

The Effect of Compensation, Work Environment, and Training on The Performance of Production Employees PT Mestindo Gresik

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ABSTRAK

Latar belakang pada penelitian ini masalah yang mempengaruhi kinerja karyawan sangatlah banyak dan ini sebagai tantangan tersendiri untuk perusahaan dalam mengelola sumber daya manusia karena keberhasilan suatu perusahaan itu tergantung pada sumber daya manusia yang berkualitas, kinerja karyawan pada PT Mestindo Gresik ditunjukkan dengan hasil realisasi tidak sesuai dengan target. Penelitian ini bertujuan untuk melakukan pengujian Pengaruh Kompensasi, Lingkungan Kerja, Dan Pelatihan Terhadap Kinerja Karyawan Produksi PT Mestindo Gresik. Penelitian ini menggunakan metode kuantitatif. Populasi pada penelitian ini karyawan produksi PT Mestindo Gresik yang berjumlah 78 orang, sedangkan pengambilan sampel menggunakan teknik Non Probability Sampling dengan menggunakan sampel jenuh. Alasannya adalah karena pengambilan sampel dari populasi kurang dari 100 Sampel yang diteliti peneliti adalah 78 karyawan produksi. Teknik analisis menggunakan uji instrumen, uji asumsi klasik, dan uji hipotesis. Untuk alat bantu uji menggunakan Statistical Package for the Social Sciences (SPSS). Hasil dari penelitian ini menunjukkan bahwa kompensasi berpengaruh positif dan signifikan Terhadap kinerja Karyawan, lingkungan kerja berpengaruh positif dan signifikan Terhadap kinerja Karyawan, dan pelatihan berpengaruh positif dan signifikan Terhadap kinerja Karyawan.

Kata Kunci: Kompensasi, Lingkungan Kerja, Pelatihan, Kinerja

ABSTRACT

The background in this study is that there are many problems that affect employee performance and this is a challenge for companies in managing human resources because the success of a company depends on quality human resources. target. This study aims to test the Effect of Compensation, Work Environment, and Training on the Performance of Production Employees of PT Mestindo Gresik. This research uses quantitative methods. The population in this study was the production employees of PT Mestindo Gresik, amounting to 78 people, while the sampling used the Non Probability Sampling technique using a saturated sample. The reason is because the sampling of the population is less than 100. The sample studied by the researcher is 78 production employees. The analysis technique uses instrument testing, classical assumption test, and hypothesis testing. For the test tool, the Statistical Package for the Social Sciences (SPSS) is used. The results of this study indicate that compensation has a positive and significant effect on employee performance, the work environment has a positive and significant effect on employee performance, and training has a positive and significant effect on employee performance.

Key words: Compensation, Work Environment, Training, Performance.

INTRODUCTION

There are many problems that affect employee performance and this is a challenge for companies in managing human resources

because the success of a company depends on quality human resources. According to Mangkunegara (2016: 67), that the term

performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by a person), namely the quality and quantity of work (output) achieved by an employee in carrying out his duties in accordance with his responsibilities. the answer given to him according to Sinambela (2016; 157). Poor company output can be caused by a decrease in employee performance, and this can be seen when employees cannot complete work with the quality and quantity targets set by the company.

PT. Mest Indonesia or better known as Mestindo was established in 2009, is engaged in the import, distribution, and production of various types of fertilizers in Indonesia. PT Mestindo now has three branches, including in Medan, Surabaya, and Gresik, according to Putong (2015; 75) performance is closely related to the production process because in production the input is processed into output. The fewer inputs used to produce the same output, the more efficient it is in production which will have an effect on increasing performance. Comparison of production employees with other employees lies in the number of production employees more so that production results determine the effect on company income and production performance is determined by realization data and target data that have been determined by the company.

