

The Effect of Work Compensation, Work Discipline, and Work Environment on Increasing Employee Productivity at Suzuya Mall Rantauprapat

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Abstract

Employee productivity refers to the level of output or efficiency of an employee in carrying out his work duties within a certain period of time. It is an important factor for the success of an organization because it directly affects the quality and quantity of jobs produced, which in turn affects the competitiveness, profitability and sustainability of the organization. Employee productivity is influenced by various factors, including work compensation, work discipline and work environment. Effective management of these factors can increase employee productivity, leading to improved organizational performance. The purpose of this study was to determine and analyze the effect of work compensation, work discipline and work environment on increasing employee performance at Suzuya Mall Rantauprapat. This research is a type of association research. The method used in this research is descriptive statistical method with a quantitative approach, the sampling technique used in this research is a questionnaire. Data collection techniques using data instrument tests, and statistical tests. The results of this study indicate that work compensation positively affect the performance of Suzuya Mall Rantauprapat, work discipline positively affect the performance of Suzuya Mall Rantauprapat, and work environment positively affect the performance of Suzuya Mall Rantauprapat.

Keywords: work compensation, work discipline, work environment, employee performance.

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1. Introduction

Increasing employee productivity is essential for organizations to achieve their goals and remain competitive. Higher productivity leads to increased profitability, When employees are productive, they can produce more output in less time, which can lead to increased revenue and profitability for the organization. This can be achieved by investing in employee training and development, which can improve their skills and knowledge, leading to better performance and productivity (Pang & Lu, 2018).

In some literature states that, when employees feel that their work is valued and that they are compensated fairly, they are more likely to be motivated and satisfied with their jobs (Rahmisyari et al., 2022). This can lead to increased productivity, as motivated employees are more likely to put in extra effort to achieve their goals. When employees are productive, they can produce higher-quality work in less time. This can lead to increased customer satisfaction and loyalty, as customers are more likely to be satisfied with high-quality products and services (Polii, 2016).

The other factor that affects employee productivity is work discipline. Employee discipline is an essential factor that contributes to increased productivity in the workplace. When employees are disciplined, they are less likely to be absent from work or leave the organization. This can be achieved by implementing disciplinary measures that discourage absenteeism and turnover, such as progressive discipline and employee counseling (Naa et al., 2021).

When employees are disciplined, they are more likely to complete tasks on time and with greater efficiency. This can be achieved by setting clear expectations and deadlines for employees and providing them with the necessary resources to complete their tasks (Raziq & Maulabakhsh, 2015).

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Work environment is the important factor in organisation. When the workplace have good environment, they are more likely to maintain a positive work environment by respecting their colleagues and superiors. This can be achieved by promoting a culture of discipline and respect within the organization (Tiganis et al., 2023). By providing a comfortable and safe physical environment, fostering social interaction, managing workload and task demands, and promoting work-life balance, organizations can enhance employee productivity and contribute to their overall success (Hustia, 2020).

Based on the explanation, we can see the important influence of work compensation factors, work discipline and work environment. Therefore the researcher is interested in testing and seeing the influence of these factors in the context of a retail company, in this case the researcher wants to test Suzuya Rantauprapat.

2. Literature Review

To support the results of this study, several basic theories related to this research are presented, including:

2.1. Employee Productivity

Employee productivity refers to the level of output or efficiency of an employee in performing their job duties within a given period. It is a critical factor for organizational success as it directly affects the quality and quantity of work produced, which in turn impacts the organization's competitiveness, profitability, and sustainability. Employee productivity refers to the measurement of an employee's efficiency and effectiveness in completing assigned tasks, projects, or responsibilities within a given period. It is a quantitative assessment of the output generated by an individual employee or a group of employees, taking into account the resources utilized and the quality of work produced (Rahayu & Rushadiyati, 2021).

Employee productivity is a critical factor for organizational success and competitiveness. It refers to the level of output or efficiency of an employee in performing their job duties within a given period. Several factors contribute to the significance of employee productivity, including compensation, work environment, work motivation, work discipline, and training and development (Hustia, 2020).

