

**THE INFLUENCE OF WORKLOAD, COMPENSATION AND WORKING
ENVIRONMENT
ON EMPLOYEES' WORK PRODUCTIVITY PT. HASJRAT ABADI BRANCH PALU**

Abdul Wahab

Lecturer at the Faculty of Economics, Alkhairaat University

Surayya

Lecturer at the Faculty of Economics and Business, Tadulako University

ABSTRACT

The aim of this research is to determine and analyze the influence of workload, compensation and work environment on the work productivity of employees PT Hasjrat Abadi Branch Palu. The population in this study were all employees and female employees of PT. Hasjrat Abadi Branch Palu, numbering 60 people. To achieve this goal, a sample of 38 respondents was drawn using the *proportional random sampling method*, and the analytical tool used was multiple linear regression. The results of this research conclude that: (1) Workload, compensation and work environment simultaneously have a positive and significant effect on the work productivity employees of PT Hasjrat Abadi Branch Palu; (2) Workload has a significant effect on the work productivity employees of PT Hasjrat Abadi Branch Palu; (3) Compensation has a significant effect on the work productivity employees of PT Hasjrat Abadi Branch Palu; and (4) The work environment has a significant effect on the work productivity employees of PT Hasjrat Abadi Branch Palu.

Keywords: Workload, Compensation, Work Environment, Work Productivity

INTRODUCTION

In general, companies must be able to maintain their image in order to expand or control market share. In this case, the company must also be able to improve the quality of the company, for example from an internal aspect of the company itself, including improving the quality of employees. The quality of employees can be seen from the motivation that the company provides to employees through employee enthusiasm and discipline as well as providing incentives which are expected to increase company *input which* can generate profits. In carrying out production activities, almost all of them use human labor, so that the production process requires reliable human labor skills which will later be able to increase productivity as determined by the company.

As stated by Dessler (2015; 12), the company's workforce is what provides competitiveness for world-class companies. A company's excellence depends on its employees. This means that there is an increase in the role of human resources (HR) today compared to the role of HR in the past around the 1990s. Where in the past HR was only treated for its function as a "machine" that helped the company achieve its goals.

Because HR is everything in a company, this has consequences for the need to fulfill employee job satisfaction and life needs. Employees are an element that must be paid attention to by the company, so that employees are required to be able to work as well as possible and with maximum effort. This forces employees to be able to work effectively, efficiently and productively to achieve the goals desired by the company. Employees are the drivers of activities in a company. In carrying out activities, employees need work instructions from the company so that work is carried out in accordance with company work regulations. The implementation of the work system must be carried out well by the employees because it will cause a decrease in the work productivity produced by the employees. Employee work productivity must be given great attention because it is one of the keys to the company's success.

Nowadays, privately owned business entities as one of the economic actors in Indonesia play an active role in national development, especially in the automotive industry sector whose activities are to provide goods and services. One of these business entities is PT. Hasjrat Abadi Branch Palu, exists in carrying out corporate social

responsibility for the sake of contributing to Indonesian society, especially the local community closest to the Company. Provision of goods and services whose management reaches the regions. To meet the needs of consumers PT. Hasjrat Abadi Branch Palu always improves services both in terms of quality and productivity.

From *the pre-survey* that the author has carried out. The author sees that the work productivity employees of PT. Hasjrat Abadi Branch Palu still needs to be improved further, this can be seen from the daily activities of employees in carrying out their duties and work, there are still employees who arrive late from the specified starting time, take breaks that take too long, leave too early and so on. According to the observations of researchers at PT. Hasjrat Abadi Branch Palu found a phenomenon that there was a decline in the level of employee work productivity. This is in accordance with the results of an interview with the head of the personnel department who stated that the company's target achievement was less than optimal as planned by the company.

One factor in reducing employee work productivity is workload. Increasingly heavy workloads, increasing number of needs that need to be met, income levels that are not in line with the cost of living, increasingly fierce competition and so on can be a threat to survival. So this requires the management of PT. Hasjrat Abadi Branch Palu must be able to adjust and adapt in all conditions to increase the work productivity of its employees.

