



## EFFECT OF COMPENSATION, LEADERSHIP AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

Dimas Prayoga<sup>1</sup>, Fajar Pasaribu<sup>2</sup>

Universitas Muhammadiyah Sumatera Utara  
[fajarpasaribu@umsu.ac.id](mailto:fajarpasaribu@umsu.ac.id)

### Abstract

*The problem of this research is, the decline in employee performance, employee performance is not optimal and employees do not understand work, from several problems that exist in the RSU Dr.GL.Tobing, the author limits issues about compensation, leadership and work environment to employee performance at Dr.GL.Tobing RSU. The purpose of this study was to determine and analyze the effect of compensation, leadership and work environment on performance in employees of Dr.GL.Tobing Hospital. The research approach used in this study is a quantitative approach. In determining this sample, it uses a saturated tenik (census) with all employees totaling 87 employees. The data collection technique used is a questionnaire (questioner). To test the quality of the questionnaire, validity tests and reliability tests are used. The analytical techniques used in this study are quantitative data analysis, namely multiple linear regression, classical assumption test, partial test (t test), simultaneous (f test), Coefficient of Determination ( $R^2$ ). The conclusion of this study is that compensation has a significant effect on employee performance. Leadership has a significant effect on employee performance. The work environment has a significant effect on employee performance. Simultaneously compensation, leadership and work environment have a significant effect on the performance of employees of Dr.GL.Tobing Hospital.*

**Keywords:** *Compensation, Leadership And Work Environment, Employee Performance.*

### 1. INTRODUCTION

Leadership has a very close relationship with the morale of employees and their performance, because the success of a leader in moving employees depends on authority and how to create enthusiasm in each employee. The lack of leadership roles in creating harmonious communication with employees will cause low employee performance. Therefore, leaders often establish relationships and communication with employees so that the company's goals that have been formulated in the company's vision, mission, plans, and strategies will be achieved. the comfort of the work environment is also important for the company to pay attention to in an effort to increase work productivity.

Paying attention to the conditions of the working environment which concerns lighting, noise, air exchange and cleanliness, means trying to create working environment conditions that are in accordance with the wishes and needs of employees as implementers of work at the workplace. A good work environment is an environment that is safe, peaceful, clean, bright, not noisy, and free from distractions that hinder employee performance. Factors of a conducive and comfortable work environment can make employees feel passionate about working which will have an impact on morale and performance improvement.

### 2. RESEARCH METHODS

This research belongs to the type of descriptive research. Populai in this study is a permanent employee of RSU. Dr.GL.Tobing Tanjung Morawa which numbered 87 employees, the sample was part of the number and characteristics possessed of the population, this study used a saturated technique or census that where all members of the population were used as a sample of 87 employees. questions to respondents in the hope of responding to the question list. The scale used in the preparation of the questionnaire is the likert scale. The data analysis technique in this study uses a quantitative research approach with multiple linear regression statistic measuring instruments, classical assumption tests, hypothesis and coefficient tests determination ( $R^2$ ).



### 3. RESULTS AND DISCUSSION

#### 1. Effect of Compensation ( $X_1$ ) on Employee Performance (Y)

Based on the results of the above review of the effect of compensation on employee performance (Y) which states that the value of  $t_{count} 3.902 > t_{table} 1.988$  and  $t_{count}$  is in the area of reject  $H_0$  so that  $H_a$  is accepted, so it can be concluded that there is a significant effect between compensation on employee work kinerja Dr.GL.Tobing Hospital. Based on multiple regression values, having a constant of 0.275 proves that compensation is positive for employee performance.

Compensation has a significant effect on employee performance by  $0.000 < 0.05$  this indicates that compensation has a significant effect on employee performance. This is in line with the research by (Firmadari, 2014), (Harahap & Khair, 2019) and (Susanta et al., 2013) which stated that there was a significant influence antara compensation on the performance of wan's work.

#### 2. The Influence of leadership ( $X_2$ ) On Employee Performance (Y)

Based on the results of the above research on the influence of leadership on employee performance (Y) which states that the calculated t value is  $2.656 > t_{table} 1.988$  and  $t_{count}$  is in the  $H_0$  reject area so that  $H_a$  is accepted, so it can be concluded that there is a significant influence between leadership on the performance of RSU employees Dr.GL.Tobing.

Based on multiple regression values, having a constant of 0.190 proves that leadership has a positive effect on employee performance. Leadership had a significant effect on employee performance of  $0.009 < 0.05$ . This is in line with the research by (Arianty, 2015), (Astuti & Iverizkinawati, 2018) and (Marjaya & Pasaribu, 2019) .which states that there is a significant barrier of leadership towards employee performance

#### 3) The Effect of the Work Environment ( $X_3$ ) on Employee Performance (Y)

Based on the results of the above research on the influence of the work environment on employee performance (Y) which states that the value of  $t_{count} 2.195 > t_{table} 1.988$  and  $t_{count}$  is in the area of reject  $H_0$  so that  $H_a$  is accepted, so it can be concluded that there is a significant influence between the lingkungan work on the performance of employees of RSU Dr.GL.Tobing.

Based on the multiple regression value, the constant of 0.140 proves that the work environment has a positive effect on employee performance. The work environment has a significant effect on employee performance of  $0.031 < 0.05$ . This is in line with the research by (Saripuddin, 2015), (Prilian et al., 2014) (Virgianti & Sunuharyo, 2018) which stated that there was a significant influence of the work environment on employee performance.

#### 4) The Effect Of Compensation ( $X_1$ ), Leadership ( $X_2$ ) And Work Environment ( $X_3$ ) On Employee Kineja (Y).

Based on the results of simultaneous testing it can be seen that the f value of the table is  $8.031 > f_{the table}$  is 2.71 thus  $H_0$  is rejected. It states that the compensation, leadership and work environment are in effect on the performance of the employees of RSU Dr.GL.Tobing The determination coefficient test has a value of 0.225 or equal to 23%, the remaining 77% is explained by other variables that were not included in this study.

### 4. CONCLUSION

Based on the research and discussion of the effect of compensation, leadership and work environment terhadap performance of RSU employees Dr.GL.Tobing, the author draws the following conclusions :

1. From the results of the research, it is known that the compensation is persial  $t_{count} (3,902)$  greater than  $t_{table} (1,988)$  and sig  $0.000 < 0.05$  then it can be interpreted that there is a positive influence on employee performance.
2. From the results of the researchers, it is known that leadership is persial  $t_{count} (2,656)$  greater than  $t_{table} (1,988)$  and sig  $0.009 < 0.05$ , it can be interpreted that there is a positive influence on employee performance.
3. From the results of the study, it is known that the work environment is persial  $t_{count} (2,195)$  greater than  $t_{table} (1,988)$  and sig  $0.031 < 0.05$ , it can be interpreted that there is an influence of the work environment on employee performance.
4. From the results of the study, it is known that leadership, work discipline and work environment are partially  $F_{count} (8,035)$  greater than  $F_{table} (2.71)$  and sig  $0.000 < 0.05$  then it can be interpreted as a positive influence. Kepemimpinan, work discipline and work environment together have a significant effect on employee performance at Dr.GL.Tobing Hospital.



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