

The Effect of Work Environment and Compensation on Employee Performance at PT. Premiumtrans Lintas Nusantara

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Abstract

The aim of this research is to determine the relationship between employee performance and pay and work environment. Personnel from all 31 PT Premiumtrans Lintas Nusantara were included in the study. This study used the Saturated Sampling Technique to choose a sample of 31 employees from the whole workforce. Primary data are used in this study. methods for gathering data that include surveys, questionnaire, and observation. Research of this kind is quantitative. The findings demonstrated that, with a significance value of $0.000 < 0.05$ and a t-count value of $4,384 > 2,048$, the work environment variable (X1) had a positive and significant effect on the performance variable (Y). With a significance value of $0.130 > 0.05$ and a t-count of $1.561 < 2.048$, the compensation variable (X2) has no discernible impact on performance (Y). Performance (Y) is significantly impacted by work environment (X1) and compensation (X2), with an f-count value of $23,723 > 3.34$ and a significance value of $0.000 < 0.05$.

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1. Introduction

In facing increasingly competitive global competition and challenges, companies are required to have the ability to increase competitiveness which aims to maintain the survival and running of the company. Generally speaking, a firm is a location where production activities for goods or services take place in order to fulfill the demands of the community. The company certainly has a goal to maximize profits for the company and improve the welfare of the company and employees. Employees are very important assets in supporting the achievement of the company's vision, mission and goals. Qualified personnel are required in order to meet a company's objectives, and in compliance with those objectives, as well as ensuring that employees are able to carry out the tasks and jobs that have been given and determined by the company. Afandi (2018: 83) defines performance as the outcomes of work completed by an

individual or group inside an organization in compliance with their specific roles and duties in an attempt to meet business objectives in a way that is morally and ethically righteous, lawful, and compliant. High employee performance is a reflection of employee quality. Performance, in the words of Kasmir (2018: 182), is the outcome of work and work behavior that has been attained in finishing the duties and responsibilities given to employees within a specific time frame. Performance is a crucial factor that can influence a company's ability to survive and accomplish its objectives. In Alesca Ferronyca Rambe (2022) Hasibuan (2010) states, performance is something that is achieved by employees in carrying out the duties as well as the work assigned to the employee himself based on ability, experience, sincerity and time. When employees have high performance, employees not only meet the expectations set by the company, but also become a major factor in the success of the company itself. Almost all companies must strive to improve the performance of their employees, for example through a proper and appropriate work environment and compensation.

In general, the work environment is the things that surround employees and affect them as they perform their jobs and tasks that make up the work environment. The work environment, according to Afandi (2018: 66), is everything in an employee's immediate surroundings that may have an impact on how well he performs his job. As defined by Nitisemo (2008) in Yusuf et al. (2022), the work environment includes everything that surrounds an employee and has the potential to affect how well he does his duties and work. The physical and non-physical work environments are the two categories into which Sedarmayanti (2017: 60) divides the work environment (Maryani et al., n.d.). The tangible objects in and around the workplace make up this physical work environment. While all circumstances pertaining to interactions and relationships at work—including those with supervisors, coworkers, and subordinates—are included in the non-physical work environment. Employees will get compensation that is reasonable and commensurate with their performance if the company's goals are met and they work in an atmosphere that promotes optimal performance.

As per Afandi (2018: 191), compensation encompasses any monetary or non-monetary earnings that employees receive, either directly or indirectly, in exchange for their contributions to the organization. In Bella Manoban (2022), Alex Nitisemo defines compensation as a type of payment that an employer makes to its staff; it is typically delivered on a set schedule and has a monetary value. There exist two distinct categories of compensation: direct compensation and indirect compensation. All forms of monetary rewards, including salaries, allowances, incentives, and bonuses, are considered forms of direct compensation. Any financial benefits that businesses offer to their staff through third parties, such as signing them up for health insurance or old age security programs, are considered indirect compensation.

