

THE INFLUENCE OF MOTIVATION, WORK ENVIRONMENT, AND COMPENSATION ON EMPLOYEE PERFORMANCE AT PT ETERNAL FINANCE (DISCOVERED) SOUTH JAKARTA HEAD OFFICE

Elvira Rachmah Dewi¹⁾, Sunarto²⁾, Pamela Magdalena,³⁾

Fakultas Ekonomi dan Bisnis, Institute ABFI Perbanas

*Correspondence: pamela@perbanas.id

Abstract – This study aims to analyze the effect of motivation, work environment, and compensation on employee performance at PT Eternal Finance (Disguised) South Jakarta's head office. There are three independent variables in this study, namely motivation, work environment, and compensation which will be tested for their effect on the dependent variable, namely employee performance. The population of this study is permanent employees who work at the head office of PT Eternal Finance, sampling using a non-probability sampling technique with a purposive sampling technique. Data was collected by distributing questionnaires and the data analysis method used descriptive analysis, multiple linear analysis, coefficient of determination test, t-test, and model feasibility test which was processed using the SPSS for Windows program. The results showed: (1) motivation has a significant and significant effect on employee performance with a significance value of $0.000 < 0.05$; (2) the work environment has a significant and significant effect on employee performance with a significance value of $0.002 < 0.05$; (3) compensation has no effect and is not significant on employee performance with a significance value of $0.630 > 0.05$; (4) motivation is a variable that has more influence on employee performance by 47.9%; (5) the value of Adjusted R Square is 0.467, meaning that 46.7% of the factors that affect employee performance include motivation, work environment, and compensation variables. The remaining 53.3% is influenced by other factors outside of this study. The abstract is a summary of the article. It is consist of aim/goal/problem of research, research methods, results and discussion, and conclusion. Implications or recommendation can be added in the abstract. The abstract must be written in 150 - 250 words. The abstract must not contain lengthy background information and have no reference to figure, table, equation, any bibliographical reference either coming within or other article. The language of abstract must be clear and concise. It is a stand-alone summary in one paragraph.

Keywords: Motivation, Work Environment, Compensation, and Employee Performance

I. INTRODUCTION

Nowadays, the development of science and technology is experiencing rapid development. This affects the way each company works so that human resources are needed who are able to take the company's development in a better direction. Employee performance is the result of work produced by each individual in the company for what they have done in accordance with their respective duties and responsibilities given by the company. Based on the data obtained, there has been a decline in performance at PT Eternal Finance (name disguised) is seen from the difference or comparison between the company's targets and the achievements achieved by the company in the last 3 years.

Looking at the current conditions, in the midst of the COVID-19 pandemic, several companies are implementing a work from home system, this system is also being implemented at PT Eternal Finance. By implementing the work from home system, it will have an impact on changes in employee activities, especially in several aspects such as time, work atmosphere, and reduced direct interaction between employees which may reduce employee motivation to work, even though they work from home (work from home) is carried out alternately with working from the office. Apart from motivation, the work environment has an important role in employee performance. The work environment is one of the factors that plays a role in increasing or decreasing employee performance. Compensation may also be a factor that can improve employee performance in addition to motivation and work environment. Employees always want fairness in the compensation system so that it is adjusted to the demands of their work, as well as the employee's skill level in contributing to their work. These things will help the company improve employee performance.

Based on this phenomenon, the author wants to conduct research with the title *The Influence of Motivation, Work Environment and Compensation on Employee Performance at PT Eternal Finance, South Jakarta Head Office*

II. METHODS

This research was conducted at PT Eternal Finance (disguised), Jl. Metro Pondok Indah No.1, South Jakarta and made employees the main object of this research. The population in this research is permanent employees at the head office of PT Eternal Finance South Jakarta, totaling 440 (four hundred and forty) employees. The type of data in this research is quantitative data and the data source was obtained directly through distributing questionnaires to respondents who were permanent employees at the head office of PT Eternal Finance. The sampling technique used was nonprobability sampling, with a purposive sampling method. This research was conducted at PT. Eternal Finance (disguised), Jl. Metro Pondok Indah No.1, South Jakarta and made employees the main object of this research. The population in this research is permanent employees at the head office of PT. Eternal Finance South Jakarta, totaling 440 (four hundred and forty) employees. The type of data in this research is quantitative data and the data source was obtained directly through distributing questionnaires to respondents who were permanent employees at the head office of PT Eternal Finance. The sampling technique used was nonprobability sampling, with a purposive sampling method.