Organizations often use various metrics, performance evaluations, and data analysis to assess and improve employee productivity. A high level of employee productivity is essential for enhancing overall organizational performance, increasing profitability, and maintaining a competitive advantage in the market. However, it is crucial to balance productivity goals with employee well-being and avoid promoting a culture of overwork or burnout (Purwanto et al., 2020).

2.2. Work Compensation

Work compensation refers to the economic rewards that employees receive for their work, including wages, salaries, and non-wage economic payments such as fringe benefits and indirect compensation. It is an essential component of personnel management that helps organizations to attract and retain highly competitive employees, which are seen as strategic resources in gaining a competitive advantage (Syah et al., 2021). Work compensation can be influenced by various factors, including labor market regulation, the level of need for changes in the wage system, the degree of readiness for changes in the company as a whole and its individual subsystems, the qualifications of employees, especially managers, as well as the established corporate culture (Akmal & Tamini, 2015).

Indirect compensation, such as fringe benefits, is of great importance as it affects the well-being of individuals in organizations. It helps organizations to attract and retain highly competitive employees, which are seen as strategic resources in getting a competitive advantage. Indirect compensation can boost the morale of employees, which will, in turn, result in higher productivity (Sartono et al., 2018).

Overall, work compensation is an essential component of personnel management that includes economic rewards in the form of wages, salaries, and non-wage economic payments such as fringe benefits and indirect compensation. Effective management of work compensation can lead to increased employee engagement, higher morale, and increased productivity (Purnama, 2016).

2.3. Work Discipline

Work discipline, also known as workplace discipline, can be defined as the set of rules, standards, and practices that guide and regulate the behavior, conduct, and performance of employees within an organization. It involves adhering to established protocols, following company policies, and maintaining a professional and responsible attitude while fulfilling job duties and responsibilities (Jufrizen & Hadi, 2021).

Work discipline plays a vital role in maintaining a harmonious work environment, fostering teamwork, and promoting organizational efficiency. It also contributes to employee satisfaction and professional growth, as disciplined employees are more likely to be recognized for their contributions and entrusted with greater responsibilities. Organizations often have disciplinary procedures in place to address instances of non-compliance or misconduct and to encourage employees to uphold the expected standards of work discipline (Syahputra et al., 2020).

Scientifically oriented work discipline approaches are designed to optimize workforce potential, minimize disruptions, and promote a harmonious and productive work environment (Prayogi et al., 2019). Organizations may employ various tools and methodologies, such as performance appraisals, behavior modification techniques, and employee development programs, to effectively implement work discipline strategies that align with the organization's goals and values.

2.4. Work Environment

The work environment is a critical factor that can significantly impact employee productivity. Research has shown that a positive work environment, characterized by factors such as a comfortable physical setting, supportive relationships, and effective communication, can enhance employee productivity (Warr, 1987).

A conducive work environment fosters employee satisfaction, engagement, and collaboration, all of which contribute to higher levels of productivity. The physical environment is an essential aspect of the work environment that can affect employee productivity. A study conducted in Nigeria found that there was a statistically significant correlation between the physical environment/ergonomics of the workplace and productivity of small-scale enterprises (Armiaty & Ariffin, 2014).

A comfortable and safe physical environment can help employees to focus on their work and minimize distractions, leading to increased productivity. Social interaction in the workplace is another factor that can affect employee productivity. A study conducted in Indonesia found that work discipline is affected by the working environment and work motivation (Tian et al., 2021). A supportive and collaborative work environment can foster teamwork, communication, and a sense of community, leading to increased motivation and productivity

3. Research Method

This research was conducted at the Suzuya Mall Rantauprapat. The method used in this research is descriptive statistical method with a quantitative approach, the sampling technique used in this research is a questionnaire. Based on the information the author received from the employees, the number of employees in the property reaches 50 employees. Data collection techniques using data instrument tests, and statistical tests. To avoid undirected discussions, in the next stage of research it is necessary to limit the topics discussed, namely the influence of communication (X1) and work conflict (X2) and the dependent variable, namely employee performance (Y). The data used in this study is based on data sources, the data sources used by researchers are primary data sources, data obtained from respondents. Researchers collected data through a questionnaire/questionnaire for employees at the Suzuya Mall Rantauprapat. In this study the population consisted of 50 staff at the Suzuya Mall Rantauprapat.