PT Premiumtrans Lintas Nusantara or better known as Premium Logistics Indonesia is a service company engaged in logistics and freight forwarding, which was established in 2010. Since its inception, Premium Logistics Indonesia has been committed to providing efficient domestic shipping services throughout Indonesia. In Premium Logistics Indonesia, employees often face various challenges at work that affect performance. One problem that often arises is the demand for on-time delivery. Employees often feel pressured to complete deliveries on time, especially with a full and busy schedule. This can lead to a work environment that is burdened by pressure and stress, which can then affect the well-being and especially employee performance. Another challenge faced by employees is long working hours. Employees at logistics and freight forwarding companies often work irregular hours that exceed the standard working hours in general. Long working hours can lead to physical and mental fatigue, decreased motivation and enthusiasm for work in employees. In this company, performance appraisal is calculated based on the successful delivery of goods. Because customer satisfaction is a priority and employees will feel the good impact. However, if work evaluation is only focused on the successful delivery of goods, it can lead to unhealthy competition between employees which results in a breakdown in team collaboration and a decrease in motivation and overall performance. Furthermore, risk in the delivery journey is also one of the problems associated with freight forwarding. This can lead to high levels of anxiety and stress for employees, especially if they face heavy traffic or bad weather conditions. In the long run, this can affect the quality of their performance.

delays in providing compensation to employees. This delay is not without cause. Every day the company incurs operational costs to deal with routine delivery of goods, while payments are not made directly by customers. Most customers will only pay the bill within 30-45 days after the bill is issued. Therefore, the company continues to incur operational costs to deliver the goods to customers, while payment will only be received in a longer period of time. This situation causes the company to experience a shortage of working capital, which affects the company's inability to compensate employees in a timely manner. In this case, the company must overcome the problem of working capital shortage so that the financial welfare of employees is guaranteed.

Currently, the company has not enrolled its employees in health and employment insurance, nor has it included employees in the retirement protection program or Old Age Security (JHT). This is due to the company's financial instability in recent times. But this year, the company has planned to enroll and include employees in a comprehensive health insurance, employment program to handle workplace risks, and also in retirement protection or Old Age Security to ensure employee welfare in the future. It is anticipated that this action will improve the

company-employee connection and provide employees with reassurance that the organization is paying attention to their requirements.

This study intends to ascertain how employee performance at PT Premiumtrans Lintas Nusantara, also known as Premium Logistics Indonesia, is impacted by the work environment and compensation. Performance is impacted by the work environment, as demonstrated by the findings of a study conducted in 2021 by Gede Ardi Putra Kresmawan et al. The findings of Sugiarti E's investigation also corroborate this viewpoint (2020). Performance is impacted by the work environment, as demonstrated by the findings of a study conducted in 2021 by Gede Ardi Putra Kresmawan et al. The findings of Sugiarti E's investigation also corroborate this viewpoint (2020).

Performance is impacted by compensation as well, according to Marayasa and Noryani's research (2020). The findings of research by Setiawan V, Eliza E, and Kumala D (2023) also lend credence to this study. It deviates, nevertheless, from the findings of a study conducted in 2023 by Agus S, Nelwan O, and Uhing Y, which found no discernible relationship between compensation and performance. The writers choose the title "The Effect of Work Environment and Compensation on Employee Performance" in light of the above description and the disagreements in the research that have been discussed.

2. Method

Since this research is quantitative in nature, statistical techniques will be used to process the data that is collected. The process of gathering and analyzing quantifiable data through the use of numbers and statistics is known as quantitative research. This study employed primary data for its analysis. Primary data, as defined by Sugiyono (2019; 194), are data that researchers collect directly from sources such as observations, interviews, and surveys. Primary data for this study was gathered by means of staff questionnaires and observations at Premium Logistics Indonesia.

