Effect of Work Environment and Compensation on Employee Performance in Work from Home Condition at PT. Taspen Bandung

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ABSTRACT

In 2020, the world is being hit by a global pandemic called Covid-19 that threatens all sectors. This condition forces all activities to be done virtually; as a result, the working effectiveness and performance in working are not optimal. Therefore, this research aims at knowing whether there is any influence from the work environment and compensation on the performance of employees in Work from Home conditions at PT Taspen Bandung as one of the insurance service companies in Indonesia. The method used in this research is qualitative method by collecting data questionnaires and interviews to 61 employees of PT Taspen Bandung. Data analysis is done by using validity test, reliability test, correlation test and also hypothesis test. The result of this research shows there is a significant influence of the work environment and compensation on the performance of employees in work from home conditions at PT Taspen as seen from the work environment figure (X1) which shows 0.5680 or it has an effect of 56% on employee performance (Y), and compensation (X2) showed a result of 0.433 or it has an effect of 43% on employee performance (Y). Based on the above results, it is concluded that the work environment (X1) and compensation (X2) have a significant effect on employee performance (Y1) in work from home conditions at PT Taspen.

Keywords
Work environment, compensation, performance, work from home

Introduction

In the current pandemic period where the Coronavirus (Covid-19) is spreading almost all over the world. This has an impact on all aspects of people's lives, such as economic, political and social fields. As a result of covid-19, employees throughout Indonesia and around the world must do work that does not require to come to the office or be named as Work from Home.

According to the Ministry of Manpower, through the Planning and Development Agency announced that as many as 88% in Indonesia were affected by Covid-19. Head of Planning and Development Agency Satrio Lelono said the survey and study involved 17 economic sectors with the number of respondents as many as 1,105 companies selected by probability sampling of 95% and Margin of Error of 3.1% in 32 provinces in Indonesia. However, most companies still employ their employees. Only 17.8% of companies terminate their employment, 25.6% of companies house their workers, and only 105 do both.

This condition makes a difference in terms of the work environment, where usually the employees work in an office with adequate facilities and a conducive atmosphere must change the working environment at home whose facilities do not necessarily meet the standards in the company. According to Sedarmayanti (2017), the work environment is a place for a number of groups where there are supporting facilities. According to Nitisemito (2014) explaining that factors that affect the work environment are color, cleanliness, air exchange, lighting, safety and noise.

In this pandemic condition, compensation does not escape the influence of Covid-19. According to Hasibuan (2017), compensation is all income in the form of money, direct goods or indirect goods received by workers in return for services provided to the company. There are some companies in Indonesia that cannot compensate their employees for their rights and obligations.

Based on the background explanation above we as the author will take the title Impact of Work Environment, Compensation to Employee Performance in Work from Home condition at PT. Taspen Bandung. We selected the research object PT. Taspen which is a state-owned enterprise engaged in old age insurance and pension funds for ASN and state officials.

Literature Review

According to Melayu S.P Hasibuan (2012) stated "management is the science and art of regulating the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal".

Then, the definition of management according to Massie quoted by Azhar Arsyad (2002) states "Management is a process by which the group jointly exerts its actions or work to achieve the manager's goal to coordinate the activities or activities of others towards achieving the common goal"

Meanwhile, according to Terry (2010) explained that "Management is a typical process consisting of actions of planning, organizing, mobilizing, and controlling to determine and achieve goals through the utilization of human resources and other resources".

According to Melayu S.P. Hasibuan (2012) "MSDM is the science and art of regulating the relationships and roles of the workforce in order to effectively and efficiently help the realization of the goals of the company, employees, and society".

While the definition of Human Resource Management according to Anwar Prabu Mangkunegara (2001) namely "Human resource management is a planning, organizing, coordinating, implementation and supervision of procurement, development, provision of balsa services, integration, maintenance, and separation of labor in order to achieve organizational goals".
Sedarmayanti (2009) echoes the rice line type of work environment divided into 2 parts, namely:

Physical Work Environment

The physical work environment can be divided into 2 categories, namely:
- Environment that directly relates to employees such as, job centers, chairs, table and so on.
- Intermediate environment or general environment also called work environment that affects human condition for example, temperature, humidity, circulation and lighting.

