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The Influence of the Work Environment and Financial Compensation on the Performance of Employees of SMA Negri 1 Karangbinangun Lamongan

Sugeng Pramono[1], Didik Puji Wahyono[2*],Muhammad David[3]

[1,2,3]Institut Teknologi dan Bisnis Ahmad Dahlan Lamongan, East Java, Indonesia

Abstract

This study aims to determine the effect of the work environment and financial compensation on the performance of educators at SMA Negeri 1 Karangbinangun. The study uses a quantitative method. The population in this study consists of all 59 educators at SMA Negeri 1 Karangbinangun, who are also used as the sample with a total sampling method. The variables studied are the work environment and financial compensation as independent variables, and educator performance as the dependent variable. The data were analyzed using multiple linear regression analysis with SPSS version 25. The results of this study indicate that the work environment variable has a positive and significant effect on employee performance, financial compensation has a positive and significant effect on employee performance, and simultaneously, both the work environment and financial compensation have a positive and significant effect on employee performance.

Keywords: Financial Compensation, Performance, Work Environment.

INTRODUCTION

The work environment and financial compensation are two important factors that affect employee performance in an organization. A conducive work environment can increase employee productivity, comfort, and work motivation. Meanwhile, financial compensation that is fair and in accordance with employee contributions can be a strong incentive for individuals to work more optimally. In the world of education, especially in institutions such as SMA Negeri 1 Karang Binangun, the quality of employee performance is still not optimal, affecting the success of the teaching and learning process and the achievement of educational goals (Azikin et al., 2019).

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A comfortable work environment includes both physical and non-physical factors, such as work facilities, work atmosphere, and relationships between employees. A good work environment not only improves work efficiency, but also lowers stress levels which are often an obstacle to achieving optimal performance (Novriani Gultom & Nurmaysaroh, 2021). At SMA Negeri 1 Karang Binangun, there are still several factors such as a poor work atmosphere and relationship with gadgets.

Financial compensation, on the other hand, is a form of direct appreciation that employees receive for their contributions to the organization. Adequate compensation, such as salaries, incentives, and benefits, not only serves as a motivator, but also a measure of organizational justice (Ariskha et al., 2020). Good compensation management is very important to maintain employee morale, considering the challenges of the ever-evolving world of education.

However, it is not uncommon to find that dissatisfaction with the work environment and financial compensation can have a negative impact on employee performance (Pioh & Tawas, 2016). Employees who feel that their environment is not supportive or their compensation is inadequate tend to have low motivation and decreased work productivity (Komara & Al Giffari, 2023). Therefore, it is important for the management of SMA Negeri 1 Karang Binangun to understand the relationship between these two factors and employee performance.

This research is relevant because SMA Negeri 1 Karang Binangun has challenges in ensuring optimal performance of all employees. By understanding the impact of the work environment and financial compensation on performance, schools can take strategic steps to improve the quality of education. In addition, the results of this study are expected to provide a real picture of the factors that need to be considered by educational institutions in managing human resources

Research by Eliyanto (2018) at SMA Muhammadiyah Kebumen revealed that the work environment, such as adequate physical facilities and a conducive work atmosphere, significantly increases teachers' motivation and performance. An unoptimal work environment, such as a stuffy room temperature or inadequate facilities, can be a performance barrier (Darianto et al., 2022). According to research conducted by (Azikin et al., 2019), there are results that compensation and work environment have a positive and significant effect on employee performance. Meanwhile, in the research conducted by (Warongan et al., 2022), there were different results, namely that the work environment did not have a significant effect on performance. So that this can be used as a research gap in this study.

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Based on the description above, this study aims to analyze the extent of the influence of the work environment and financial compensation on the performance of SMA Negeri 1 Karang Binangun employees. The findings of this study are expected to provide useful recommendations for schools in creating a better work environment and providing fair financial compensation to improve overall employee performance.

LITERATURE REVIEW

The Influence of the Work Environment on Employee Performance

The work environment is one of the factors that affect employee performance. According to (Indrasari et al., 2023) the physical and non-physical work environment has a significant impact on teacher performance, especially through job satisfaction as an intervening variable. A good work environment, such as a comfortable workspace setting and positive interpersonal relationships, has been shown to increase productivity (Indrasari et al., 2023) (Mulyaningtyas & Soliha, 2023). Research by (Notty, 2021) also revealed that a supportive work environment provides psychological comfort, which ultimately contributes to employee performance.

The Influence of the Work Environment on Employee Performance

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The Relationship between Work Environment and Financial Compensation to Employee Performance

The combination of a conducive work environment and adequate financial compensation has proven to have a synergistic impact on employee performance. (Rasyid & Tanjung, 2020) shows that these two factors complement each other, where a comfortable work environment provides intrinsic motivation, while financial compensation provides extrinsic motivation. (Notty, 2021)) added that the effectiveness of the

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combination can be seen from the increase in productivity and morale of employees in various sectors, including education.