The Likert scale approach is the measurement scale employed in this investigation. According to Zulfa Ardhini (2022), the Likert scale method is a scale or assessment that is used to gauge a person's or a group's attitudes, opinions, or perceptions regarding an occasion or social phenomenon. Respondents use this scale to indicate how much they agree or disagree with a statement across five assessment categories: Strongly Agree (SS) = 5, Agree (S) = 4, Neutral (N) = 3, Disagree (TS) = 2, and Strongly or Disagree (STS) = 1.

Population and Sample

Sugiyono (2013) states, population is a topic that scholars analyze and then draw judgments on. The population includes not only individuals, but also items, other objects, and all of the attributes that the subject or object possesses. The population for this study is all of PT Premiumtrans Lintas Nusantara's employees, which number 31.

Sugiyono (2013) defines samples as the types and features of data used in a study. Because the population is tiny, the Saturated Sampling approach is utilized, which involves taking a sample from the total population. The sample for this study comprised all employees of PT Premiumtrans Lintas Nusantara, which totaled 31.

Both independent and dependent variables exist. Sugiyono (2013) defines independent variables as those that have an impact on or generate changes in the dependent variable. The variable that is impacted by or results from the independent variable is known as the dependent variable. Employee performance is the dependent variable in this study, whereas the work environment and salary are the independent variables.

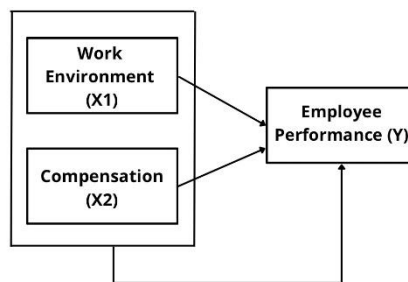


Figure 1: Framework of Thought

Prof. Dr. Sugiyono (2013) defines statistical hypotheses as ad hoc answers or presumptions to the formulation of research topics. This is a provisional assumption because it hasn't been supported by the evidence gathered; rather, it is based solely on pertinent hypotheses. The following is the hypothesis put out in this study:

1. Hypothesis 1 (H1):

Ho1: Work Environment does not have a positive and significant influence on Employee Performance ($H_0: \beta_1 = 0$).

Ha1: Work Environment has a positive and significant influence on Employee Performance ($H_1: \beta_1 \neq 0$).

2. Hypothesis 2 (H2) :

Ho2: Compensation does not have a positive and significant influence on Employee Performance ($H_0: \beta_2 = 0$).

Ha2: Compensation has a positive and significant influence on Employee Performance ($H_1: \beta_2 \neq 0$).

3. Hypothesis 3 (H3)

Ho3: Work Environment and Compensation simultaneously do not have a positive and significant influence on Employee Performance ($H_0 : H_1: \beta_1 = 0 \text{ dan } \beta_2 = 0$).

Ha3: Work Environment and Compensation simultaneously have a positive and significant influence on Employee Performance ($H_1: \beta_1 \neq 0 \text{ dan } \beta_2 \neq 0$).

Descriptive and inferential analysis are the analysis techniques employed in this study. Validity, reliability, the classical assumption test (which includes the normalcy, multicollinearity, and heteroscedasticity tests), multiple linear regression, the hypothesis test (which includes the partial test (T) and simultaneous test (F), and the coefficient of determination are all included in this inferential analysis.

3. Results

Based on their attributes, study participants can be categorized. The features of the respondents are primarily male, with the majority having completed high school or an equivalent educational program, the typical age range being 21–35 years, and the highest number of years of employment being 1-3 years, as Table 1 will detail.

