Employee Performance Improvement at PT Cahaya Abadi Terang Medan Is Based on the Work Environment, Work Motivation, and Work Discipline

M. Sofyan Hasan Lubis¹, Yohny Anwar², Muhammad Isa Indrawan³
¹,²Faculty of Social and Science, Universitas Pembangunan Panca Budi, Indonesia
³Management Study Program, Universitas Pembangunan Panca Budi, Indonesia
sofyanmuhammad@gmail.com

Abstract
This research discusses the partial or simultaneous effect of environment factors, motivation, and discipline on employee performance at PT Cahaya Abadi Terang. A questionnaire was used to gather data from 65 employees of PT Cahaya Abadi Terang. This paper uses multiple linear regression. The study findings demonstrate a substantial simultaneous effect between the three factors and a partly significant influence between environment, motivation, and disciplinary variables on employee performance.

Keywords
environment; motivation; discipline; performance

I. Introduction

Staff are important assets that must be carefully regarded and developed. Thus, businesses must pay attention to every element of human resource development programmes to build competent and highly competitive employees. In the process, the firm's or company's performance has ups and downs that correspond to the ups and downs of the company's personnel performance. Performance is the outcome of effort that must be demonstrated with concrete evidence and may be assessed or compared to predefined criteria (Sedarmayanti, 2011:260). It suggests that workers have a favourable relationship with the firm.

Employee performance at PT Cahaya Abadi Terang is deemed subpar, according to a pre-survey of 65 correspondent workers at PT Cahaya Abadi Terang. The authors discovered a deterioration in the quality of workers' work based on the findings of the pre-survey questionnaire recapitulation on performance. Today, employees are less motivated to get the greatest results at work, owing to poor employee performance. Employees labour just as a routine or responsibility, with little ambition to learn more. Environment variables, motivation, and discipline can all contribute to subpar performance. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019).

The environment is one of the elements that influence performance. The work environment is a facility and infrastructure that can affect employee performance, such as the workplace, amenities, lighting, cleanliness, and the working relationships among the individuals (Sedarmayanti, 2011:260). In addition to the surroundings, motivation has an impact on firm performance. Every employee is expected to work energetically to attain high job productivity. Employee motivation gives inspiration and excitement for work, resulting in healthy working relationships between employees and leaders (Hasibuan, 2016: 92).
II. Review of Literature

Performance is the outcome of labour that can be demonstrated concretely based on defined criteria to fulfil organisational goals lawfully, without breaking the law, and according to morals and ethics. Only through the efforts of the actors included inside the organisation can an organisation attain the goals that have been set.

Sedarmayanti (2011) defines the work environment as the tools, materials, surroundings, work habits, and individual and group work arrangements. The work environment is a facility and infrastructure that can affect employee performance, such as the workplace, amenities, lighting, cleanliness, and the working relationships among the individuals. A good work environment may give comfort when doing job activities; nevertheless, a poor work environment can lower employee morale and motivation, causing performance to suffer.

According to Hasibuan (2016), employees are needed to be motivated to work hard to attain high job productivity. Employee motivation may bring inspiration and encouragement, resulting in positive working relationships between employees and leaders. Leaders should attempt to ensure that staff are highly motivated to finish their tasks; here is where motivation plays a vital part in encouraging employee morale.

According to Rivai (2011), work discipline is communication used by managers to employees to raise one's knowledge and willingness to comply with all corporate standards. Organisations should give positive direction by concentrating on human resource development. Good working environment conditions will help humans carry out their jobs successfully, improving organizational productivity and accomplishing objectives.

III. Research Method

3.1 Research Methodology

Conceptually, the environment (X1), motivation (X2), and discipline (X3) all influence employee performance (Y) at PT Cahaya Abadi Terang, either entirely or partly. The following is a description of the research framework:

Figure 1. The Conceptual Framework

This research's population consisted of 131 workers of PT Cahaya Abadi Terang. The Slovin formula was used to determine the number of samples. According to this calculation, the number of persons to be sampled is 65. In this study, data was collected...
using a questionnaire using a Liker scale consisting of five potential answers, namely:
The score for Strongly Agree (SS) is 5.
The score for Agree (S) is 4.
The score for Disagreement (KS) is 3.
The score for Disagreeing (TS) is 2.
The score for Strongly Disagree (STS) is 1.