Non-Physical Work Environment

Non-physical environment in all circumstances that occur related to working relationships, whether relationships with superiors, or sesame relationships of colleagues, or relationships with subordinates.

That the factors that influence compensation are (Hasibuan 2012):
1. Labor demand and supply
2. Ability and willingness of the company
3. Trade unions and employee organizations
4. Employee productivity
5. Government by law and presidential decree
6. Cost of Living
7. Employee position
8. Education and work experience
9. National economic conditions
10. Types and properties of work

Rivai and Sagala (2013) define employee performance as the real behavior that each employee displays as a resulting work achievement in accordance with his/her role, within the company.

Many factors can affect employee performance as described by Sedarmayanti (2014), among others:
1. Attitude and mental
2. Education
3. Skill
4. Leadership management
5. Income level
6. Salary and Health
7. Social security
8. Working climate
9. Facilities and infrastructure
10. Technology
11. Opportunities for achievement

Methodology

The methods used in this research are descriptive methods and verificative methods. Descriptive research method according to Sugiyono (2017) is a research used by describing and describing the

data that has been collected as it is without intending to make conclusions that apply to the public or generalizations aimed at analyzing data. Verificative method according to Sugiyono (2017) can be interpreted as research conducted on certain populations or samples with the aim to test the hypothesis that has been determined.

In this study, the types and data sources used were
1. Primary Data
Primary data is data obtained by interviewing and questionnaire directly from the source.
2. Secondary Data

Secondary data is data derived from various articles, news, and written reports spread across the internet.

And population is a generalization area consisting of objects or subjects that have certain qualities and characteristics set by researchers to be studied and then drawn conclusions (Sugiyono 2017).

And samples are part of the number and characteristics that the population has (Sugiyono 2017).

Statistics

		1= Male, 2= Female	1= 20 - 25 Years, 2= 26 - 30 Years, 3= 31 - 40 Years, 4= > 40 Years	1= 0 - 5 Years, 2= 6 - 10 Years, 3= 11 - 20 Years, 4= > 20 Years	Occupation
N	Valid	61	61	61	61
	Missing	0	0	0	0
Mean		1.4590	2.6885	2.5902	
Std. Error of Mean		.06433	.18038	.18610	
Median		1.0000	4.0000	3.0000	
Mode		1.00	4.00	4.00	
Std. Deviation		.50245	1.40879	1.45347	
Variance		.252	1.985	2.113	
Skewness		.169	-.233	-.118	
Std. Error of Skewness		.306	.306	.306	
Kurtosis		-2.040	-1.885	-1.979	
Std. Error of Kurtosis		.604	.604	.604	
Range		1.00	3.00	3.00	
Minimum		1.00	1.00	1.00	
Maximum		2.00	4.00	4.00	
Sum		89.00	164.00	158.00	

