

THE EFFECT OF WORK ENVIRONMENT, COMPENSATION, WORK STRESS ON THE WORK PRODUCTIVITY OF PT KARYA UTAMA NORMALISASI EMPLOYEES

Intan Purnama^{1*}, Sugeng Sutedjo²

¹ Sekolah Tinggi Ilmu Ekonomi Indonesia, Surabaya, Indonesia

² Sekolah Tinggi Ilmu Ekonomi Indonesia, Surabaya, Indonesia

*Corresponding Author: intanpurnama213@gmail.com

Abstract: This study aims to analyze the effect of the work environment, compensation, work stress on the work productivity of employees of PT Karya Utama Normalisasi. This research is quantitative research with descriptive analysis. The total population and sample are 73 people who are all employees of PT Karya Utama Normalisasi. Data was collected by distributing questionnaires, and after the data was collected the data was analyzed using the program. The results showed that the work environment and compensation had a significant positive effect on work productivity, and work stress had a non-significant negative effect on work productivity, so it can be concluded that the better the work environment and the compensation given to PT Karya Utama Normalized employees, the higher work productivity, and work stress does not have a significant effect on the work productivity of employees of PT Karya Utama Normalisasi.

Keywords: Work Environment, Compensation, Work Stress, Work Productivity

1. Introduction

Management in an organization is the process of achieving goals consisting of planning, organizing, implementing, and supervising which all involve human resources known as employees. Employees are an important factor in the implementation of management because they have their respective roles which if developed effectively can increase work productivity in the organization.

The term work productivity was first disclosed in Quesnay's article in 1766, which was then defined by Litre in 1883 as the ability to produce or the desire to produce which is mathematically shown in the ratio or relationship between output and input used in producing that output (Hermanto, 2021). Work productivity shows how effective and efficient production activities are in producing products or services while still providing benefits for the organization and quality for consumer needs.

PT Karya Utama Normalisasi is a company in the assembly industry whose activities are manufacturing car body parts for automobiles. This company was founded in 2019 in Pekanbaru and produces according to orders that come from consumers or are made by order. In these 4 years, there has been an increase in PT Karya Utama Normalisasi in the number of employees and the amount of production. By comparing output (amount of production) with

one of the inputs (number of employees) it is known that employee productivity increases every year.

Table 1. Work Productivity of PT Karya Utama Normalisasi Employees in 2019-2022

| Year | Number of Employees (Person) | Total Production (Unit) | Productivity (Units/Person) |
|------|------------------------------|-------------------------|-----------------------------|
| 2019 | 5 | 10 | 2 |
| 2020 | 30 | 75 | 2,5 |
| 2021 | 50 | 150 | 3 |
| 2022 | 73 | 250 | 3,42 |

Source: Data processed in 2023

From the phenomenon of increasing employee work productivity at PT Karya Utama Normalisasi, it is interesting to do research on the factors that might be the cause of increased employee work productivity at PT Karya Utama Normalisasi, with the aim that if these factors are known, the results of this study can contribute to the PT Karya Utama Normalisasi strategy in maintaining and increasing the work productivity of its employees.

Many factors can affect work productivity, according to previous studies including the work environment, compensation, and work stress. The work environment is everything that is around workers who can influence them in carrying out the tasks assigned to them (Nurmansyah, 2018). The work environment affects work productivity according to the results of research by Purnami & Utama (2019), in contrast to the results of research by Saleh & Utomo (2018) that the work environment does not affect work productivity. Compensation is the provision of remuneration, both directly in the form of money (financial) and indirectly in the form of awards (non-financial) (Supomo R, 2019). Compensation has an effect on work productivity according to Santoni & Suana's research results (2018), in contrast to Fajar's research results (2019) that compensation has no effect on work productivity. Work stress is a condition of tension that creates a physical and psychological imbalance, which affects emotions, thought processes, and the condition of an employee (Asih, 2018). Work stress affects work productivity, in contrast to the results of Bagus & Wahyuni's research (2019) that work stress has no effect on work productivity.