3.2 Multiple Regression Analysis

Computer help will be utilised with the SPSS version 20.00 for Windows applications to discover parameters and constants and F-count and t-count values. A regression test is utilised to examine the impact of Environment (X1), Motivation (X2), and Discipline (X3) on Employee Performance (Y) at PT Cahaya Abadi Terang. The following is the regression equation:

\[ Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e \]

Y = Employee Performance
X1 = Environment
X2 = Motivation
X3 = Discipline
b1 = Environment Regression Coefficient
b2 = Motivation Regression Coefficient
b3 = Discipline Regression Coefficient
a = Constant
e = Error Rate (Standard Error) = 0.05 (5%)

3.3 Hypothesis Examination

The F test (simultaneous test) is used to assess the effect of the independent variables Environment (X1), Motivation (X2), and Discipline (X3) on the dependent variable performance (Y) at the same time (simultaneously). If the F test is successful, the t test will be performed on the value of F_count > F_table. The t-test (Partial Test) is used to determine if the independent variable (X) has a partial influence on the dependent variable (Y). The purpose of the t-test is to examine the influence of the independent variables Environment (X1), Motivation (X2), and Discipline (X3) on employee performance at PT Cahaya Abadi Terang.

3.4 Analysis of the Coefficient of Determination

The coefficient of determination (R^2) indicates how well the model can explain fluctuations in the dependent variable. A value of R^2 near one indicates that the independent variable may give all of the information required to predict the variation of the dependent variable at the same time. The lower value of R^2 indicates that the independent variable's capacity to explain the dependent variable is severely restricted.

IV. Discussion

4.1 Validity

A validity test is used to determine whether or not a questionnaire is valid. The tool utilised was a questionnaire tested on 65 employees of PT Cahaya Abadi Terang. This validity test compares the r_count and r_table values for each of the existing statement items. If the value of r_count > r_table, the instrument item is considered legitimate. The technique
used to assess the validity employs a product-moment correlation approach with instrument validity requirements if $r_{count} > r_{table}$ at $N = 65$. As a result, the $r_{table}$ value is 0.206. The following table shows the validity test results:

**Table 1. The Validity Test Results for Instruments of Environment (X1), Motivation (X2), Discipline (X3), and Employee Performance (Y)**

| No Questions | r-count (X1) | r-count (X2) | r-count (X3) | r-count (Y) | r-table |
|--------------|--------------|--------------|--------------|-------------|---------|
| 1            | 0.353        | 0.417        | 0.304        | 0.434       | 0.206   |
| 2            | 0.470        | 0.539        | 0.617        | 0.313       | 0.206   |
| 3            | 0.601        | 0.565        | 0.541        | 0.455       | 0.206   |
| 4            | 0.796        | 0.781        | 0.250        | 0.286       | 0.206   |
| 5            | 0.732        | 0.441        | 0.259        | 0.442       | 0.206   |
| 6            | 0.832        | 0.809        | 0.478        | 0.308       | 0.206   |
| 7            | 0.748        | 0.764        | 0.367        | 0.551       | 0.206   |
| 8            | 0.718        | 0.417        | 0.542        | 0.562       | 0.206   |
| 9            | 0.559        | 0.648        | 0.435        | 0.374       | 0.206   |
| 10           | 0.493        | 0.621        | 0.372        | 0.446       | 0.206   |
| 11           | 0.700        | 0.659        | 0.366        | 0.270       | 0.206   |
| 12           | 0.853        | 0.782        | 0.369        | 0.614       | 0.206   |
| 13           | 0.772        | 0.811        | 0.393        | 0.451       | 0.206   |
| 14           | 0.730        | 0.742        | 0.347        | 0.573       | 0.206   |
| 15           | 0.687        | 0.557        | 0.374        | 0.403       | 0.206   |

The validity test on the environment, motivation, and discipline variables, as shown in attachment table 1, shows that all components of the statements in these variables are legitimate. The variable has a $r_{count}$ greater than $r_{table}$. Because the instrument has satisfied the conditions of $r_{count} > r_{table}$, it may be inferred that the environment, motivation, discipline, and performance instruments can be utilised for research purposes.

