

**EMPLOYEE PERFORMANCE REVIEWING FROM COMMUNICATION, WORK
ENVIRONMENT AND STUDY COMPENSATION AT PT BINTER JET
KARANGANYAR**

Jeffrey Saputra, Eny Kustiyah, Bambang Mursito

Faculty of Economics, Department of Management, Islamic University of Batik Surakarta
jefpri.handkerchief89.js@gmail.com

Abstract : *Developments economy and human resources are important values for a company. Companies can to improve and make plans about each other's performance to reach purpose of companies. The existence of research with the aim of looking at the effect of communication, work environment, and compensation on employee performance. Descriptive quantitative is used in research. Non-probability sampling was used in this study with a saturated sample method of 60 respondents. The analysis is multiple linear regression. The result is that communication has a positive effect on the performance of an employee, the work environment has a positive and significant influence on the performance of an employee and compensation has a positive and significant effect on an employee's performance. Meanwhile, the value of the coefficient of determination (R^2) is known to be 31.8%, which means that employee performance is influenced by communication, environment, and compensation, then 68.2% is explained by other factors.*

Keywords: *Employee performance, communication, work environment, compensation*

1. INTRODUCTION

Newly founded startups in the modern period include a number of modern innovations. A company will undoubtedly fall behind other businesses and lose in its industry's competition if it lacks innovation and creativity. The employees of the company have an impact on its ability to compete.

Human resources are individuals who can produce goods and services, market, manage finances, and design company strategies (Ristiningrum, 2015). Professional human resources may make businesses competitive and influence a company's success. Management must therefore research employee attitudes and behavior in order to enhance employee performance. Employee performance is supported by several factors, including communication between employees, employee work environment, and employee compensation as a reward for the performance result.

Employee performance is part of the spirit, motivation, and function of an employee in the company (Nunalaitha, 2018). Employee performance has a vital function for the life or failure of a company, so that the company is able to carry out its responsibilities (Julita and Nel Arianty, 2018). It is important for a company to create an employee appraisal system in assessing employee performance in order to obtain maximum results in a company. The performance management system consists of processes to assess, evaluate, and reward employee performance (Logahan & et al, 2012).

Communication determines the pattern of human life related to other humans. Each employee who works must communicate. Communication is a form of exchanging information and messages with one another (Ristiningrum, 2015). Three types of communication can be observed in the workplace: intra-company communication, group communication, and communication between coworkers. It implies that all employees who work must communicate with one another, including coworkers and bosses, in order to boost employee performance through the sharing of ideas and views. Employee performance can be improved through communication (Yuniasih, 2021).

The work environment has an impact on the work ethic of employees. Nazir et al (2021) in their research stated that a good environment such as a clean, comfortable, bright, quiet, and free environment from all distractions so that employees do not do bad things. Employee performance can be enhanced by a favorable work environment.

Optimal employee performance is supported by compensation received by employees. The existence of adequate compensation makes employees have a contribution in advancing the company. Compensation as wages or benefits or providing facilities that are valued in money and given periodically by the company to its employees (Alfiyah & Riyanto, 2019). Employees' compensation is a crucial factor that can serve as motivation to help them perform better and accomplish their goals (Sanjaya & Indrawati, 2014).

PT Binter Jet Karanganyar is a company that is engaged in Digital Printing as a supplier of digital printing materials and machines such as ink machine. The obstacle on the part of employees at PT Binter Jet Indonesia is the lack of communication between employees and employers, as well as between fellow employees. Employee performance suffers as a result of employees being overly preoccupied with their work and the fact that their salary does not match what the corporation had promised. Compared to the cleanliness factor, the work environment aspect is less beneficial.

2. LITERATURE REVIEW

Employee performance

Hasibuan (2012) states that performance as a form of a person's work is based on his ability, knowledge, experience, and sincerity. Employee performance is also influenced by internal factors such as knowledge, intellect, ability, discipline and motivation. External parts such as leadership, the state of the compensation environment, and the state of the company's management. The existence of these things needs to be known by the company so that employee performance can also be improved. The indicators used in employee performance according to Logahan et al (2012) are the number of results, quality, processing time, attendance, and knowledge and abilities.

Communication

According to Usman (2011) communication is a process of exchanging ideas and thoughts both verbally and non-verbal either indirectly or directly, or using non-verbal language as well. In research conducted by (Julita & Nel Arianty, 2018) Information from within or outside the organization is distributed through communication. Individual, group, and organizational communication are the three types of communication used in different contexts (Silviani, 2020: 44). The indicators used in this study according to Julita and Nel Arianty (2018) are openness, empathy, mutual support, positive thoughts and positive actions, and similarities.

Environment

The work environment is something within the employee's sphere that affects work productivity (Alex, 2011: 183). Sedarmayanti (2010: 21) work environment as a vehicle for employees to work, with all the rules. According to So, according to the author, the work environment is an important area for employees in their activities in the company. Indicators of work in this study according to Sedarmayanti (2011, in Suryadin and Mistar 2020) is a physical work environment and not a physical one. Physical work environment such as lighting, decoration, air temperature, and so on. While the non-physical environment such as boredom, fatigue, monotonous work, and etc.