Based on the description above, the formulation of the problem in this study partially is whether the work environment, compensation, and work stress affect the work productivity of employees of PT Karya Utama Normalisasi.

2. Literature Review

Work Productivity

Work productivity shows the ability of a person/group of people to produce products, both in the form of goods and services, both qualitatively and quantitatively, increasing from time to time (Mahawati, 2021). Factors that can affect work productivity according to Sedarmayanti (2017) are education, skills, discipline, mental attitude and work ethic, motivation, nutrition and health, income level, social security, work environment and climate, Pancasila industrial relations, technology, production facilities, management, and opportunity for achievement. Simamora in Sutrisno (2019) determines the following indicators of work productivity: (1) high absenteeism; (2) High acquisition rate; (3) Quality of work; (4) Error rate; (5) The time required.

Work Environment

The work environment in an organization is very important for management to pay attention to because it can determine success in achieving the goals set. Even though the work environment is not included in the production process, the work environment has a direct influence on employees who carry out production and marketing activities of production results (Supomo R, 2019). Siagian (2014) determines the work environment indicators as follows: (1) Workplace building; (2) Adequate work equipment; (3) Facilities; (4) Availability of means of transportation; (5) Peer-level relationships; (6) superior-employee relationship; (7) Cooperation among employees.

Compensation

Compensation is an award or reward received by employees given by the company based on contributions and productive performance in an organization (Widodo, 2018). Dasmadi (2021) determines the compensation indicators as follows: (1) Salary; (2) Incentives; (3) Accuracy; (4) Compensatory justice.

Work Stress

Job stress is a feeling of pressure experienced by employees in dealing with work. This stress can be seen from symptoms, including emotional instability, feelings of displeasure, liking to be alone, difficulty sleeping, excessive smoking, unable to relax, anxiety, tension, nervousness, increased blood pressure, and experiencing digestive disorders (Mangkunegara, 2017). Mangkunegara in Zulkarnaen et al. (2018) determine the following indicators of work stress: (1) Unstable emotions; (2) Feelings of displeasure; (3) difficulty sleeping; (4) Excessive smoking; (5) Blood pressure increases; (6) Experiencing digestive disorders.

Hypothesis

H1 : The work environment affects work productivity.

H2 : Compensation affects work productivity.

H3 : Work stress affects work productivity.

3. Method

Population and Sample

The total population and sample in this study were 73 people who were all employees of PT Karya Utama Normalisasi. The technique of determining the sample is the saturated sample method, namely all members of the population are used as samples in the study.

Operational Research Variables

Research variables are attributes or traits (the value of a person, object, or activity that has certain variations determined by research to be studied and conclusions drawn). The variables used in this study are categorized into (1) Independent variables, namely variables suspected to be the cause, including work environment (X1), compensation (X2), and work stress (X3); and (2) the dependent variable, namely the variable that is the result of the independent variable, namely work productivity (Y).

Table 2. Operational Research Variables

| Variable | Indicator | Statement | Source | Scale |
|-----------------------|-------------------|--|-----------------------------|----------|
| Work Productivity (Y) | High absenteeism | I am always present at work. | Simamora in Sutrisno (2019) | Interval |
| | High earning rate | My work results are in accordance with the company's target. | | |