III. RESULTS AND DISCUSSION

In this research, the data used is data obtained from respondents using the questionnaire method. The respondents in this research were 81 permanent employees at the head office of PT Eternal Finance. Of the 81 respondents, the number of male respondents was greater with a percentage of 76.5% (62 respondents), while the remaining 23.5% were female (19 respondents).

Based on the data, it can be seen that respondents with an age range of 21 - 25 years are comparable to respondents with an age range of 26 - 30 years where the percentage of respondents with an age range of 21 - 25 years and 26 - 30 years respectively is 93.8% (38 respondents), and the remaining 6.2% of

respondents were in the age range 31 – 40 years (5 respondents). And there were no respondents with an age range of ≤ 20 years, 40 -50 years, or more than 50 years.

The majority of respondents in this study had a work period of 0 – 5 years with a percentage of 88.9% (72 respondents). Then respondents with a work period of 6 – 10 years were 9.9% (8 respondents), and the remaining 1.2% were 11 – 20 Years (1 respondent). And there were no respondents with more than 20 years of service. the majority of respondents in this study had a work period of 0 – 5 years with a percentage of 88.9% (72 respondents). Then respondents with a work period of 6 – 10 years were 9.9% (8 respondents), and the remaining 1.2% were 11 – 20 Years (1 respondent). And there were no respondents with more than 20 years of service.

The majority of respondents in this study had a bachelor's degree or equivalent with a percentage of 95.1% (77 respondents), and the remaining 4.9% had a master's degree or equivalent (4 respondents). And there were no respondents with a high school education, diploma (DIII) or equivalent, and doctoral degree or equivalent. the majority of respondents in this study had a bachelor's degree or equivalent with a percentage of 95.1% (77 respondents), and the remaining 4.9% had a master's degree or equivalent (4 respondents). And there were no respondents with a high school education, diploma (DIII) or equivalent, and doctoral degree or equivalent.

The following are respondents' responses to each variable through a questionnaire distributed by researchers to 81 respondents, of which 81 respondents are permanent employees who work at the head office of PT Eternal Finance. The questionnaire submitted contained 44 statements.

Overall, the average total Employee Performance score is 346.2. The score obtained is in the interval 340-405, so that the respondent's response to the employee performance variable is included in the Very Good category. This means that the performance of employees who work at PT Eternal Finance's head office is well established so that they are able to produce work in accordance with the company's expectations and targets. Overall, the average total Employee Performance score is 346.2. The score obtained is in the interval 340-405, so that the respondent's response to the employee performance variable is included in the Very Good category. This means that the performance of employees who work at PT Eternal Finance's head office is well established so that they are able to produce work in accordance with the company's expectations and targets.

The average total Motivation score is 342.2. The score obtained was in the interval 340-405, so that the respondent's response to the motivation variable was included in the Very Good category. This means that it can be concluded that the motivation of employees who work at PT Eternal Finance's head office is well established as a foundation for employees to achieve success in their work.

The average total Work Environment score is 353.2. The score obtained is in the interval 340-405, so that the respondent's response to the Work Environment variable is included in the Very Good category. This means that it can be concluded that the work environment at PT Eternal Finance's head office has been well established in an effort to optimize employee performance, even though employee working hours do not comply with the standards applied before the Covid-19 pandemic occurred, communication exists between fellow employees and with The boss is still running well.

Overall, the average total Compensation score was 318.4. The score obtained is in the interval 275-339, so that the respondent's response to the Compensation variable is included in the Good category. This means that it can be concluded that the compensation system at PT Eternal Finance head office has been well established in order to provide employee rights as an effort to optimize employee performance.

Table of Multiple Linear Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.534	4.371		4.241	0.000
	Motivation	0.479	0.117	0.470	4.101	0.000
	Work Environment	0.418	0.130	0.340	3.204	0.002
	Compensation	-0.038	0.079	-0.051	-0.483	0.630

a. Dependent Variable: Employee Performance

Based on the table above, the general equation for multiple linear regression is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$Y = 18.534 + 0.479X_1 + 0.418X_2 - 0.038X_3 + e$$

1. Constant (a) = 18.534 shows that if motivation, work environment and compensation are maintained constant, then the employee's performance value is 18.534. In other words, without the independent variable, the employee's performance value will remain at 18.534.
2. The coefficient value of the motivation variable (b_1X_1) is 0.479. With a positive value, it means that for every one unit increase in the motivation value, employee performance will increase by 0.479.
3. The coefficient value of the work environment variable (b_2X_2) is 0.418. With a positive value, it means that for every one unit increase in the work environment value, employee performance will increase by 0.418.
4. The coefficient value of the compensation variable (b_3X_3) is -0.038. A negative value means that for every increase in a unit of compensation, employee performance will decrease by -0.038, assuming that the motivation and work environment variables studied using the regression model in this study have constant values.