Compensation

According to Santoso and Masman (2016) compensation is the total cost incurred by the company such as allowances, wages, facilities, meal allowances, and pensions and so on. Compensation is part of HRM in carrying out its functions which have to do with giving an award to an individual. According to Zainal (2013) there are two kinds of compensation in the form of direct and indirect financial compensation. The indicators in compensation according to Andriani (2020) are incentives, salaries, and benefits.

3. RESEARCH METHODS

This research used quantitative method. The research conducted at PT. Binterjet Karanganyar. Non-probability sampling is a sampling technique used with saturated samples because all members of the population are used in this study. Arikunto (2010: 120), if the population is < 100 people then the entire population is used, if the population is > 100 people then 10-15 percent or 20-25 percent or above. Because the population and sample are 60 people from all employees of PT. Binterjet Karanganyar.

Results and Discussion

Classic assumption test

Normal P-P Plot of Regression Standardized Residual

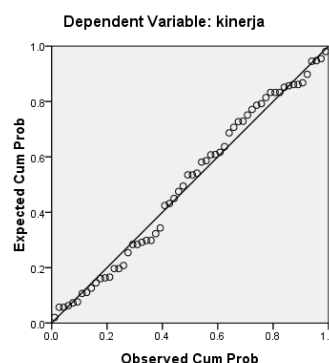


Figure 1. Normality

Source: Processed data, 2022

Based on figure 1, it shows that the points are distributed along the diagonal line, so the normality in this study is fulfilled. Next is the multicollinearity test.

Table 1
Multicollinearity

Model	Collinear Statistics	
	Tolerance	VIF
1 Constant		
communication	.497	2.013
environment	.513	1.950
compensation	.817	1.225

Source: Processed data, 2022

It can be concluded that the independent variable with tolerance > 0.1 and VIF < 10 , then it is not multicollinearity. In this research model is good for employee productivity.

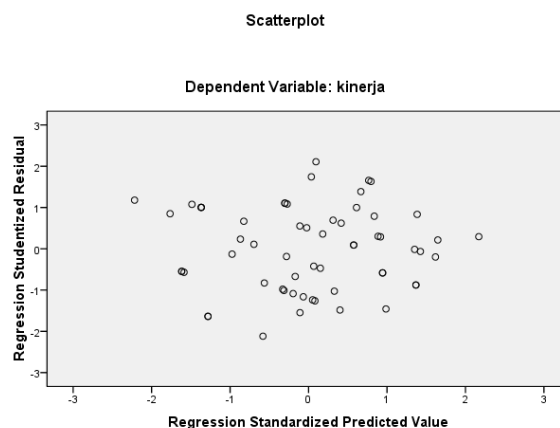


Figure 2. Heteroscedasticity Test Results

Source: Processed data, 2022

The points spread along the Y axis, and there is no clear shape, then the regression model fulfills the assumption of no heteroscedasticity.

Multiple Linear Analysis

Table 2
Linear Regression Results

Variable	B	t	Sig.
Constant	8,391	3,483	0.001
Communication	0.306	2,546	0.014
Environment	0.247	2,565	0.024
Compensation	0.562	2,738	0.008

Source: Processed data, 2022

The equation is obtained, :

$$Y = 8,391 + 0,306X_1 + 0,247X_2 + 0,562X_3$$

The explanation is as follows:

- 8.391 is a value (constant) which means that if the value of the independent variable (communication, environment, and motivation) is zero, the value of the dependent variable (performance) is 8.391.
- Communication variable value shows a B value with a positive value of 0.306, meaning that every high 1 in communication results in high performance of 0.306, then if communication decreases by 1, the performance decreases by 0.306.
- The value of working environment conditions with a positive B coefficient of 0.247. This means that if the environment becomes high by 1 unit, the result is that employee performance also becomes high by 0.247, then if it decreases by 1 unit, the performance decreases by 0.247.
- The compensation value with a positive B coefficient of 0.562. This means that the compensation has increased by 1 unit resulting in the performance being 0.562 then the compensation decreasing by 1 resulting in the performance decreasing by 0.562.

T test

Table 3

T test results

Model	T	Sig.
Constant	3,483	0.001
Communication	2,546	0.014
Environment	2,565	0.024
Compensation	2,738	0.008

Source: Processed data, 2022

X1 (communication) obtained the value of t count = 2,546. Using $\alpha = 0.05$ and $df = 60 - 4 - 1 = 55$, the value of t table = 1.673 is obtained. So the value of t table smaller than t count so the researcher concludes that H_0 is rejected and H_a is accepted. In conclusion, communication has a positive and significant influence on employee performance.

Obtained X2 (environment) obtained the value of t count = 2,565. Using $\alpha = 0.05$ and $df = 60 - 4 - 1 = 55$, the value of t table = 1.673 is obtained. Therefore, the t count is greater than t table, the researcher concludes that H_0 is rejected and H_a is accepted. That is, the environment has a positive and significant influence on employee performance.