| Variable | Indicator | Statement | Source | Scale |
|-----------------------|---|---|---------------------------|----------|
| Work Environment (X1) | Quality of work | My work is of good quality. | (Siagian, 2014) | Interval |
| | Error rate | I minimize errors in work. | | |
| | Time required | I get enough time to finish the job. | | |
| | Workplace building | I feel comfortable at work. | | |
| | Adequate work equipment | My work equipment is adequate. | | |
| | Facility | I can get additional facilities such as official housing. | | |
| | Availability of means of transportation | I got a means of transportation from work. | | |
| | Equal co-worker relations | I have a good relationship with colleagues at the same level. | | |
| | Superior-employee relationship | My boss and I respect each other. | | |
| | Cooperation between employees | I can work with other employees. | | |
| Compensation (X2) | Wages | I get a salary according to my work. | (Dasmadi, 2021) | Interval |
| | Incentive | I get compensation other than salary. | | |
| | Accuracy | I receive my salary on time. | | |
| | Compensatory justice | I get justice in the distribution of compensation. | | |
| Work Stress (X3) | Unstable emotions | My emotions are often unstable at work. | (Zulkarnaen et al., 2018) | Interval |
| | Unpleasant feeling | I don't like it when I get extra work. | | |
| | Hard to sleep | I find it hard to sleep when I think about work. | | |
| | Excessive smoking | I've been smoking excessively for a while now. | | |
| | Blood pressure increases | My blood pressure has been high or has been increasing for some time. | | |
| | Experiencing indigestion | I've been experiencing indigestion for some time. | | |

Source: Data processed in 2023

Descriptive Analysis

A descriptive analysis was carried out to provide an explanation of the results of the primary data (questionnaire) filled out by the respondents. Respondents were classified based on gender, age, years of service, and last education. The data type is interval data, namely the highest class is 5, the lowest class is 1, and the interval width is 0.8.

Table 3. Class Interval Scale

| Class Interval | Variable | | |
|----------------|-----------------|--------------------------------|---------------|
| | Independent (X) | Independent (X) Work Stress | Dependent (Y) |
| 1,00 - 1,79 | Very Less Good | Never | Very Low |
| 1,80 - 2,59 | Not Good | Seldom | Low |
| 2,60 - 3,39 | Pretty Good | Somewhat Often | High Enough |

| | | | |
|-------------|-----------|--------|-----------|
| 3,40 - 4,19 | Good | Often | High |
| 4,20 - 5,00 | Very Good | Always | Very High |

Source: Data processed in 2023

Validity Test

Validity tests are carried out to ensure that the measuring instrument actually measures what it is intended to measure (Anggraini et al., 2022). By using the Statistical Program for Social Science Application (SPSS), which is a computer application program for analyzing statistical data, item scores are correlated with total items to obtain a validity coefficient. If the validity coefficient > 0.3 then the output is valid, but if the validity coefficient < 0.3 then the output is invalid.

Reliability Test

The reliability test is carried out to determine the consistency of the measuring instrument, and whether the measuring device used is reliable and remains consistent if the measurement is repeated (Dewi, 2018). The indicator of reliability is the value of Cronbach's Alpha (α). If $\alpha > 0.60$ then the statement items in the questionnaire are reliable (reliability), but if $\alpha < 0.60$ then the statement items in the questionnaire are unreliable (not reliable).

Autocorrelation Test

The autocorrelation test was carried out to find out that in the regression model, there is a correlation between the confounding errors in period t and the interfering errors in the $t-1$ (previous) period. If there is a correlation then there is an autocorrelation problem (Firdaus, 2021). The method that is often used when testing is the Durbin-Watson test (DW) with the provisions: (1) If $d < dL$ or $d > (4-dL)$ then the null hypothesis is rejected, which means that there is autocorrelation; (2) If d lies between dU and $(4-dU)$ then the null hypothesis is accepted, which means that there is no autocorrelation; (3) If d lies between dL and dU or between $(4-dU)$ and $(4-dL)$ then it does not produce a definite conclusion that there is autocorrelation or not.

Multicollinearity Test

The multicollinearity test was carried out to find out whether or not there were deviations from the classical assumption of multicollinearity, namely that there was a linear relationship between the independent variables in the regression model (Sholicha, 2020). If a high correlation is found between the independent variables, then there is a multicollinearity problem. The statistical tool used to test multicollinearity is the Variance Inflation Factor (VIF) with the following decision criteria: (1) If the VIF value is < 10 or the tolerance value is > 0.01 , then multicollinearity does not occur; (2) If the VIF value is > 10 or the tolerance value is < 0.01 , multicollinearity occurs; (3) If the correlation coefficient of each independent variable is > 0.8 then multicollinearity occurs, but if the correlation coefficient of each independent variable is < 0.8 then multicollinearity does not occur.