Table 1 : Respondent Characteristics

Characteristics	Total	Percentage	Characteristics	Total	Percentage
Gender			Education		
Male	22	71%	SMP	3	9.7%
Female	9	29%	SMA/Equivalent	12	38.7%
			D3	5	16.1%
Length of Service	Total	Percentage	D4/S1	9	29%
			More	2	6.5%
< 1 Year	6	19.4%	Age	Total	Percentage
1-3 Years	22	71%	21-35 Years	24	77.4%
4-5 Years	0	0	36-45 Years	3	9.7%
> 5 Years	3	9.7%	46-55 Years	4	12.9%

Source: Data processed

Validity Test

Table 2: Validity Test of Work Environment Variables

No	r-count	r-table	Description
X1_1	0.581	0.355	Valid
X1_2	0.721	0.355	Valid
X1_3	0.632	0.355	Valid
X1_4	0.622	0.355	Valid
X1_5	0.905	0.355	Valid
X1_6	0.716	0.355	Valid
X1_7	0.775	0.355	Valid
X1_8	0.664	0.355	Valid
X1_9	0.596	0.355	Valid

X1_10	0.806	0.355	Valid
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Source: Data processed

As can be seen from table 2's results, the work environment questionnaire items have a significance value less than 0.05 and an r-count value more than the r-table value (0.355). This suggests that since the data passes the validity test, it can be considered authentic.

Table 3: Validity Test of Compensation Variables

No	r-cpunt	r-table	Description
X2_1	0.668	0.355	Valid
X2_2	0.612	0.355	Valid
X2_3	0.787	0.355	Valid
X2_4	0.801	0.355	Valid
X2_5	0.790	0.355	Valid
X2_6	0.825	0.355	Valid
X2_7	0.809	0.355	Valid
X2_8	0.784	0.355	Valid
X2_9	0.520	0.355	Valid
X2_10	0.728	0.355	Valid

Source: Data Processed

As indicated by the result value in Table 3, the compensation questionnaire items have an r-count value greater than the r-table value (0.355) and a significance value less than 0.05. This suggests that since the data passes the validity test, it can be considered authentic.

Table 4: Validity Test of Performance Variables

No	r-hitung	r-tabel	Keterangan
Y_1	0.410	0.355	Valid
Y_2	0.667	0.355	Valid
Y_3	0.763	0.355	Valid
Y_4	0.835	0.355	Valid
Y_5	0.731	0.355	Valid
Y_6	0.818	0.355	Valid
Y_7	0.683	0.355	Valid
Y_8	0.523	0.355	Valid
Y_9	0.599	0.355	Valid
Y_10	0.710	0.355	Valid

Source: Data processed

The employee performance questionnaire items have an r-count value more than the r-table value (0.355) and a significance value of less than 0.05, as shown by the result value in Table 4. This indicates that the data can be deemed genuine because it satisfies the validity test requirements.

Reliability Test

Table 5 : Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.886	10

Source: Data processed

Table 5 shows that the Cronbach's Alpha value is 0.886, which is greater than 0.7, indicating the reliability of the questionnaire questions related to the work environment variable.

Table 6 : Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.901	10

Source: Data processed

Table 6 shows that the Cronbach's Alpha value is 0.901, which is larger than 0.7, indicating the reliability of the questionnaire items related to the compensation variable.

Table 7 : Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.868	10

Source: Data processed

Table 7 shows that the Cronbach's Alpha score is 0.868, which is higher than 0.7, indicating that the performance variable questionnaire items are deemed reliable.

Classical Assumption Test

1. Normality Test

The Kolmogorov-Smirnov normalcy test provides a basis for decision-making if the significance value is more than 0.05 and the residual value is normally distributed. However, If the significance value is less than 0.05, the residual value is not normally distributed. The significant value for Kolmogorov-Smirnov is 0.152, as indicated by Table 8 of the Normality Test. Considering that $0.152 > 0.05$ is the significance value,

it may be inferred that the three variables under test – work environment (X1), compensation (X2), and employee performance (Y) – are regularly distributed.