Definition of Work Environment

The work environment is defined as everything that surrounds employees and can affect how they perform their duties. According to Sedarmayanti (2017), the work environment includes physical aspects such as temperature, lighting, and cleanliness, as well as non-physical aspects such as relationships between employees and work atmosphere. Robbins and Judge (2018) added that a good work environment can increase employee job satisfaction and productivity, creating favorable conditions to achieve organizational goals.

Factors Affecting the Work Environment

Physical Work Environment

1. Temperature and Lighting: Comfortable room conditions, with appropriate temperatures and sufficient lighting, greatly affect the work concentration of employees (Sedarmayanti, 2017).
2. Cleanliness and Safety: A clean and safe workplace creates a sense of comfort for employees (Gibson, 2009).

Non-Physical Work Environment

1. Inter-Employee Relationships: Good communication between employees can improve teamwork (Notty, 2021).
2. Organizational Culture: The values and norms that prevail in an organization affect how employees feel valued (Robbins & Judge, 2018).

Definition of Financial Compensation

Financial compensation is a reward in the form of money or other financial benefits provided to employees for their contributions to the organization. This definition often emphasizes the relationship between financial rewards and motivation and performance. according to Gibson et al. (2009) define financial compensation as an award that employees receive, either directly such as salaries and bonuses, or indirectly such as benefits. Sedaangkan Hasibuan (2010) describes compensation as all income received in the form of money, goods, or facilities, either directly or indirectly (Siregar & Saleh, 2022).

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Types of Fiancial Compensation

There are two types of financial compensation, namely Direct and Indirect Compensation according to (Chiang & Birtch, 2010) direct compensation includes, Basic Salary including Fixed Income received by employees every certain period of time, Bonus in the form of additional Rewards based on individual or company performance, Incentives in the form of Rewards given for achieving certain targets. Meanwhile, Indirect Compensation according to (Chiang & Birtch, 2010) includes, Health Allowance in the form of health insurance, Transportation and Meal Allowance, Provision of facilities or additional money for transportation and food needs, Pension Programs, financial assistance for retirement

Performance Definition

Performance is the result of work achieved by individuals or groups in an organization in accordance with the responsibilities and standards that have been set. According to Mangkunegara (2017), performance is the result of work achieved by a person based on quality, quantity, and time in accordance with his or her responsibilities. While Robbins and Judge (2015) Performance is the result of an evaluation of the employee's work process in carrying out tasks according to the standards set by the organization.

Factors Affecting Performance

There are several factors that can affect a person's performance, namely:

1. Individual Ability is influenced by a person's intellectual ability and technical skills to carry out his or her work (Cay, 2017)
2. Work Motivation plays an important role in determining how hard a person works to complete a task (Wahyuni & Budiono, 2022)
3. The work environment includes a conducive physical and psychological environment that affects employee comfort and productivity (Hasibuan, 2010).
4. Effective leadership style can provide direction, support, and motivation for employees to work better (Gibson et al., 2009).
5. Compensation and Rewards include A fair reward system can improve employee performance by encouraging their motivation (Mangkunegara, 2017).

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RESEARCH METHODS

This study uses qualitative type research, according to (Sugiyono, 2014) the quantitative research method is a research method used to test hypotheses by measuring research variables using data in the form of numbers that are statistically analyzed. This method focuses on collecting objective and systematic data to explain the relationships between variables, make predictions, and test theories.

Characteristics of the Quantitative Method According to (Sugiyono, 2014) Data in the form of numbers that can be measured quantitatively, using standardized research instruments, such as questionnaires or tests, data analysis is carried out statistically to test hypotheses, oriented towards generalizing research results. while the purpose of the Quantitative Method is to prove the hypothesis proposed, Find the cause-and-effect relationship between variables, Explain the phenomenon based on numerical data.

This research is located at SMA Negri 1 Karangbinangun, Lamongan, East Java. As for the population in this study, all educators at SMA Negri 1 Karangbinangun with a total of 59 people.