Heteroscedasticity Test

The heteroscedasticity test was carried out to test whether, in the regression model, there is an inequality of variance from the residual value of one observation to another (Sholicha, 2020). One of the regression models that meets the requirements is the similarity of variance between one residual and another observation which is called homoscedasticity. Evidence of heteroscedasticity can be made using the scatterplot method by plotting the ZPRED (Predictive Value) value with the SRESID (Residual Value). A good model is when the chart does not

contain a specific pattern such as converging in the middle, narrowing, and enlarging, or vice versa.

Normality Test

The normality test is carried out to test whether the residual values in the regression model have a normal distribution or not. If the data is normally distributed, the data can represent the population (Sushanti, 2016).

Global Test (F Test)

The Global Test (F Test) was carried out to test the combined hypothesis that all regression coefficients are simultaneously zero (Panjawa dan Sugiharti, 2021). The significance level used is 5% or 0.05. If the significant value of $F < 0.05$ then all the independent variables have a significant influence on the dependent variable, but if the significant value of $F > 0.05$ then all the independent variables have no significant effect on the dependent variable.

Determination Coefficient Test

The coefficient of determination test is carried out to measure how good the regression line is. If the value of the coefficient of determination (R-squared) is close to number one then the dependent variable is well explained by the independent variable, but if the coefficient of determination is away from one or close to zero then the independent variable is not well explained by the dependent variable (Muhamad, 2019).

Multiple Linear Regression Analysis

Multiple linear regression analysis is a continuation of simple linear regression, when simple linear regression only provides one independent variable and one dependent variable, multiple linear regression covers the weaknesses of simple linear regression when there is more than one independent variable and one dependent variable (Kurniawan dan Yuniarto, 2016). The multiple linear regression equation is $Y = \alpha + \beta_1x_1 + \beta_2x_2 + \beta_3x_3 + e$, Y is work productivity, α is constant, β_1 , β_2 , β_3 are regression coefficients of independent variables, X1 is the coefficient of a work environment variable, X2 is coefficient of compensation variable, X3 is the coefficient of the work stress variable, e is the other factors not examined.

Partial Test (T Test)

The T-test was carried out to test the research hypothesis regarding the effect of each independent variable partially on the dependent variable (Ghozali, 2016), with the criteria if the significant value of the T-test > 0.05 then there is no effect of the independent variable on the dependent variable, but if the value significant T-test < 0.05 , so there is an influence of the independent variables on the dependent variable.

4. Result and Discussion

Descriptive Analysis

Respondent Characteristic

Respondents were classified based on gender, age, years of service, and last education, with the following details: (1) Respondents based on gender consisted of 23 men and 50 women; (2) Respondents based on age consisted of 26 people (18-20 years), 33 people (21-30 years), 8 people (31-40 years), 6 people (> 40 years); (3) Respondents based on years of service consisted of 20 people (< 1 year), 49 people ($> 1-4$ years), 4 people (> 4 years); (4) Respondents based on last education consisted of 30 people (High School), 4 people (Diploma), 36 people (Bachelor), 3 people (Postgraduate).

Respondents' Responses to Work Productivity (Y)

The average score of the 5 statements is 4.58 (very high), with the highest response being 4.64 for the statement "I get enough time to complete the work", and the lowest response being 4.42 for the statement "My work is on target." company".

Respondents' Responses to the Work Environment (X1)

The average score of the 7 statements is 4.15 (good), with the highest response being 4.42 on the statement "I have a good relationship with co-workers at the same level", and the lowest response being 3.97 on the statement "I get transportation facilities from Work".

Respondents' Responses to Compensation (X2)

The average score of the 4 statements is 4.04 (good), with the highest response being 4.19 for the statement "I get fairness in the distribution of compensation", and the lowest response being 3.84 for the statement "I get a salary according to my work.".