From the table it can also be concluded the following things:

1. Motivational Variables

The motivation variable has a calculated t value of 4.101 with a significance of 0.000. Thus, the calculated t value is greater than the t table, where the t table is 1.991 and the significance value is smaller than 0.05. The motivation variable also has a beta value away from zero (0), namely 0.479 or 47.9%. This means that the motivation variable has a positive and significant influence on employee performance variables and is the variable that most dominantly influences employee performance.

2. Work environment variables

The work environment variable has a t count of 3.204 with a significance of 0.002. Thus, the calculated t value is greater than the t table, where the t table is 1.991 and the significance value is smaller than 0.05. This means that work environment variables have a positive and significant influence on employee performance variables.

3. Compensation variables

The compensation variable has a calculated t of -0.483 with a significance of 0.630. Thus, the calculated t value is smaller than the t table, where the t table is 1.991 and the significance value is

greater than 0.05. This means that the compensation variable has no influence and is not significant on employee performance variables.

Determination Coefficient Table

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.698 ^a	0.487	0.467	4.132
a. Predictors: (Constant), Compensation, Work environment, Motivation				

Based on the table, the Adjusted R Square value is 0.467. It is mean, the relationship between the independent variable and the dependent variable is 46.7%. Based on this value, it can be assumed that 46.7% of the factors that influence employee performance include motivation, work environment and compensation variables. The remaining 53.3% was influenced by other factors outside this research.

Hypothesis test results show that motivation variables have a positive and significant influence on employee performance variables. The results of this research are supported by the results of research conducted by Magda (2022) on the Influence of Job Stress, Motivation and Compensation on PT Employee Performance. Sinarmas Multifinance Malang Branch During the Covid-19 Pandemic which shows that motivation has a positive and significant effect on employee performance. However, this research is not relevant to the results of research conducted by Malewa et al. (2021) which shows that motivation has no significant effect on employee performance. Thus, the motivation of permanent employees who work at PT Eternal Finance's head office has been able to improve their performance in carrying out their work.

Hypothesis test results show that work environment variables have a positive and significant influence on employee performance variables. The results of this research are supported by the results of research conducted by Hidayah et al. (2021) concerning the Influence of Human Relations and the Work Environment on Employee Performance During the Covid-19 Pandemic (Case Study in the Human Resources Section at the National Police Headquarters of the Republic of Indonesia) which shows that the work environment has a positive and significant effect on employee performance. However, this research is not relevant to the results of research conducted by Sukriyani (2021) on the Influence of Motivation, Compensation and Work Environment on the Performance of Regional Public Officials which shows that the work environment has no significant effect on performance. Thus, the work environment at PT Eternal Finance's head office has been well developed so as to improve employee performance.

The results of the hypothesis test show that the compensation variable has no influence and is not significant on the employee performance variable. The results of this research are not supported by the results of research conducted by Ebeneser and Safuan (2021) regarding the Impact of Compensation on Performance During the Covid 19 Period and Employee Job Satisfaction as an Intervening Variable at Pt Xyz which shows that compensation has a positive and significant effect on employee performance. However, this is supported by the results of research conducted by Siregar, Hetami, and Bharata (2021) regarding the Influence of Gojek Driver Compensation and Flexibility on Performance with Job Satisfaction as an Intervening Variable at PT Gojek Indonesia Samarinda Branch which shows that there is no significant positive influence between compensation on employee performance.

Thus the compensation given to employees is in accordance with employee needs, so that compensation does not become a variable that influences employee performance at PT. Eternal Finance during the current Covid-19 pandemic.

IV. CONCLUSION

Based on the results of the discussion, the following can be concluded. Based on the results of the discussion, the following can be concluded.

1. Motivation is included in the very good category and has a positive and significant influence on employee performance at PT Eternal Finance head office. In this way, the work motivation of employees at PT Eternal Finance head office has been formed and is able to improve performance in line with company expectations.
2. The work environment is included in the very good category and has a positive and significant influence on employee performance at PT Eternal Finance head office. In this way, the work environment at PT Eternal Finance's head office has been established and can help optimize employee performance.
3. Compensation is included in the good category but has no influence and is not significant on employee performance at PT Eternal Finance head office. Thus, a compensation system at PT Eternal Finance head office has been established to optimize employee performance.
4. Employee performance is included in the very good category, dominated by motivation which has the greatest influence on employee performance, namely 0.479 or 47.9%, with the motivation variable being able to influence employee performance variables more when compared to other independent variables. The coefficient of the motivation variable is positive, which means that the greater the employee's motivation, the greater the employee's performance. In this way, the performance of employees at PT Eternal Finance's head office has been established so that they are able to produce performance that meets the company's expectations.