Apart from the workload factor, a factor that also influences the level of employee work productivity is compensation. Compensation is everything received, both physical and non-physical. Compensation also means all rewards received by a worker/employee for services or results of their work in a company in the form of money or goods, either directly or indirectly. A good compensation system must consider the appropriateness of the compensation to meet the living needs of employees. At least their daily needs are met and they are given high appreciation for their work performance, this is believed to be able to stimulate employee work productivity.

Furthermore, the growth and development of a company cannot be separated from the surrounding environment. In other words, the work environment can have both positive and negative effects on the company. Therefore environmental issues should not be ignored in a company. The work environment is a place to carry out work in

accordance with a previously approved work agreement. Work environmental factors are related to supporting productivity. A comfortable and conducive work environment is born from the awareness of employees and leaders so that both parties need to create this work environment.

Realizing the importance of adjusting workload, providing compensation, and working environment conditions in an effort to increase employee work productivity. So PT. Hasjrat Abadi Branch Palu, with all its limitations, is trying to implement several programs in order to stimulate the work enthusiasm of its employees to be more productive.

This certainly attracts the attention of researchers to conduct further research at PT. Hasjrat Abadi Branch Palu, because this company has been operating for a long time despite the many challenges and obstacles faced both externally and internally. With the aim of studying and analyzing in more depth whether the workload, compensation and work environment are good simultaneously or partial influence on the work productivity employees of PT. Hasjrat Abadi Branch Palu.

LITERATUR REVIEW

Workload

Workload is the amount of work that must be completed by someone in a certain time period. Workload can be physical or mental and can be viewed from an objective and subjective perspective. According to Munandar (2011; 283), measuring workload can be done through measuring mental work subjectively (*subjective method*), one of which is using subjective workload techniques (*Subjective Workload Assessment Technique-SWAT*). In the SWAT method, human work performance consists of three dimensions of workload measurement which are related to performance, namely: *time load*; *mental effort load*; and *psychological stress load*.

Compensation

Compensation is everything that employees receive as remuneration for the organization's services for the sacrifice of time, energy and thoughts that employees have given to the company. Compensation is one way for organizations or companies to improve employee work performance, motivation and work productivity. According to Nawawi (2011; 316), compensation in this case can be categorized into

two large groups, namely: direct compensation and indirect compensation.

Work Environment

The work environment is the physical factors around work that can influence employees in carrying out the tasks assigned to them. Then it can be understood that the work environment has a huge influence on the habits of employees in carrying out the work assigned to them. According to Nitsemto (2012; 84) factors that can influence the formation of work environment conditions which are then used as work environment indicators include: work space conditions; work room decoration (*layout*); facilities and work aids; air condition; and calm in the work space.

Work Productivity

Sedarmayanti (2016; 57) stated that productivity is how to produce or increase the highest possible output of goods and services by utilizing resources efficiently. Therefore, productivity is often interpreted as the ratio between output and input in a certain unit of time. Some factors that influence work productivity include: constructive actions; believe in yourself; responsible; have a love for work; have foresight; able to overcome problems and adapt to changing environments; have a positive contribution to the environment; have the power to realize their potential; and work enthusiasm to encourage them to work together to complete the work.

METHOD

This research is causal associative research using a quantitative approach. Causal associative research is research that aims to determine the influence between two or more variables (Umar, 2005; 30). The research data comes from primary data, namely data obtained directly employees from PT. Hasjrat Abadi Palu Branch, both through observation, interviews, questionnaires and documentation. As well as secondary data, namely data obtained indirectly through previous research, reference books and other relevant sources .

The population in this study were all employees and female employees of PT. Hasjrat Abadi Branch Palu, numbering 60 people. The sampling technique used the Proportional Random Sampling technique. Thus, from a population of 60, 38 respondents were taken as samples in this study. Then all the data collected was analyzed using

multiple linear regression analysis through several research instruments, namely data validity and reliability tests, as well as classical assumption tests (multicollinearity, heteroscedasticity and normality). Then to answer the research hypothesis using the F-test and t-test approaches on the results of multiple linear regression.