Respondents' Responses to Work Stress (X3)

The average score of the 6 statements was 3.55 (often), with the highest response being 3.81 for the statement "I find it difficult to sleep when thinking about work", and the lowest response being 3.33 for the statement "I have smoked excessively recently.".

Validity test

Table 4. Validity Test Results

| Variable | Statement Item | r Count | r Table | Conclusion |
|-----------------------|----------------|---------|---------|------------|
| Work Productivity (Y) | Y.1 | 0,354 | 0,300 | Valid |
| | Y.2 | 0,406 | 0,300 | Valid |
| | Y.3 | 0,348 | 0,300 | Valid |
| | Y.4 | 0,425 | 0,300 | Valid |
| | Y.5 | 0,354 | 0,300 | Valid |
| Work Environment (X1) | X1.1 | 0,558 | 0,300 | Valid |
| | X1.2 | 0,688 | 0,300 | Valid |
| | X1.3 | 0,402 | 0,300 | Valid |
| | X1.4 | 0,570 | 0,300 | Valid |
| | X1.5 | 0,520 | 0,300 | Valid |
| | X1.6 | 0,565 | 0,300 | Valid |
| | X1.7 | 0,595 | 0,300 | Valid |
| Compensation (X2) | X2.1 | 0,458 | 0,300 | Valid |
| | X2.2 | 0,422 | 0,300 | Valid |
| | X2.3 | 0,540 | 0,300 | Valid |
| | X2.4 | 0,549 | 0,300 | Valid |
| Work Stress (X3) | X3.1 | 0,578 | 0,300 | Valid |
| | X3.2 | 0,564 | 0,300 | Valid |
| | X3.3 | 0,444 | 0,300 | Valid |
| | X3.4 | 0,519 | 0,300 | Valid |
| | X3.5 | 0,494 | 0,300 | Valid |
| | X3.6 | 0,556 | 0,300 | Valid |

Source: SPSS, data processed in 2023

From the table above it is known that for all variables the validity coefficient value of the r table is 0.3, so all outputs are valid, which means that the questionnaire used in this study is correct.

Reliability Test

Table 5. Reliability Test Results

| Variable | Cronbach's Alpha | Information |
|-----------------------|------------------|-----------------------------|
| Work Productivity (Y) | 0,757 | r Count > 0.60 = Reliable |
| Work Environment (X1) | 0,876 | r Count > 0.60 = Reliable |
| Compensation (X2) | 0,851 | r Count > 0.60 = Reliable |
| Work Stress (X3) | 0,925 | r Count > 0.60 = Reliable |

Source: SPSS, data processed in 2023

From the table above it is known that for all variables the value of Cronbach's Alpha > 0.60 means that all statements in the questionnaire are reliable (reliability), which means that the results can be trusted because the respondents' answers to the statements are consistent.

Autocorrelation Test

Table 6. Autocorrelation Test Results

| Model | Durbin-Watson |
|-------|---------------|
| 1 | 1,858 |

Source: SPSS, data processed in 2023

From the table above it is known that the Durbin-Watson (DW) is 1.858, this figure will be compared with a significance table value of 5% or 0.05. With a sample size of 73, 3 independent variables, and 1 dependent variable, the Durbin-Watson table obtained a dL (Durbin Lower) value of 1.53599 and a dU (Upper Durbin) value of 1.70667. $DW\ 1.858 > dL\ 1.53599$ and $dU\ 1.70667$, then there is no negative autocorrelation, $4 - DW\ 1.858 = 2.142 > dL\ 1.62371$ and $dU\ 1.66028$, so there is no positive autocorrelation. It was concluded that the regression model in the study was good in the absence of autocorrelation.