4. Results and Discussion

4.1. Result

The information obtained from the survey is presented in quantitative form with 50 respondents. For 50 respondents, the presents the identification data on Table 1. Table 1 explain that from 50 respondents studied , 38% of male respondents , while 62% of female respondents. Table 2 explain that from 50 respondent Which examined, as many as

D-3 educated respondents 34 person (68%). There were 16 respondents with bachelor's degree education person (32)%.

Table 1. Characteristics of Respondents Based on Gender

| No. | Gender | Frequency | Percentage (%) |
|-----|--------|-----------|----------------|
| 1 | Man | 19 | 38.00% |
| 2 | Woman | 31 | 62.00% |
| | Amount | 50 | 100.00% |

Table 2. Characteristics of Respondents Based on Education

| No. | Level of education | Frequency | Percentage (%) |
|-----|--------------------|-----------|----------------|
| 1 | D-3 | 34 | 68.00% |
| 2 | S-1 | 16 | 32.00% |
| | Amount | 50 | 100.00% |

The validity test is used as a measure of whether a questionnaire is declared valid or not. Valid data is data that does not differ between the data reported by the researcher and the data that actually occurs in the research object. The validity test of the research variable has a significant criterion > 0.5 . The validity test in this study was carried out on 50 samples which were carried out according to the characteristics of the respondents. Based on Sugiyono, (2017) suggests that the reliability test is carried out to find out the results remain consistent measurements when the measurement of the same measuring instrument is carried out. An indicator in the questionnaire is declared reliable if the Croanbach Alpha value $>$ the value measurement criterion (0.6). The results of the validity and reliability tests of this study can be contained in Table 3.

Table 3. Validity and reliability test results

| Statement Items | Validity Test | Reliability Test | Results | |
|-----------------|---------------|------------------|----------|-------------|
| | | | Validity | Reliability |
| X1.1 | 0.715 | 0.760 | Valid | Reliable |
| X1.2 | 0.618 | | Valid | |
| X1.3 | 0.603 | | Valid | |
| X1.4 | 0.633 | | Valid | |
| X2.1 | 0.600 | 0.729 | Valid | Reliable |
| X2.2 | 0.567 | | Valid | |
| X2.3 | 0.653 | | Valid | |
| X2.4 | 0.594 | | Valid | |
| X3.1 | 0.626 | 0.851 | Valid | Reliable |
| X3.2 | 0.815 | | Valid | |
| X3.3 | 0.728 | | Valid | |
| X3.4 | 0.659 | | Valid | |
| Y1.1 | 0.838 | 0.782 | Valid | Reliable |
| Y1.2 | 0.735 | | Valid | |
| Y1.3 | 0.728 | | Valid | |
| Y1.4 | 0.610 | | Valid | |

Table 3 show that all items are valid and reliable. Subsequent research using the classic assumption test consisting of normality test, multicollinearity test and heteroscedasticity test. The results of the normality test using the table tolerance evaluation method, if the value is greater than 0.1 then multicollinearity does not occur, can be seen in Table 4.

Based on Table 4, it can be seen that the independent variables in this study have more tolerance values > 0.1 , so that it can be said that there are no symptoms of multicollinearity between the independent variables in this study.