**4.2 Reliability**

The validity test findings of environment (X1), motivation (X2), and discipline (X3) on employee performance (Y) at PT Cahaya Abadi Terang can be observed as follows:

**Table 2. The Reliability Test Results for Environment (X1), Motivation (X2), Discipline (X3), and Employee Performance (Y)**

| Variable             | Cronbach's Alpha | Conclusion |
|----------------------|------------------|------------|
| Environment          | 0.925            | Reliable   |
| Motivation           | 0.920            | Reliable   |
| Discipline           | 0.773            | Reliable   |
| Employee Performance | 0.798            | Reliable   |

Table 2 shows the reliability test results for each variable using the Cronbach's Alpha approach. It can be observed that the Cronbach's Alpha value is greater than 0.6 for the environment variable, 0.925 for the motivation variable, 0.920 for discipline variable, and 0.925 for employee performance variable. As a result, the instruments for the four variables are certified trustworthy since they fulfil the Cronbach's Alpha criteria of greater than 0.6.
4.3 Classical Assumption Test

a. Data Normality Test

The data normality test determines whether study samples are regularly distributed. The data were normalized using the one-sample Kolmogorov-Smirnov test and declared normal if the normally distributed residual value was greater than 0.05.

| Table 3. The Results of the Data Normality Test |
|-----------------------------------------------|
| TOTAL_X1 (Unstandardized Residual 1) | TOTAL_X2 (Unstandardized Residual 2) | TOTAL_X3 (Unstandardized Residual 3) | TOTAL_Y (Unstandardized Residual 4) |
| N | 65 | 65 | 65 | 65 |
| Normal Parameters | Mean | 0.000 | 0.000 | 0.000 | 0.000 |
| | Std.Deviation | 3.648 | 2.562 | 3.582 | 2.449 |
| Most Extreme Differences | Absolute | 0.063 | 0.064 | 0.108 | 0.061 |
| | Positive | 0.045 | 0.060 | 0.041 | 0.058 |
| | Negative | -0.063 | -0.064 | -0.108 | -0.061 |
| Test Statistic | | 0.063 | 0.064 | 0.108 | 0.061 |
| Asymp. Sig. (2-tailed) | | 0.257 | 0.263 | 0.294 | 0.241 |

b. Linearity Test

The linearity test found the regression line equation for Environment (X1), Motivation (X2), and Discipline (X3) on Employee Performance (Y). Using the regression line, a linearity test with a 0.05 significance level verifies the regression line coefficient and its linearity. If two variables' significance (linearity) is higher than 0.05, the linearity test deems them linearly related.

| Table 4. The Results of the Linearity Test |
|-------------------------------------------|
| Sum of Squares | Between Groups | Df | Mean Square | F | Sig. |
| Unstandardized Residual * | (Combined) | 811.5 | 73 | 2.59 | 0.55 | 0.913 |
| | Linearity | 0 | 3 | 0 | 1.000 |
| | Deviation from Linearity | 706.35 | 61 | 2.626 | 0.56 | 0.908 |
| Within Groups | 37.667 | 4.708 |
| Total | 226.706 | 64 |

The significant linearity value is 1.000, based on the findings of the linearity test between the variables of environment, motivation, discipline, and performance variables in Table 4 above. For example, the significance value is greater than 0.05, implying that the two variables have a linear connection.

c. Multicollinearity Test

A multicollinearity test determines whether a regression model's independent variables are comparable. The regression model has multicollinearity concerns if there's a correlation. Multicollinearity tests employed tolerance and VIF values. If VIF is less than 10 and tolerance is more than 0.10, multicollinearity does not exist.
The results of the multicollinearity test in Table 5, there is no multicollinearity because the VIF value of environment (X1) is 1.032, motivation (X2) is 1.036, and discipline (X3) is 1.048. the VIF scores were less than 10, it may be stated that there was no multicollinearity in this research.

d. Heteroscedasticity Test
A good regression model has homoscedasticity or none. The heteroscedasticity test examines whether a regression model has inequality invariance across observations; if it persists, it's homoscedasticity; if it differs, it's heteroscedasticity. Glejser test determined heteroscedasticity. If the significant value is less than 0.05, there is heteroscedasticity.

According to the findings of the heteroscedasticity test in Table 6, there is no heteroscedasticity because the significant are more than 0.05 for environment, motivation, discipline, and performance.

e. Results of Multiple Linear Regression Tests
The linear regression equation obtained from Table 7 is Y = 17.116 + 0.386X1 + 0.077X2 + 0.240X3. The figures in the preceding equation have the following meaning:
- a. The environment variable's regression coefficient is positive, precisely 0.386. It indicates that every unit of the environment increased, increasing performanceby 0.247.
- b. The motivation variable's regression coefficient is positive, precisely 0.077. It indicates

