	.072	.516	6.686	.000

a. Dependent Variable: Work Ethic (Y)

Based on the test results in the table above, the value of t count > t table or (6.686 > 1.979), thus the hypothesis that is proposed that there is a significant influence between compensation on work ethic is accepted.

Table 13. Results of Hypothesis Testing of Work Environment on Work Ethic.

Coefficients

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	13,991	2,676		5,228	.000
	Work Environment (X2)	.653	.070	.644	9,341	.000

a. Dependent Variable: Work Ethic (Y)

Based on the test results in the table above, the value of t arithmetic > t table or (9.341 > 1.979). Thus the proposed hypothesis that there is a significant influence between the work environment and work ethic is accepted.

Table 14. The results of the work ethic hypothesis test on employee performance.

Coefficients

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	14,536	2,784		5,221	.000
	Work Ethic (Y)	.634	.071	.626	8.896	.000

a. Dependent Variable: Employee Performance (Z)

Based on the test results in the table above, the value of t count > t table or (8.896 > 1.979), thus the hypothesis proposed that there is a significant influence between work ethic on employee performance is accepted.

Simultaneous Hypothesis Testing (F Test)

Hypothesis testing with the F test is used to determine which simultaneous hypothesis is accepted.

The third hypothesis: There is a significant influence between compensation, work environment, and motivation on work ethic.

Table 15. Results of Simultaneous Compensation and Work Environment Hypothesis Testing on Work Ethic.

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	708,359	2	354,180	54,553	.000b
	Residual	792.073	122	6.492		
	Total	1500,432	124			

a. Dependent Variable: Work Ethic (Y)

b. Predictors: (Constant), Work Environment (X2), Compensation (X1)

Based on the test results in the table above, the calculated F value > F table or (54.553 > 2.680), thus the fourth hypothesis proposed that there is a significant influence between compensation and the work environment simultaneously on work ethic is accepted.

Discussion

1. The Effect of Compensation on Work Ethics

Compensation has a significant effect on work ethic, with a coefficient of determination of 26.7%. Testing the hypothesis obtained the value of t arithmetic > t table or (6.686 > 1.979). Thus, the idea proposed that there is a significant effect between compensation and work ethic is accepted.

2. Influence of Work Environment on Work Ethic

The work environment has a significant effect on work ethic with a coefficient of determination of 41.5%. Testing the hypothesis obtained the value of t arithmetic > t table or (9.341 > 1.979). Thus the theory proposed a significant effect between the work environment and work ethic is accepted.

3. Compensation Effect and Work Environment on Work Ethic

Compensation and work environment significantly affect work ethic with the regression equation Y = 9.513 + 0.252X1 + 0.522X2, with a coefficient of determination of 47.2%, while other factors influence the remaining 52.8%. The calculated F value obtains hypothesis testing> F table or (54.553 > 2.680). Thus the hypothesis proposed a significant effect between compensation and work environment on work ethic is accepted.

4. The Effect of Work Ethic on Employee Performance

Work ethic has a significant effect on employee performance with a coefficient of determination of 39.1%. Testing the hypothesis obtained the value of t arithmetic > t table or (8.896 > 1.979). Thus the theory proposed that there is a significant effect between work ethic on employee performance is accepted.

CONCLUSION

The conclusions in this study are as follows

a. Compensation has a significant effect on work ethic with a contribution of 26.7% influence. Hypothesis test obtained value of t count > t table or (6,686 > 1,979).

b. The work environment has a significant effect on work ethic with a contribution of 41.5% influence. Hypothesis test obtained value of t count > t table or (9,341 > 1,979).

c. Compensation and work environment simultaneously significantly affect work ethic with a contribution of 47.2%, while other factors influence the remaining 52.8%. Therefore, the calculated F value obtains hypothesis testing> F table or (54.553 > 2.680).

d. Work ethic has a significant effect on employee performance with a contribution of 39.1% influence. Hypothesis test obtained value of t count > t table or (8.896 > 1.979).

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