Table 8 : Normality Test

One-Sample Kolmogorov-Smirnov Test	
Unstandardized Residual	
N	31
Normal	0,0000000
Parameters ^{a,b}	Mean
	Std. Deviation
Most Extreme Differences	0,136
Absolute	Positive
	Negative
Test Statistic	0,136
Asymp. Sig. (2-tailed)	.152 ^c
a. Test distribution is Normal.	
b. Calculated from data.	
c. Lilliefors Significance Correction.	

Source: Data Processed

2. Multicollinearity Test

The presence or absence of multicollinearity can be determined using the tolerance value or VIF (Variance Inflation Factor). The regression model lacks multicollinearity if the VIF score is less than 10. The regression model is not multicollinear if the tolerance value is greater than 0.1, and vice versa. The tolerance and VIF value computations in table 7 show that no independent variable has a tolerance value of less than 0.1 or a VIF value bigger than 10. This eliminates multicollinearity in the regression model by showing that there is no appreciable correlation between the independent variables.

Table 9 : Multicollinearity Test

		Coefficients ^a					Collinearity Statistics		
Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Tolerance	VIF
		B	Std. Error	Beta					
1	(Constant)	17.769	3714,000			4.784	.000		
	Work Environment (X1)	.459	.105	.635		4.384	.000	.631	1.584
	Compensation (X2)	.171	.109	.226		1.561	.130	.631	1.584

a. Dependent Variable: Employee Performance

Source: Data processed

3. Heteroscedasticity Test

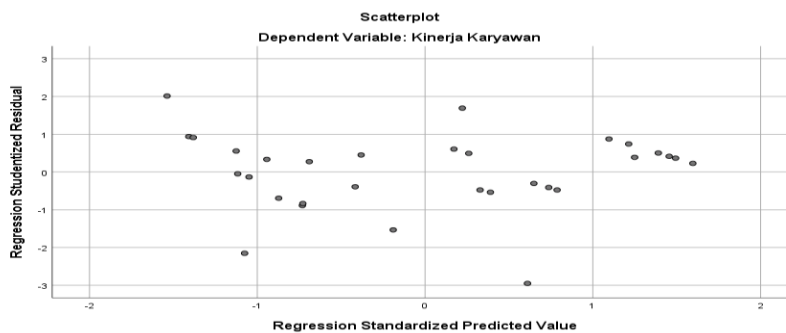


Figure 2 : Heteroscedasticity Test

Figure 2 displays the findings of the heteroscedasticity test. This scatterplot graph displays the randomly distributed dots, which are dispersed both above and below the 0 on the Y axis and, on average, between -1 and 1. The random distribution suggests that the regression model does not include heteroscedasticity. Therefore, using the Work Environment (X1) and Compensation (X2) variables as predictors, the Employee Performance variable (Y) can be predicted using this regression model.

Multiple Linear Regression Test

Table 10 : Multiple Linear Regression Test

		Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients		Sig.	
		B	Std. Error	Beta	t		
1	(Constant)	17.769	3.714			4.784	.000
	Work Environment	.459	.105	.635		4.384	.000
	Compensation	.171	.109	.226		1.561	.130

a. Dependent Variable: Employee Performance

Source: Data processed

According to Table 10, the compensation coefficient (b2) is 0.171, the work environment coefficient (b1) is 0.459, and the constant value (a) is 17.769. In order to arrive at the following multiple linear regression equation: $17.769 + 0.459X_1 + 0.171X_2 + e = Y$

Description

Y = Employee Performance dependent variable X1 = Work Environment Variable

X2 = Compensation Variable

b1 = Regression Coefficient of Work Environment Variable

b2 = Compensation Variable Regression Coefficient

a = Constant

e = Confounders (error)

The constant value (a) of 17,769 indicates that Employee Performance equals 17,769 if the Work Environment and Compensation variables have no effect, or if the Work Environment variable (X1) and the Compensation variable (X2) are equal to zero. X1 has a coefficient value of 0.459, which indicates that it is positive. The fact that the Employee Performance variable will grow by 0.459 units for each unit increase in the Work Environment variable (X1) suggests that X1 has a significant and positive influence on the Employee Performance variable.