---

| Model | Unstandardized Coefficients | Standardized Coefficients | T | Sig. |
|-------|-----------------------------|---------------------------|---|-----|
|       | B Std. Error Beta           |                           |   |     |
| 1     | (Constant) 17.12 6.73       | 2.544 0.014               |   |     |
|       | TOTAL_X1 0.396 0.247 0.571 1.584 0.123 0.957 1.032 |   |
|       | TOTAL_X2 0.077 0.242 0.115 316 0.753 0.958 1.036 |   |
|       | TOTAL_X3 0.240 0.101 0.212 2.371 0.021 0.955 1.048 |   |

According to the findings of the multicollinearity test in Table 5, there is no multicollinearity because the VIF value of environment (X1) is 1.032, motivation (X2) is 1.036, and discipline (X3) is 1.048. the VIF scores were less than 10, it may be stated that there was no multicollinearity in this research.

d. Heteroscedasticity Test
A good regression model has homoscedasticity or none. The heteroscedasticity test examines whether a regression model has inequality invariance across observations; if it persists, it's homoscedasticity; if it differs, it's heteroscedasticity. Glejser test determined heteroscedasticity. If the significant value is less than 0.05, there is heteroscedasticity.

According to the findings of the heteroscedasticity test in Table 6, there is no heteroscedasticity because the significant are more than 0.05 for environment, motivation, discipline, and performance.

e. Results of Multiple Linear Regression Tests
The linear regression equation obtained from Table 7 is Y = 17.116 + 0.386X1 + 0.077X2 + 0.240X3. The figures in the preceding equation have the following meaning:
- a. The environment variable's regression coefficient is positive, precisely 0.386. It indicates that every unit of the environment increased, increasing performanceby 0.247.
- b. The motivation variable's regression coefficient is positive, precisely 0.077. It indicates

---

| Model | Unstandardized Coefficients | Standardized Coefficients | T | Sig. |
|-------|-----------------------------|---------------------------|---|-----|
|       | B Std. Error Beta           |                           |   |     |
| 1     | (Constant) 17.116 6.729     | 2.544 0.014               |   |     |
|       | TOTAL_X1 0.386 0.247 0.571 2.164 0.023 |   |
|       | TOTAL_X2 0.077 0.242 0.115 2.316 0.045 |   |
|       | TOTAL_X3 0.240 0.101 0.212 2.372 0.021 |   |

The linear regression equation obtained from Table 7 is Y = 17.116 + 0.386X1 + 0.077X2 + 0.240X3. The figures in the preceding equation have the following meaning:
- a. The environment variable's regression coefficient is positive, precisely 0.386. It indicates that every unit of the environment increased, increasing performanceby 0.247.
- b. The motivation variable's regression coefficient is positive, precisely 0.077. It indicates
that every unit of the motivation increased, increasing performance by 0.242.
c. The discipline variable's regression coefficient is positive, precisely 0.240. It indicates
that every unit of the discipline increased, increasing performance by 0.101.

f. Determination Test
   According to the findings in Table 8, the value of determination or the strength affect
   of the environment (X1), motivation (X2), and discipline (X3) on the performance (Y) at
   PT Cahaya Abadi Terang is 0.535 or 53.5 per cent, whereas other variables impact 46.5 per
   cent (100 per cent - 53.5 per cent).

   | Model | R  | R Square | Adjusted R Square | Std. Error of the Estimate |
   |-------|----|----------|------------------|---------------------------|
   | 1     | 0.731* | 0.535    | 0.512            | 3.420                     |

   g. F-Test
   Based on the results in table 10, the $F_{\text{count}}$ value of 23.36 is greater than $F_{\text{table}}$ value of 2.72. The significance value is 0.00 less than 0.05. It can be concluded that the three independent variables tested, environment (X1), motivation (X2), and discipline (X3), all affect the employee performance at PT Cahaya Abadi Terang.

   | Model | Sum of Squares | df | Mean Square | F  | Sig. |
   |-------|----------------|----|-------------|----|------|
   | 1     | Regression     | 811,496 | 3 | 270,499 | 23,360 | .000* |
   | Residual | 706,350 | 61 | 11,580         |         |      |
   | Total  | 1517,846      | 64 |               |     |      |

   h. 8 t-Test
   Based on the data in table 7, the $t_{\text{count}}$ value is 2.164, which is more than the $t_{\text{table}}$ value is 1.999 and the significance value is 0.023 less than 0.05. It can be concluded that the environment (X1) influences employee performance at PT Cahaya Abadi Terang. The motivation value has a $t_{\text{count}}$ of 2.316, which is more than the $t_{\text{table}}$ value is 1.999, and the significance value is 0.045 less than 0.05. It can be stated that the motivation (X2) influences employee performance at PT Cahaya Abadi Terang Medan. The discipline has a $t_{\text{count}}$ value of 2.372, greater than $t_{\text{table}}$ value is 1.999, and the significance value is 0.021 less than 0.05, it can be stated that the discipline (X3) influences employee performance at PT Cahaya Abadi Terang Medan.