RESULTS AND DISCUSSION

Based on the data that has been collected, the results of the multiple linear regression test in this study are as follows:

Variable	Regression Coefficients	t- count	t- Sig
Constant	0.338	1,888	0.028
X1	0.203	3,412	0.002
X2	0.263	5,631	0,000
X3	0.448	4,846	0,000
Y = Work Productivity R = 0.969 F -count = 64,082 R-Square = 0.938 F -Sig = 0.000 Adjusted R-Square = 0.933			

Source: SPSS Data Processing Results

From the values shown in the table, the following regression model equation is obtained:

$$Y = 0.338 + 0.203 X1 + 0.263 X2 + 0.448 X3 + 0.05e$$

The regression equation provides an overview of the magnitude of the influence of the independent variable on the dependent variable , namely the coefficients X1 (Workload), X2 (Compensation), and X3 (Work Environment) which has a positive sign (+) indicates that there is a unidirectional influence between the independent variables (X1, X2 and X3) and the dependent variable (Y). The regression equation can also be explained as follows:

1. The constant value is 0.338, meaning that if the independent variables (workload, compensation and work environment) are assumed to be 0, then the work productivity employees of PT. Hasjrat Abadi Branch Palu will increase by 0.338 or 33.8 percent if other variables are considered constant.
2. The regression coefficient value for the workload variable (X1) is 0.203, meaning that workload has a positive effect on work productivity, so that if the workload factor is in accordance with the employee's abilities

- and skills then the work productivity of employees. PT. Hasjrat Abadi Branch Palu will increase by 20.3 percent.
3. The regression coefficient value of the compensation variable (X2) is 0.263, meaning that compensation has a positive effect on work productivity, so that if the compensation provided by the company is better, the work productivity employees of PT. Hasjrat Abadi Branch Palu also increase by 26.3 percent.
 4. The regression coefficient value for the work environment variable (X3) is 0.448, meaning that the work environment has a positive effect on work productivity, so that if the work environment provides comfort in working, the better the work productivity employees of PT. Hasjrat Abadi Branch Palu will also increase by 44.8 percent.

The findings above are also supported by the results of the correlation coefficient and coefficient of determination. The coefficient of determination essentially measures how far a model is able to explain variations in the dependent variable. The correlation coefficient (R) value is 0.969. This value means that between workload, compensation and work environment and work productivity, there is a very strong relationship of 96.9 percent. Meanwhile, the *R-Square* value is 0.938, which means that the work productivity employees of PT. Hasjrat Abadi Branch Palu influenced by workload, compensation and work environment variables amounting to 93.8 percent, while the remaining 6.2 percent is influenced by other factors outside the variables studied.

The results of the multiple linear regression test show that the significance value (F_{sig}) of 0.000 is smaller than the value $\alpha = 0.05$. Based on the decision making rule that if the significance value $F < \alpha = 0.05$ then the independent variable has a significant effect on the dependent variable. This means that the workload, compensation and work environment variables simultaneously have a significant effect on the work productivity employees of PT. Hasjrat Abadi Branch Palu.

Furthermore, using the t-test approach for the partial test, it shows that the t significance value of the workload variable (X1) is 0.002, which is smaller than the value $\alpha = 0.05$, proving that partially the workload variable has a significant effect on work productivity, the significance value of the compensation variable (X2) of 0.000 is smaller than the value $\alpha = 0.05$, proving that

partially the compensation variable has a significant effect on work productivity, and the significance value of the work environment variable is 0.000, which is smaller than the value $\alpha = 0.05$, proving that partially the work environment variable has a significant effect on work productivity.

CONCLUSION

Based on the overall results of the multiple linear regional analysis in this research, a conclusion can be drawn, namely: (1) Workload, compensation and work environment simultaneously have a positive and significant effect on the work productivity of employees PT. Hasjrat Abadi Branch Palu; (2) Workload has a significant effect on the work productivity of employees PT. Hasjrat Abadi Branch Palu; (3) Compensation has a significant effect on the work productivity of employees PT. Hasjrat Abadi Branch Palu; and (4) The work environment has a significant effect on the work productivity of employees PT. Hasjrat Abadi Branch Palu.