The X2 coefficient, at 0.171, shows that the association is positive. This shows that there is a positive and significant association between the two variables, with the Employee Performance variable increasing by 0.171 units for every unit increase in the Compensation variable (X2).

Hypothesis Test

1. T Test (Partial)

Table 11 : T Test Results (Partial)

Coefficients ^a						
Model	Unstandardized Coefficients			Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.	
1	(Constant)	17.769	3.714		4.784	0.000
	Work Environment	0.459	0.105	0.635	4.384	0.000
	Compensation	0.171	0.109	0.226	1.561	0.130

a. Dependent Variable: Employee Performance

Source: Data processed

An explanation of the testing of the independent variables can be found in Table 11 of the partial test results. It indicates that H_{a1} is accepted and H_{o1} is rejected when the t-count value of 4.384 is higher than the t-table value of 2.048, i.e., when the impact of the work environment (X1) on employee performance (Y) is significant at $0.000 < 0.05$. This suggests that the work environment (X1) has a major impact on employee performance (Y). The partial test (t test) findings show that the influence of Compensation (X2) on employee performance (Y) has a significant value of $0.130 > 0.05$. There is a difference between the t-count value of 1.561 and the t-table value of 2.048. These findings suggest that whilst H_{o2} is accepted, H_{a2} is refused. This indicates that employee performance (Y) is not significantly impacted by compensation (X2).

2. F Test (Simultaneous)

Tabel 12 : Uji F (Simultaneous)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	595,845	2	297,923	23,723	.000 ^b
	Residual	351,639	28	12,559		
	Total	947,484	30			

a. Dependent Variable: Kinerja Karyawan
b. Predictors: (Constant), Lingkungan Kerja (X1), Kompensasi (X2)

Source: Data processed

The results of the f test (simultaneous test) in table 12 show that the influence of the work environment (X1) and compensation (X2) on employee performance (Y) has a significant value of 0.000, meaning it is less than 0.05. As $23.723 > 3.34$, the f-count number shows that H_{a3} is approved and H_{o3} is refused. This implies that the work environment (X1) and pay (X2) have a significant impact on worker performance (Y).

Coefficient of Determination

Table 13 : Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.793 ^a	0,629	0,602	3,544

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

Source: Data processed

The work environment variable (X1) and the compensation variable (X2) can explain 62.9% of the variance in the employee performance variable (Y), according to table 13's coefficient of determination (R²) and R Square value of 0.629. The remaining 0.374, or 37.4%, of the variance is explained by other variables that were not included in the study data.

4. Conclusions

This research attempts to ascertain the impact of work environment (X1) and compensation (X2) on employee performance (Y). Drawing on the discourse and findings of the conducted investigation, the writers can draw the following conclusions:

- 1) The Partial Test (T test) findings indicate that H₁ is approved and H₀₁ is denied because the significant value of the impact of the work environment (X1) on employee performance (Y) is 0.000 <0.05 and t-count 4.384 > t-table 2.048. This indicates that employee performance (Y) is significantly and favorably impacted by the work environment (X1).
- 2) The Partial Test (T test) findings indicate that the influence of Compensation (X2) on employee performance (Y) has a significant value of 0.130 > 0.05 and a t-count of 1.561 < t-table, or 2.048. As a result, H₀₂ is accepted and H_{a2} is denied. This indicates that employee performance (Y) is not significantly impacted by compensation (X2).
- 3) The F Test (Simultaneous Test) results indicate that the f-count value is 23.723 > 3.34 and the significant value of the effect of work environment (X1) and compensation (X2) on employee performance (Y) is 0.000 < 0.05. Consequently, H_{a3} is approved and H₀₃ is refused. This suggests that work environment (X1) and compensation (X2) have a major influence on employee performance (Y).

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