a. Gender

1= Male, 2= Female

b. Age


1= 20 - 25 Years, 2= 26 - 30 Years, 3= 31 - 40 Years, 4= > 40 Years
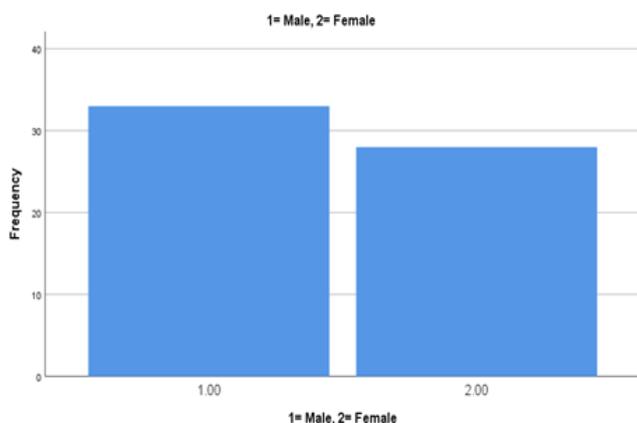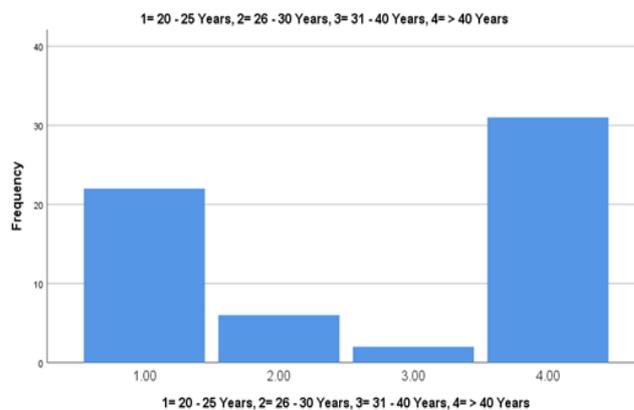
c. Length of Work
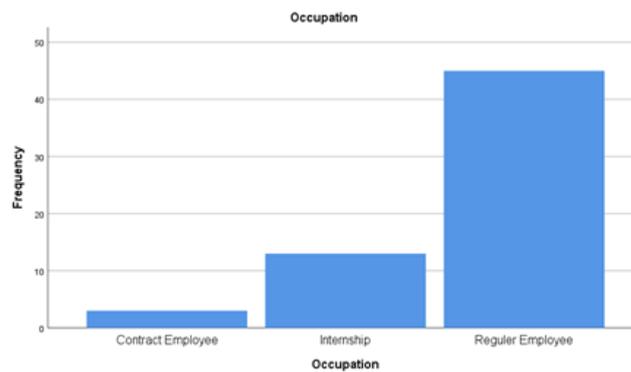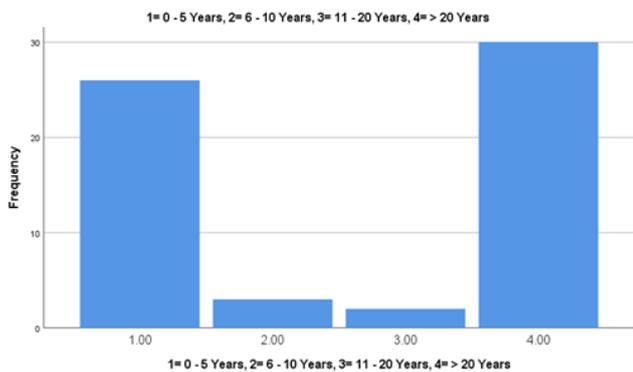
d. Occupation

According to the data on table statistics. The respondent's average gender was "male" with a score of "1.4590", the average age of the respondents was ">=40 years" with a score of "26885", the average length of employment at the company was ">=20 Years" with a score of "2.5902", and the average employee status was "Permanent Employee".

Reliability statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.859	.886	20

Reliability Test

The SPSS output shows the Table of Reliability Statistics which is seen as Cronbach's Alpha 0.859

> 0.60. It can be concluded that the construct of the question which is the dimension of the variable is reliable.

Item-total statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
P1X1	77.0820	82.643	.471	.627	.853
P2X1	76.9508	83.448	.472	.657	.854
P3X1	77.0164	83.683	.316	.409	.857
P4X1	77.9180	75.410	.662	.724	.843
P5X1	78.1967	71.494	.712	.774	.839
P6X1	77.0164	82.750	.418	.534	.854
P7X1	77.9180	75.877	.660	.792	.843
P1X2	79.3607	83.801	.065	.689	.880
P2X2	77.0656	79.496	.607	.838	.848
P3X2	77.3115	75.985	.553	.873	.848
P4X2	77.1967	77.327	.696	.916	.844
P5X2	79.8689	79.683	.261	.720	.866
P6X2	77.4262	80.482	.303	.536	.860
P1Y	76.8525	84.695	.366	.884	.856
P2Y	76.8361	85.173	.314	.850	.857
P3Y	77.1475	81.161	.472	.869	.852
P4Y	77.4918	79.387	.416	.614	.854
P5Y	77.0984	80.357	.517	.879	.850
P6Y	77.4918	77.321	.646	.835	.845

P7Y	77.2787	76.571	.817	.859	.840

Validity Test

Validity value of each question item can be seen in correcter item-total correlation value in table item – Total Statistics.