BIBLIOGRAPHY

- Cahyono, Bambang. 2002. *Manajemen Sumber Daya Manusia*. Jakarta: Gramedia Pustaka
- Dessler, Gary. 2015. *Manajemen Sumber Daya Manusia*. Translation: Eli Tania. Language Editor: Budi Supriyanto. Jakarta: Gramedia Pustaka Utama
- Eka Darmasari. 2022. *Pengaruh Beban Kerja dan Stres Kerja terhadap Produktivitas Kerja Karyawan CV. Sinar Utama Yamaha Kota Samarinda*. Jurnal Administrasi Bisnis. Vol. 10 No. 4. Pg. 296 – 302
- Ghozali, Imam. 2005. *Aplikasi Analisis Multivariate dengan program SPSS*. Semarang: Badan Penerbit Universitas Diponegoro
- Handoko, Hani T. 2014. *Manajemen Personalia & Sumber Daya Manusia*. Yogyakarta: BPFE
- Hasibuan, Malayu S. P. 2005. *Manajemen Sumber Daya Manusia*, Edisi Revisi. Jakarta: Bumi Aksara
- _____. 2017. *Manajemen Sumber Daya Manusia*. Revised Edition. Jakarta: Bumi Aksara
- Ishak, Arep dan Hendri Tanjung. 2003. *Manajemen Sumber Daya Manusia*. Jakarta: Universitas Trisakti

- Kasmir. 2016. *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. Jakarta: Raja Grafindo Persada
- Munandar, Ashar. 2011. *Psikologi Industri Dan Organisasi*. Jakarta: Universitas Indonesia
- Nawawi, Hadari. 2011. *Manajemen Sumber Daya manusia*. Yogyakarta: Gadjah Mada University Press
- Nida, Abriana Mutiadi. 2021. *Pengaruh Beban Kerja, Kompensasi dan Lingkungan Kerja Bagi Karyawan Terhadap Produktivitas Kerja PT. Mugai Indonesia*. IKRAITH-EKONOMIKA Vol. 4 No. 3 Pg. 193 – 203
- Nitisemito, Alex S. 2012. *Manajemen Personalia*. 9th Printing. 4th Edition. Jakarta: Ghalia Indonesia
- Ni Kadek Ira Agustini. 2019. *Pengaruh Kompensasi, Disiplin Kerja dan Motivasi Terhadap Produktivitas Karyawan Single Fin Restaurant & Bar Bali*. E-Jurnal Manajemen Vol. 8 No. 1 Pg. 7191 – 7218
- Riduwan. 2006. *Skala Pengukuran Variabel-variabel Penelitian*. Bandung: Alfabeta
- Rivai, Veithzal. 2006. *Manajemen Sumber Daya Manusia Untuk Perusahaan Dari Teori ke Praktik*. Jakarta: Raja Grafindo Persada
- Robbins, Stephen P. 2008. *Perilaku Organisasi* (Translation Drs. Benjamin Molan), Indonesia Edition. Klaten: PT. Intan Sejati
- Robbins, P. Stephen. 2012. *Perilaku Organisasi*. Jakarta: Salemba Empat
- Ruky, Achmad S. 2018. *Sistem Manajemen Peningkatan Mutu Sumber Daya Manusia*. Jakarta: Gramedia Pustaka
- Santoso, Singgih. 2011. *Statistik Non Parametrik Konsep dan Aplikasi dengan SPSS*. Jakarta: Elex Media Komputindo
- Sedarmayanti. 2016. *Sumber Daya Manusia dan Produktivitas Kerja*. Bandung: Mandar Maju
- Simamora, Henry. 2018. *Manajemen Sumber Daya Manusia*. Jakarta: Gramedia
- Sudjana. 2002. *Metode Statistika*. Sixth Edition. Bandung: Tarsito
- Sugiyono. 2006. *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Bandung: Alfabeta
- Sunyoto, Danang. 2012. *Manajemen Sumber Daya Manusia*. Jakarta: Buku Seru
- Sutrisno, Edy. 2016. *Manajemen Sumber Daya Manusia*. Jakarta: Kencana Prenada Media Group
- Umar, Husein. 2005. *Metode Penelitian*. Jakarta: Salemba Empat
- Wibowo. 2016. *Manajemen Kinerja*. Jakarta: Raja Grafindo Persada