RESULTS

Validity Test

Table 1. Validity Test Recapitulation

Variable	statement	r- count	r-table	Sig Value	Information
Work Environment	X1.1	0,650	0,344	0,00	Valid
	X1.2	0,795	0,344	0,00	Valid
	X1.3	0,836	0,344	0,00	Valid
	X1.3	0,776	0,344	0,00	Valid
	X1.4	0,642	0,344	0,00	Valid
	X1.5	0,809	0,344	0,00	Valid
	X1.5	0,792	0,344	0,00	Valid
	X1.6	0,809	0,344	0,00	Valid

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	X1.7	0,792	0,344	0,00	Valid
Financial Compensation	X2.1	0,894	0,344	0,00	Valid
	X2.2	0,883	0,344	0,00	Valid
	X2.3	0,993	0,344	0,00	Valid
	X2.4	0,814	0,344	0,00	Valid
Performance	Y.1	0,817	0,344	0,00	Valid
	Y.2	0,886	0,344	0,00	Valid
	Y.3	0,739	0,344	0,00	Valid

Source : Data Processed 2024

Based on the table above, it can be seen that df = (n-2) where n is the number of samples which is 59, then it can be known that the r value of the table is 0.344. From the results of the vadilness test, it can be seen that the calculated r value is greater than the table value, in addition to the Sig value (2 tailed) is less than 0.05. This indicates that all statement items in the questionnaire are valid.

Reliability Test

Table 2. Recapitulation of Reliability Test

Variable	Cronbach Count Alpha	Cronbach's Boundary Alpha	Information
work environment (X1)	0,874	0,60	Reliable
Compensation Financial (x2)	0,903	0,60	Reliable
Performance (Y)	0,815	0,60	Reliable

Source : Data Processed 2024

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Based on table 2, it can be seen that the Cronbach alpha calculation value of the work environment variable with a cronbach alpha value of 0.874, financial compensation with a value of 0.903 and performance with a cronbach alpha value of 0.815 with a value of >0.60 each, the questionnaire can be said to be reliable so that it canand It is suitable for use as a measuring tool.

Normality Test

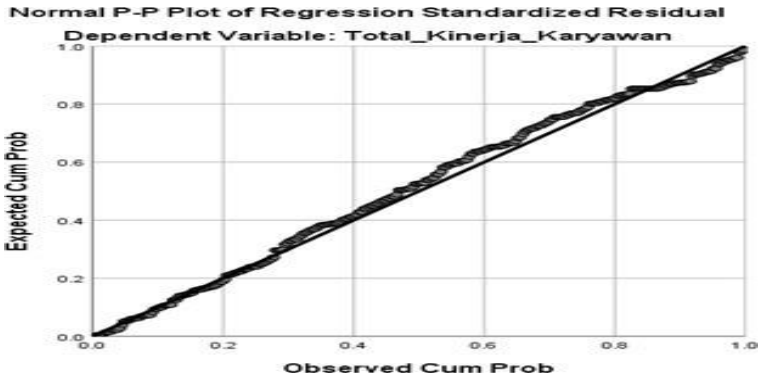


Figure 1. Normality Test
Source : SPSS Primary Data Processing Version 25

Based on the normal p-p graph image, the data plot spreads along thediagonal line and follows the direction of the diagonal line and follows the direction of the diagonal line and follows the direction of the diagonal line so that the data can besaid to be normally distributed.

Multicoloniarity Test

Table 3. Multicollinearity Test

variable	Tolerance	VIF	Information
Work Environment (X2)	0,624	1,601	Does not happen Multicoliniearity
Compensation Financial (x3)	0,729	1,372	Does not happen Multicoliniearity

Source : Data processed in 2024

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Based on table 3, the tolerance value of the work environment variable is 0.624 and the financial compensation is 0.729, where all tolerance values in the independent variable > 0.10 and the VIF value in the work environment variable is 1.601, and the financial compensation is 1.372. Thisindicates that the independent variable has a value of < 10.00, so it can be concluded that there is no multicollinearity between dependent variables in the regression model or there is a perfect correlation between independent variables , namely work environment, financial compensation.

Linear Regression Analysis Multiple

Multiple linear regression is an analysis used to look atthe effect of independent vaiables on dependent variables. After the data analysis by the researcher was carried out as follows :

Table 4. Multiple Linear Analysis Test Results

Coefficents						
Type		Unstandardized Coefficents		Standardized Coefficents	T	Sig
		B	Std. error	Beta		
1	(Costant)	0.980	4.928		2.01	0.047
	Environment n work	0.265	0.101	0.227	1,089	0,286
	Compensation the Financial	0.238	0.097	0.256	8,049	0,000
a. Dependent Variable : Performance						

Source : SPSS Primary Data Processing Version 25

Based on the results of the linear regression analysis in table 4, the regeneration equation model is obtained as follows:

Y = 0.980 + , + 0.238

So that the equation can be known that

1. The kostanta value is 0.980, the work environment, and financial compensation are of fixed value , then the performance is 0.980.

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2. The regression coefficient of the work environment variable (X1) is 0.265, meaning that if the work environment (X1) increases by 1 point while the financial compensation (X2) is considered a fixed value , then performance decisions will increase by 0.265.
3. The regression coefficient of the financial compensation variable (X2) is 0.238, meaning that if the financial compensation (X2) increases by 1 point while the work environment (X1) is considered a fixed value , the performancedecision will increase by 0.238.