Table 4. Multicollinearity Test Results

| | | Coefficients ^a | | | | | Collinearity Statistics | |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | tolerance | VIF |
| | | B | std. Error | Betas | | | | |
| 1 | (Constant) | 9.632 | 2.823 | | 3.651 | .001 | | |
| | Work Compensation | .392 | .068 | .510 | 4.523 | .000 | .807 | 1.415 |
| | Work Discipline | .353 | .123 | .351 | 3.31 | .003 | .807 | 1.415 |
| | Work Environment | .399 | .243 | .321 | 3.421 | .000 | .807 | 1.415 |

a. Dependent Variable: Employee Productivity

The heteroscedasticity test (Figure 1) is used to see whether there is an unequal variance from the residuals from one observation to another. The heteroscedasticity detection test can also be carried out using the graphical method, namely by looking at the graph plot between the predicted value of the dependent variable, namely ZPRED, and the residual SRESID.

Table 5. Regression Results

| | | Coefficients ^a | | | | | Collinearity Statistics | |
|-------|-------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | tolerance | VIF |
| | | B | std. Error | Betas | | | | |
| 1 | (Constant) | 9.632 | 2.823 | | 3.651 | .001 | | |
| | Work Compensation | .392 | .068 | .510 | 4.523 | .000 | .807 | 1.415 |
| | Work Discipline | .353 | .123 | .351 | 3.31 | .003 | .807 | 1.415 |
| | Work Environment | .399 | .243 | .321 | 3.421 | .000 | .807 | 1.415 |

a. Dependent Variable: Employee Productivity

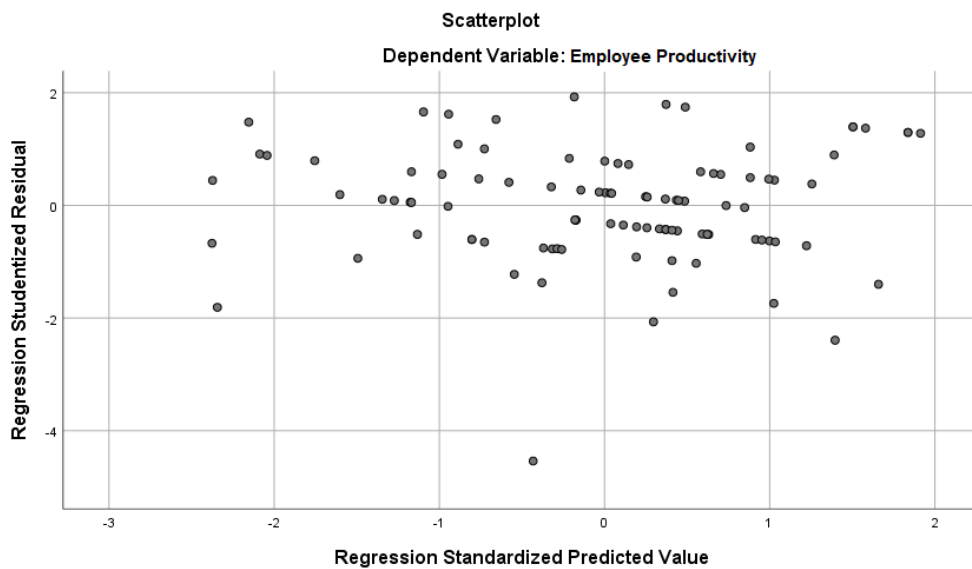


Figure 1. Heteroscedasticity Test Results

From the table 5, the regression equation is $Y = 9.632 + 0.392 X1 + 0.353 X2 + 0.399$

From table 6 can be known that the calculated F value as big 25,775 with a significant level of 0.000 meanwhile F table 3.195 with significance 0.05. By Because That, F count > F table , ie 25,775 > 3.195, mark 25,775 more big from 3.195 showing t count more big from t table , Which means H o rejected, so that can concluded that Work Compensation, Work Discipline, Work Environment positively influence employee productivity.