X3 (compensation) obtained the value of t count = 2.738. Using $\alpha = 0.05$ and $df = 60 - 4 - 1 = 55$, the t table value = 1.673. So, the value of t table smaller than the calculated t, the researcher concludes that H_0 is rejected and H_a is accepted. This means that compensation has a positive and significant effect on employee performance.

(R²) or Coefficient of Determination

Table 4.
Coefficient of Determination (R²)
Model Summary

Model Summary^b				
Model	R	R ²	Adjusted R ²	Error Standard
1	.564a	.318	.281	2.410

Source: 2022 data processing

It was found (R²) that 31.8% of employee performance was influenced by communication, environment, and compensation, then 68.2% explained other factors that were not studied here. For example, competence, organizational culture, discipline and others.

Discussion

The communication variable has a significant and positive effect on employee performance. This means that good communication between fellow employees and with the leadership will increase employee performance as well. Good communication can reduce misunderstandings and avoid conflict, making it comfortable in the workplace.

Environmental variables have a significant and positive effect on employee performance. Means environmental conditions where employees work that provide comfort both in terms of physical and non-physical surroundings, if maintained starting from cleanliness, lighting, air temperature, comfort, away from crowds can improve employee performance, so as to achieve company goals.

Compensation has a positive and significant relationship on employee performance. Compensation given either large or small as a form of employee performance measurement can increase employee performance. Compensation can have an effect on employee performance and have an effect on achieving company goals.

4. CONCLUSION

Conclusions in this study:

- a. The communication variable has a significant and positive relationship on performance. That is, if the communication that is established both between fellow employees and with the leadership is well established, it can improve the quality of performance in employees
- b. Environment has a significant and positive relationship on performance. This means that a comfortable, calm, and happy environment can make employee performance better and improve.
- c. Compensation has a significant and positive relationship on performance. In other words, if the employee's salary has gone well and is appropriate, then their performance will also go well and improve.

Suggestion

There are suggestions as follows:

- a. For PT. Binterjet Karanganyar is expected to improve communication between employees, for example by conducting outbound activities so that employee communication can be improved properly. They may focus on work, but it is very important in open communication so that they can exchange ideas and opinions.
- b. PT. Binterjet Karanganyar is expected to encourage employees in terms of environmental cleanliness, for example there is a garbage bin according to the type of waste, for example organic and non-organic waste.
- c. PT. Binterjet Karanganyar is expected to increase the compensation of its employees according to their performance, so that employees are more enthusiastic at work.
- d. The next researcher is able develop other factors that have an influence on employee performance, and can provide comparisons on employee performance with different objects.

REFERENCES

- Alfiyah, dan Riyanto. (2019). The Effect of Compensatioon, Work Environment and Training on Employee`s Perfromance of Politeknik LP3I Jakarta. *International Journal Vol 4 Issue 5*
- Andriani C. (2020). *Pemberian kompensasi, pelatihan kerja, dan kepuasan kerja terhadap peningkatan kinerja karyawan*
- Hasibuan M. (2012). *Manajemen SDM. Edisi Revisi, Cetakan ke Tigabelas*. Jakarta: Bumi Aksara
- Julita, dan Nel Arianty. (2018). *Pengaruh Komunikasi dan Lingkungan Kerja Terhadap Kinerja Karyawan pada PT. Jasa Marga (Persero) Tbk Cabang belmera Medan*
- Logahan J.M, et al. (2012). Analisis Pengaruh Lingkungan Kerja dan Pemberian Kompensasi Terhadap Kinerja Karyawan CV. Mum Indonesia. *Jurnal penelitian Binus Business review Vol 3 No 1, 573-586*.
- Nanulaitta D.T. (2018). Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Kinerja Karyawan KSU Amboina Mekar di Kota Ambon. *Jurnal manajemen, ide, inspirasi Vol 5 No 2, 203-218*.

- Ristiningrum. (2015). *Kinerja karyawan ditinjau dari komunikasi dan budaya kerja pada CV*. Surakarta: Gloal Mandiri Sejahtera
- Sanjaya, dan Indrawati. (2014). Pengaruh Kompetensi, Kompensasi, dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Pande Agung Segara Dewata. *Jurnal Penelitian*, 205-223
- Santoso Y, dan Masman, R. (2016). *A Practical Guidance to Excecutive Compensation Management*. Jakarta: PT. Elex Media Komputindo.
- Silviani. (2020). *Komunikasi Organisasi*. Surabaya: PT.Scopindo Media Pustaka
- Suryadi, dan Mistar. (2020). Pengaruh Human Relation dan Kondisi Lingkungan Terhadap Etos Kerja Karyawan Pada Kantor Unit Layanan Pengadaan (ULP) Woha. *Jurnal Penelitian Vol 6 No 1*.
- Usman H. (2011). *Manajemen*. Jakarta: PT.Bumi Aksara.
- Yuniasih Y. (2021). Pengaruh disiplin dan komunikasi terhadap kinerja karyawan. *Jurnal perbankan dan keuangan Vol 2 No 1*, 37-42