Test T

Table 5. Test Results t

Variable	T- count	Sig	T-table	information
Milieu Work	1,089	0,286	1,710	has a positive effect Significant
Compensation Financial	8,049	0,000	1,710	has a positive effect Significant

Source : SPSS Primary Data Processing Version 25

Based on table 5, the results of the analysis of the t-test between the variablescan be known as follows:

Hypothesis 1 test of the influence of the work environment (X1) on Performance (Y).

The calculated t-value of 1.089 and the t-value of the table 1.710 have been obtained, thus it is stated that 1.089 > 1.710, and the significance level of 0.286 < 0.05 means that H0 is rejected H1 is accepted. So that there is a positive and significant influence between the work environment and performance. So the hypothesis that has been proposed is proven.

Hypothesis 2 test of the effect of financial compensation (X2) on Performance (Y). The calculated t-value of 8.049 and the t-value of the table 1.710 have been obtained, thus it is stated that 3.868 > 1.710, and the significance level of 0.286 < 0.05 means that H0 is rejected H2 is accepted. So there is a positive and significant influence between financial compensation and performance. So the hypothesis that has been proposed is proven.

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Test F (Silmutan)

Table 6. Test Result F

ANOVA[a]						
Type		Sun of Squares	Df	Mean Square	F	Sig
1	Regresion	254,209	3	84,736	23,438	0,000B
	Residual	112,076	56	3.615		
	Total	366,286	59			
a. Variable Dependent : PERFORMANCE						
b. Predictors : (Constant), WORK ENVIRONMENT , FINANCIAL COMPENSATION						

Source : SPSS Primary Data Processing Version 25

Based on the F calculation and F table obtained, F calculates > F table or 23.438 > 2.91 with a significance of 0.00 < 0.050 which means that H0 is rejected and H3 is accepted. So that the variables of Work Environment (X1) and Financial Compensation (X2) have a simultaneously positive and significant effect on performance.

R2 Determinant Coefficient Test

Table 7. R Test Results

Sumary Model				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
I	,833	,694	,664	1,901
a. predictors (constant) Work Environment , Financial Compensation				

Source : SPSS Primary Data Processing Version 25

Based on table 7, it can be seen that the magnitude of the determination conviction value shown by R is 0.832. For the R Square value of0.694. Then seen from the R Square value, it shows that there is an influence of variables of 0.694 which means that there is an influence between variables work environment (X1) and financial compensation (X2) on performance (Y) by 69.4%. While the rest is 33.6%. It can be explained by the vaiabel that was not researched in this study.

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DISCUSSION

Based on the results of research and data processing carried out on the T (Partial) test, it can be stated that H1 that the Work Environment has a positive andsignificant to employee performance, this is proven that tcount > ttables 1.089 > 1.710 and the significance level of 0.000 < 0.05.

The work environment as something that exists around employees so thatit affects individuals to get a sense of security, comfort, and satisfaction in doing and completing the work given by their superiors. A good work environment is if employees can carry out activities. optimally, healthy, safe and comfortable. A poor work environment can demand more labor and time and does not support the acquisition of an efficient work system design (Anam 2018).

Based on results research and data processing carried out on the T (Partial) testcan be stated that H2 that Financial Compensation has a positive andsignificant to employee performance, this is proven that the value of tcount > ttable 8,049 > 1,710 and a significant level of significance of 0.026 > 0.05.

Compensation is income earned by employees, either in money or goods, either directly or indirectly, and is a wage for providing labor to the company (Hasibuan, 2021).

Based on the F test (science) it can be known that fcount > ftable 23,438 >2.91 with a significance of 0.000 < 0.05 which means that H3 is accepted. So it can be concluded that the independent variables, namely work environment (X1), and financial compensation (X2) have a positive and significant effect on the dependent variable, namely performance (Y) in the educators of SMA Negri 1Karangbinangun

CONCLUSION

Research shows that physical work environments (such as lighting, ventilation, and ergonomics of workspaces) as well as non-physical work environments (such as organizational culture and interpersonal relationships) have a significant influence on employee performance. Good environmental arrangement can increase work comfort and productivity (Astuti & Mulyadin, 2022)

Financial compensation, which includes wages, benefits, and incentives, also has a positive effect on employee performance. Studies have proven that employees who receive compensation commensurate with their contributions tend to be more motivated and perform better (Masram et al., 2023).

Based on the simultaneous test results, the work environment (X1) and financial compensation (X2) have a positive and significant effect on employee performance. This

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aligns with findings that the combination of a supportive environment and fair compensation can enhance overall performance (Astuti & Mulyadin, 2022).

The research also shows that the independent variables, namely the work environment and financial compensation, have an influence of 69.4% on employee performance. The remaining 33.6% can be explained by factors that were not investigated in this study (Astuti & Mulyadin, 2022).

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