   i. The Effect of the Environment on Employee Performance
   The findings revealed that the environment of PT. Cahaya Abadi Terang Medan has
   an impact on employee performance. Multiple linear regression analysis and t-test give
   results positive regression with a $t_{\text{count}}$ of 2.164 and a sig. of 0.023. Based on these findings,
   it is possible to infer that Hypothesis 1 (one) was examined and approved in this research.
   The positive trend indicates any improvement in the work environment implemented at PT.
   Cahaya Abadi Terang Medan will result in higher employee performance at PT Cahaya
   Abadi Terang of the Field is 0.386 units. In other words, when the environment at PT.
   Cahaya Abadi Terang Medan improves, including the workplace, facilities, cleanliness,
   lighting, tranquilly, and the working relationships between the people who work there and
the performance at PT Cahaya Abadi Terang improves as well. According to the findings of this research, the environment has a positive and significant impact on employee performance.

The findings of this study support the research goal of determining if the work environment has a positive and substantial influence on employee performance at PT Cahaya Abadi Terang has been attained.

j. The Effect of Motivation on Employee Performance

The findings revealed employee motivation at PT. Cahaya Abadi Terang Medan has an impact on employee performance. Multiple linear regression analysis and t-test give results positive regression with a t_{count} of 2.316 and a significance of 0.023. Based on these findings, it is possible to infer that Hypothesis 2 (two) was examined and approved in this research. The positive trend indicates any boost in work motivation carried out by PT. Cahaya Abadi Terang Medan would result in enhanced employee performance at PT Cahaya Abadi Terang is 0.077 units. In other words, if motivation at PT. Cahaya Abadi Terang Medan increases (through physiological, security, social, appreciation, and self-actualisation), increasing employee performance at PT Cahaya Abadi Terang. According to the findings of this research, motivation has a positive and significant impact on employee performance.

The findings of this study are consistent with the research objective of determining whether work motivation has a positive and significant effect on employee performance at PT. Cahaya Abadi Terang Medan has been carried out while also resolving/answering the problems identified, namely employees who are less enthusiastic and enthusiastic in carrying out their work.

k. The Effect of Discipline and Employee Performance

The findings revealed employee discipline at PT. Cahaya Abadi Terang Medan has an impact on employee performance. Multiple linear regression analysis and t-test give results positive regression with a t_{count} of 2.372 and a significance of 0.021. These findings indicate that Hypothesis 3 (three) was examined and accepted in this study. The positive direction indicates a relationship between discipline and performance at PT. Cahaya Abadi Terang Medan, as seen by the employee performance of PT Cahaya Abadi Terang is 0.240 units. In other words, when disciplined at PT. Cahaya Abadi Terang Medan improves, so it will increase the employee performance at PT Cahaya Abadi Terang. According to the findings of this study, discipline has a positive and significant impact on on employee performance.

The findings of this study support the research goal of determining if work discipline has a good and substantial influence on employee performance at PT Cahaya Abadi Terang has been attained.

V. Conclusion

Several conclusions may be taken from the initial data analysis and discussion, including that the environment, motivation, and discipline have a positive and significant impact on employee performance at PT Cahaya Abadi Terang. Providing a nice and comfortable work environment will increase employee performance at PT Cahaya Abadi Terang. Providing good motivation at PT. Cahaya Abadi Terang Medan will increase performance in the organization. The presence of excellent work discipline will affect employee performance improvement.
References

Amelia, R. P. (2019). Pengaruh Stres Kerja Dan Motivasi Terhadap Kinerja Karyawan Pada Hotel Santika Premiere Ice-Bsd City. Jurnal Perkusi, 1(1).

Anjani, A. (2019). Pengaruh Kompetensi dan Motivasi Kerja Terhadap Kinerja Karyawan. Jurnal Inspirasi Bisnis Dan Manajemen, 3(1), 1.

