



The Effect of Compensation and Work Environment on Employee Work Motivation during the Covid 19 Pandemic at PT. Asoka Arians Properti - Medan

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ABSTRACT

This study aims to determine the effect of compensation and work environment on employee work motivation during the Covid-19 pandemic. This research was conducted at PT. Asoka Arians Properti - Medan which is located at Taman Asoka Asri Complex Jalan Plamboyan Medan was conducted in March 2021. The samples taken in this study were employees of PT. Asoka Arians Properti - Medan. Determination of the number of samples in this study using the Slovin formula with a total sample of 31 respondents. Data analysis using multiple linear regression test. The results showed that simultaneously and partially compensation and the work environment had a significant effect on employee work motivation during the Covid-19 pandemic.

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1. Introduction

The existence of the Covid-19 pandemic in Indonesia has disrupted work productivity because part of the work activities carried out from home or Working From Home (WFH). The implementation of the work system using the WFO method carried out by the company during this pandemic is one way for the company to continue to produce production so that the company's targets can be achieved. The existence of the Covid-19 pandemic has made management fear that there will be another decline in production due to the current pandemic.

Motivation is an important thing in work because with motivation it is expected that every employee can work enthusiastically in achieving high work productivity. Motivation is the driving force that makes a company employee willing and willing to provide abilities in the form of expertise or skills, energy and time to carry out various activities that are their responsibility and fulfill their obligations in the context of achieving predetermined organizational goals and objectives. According to Mangkunegara (2017: 75), a person's motivation will largely determine the quality of the behavior/work he displays. Motivation is a need that encourages a person to carry out a series of activities that lead to the achievement of a certain goal.

One of the company's ways to increase employee motivation is to provide adequate compensation for employees. Employee compensation is one of the main components of work relations that can often cause problems in the world of work relations in creating maximum company performance. Regarding compensation, for example salary, it has always been a concern for company managers, employees and the government. Compensation is very important for employees, because the size of the compensation is a measure to improve work performance, if the compensation system provided by the company is fair enough for employees it will encourage employees to do work and will be more responsible for the tasks given by the company.

Compensation is all income in the form of money or goods directly or indirectly received by employees in return for services that have been provided to the company, which is divided into direct financial compensation such as salaries and wages, incentives, bonuses and commissions. The compensation provided indirectly is in the form of allowances and insurance provided by the company to employees. By providing compensation in the form of salaries and wages as well as high bonuses, the enthusiasm to achieve the specified target is quickly resolved. Giving bonuses by the company is a way to motivate employees. If the



employee's wishes are in line with expectations, then the employee's responsibility will be quickly resolved so that the company's goals will be achieved.

Employee work motivation is also influenced by the work environment. This is because the existence of a pleasant work environment makes employees work more passionately and eagerly to achieve better performance. This work environment is related to the atmosphere or conditions around the work location, so that employee motivation becomes better if the environment is good. The occurrence of this pandemic makes companies that use the WFO system have to pay more attention to the size of the workspace and air circulation, the company must reduce the number of employees in it because they have to maintain *social distancing* and ensure good air circulation. Work equipment that is considered is not only machine problems, but during this pandemic it is very necessary to pay attention to individual equipment such as masks and gloves

Research on work motivation has been done before the Covid-19 pandemic. Research on employee work motivation needs to be done because during the Covid-19 pandemic, work motivation is needed from employees so that they can work optimally so as to maintain high productivity. The high transmission power of this disease causes employees who work in the office to be susceptible to infection. To increase employee motivation to work, it is necessary to provide better compensation and improve a cleaner and hygienic work environment, so that employees do not feel worried in carrying out their work in the office.

2. Research methods

This research was conducted on PT. Asoka Arians Property – Medan which is located at the beautiful Asoka Park Complex, Jalan Plamboyan Medan. This research was conducted in March 2021. The samples taken in this study were employees of PT. Asoka Arians Property - Medan . Determination of the number of samples in this study using the Slovin formula (Umar, 2013: 42) which is written as follows:

$$n = \frac{N}{1+N[e]^2}$$

Where: n = Number of samples

N = Total sample population populasi

e = Number of errors in sampling (error term).

Referring to the formula, the number of samples in this study is

$$n = \frac{105}{1+(105 \times (0,15)^2)}$$

$$n = \frac{105}{1+2,36}$$

$$n = 31.22 \text{ (rounded to 31).}$$

So the number of samples used in this study were 31 respondents.

Furthermore, to determine the effect of compensation and work environment on employee work motivation, it is carried out with multiple linear regression tests supported by the program *SPSS version 22 for windows*. The Regression Analysis formula is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e_i$$

Information :

Y : Work Motivation Variable

b₁ : Compensation regression coefficient

b₂ : Work Environment regression coefficient

X₁ : Compensation

X₂ : Work environment

a : Constant number

e_i : Disturbance variable

3. Results and Discussion

3.1. Hypothesis test

a. Multiple Regression Test

Data analysis in this study used multiple linear regression analysis using SPSS 22 for windows with the following results:

Table 1.
Multiple Linear Regression Results
Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6.226 | 3.423 | | 1.819 | .080 |
| | Kompensasi | .382 | .150 | .418 | 2.543 | .017 |
| | Lingkungan_kerja | .463 | .187 | .409 | 2.483 | .019 |

a. Dependent Variable: Motivasi_kerja

From the table above, a regression equation for employee motivation can be formulated as follows:

$$Y = 6.226 + 0.382 X_1 + 0.463 X_2$$

Based on the results of the multiple regression equation shows that:

- a. X coefficient₁ (compensation) of 0.382 means that an increase in compensation of 1 unit will increase work motivation by 0.382 units.
- b. Coefficient X₂ (work environment) of 0.462 means that an increase in the work environment of 1 unit will increase work motivation by 0.463 units.
- c. Compensation (X₁) has a greater influence on work motivation than the work environment variable (X₂). This means that compensation is very decisive in increasing employee motivation. This is indicated by the standardized beta value of the compensation variable (X₁) > work environment (X₂), which is 0.418 > 0.409.

b. Significance Test (F Test)

The F test was carried out to test the significance of the effect of the variable compensation and work environment simultaneously on employee motivation, which can be seen in Table 2.