By using 61 respondents, the r table value can be obtained through df (degree of freedom) = n-k. So df = 61-2 = 59, then r table = 0.2126

Work environment variables

Item 1, P1X1, value 0.4710 > 0.2126. Data = Valid
Item 2, P2X1, value 0.4720 > 0.2126. Data = Valid
Item 3, P3X1, value 0.3160 > 0.2126. Data = Valid
Item 4, P4X1, value 0.6620 > 0.2126. Data = Valid
Item 5, P5X1, value 0.7120 > 0.2126. Data = Valid
Item 6, P6X1, value 0.4180 > 0.2126. Data = Valid
Item 7, P7X1, value 0.6600 > 0.2126. Data = Valid

The results of the analysis in the statement item "X1 = Work Environment Variables" show the question items 1,2,3,4,5,6, and 7 can be used because r calculates greater than r table so that it can be said to meet the validity requirements.

Variable compensation

Item 1, P1X2, value 0.0650 < 0.2126. Data = Invalid Item 2, P2X2, value 0.6070 > 0.2126. Data = Valid

Item 3, P3X2, value 0.5530 > 0.2126. Data = Valid
Item 4, P4X2, value 0.6960 > 0.2126. Data = Valid
Item 5, P5X2, value 0.2610 > 0.2126. Data = Valid
Item 6, P6X2, value 0.3030 > 0.2126. Data = Valid

The results of the analysis in the question item "X2 = Variable Compensation" showed the question items 2,3,4,5, and 6 can be used because r calculates greater than r table so that it can be said to meet the validity requirements, while item 1 statement cannot be used because r count is smaller than r table so it cannot be said to meet the validity requirements.

Performance variables

Item 1, P1Y, value 0.3660 > 0.2126. Data = Valid
Item 2, P2Y, value 0.3140 > 0.2126. Data = Valid
Item 3, P3Y, value 0.4720 > 0.2126. Data = Valid
Item 4, P4Y, value 0.4160 > 0.2126. Data = Valid
Item 5, P5Y, value 0.5170 > 0.2126. Data = Valid
Item 6, P6Y, value 0.6460 > 0.2126. Data = Valid
Item 7, P7Y, value 0.8170 > 0.2126. Data = Valid

The results of the analysis in the question item "Y = Employee Performance Variables" shows the question items 1,2,3,4,5,6, and 7 can be used because r calculates greater than r table so that it can be used because r calculates greater than r table so that it can be said to meet validity requirements.

Correlations

		Work Environment	Compensation	Performance
Work Environment	Pearson Correlation	1	.687[**]	.568[**]
	Sig. (2-tailed)		.000	.000
	N	61	61	61
Compensation	Pearson Correlation	.687[**]	1	.433[**]
	Sig. (2-tailed)	.000		.000
	N	61	61	61

Performance	Pearson Correlation	.568**	.433**	1
	Sig. (2-tailed)	.000	.000	
	N	61	61	61

Based on the size of the numbers. The number of collegiate ranges from 0 (no collegiate) and 1 (perfect collegiate). The cholera rate above 0.5 indicates a fairly strong co-ornation, while below 0.5 percent is weak. Based on the data above,

- Correlation figures range from 0.5680 which indicates a very strong relationship between the Work Environment and Performance. A significant number in the data indicates that H0 < 0.05 = H0 Rejected, which is H0 = 0.000. This means that a relationship, the work environment and performance.

- Number of collectivation ranges from 0.433 which indicates the current relationship between Compensation and Performance. A significant number in the data indicates that H0 < 0.05 = H0 Rejected, which is H0 = 0.000. This means that there is a relationship between Compensation to performance.

Conclusion

The work environment significantly affects 56% of employee performance which means that if there is a change in the work environment it will be directly proportional to the impact on the performance of. Compensation has a significant effect of 43% on employee performance where if there is a change in compensation. On the positive influence of the work environment and compensation on the performance of employees of PT TASPEN after descriptive and qualitative analysis can be known that if there is a change in the work environment and compensation, it is directly proportional to the performance.

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