Arif, S. (2019). Influence of Leadership, Organizational Culture, Work Motivation, and Job Satisfaction of Performance Principles of Senior High School in Medan City. Budapest International Research and Critics Institute-Journal (BIRCI-Journal). P. 239-254

Basori, M. A. N., Prahyawan, W., & Kamsin, D. (2017). Pengaruh Kompetensi Karyawan dan Lingkungan Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja Sebagai Variabel Intervening (Studi Pada PT. Krakatau Bandar Samudera). Jurnal Riset Bisnis Dan Manajemen Tirtayasa, 1(2)

Berliana. (2021). Pengaruh Budaya Organisasi Terhadap Produktivitas Karyawan Pada PDAM (Perusahaan Daerah Air Minum) di Jakarta. 3(2), 176–184.

Budhiningtias Wananti, M. (2011). Pengaruh Kompetensi Terhadap Kinerja Karyawan (Survei pada PT. Frisan Flag Indonesia Wilayah Jawa Barat). Majalah Ilmiah UNIKOM

Budiono, & Erlyna. (2015). Jurnal Bisnis Indonesia Vol. 6 No. 2 Oktober 2015 209. Jurnal Bisnis Indonesia, 6(2), 209–220.

Emm, G., Halkos, & Bousinokis, D. (2010). The Effect of Stress and Satisfaction on Productivity. International Journal of Productivity and Performance Management., Vol. 59. (Issue: 5), 415–431.

Fahmi Irham. 2016. Manajemen Sumber Daya Manusia Teoridan Aplikasi. Bandung: Alfabeta.

Jermias, J., & Yigit, F. (2019). Factors affecting leverage during a financial crisis: Evidence from Turkey. Borsa Istanbul Review, 19(2), 171–185. https://doi.org/10.1016/j.bir.2018.07.002

Mangkunegara, AA. Anwar Prabu. 2013. Manajemen Sumber Daya Manusia Perusahaan. Remaja Rosdakarya, Bandung.

Mistar, M., & Kusumayadi, F. (2019). Dampak Kompensasi, Budaya Organisasi, Stres Kerja Terhadap Turnover Intention Pt. Sinarmas Multifinance Cabang Bima. Jurnal Riset Akuntansi Jambi, 3(1), 65–81. https://doi.org/10.35141/jraj.v3i1.655

Niati, D. R., Siregar, Z. M. E., & Prayoga, Y. (2021). The Effect of Training on Work Performance and Career Development: The Role of Motivation as Intervening Variable. Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences, 4(2), 2385–2393. https://doi.org/10.33258/birci.v4i2.1940

Nitisemito, Alex S. 2014. Manajemen Personalia. Ghalia Indonesia. Jakarta.

Permadi, I. M. Y. (2017). Fakultas Ekonomi dan Bisnis Universitas Udayana (Unud). Bali, Indonesia (Unud). Bali, Indonesia Pelaku bisnis yang semakin hari semakin meningkat menyebabkan terjadinya persaingan yang kompetitif dalam dunia bisnis. Mereka dituntut melakukan suatu inovasi atau perubahan yang. 6(1), 521–549.

Purnomo, S. (2018). Pengaruh Budaya Organisasi, Kompensasi Terhadap Perencanaan Karir Serta Dampaknya Terhadap Produktivitas Karyawan Pada Pt. Panca Putra Madani. KREATIF : Jurnal Ilmiah Prodi Manajemen Universitas Pamulang, 6(3), 38. https://doi.org/10.32493/jk.v6i3.y2018.p38-48

Putra, G. A. (2021). Kompensasi Dan Lingkungan Kerja : Pengaruhnya. 3, 75–84.
Sayogo, Y. (2020). Konsep produktivitas karyawan perusahaan jasa di indonesia. Reserchgate, May, 1–6.

Serdamayanti. 2017. Sumber Daya Mnusia Dan Produktivitas Kerja. Bandung: CV. Mandar Maju.

Suroyo. (2016). Kedisiplinan yang berdampak pada produktivitas kerja karyawan. Parameter, 2(001), 195.

Wibowo 2014. Perilaku Dalam Organisasi. Edisi Kedua. PT. Raja Grafindo Persada: Jakarta. Yamoah, E. E. (2013). Relationship between Compensation and Employee Productivity. Singaporean Journal of Business , Economics and Management Studies, 2(1), 110–114. https://doi.org/10.12816/0003845

Zulfani, F., Agung Putu Agung, A., & Pradiva Putra Salain, P. (2021). Pengaruh Kompensasi, Stres Kerja Dan Budaya Organisasi Terhadap Turnover Intention Pada Seluruh Karyawan PT. Andika Mitra Jaya Denpasar. Jurnal Emas, 2(1), 62–70.