REFERENCES

- Cahyono, Y. T., & Putri, E. (2020). Kompensasi, Motivasi, Pelatihan, dan Lingkungan Kerja Pada Kualitas Kinerja Pegawai. *Equilibrium*, 9(1), 19-26.
- Ebeneser, A., & Safuan. (2021). Dampak Kompensasi Terhadap Kinerja Selama Masa Covid 19 Dan Kepuasan Kerja Karyawan Sebagai Variabel Intervening pada Pt Xyz. *Jurnal Manajemen (Edisi Elektronik)*, 12(3). Halaman: 351-364.
- Gardjito, A. H., Musadieg, M. A., & Nurtjahjono, G. E. (2014). Pengaruh Motivasi Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan (Studi pada Karyawan Bagian Produksi PT. Karmand Mitra Andalan Surabaya). *Jurnal Administrasi Bisnis*, 13(1).
- Hanafi, B. D., & Yohana, C. (2017). Pengaruh Motivasi, dan Lingkungan Kerja, Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Mediasi Pada PT BNI LIFE INSURANCE. *Jurnal Pendidikan Ekonomi dan Bisnis (JPEB)*, 5(1).

- Hidayah, S., dkk (2021). Pengaruh Hubungan Antar Manusia dan Lingkungan Kerja Terhadap Kinerja Pegawai Selama Masa Pandemi Covid-19 (Studi Kasus pada Bagian Sumber Daya Manusia di Markas Besar Kepolisian Negara Republik Indonesia). *Jurnal Ilmiah Manajemen Ubhara*, Volume 3 No 2, Oktober 2020. ISSN 1858 – 1358, E – ISSN 2684 – 7000
- Idris, Adi, K. R., Soetjipto, B. E., & Supriyanto, A. S. (2020). Peran Mediasi Kepuasan Kerja Terhadap Kompensasi, Lingkungan Kerja, Dan Kinerja Karyawan: Bukti Dari Indonesia. *Isu Kewirausahaan dan Keberlanjutan*, 8(2). [http://doi.org/10.9770/jesi.2020.8.2\(44\)](http://doi.org/10.9770/jesi.2020.8.2(44))
- Kastanya, et. al. “Effect of Leadership Style, Work Motivation and Compensation on Work Ability and Employee Performance.” *IOSR Journal of Business and Management (IOSRJBM)*, 22(12), 2020, pp. 01-05.
- Magda, M. (2022). Pengaruh Stres Kerja, Motivasi dan Kompensasi Terhadap Kinerja Karyawan PT. Sinarmas Multifinance Cabang Malang Pada Masa Pandemi Covid-19. *Jurnal Ekonomi Manajemen Dan Bisnis*, 3(1), 47-57. <https://doi.org/10.32815/jubis.v3i1.1087>
- Malewa, R. G., Chaerudin, Dr., MM., & Lestari, H. R. (2021). Pengaruh Kompensasi, Lingkungan Kerja Terhadap Kinerja Karyawan Melalui Intervensi Motivasi PT Pegadaian (Persero). *Jurnal Interasional Sains dan Teknologi Penelitian Inovatif*, 6;522-526
- Nashafa, P., & Rahardjo, M. (2016). Pengaruh Gaya Kepemimpinan Transformasional dan Kompensasi Terhadap Kinerja Karyawan (Studi karyawan bagian produksi CV. Nida Food Wonosobo). *Diponegoro Journal of Management*, 5(3), halaman: 1-12.
- Pramita, D. R. A., Djawoto, & Soekotjo, H. (2020). Pengaruh Lingkungan Kerja dan Kompensasi Melalui Motivasi Terhadap Kinerja Pegawai Administratif. *Media Mahardhika* 18(3).
- Siregar, L. P., Hetami, A. A., & Bharata, W. (2021). Pengaruh Kompensasi Dan Fleksibilitas Driver Gojek Terhadap Kinerja Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT Gojek Indonesia Cabang Samarinda. *Jurnal Administrasi Bisnis*, 1(1), halaman: 18-29.
- Sukriyani. (2021). Pengaruh Motivasi, Kompensasi, dan Lingkungan Kerja Terhadap Kinerja Pejabat Publik Daerah. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 4(1), halaman: 903-917. DOI: <https://doi.org/10.33258/birci.v4i1.1691>