PT Mestindo Gresik's performance data is shown by data on production targets and realization in the last three years, in 2018 the target set by the company was to produce 400,000 tons of fertilizer but the realization that occurred was 393,000 tons of fertilizer, in 2019 the target set by the company is to produce 400,000 tons of fertilizer, but the realization that occurred was 392,500 tons of fertilizer, and in 2020 the target set by the company was to produce 400,000 tons of fertilizer, but the realization that occurred was 391,500 tons of fertilizer, the conclusion from the data above is the performance of

production employees at PT Mestindo less than optimal and tends to decrease indicated by the realization of production results that are not in accordance with the production target.

Based on the description of the data that has been explained in the background that there is a research gap, namely the performance of employees who do not meet the targets that have been set, while the compensation given has increased in the last three years, a complete physical work environment and according to company standards, and holding training for production employees, the researchers are interested in conducting research with the title "The Effect of Compensation, Work Environment, and Training on the Performance of Production Employees of PT Mestindo Gresik".

LITERATURE REVIEW

Compensation

According to Sinambela, (2016; 217) if the compensation given by the company is felt to be fair by the employee, the employee's performance will increase, on the contrary if the compensation is felt to be unfair then the employee's performance will decrease. In line with Hidayatuloh's research (2020) which states that compensation is significantly related to employee performance.

H1: The compensation variable has a positive effect on performance

Work Environment

According to Sedarmayanti (2015:74), the physical work environment can be in the form of workplace conditions and facilities that employees get to support their work. Employees who work in good working conditions will feel enthusiastic in working which can improve their performance, while employees who do not get adequate facilities when working will find it difficult to carry out their work so that it has an impact on decreasing performance. Furthermore, to examine and to find out the relationship between the work environment and

performance, the researcher uses references from the results of research conducted by Setiawan (2016) that the work environment has a significant effect on performance.

H2: Work Environment variable has a positive effect on performance.

Training

According to Dessler (2015:178) Training is part of education that involves the learning process to acquire and improve skills outside the education system that applies in a relatively short time with methods that prioritize practice rather than theory, training is one of the efforts to improve performance. employee. Employees, both new and working, need to attend training because of job demands that can change due to changes in the work environment, strategies, and so on. Furthermore, to examine and to determine the relationship of training to performance, the researcher uses references from the results of research conducted by Aldofina (2016) that training has a significant effect on performance..

H3 : The variable of training has a positive effect on performance.

METHOD

In this study, the researchers used quantitative research. This research was conducted on employees of PT Mestindo Gresik which is located at Jalan Raya Roomo No. 367, Manyar District, Gresik Regency, East Java 61151. The population in this study were all permanent employees at PT Mestindo Gresik amounting to 105 people, while 78 employees of the production department. In this study, the sampling used was non-probability sampling, namely by using Saturated Sampling, saturated sampling is a sampling technique when all members of the population are sampled, this is done when the population is relatively small, less than 100, or the study wants to make generalizations with very small errors. The sample in this study was to take the entire population, the sample used was 78 permanent

employee respondents in the production section of PT Mestindo Gresik. In this study, primary data was obtained through several statements through questionnaires given to respondents, namely employees of PT Mestindo Gresik. This method uses multiple linear regression analysis which will later be processed using the SPSS program.

RESULTS

The Effect of Compensation on Performance

The results of this study indicate that compensation has a positive effect on employee performance. The results of this analysis show a positive direction, meaning that the higher the compensation, the higher the employee's performance.

The Effect of Work Environment on Performance

The results of this study indicate that the work environment has a positive effect on employee performance. The results of this analysis show a positive direction, meaning that the higher the compensation, the higher the employee's performance

The Effect of Training on Performance

The results of this study indicate that training has a positive effect on employee performance. The results of this analysis show a positive direction, meaning that the higher the compensation, the higher the employee's performance.

CONCLUSSION

Based on the results of the discussion and interpretation of the results, it can be concluded as follows: 1) Compensation has a positive and significant effect on the performance of employees of PT Mestindo Gresik., 2) The work environment has a positive and significant effect on the performance of PT Mestindo Gresik employees., 3) Training has a positive and

significant effect on the performance of PT Mestindo Gresik employees..

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