Table 6. F Test

| | | ANOVA ^b | | | | |
|-------|------------|--------------------|----|------------|--------|-------------------|
| Model | | Sum of Squares | Df | MeanSquare | F | Sig. |
| 1 | Regression | 171,529 | 2 | 87,740 | 25,775 | .000 ^a |
| | residual | 163,421 | 47 | 3,474 | | |
| | Total | 531,920 | 49 | | | |

a. Predictors: (Constant), Work Compensation, Work Discipline, Work Environment

b. Dependent Variable: Employee Productivity

4.2. Discussion

4.2.1. Effect of work compensation (X1) on Employee Productivity (Y)

Work compensation is an important component of personnel management which includes economic imbalances in the form of wages, salaries and non-wage economic payments such as benefits and indirect benefits. This is an important factor that can significantly affect employee productivity. Research shows that protection, work environment, and work motivation can affect employee work productivity (Agathanisa & Prasetio, 2018).

Compensation is an important factor that can affect employee productivity. Research has shown that fair and competitive protection packages positively affect employee productivity. When employees feel sufficiently aggrieved for their efforts, they are more likely to be interested and engaged in their work, leading to increased productivity (Rini et al., 2016). Indirect compensation, such as benefits, is very important because it affects the well-being of individuals in the organization. It helps organizations to attract and retain highly competitive employees, which is seen as a strategic resource in gaining competitive advantage. Indirect compensation can increase employee morale, which in turn leads to higher productivity. The Influence of Work Conflict (X2) Partially on Employee Performance (Y).

4.2.2. Effect of Work discipline (X2) on Employee Productivity (Y)

Work discipline is a crucial factor that can significantly impact employee productivity. Work discipline refers to employees' adherence to organizational rules, policies, and procedures. Disciplined employees exhibit self-control, follow guidelines, and maintain focus on their tasks, leading to improved productivity. Research has shown that work discipline positively influences employee performance and productivity (Tatasari, 2018).

Effective management of work discipline can enhance employee productivity, leading to improved organizational performance. Organizations can promote work discipline through clear expectations, effective communication, and consistent enforcement of policies. A study conducted in Indonesia found that work discipline is affected by the working environment and work motivation (Andini, 2022). Work discipline is essential for achieving the goals of an organization. Good employee discipline will accelerate company goals, while degenerating discipline will become a barrier and slow down the achievement of company goals. According to Afandi, (2018), work discipline is a rule or order made by the management of an organization, legalized by the owner of the capital or the board of commissioners, approved by the labor union, and known by the labor service so that people who join the organization submit to the existing order with pleasure, so that it is created and formed through a process of a series of behaviors that show the values of obedience and order

4.2.3. Effect of Work Environment (X3) on Employee Productivity (Y)

The work environment in which employees operate has a profound impact on their well-being, job satisfaction, and overall productivity. A positive work environment fosters a sense of belonging, enhances collaboration, and promotes

employee engagement. On the other hand, a negative or toxic work environment can lead to stress, demotivation, and decreased productivity (Marjaya & Pasaribu, 2019).

Several studies have examined the impact of the work environment on employee productivity. A study conducted in a retail company found that both physical and non-physical working environments have a positive and significant impact on employees' productivity, with a contribution of 63.4%. Another study conducted in a beverage company found that motivation and work environment had a positive and significant effect on increasing work productivity (Runtunuwu et al., 2015).

The physical environment is an essential aspect of the work environment that can affect employee productivity. A comfortable and safe physical environment can help employees to focus on their work and minimize distractions, leading to increased productivity. A study conducted in Nigeria found that there was a statistically significant correlation between the physical environment/ergonomics of the workplace and productivity of small-scale enterprises (Ramadani et al., 2015).

5. Conclusion

Based on explanation above and the statistical analysis, the authors conclude that:

- a. There is the positive and significant influence of work compensation toward employee increasing productivity in Suzuya Mall Rantauprapat.
- b. There is the positive and significant influence of work discipline toward employee increasing productivity in Suzuya Mall Rantauprapat.
- c. There is the positive and significant influence of work environment toward employee increasing productivity in Suzuya Mall Rantauprapat.
- d. From table F results, we can conclude that all the independent variables simultaneously affect employee increasing productivity in Suzuya Mall Rantauprapat.

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