Table 2.
F Uji test
ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 699.059 | 2 | 349.530 | 18.214 | .000 ^a |
| | Residual | 537.328 | 28 | 19.190 | | |
| | Total | 1236.387 | 30 | | | |

a. Predictors: (Constant), Lingkungan_kerja, Kompensasi

b. Dependent Variable: Motivasi_kerja

The procedure and criteria for accepting and rejecting the hypothesis are set out as follows:

1) Hypothesis:

$\beta = 0$: There is no significant effect between compensation and work environment on employee motivation at PT. Asoka Arians Property - Medan

$\beta \neq 0$: There is a significant effect between compensation and work environment on employee motivation atwork stress.

2) Alpha (α) = 0.05; k (number of variables), $df=Nk-1$, then based on the F-table, the F-table value of 5% (2:28) is 3.34.



- 3) Criteria for acceptance and rejection of hypotheses
 If $F_{count} > F_{table}$ then H_0 is rejected or H_1 is accepted, whereas if $F_{count} < F_{table}$ then H_0 is accepted or H_1 (the proposed hypothesis) is rejected.
- 4) Based on the F test, it is known that F_{count} is $18.214 > F_{table}$ is 3.34 ; so H_0 is rejected or H_1 is accepted. This shows that compensation and work environment simultaneously have a significant effect on employee work motivation, thus the hypothesis is accepted.
- c. **Partial Hypothesis Test (t Test)**
 Testing the hypothesis of the influence of the independent variable on the dependent variable by comparing the t-count value with the t-table value at a significant level of 0.05 or 5% at the degree of freedom (nk) then obtained t-table = 2.048. The results of the t-test of compensation and work environment variables on employee work motivation can be seen in Table 3.

Table 3.
t test

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 6.226 | 3.423 | | 1.819 | .080 |
| | Kompensasi | .382 | .150 | .418 | 2.543 | .017 |
| | Lingkungan_kerja | .463 | .187 | .409 | 2.483 | .019 |

a. Dependent Variable: Motivasi_kerja

From the table above, to determine the effect of the compensation variable on employee motivation, it is done by comparing the t-count of 2.543 and t-table of 2.048, which means t-count > t-table, so it can be concluded that the compensation variable has a significant positive effect on employee motivation. .

To test the effect of work environment variables on employee motivation, it is done by comparing the t-count of 2.483 and t-table of 2.048 which means t-count > t-table, so it can be concluded that the work environment variable has a negative and significant effect on employee motivation.

Based on this, it can be concluded that partially compensation and work environment variables have a significant influence on the work motivation of PT. Putra Fajar Jaya, thus the hypothesis is accepted.

d. **Coefficient of Determination (R²)**

The value used to see the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The value of the coefficient of determination can be seen in Table 4.

Table 4.
Coefficient of Determination Value

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .752 ^a | .565 | .534 | 4.38067 |

a. Predictors: (Constant), Lingkungan_kerja, Kompensasi

From Table 4 it can be seen that the adjusted R square value is 0.534 or 53.40%, namely the percentage of the effect of compensation (X1) and work environment (X2) on employee work motivation (Y) is 53.40%. While the remaining 46.60% (100% - 53.4%) is influenced by other variables outside this research model.

3.1 Discussion

a. **The Effect of Compensation on Employee Work Motivation during the Covid-19 Pandemic**

The results of statistical tests show that compensation has a positive and significant effect on employee work motivation. The decline in employee recruitment due to the Covid-19 Pandemic makes employees less motivated to work, so that the completion of work is disrupted and not in accordance with the set targets. This is due to the reduction in the number of employees working in the company, where some



employees have to work from home to reduce the transmission of Covid-19. Reduction of employees working will reduce compensation to employees which results in a decrease in work motivation. To increase work motivation, the company can provide compensation to employees who have good performance, so that it will motivate employees to work harder again.

To achieve effective work results, employees must be given stimulation so that they can carry out their work better with full enthusiasm. Compensation is one thing that must be considered by the company. The role of compensation is quite large in forming potential employees because it cannot be denied that compensation is the main goal for most employees who work in a company. Nitisemito (2011: 149-157) said that the issue of compensation is not only important because it is the main impetus for a person to become an employee, but the issue of compensation is also important because the compensation given has a big influence on the enthusiasm and enthusiasm of the employees.

b. The Influence of the Work Environment on Employee Work Motivation during the Covid-19 Pandemic

The results of statistical tests show that the work environment has a negative and significant effect on employee motivation. According to Mahardikawanto (2013) everything that is around employees, both physical and non-physical, can affect the performance of all tasks that have been assigned to employees. Therefore, the work environment is closely related to work motivation. With the COVID-19 outbreak, the situation in the work environment in all companies and organizations has changed with the implementation of health protocols specifically to deal with the transmission and spread of COVID-19 so that HR is challenged to adapt to the new situation that exists, given the environmental situation. This new job can have a direct impact on comfort,

4. Conclusion

- a. The results showed that compensation and work environment simultaneously has a significant effect on employee motivation during the Covid-19 pandemic.
- b. The results of the t-test indicate that compensation and work environment have a significant effect on employee motivation.
- c. The compensation factor has a more dominant influence on employee work motivation compared to the work environment.

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