Multicollinearity Test

Table 7. Multicollinearity Test Results

| Variable | Collinearity Statistics | | Information |
|-----------------------|-------------------------|-------|----------------------|
| | Tolerance | VIF | |
| Work Environment (X1) | 0,694 | 1,441 | No Multicollinearity |
| Compensation (X2) | 0,731 | 1,368 | No Multicollinearity |
| Work Stress (X3) | 0,932 | 1,073 | No Multicollinearity |

Source: SPSS, data processed in 2023

From the table above it is known that for all variables VIF values < 10 and tolerance > 0.01, multicollinearity does not occur, which means that there is no linear relationship between the independent variables in the regression model.

Heteroscedasticity Test

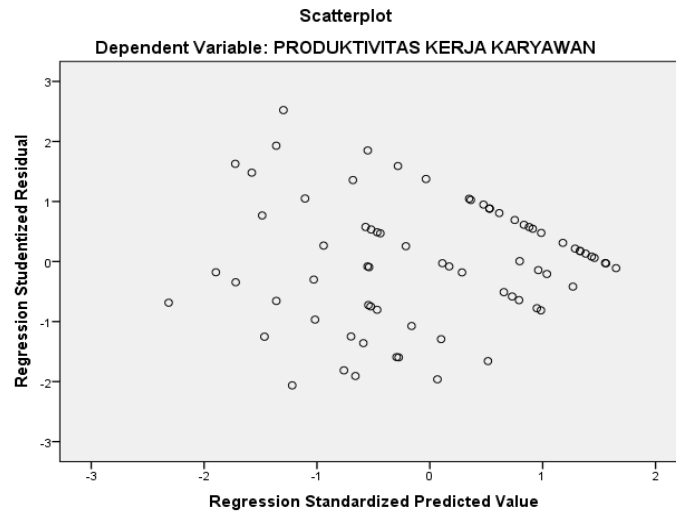


Figure 1. Heteroscedasticity Test Results
Source: SPSS, data processed in 2023

From the picture above it is known that the graph does not form a certain pattern, hence there is no heteroscedasticity, which means that the residual variance for all observations in the regression model of this study is the same.

Normality test

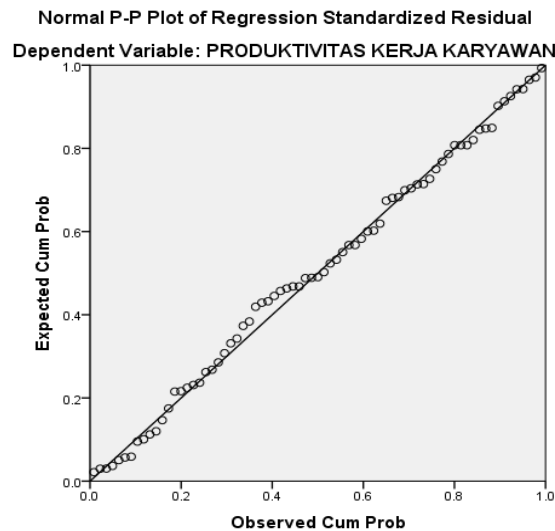


Figure 2. Normality Test Results
Source: SPSS, data processed in 2023

From the picture above it is known that the data follows a diagonal line, so the residual value regression model has a normal distribution, which means that the data in this study can represent the population.

Global Test (Test F)

Table 8. Global Test Results (Test F)

| F Count | F Table | P value | Sign | Alpha (α) | Information | Hypothesis |
|---------|---------|---------|------|--------------------|-------------|---|
| 18,223 | 2,74 | 0,0000 | < | 0,05 | Sig | H _a accepted H _o rejected |

Source: SPSS, data processed in 2023

From the table above it is known that the calculated F value is 18.223 > F table 2.74 and the P value is 0.0000 < 0.05, so all the independent variables in this study have a significant influence on the dependent variable.

Determination Coefficient Test

Table 9. Test Results for the Coefficient of Determination

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .665 ^a | .442 | .418 | 1,586 |

Source: SPSS, data processed in 2023

From the table above it is known that the Adjusted R Square value is close to number one, so the dependent variable is well explained by the independent variable, which means that the regression line in this study is good.

Multiple Linear Regression Analysis

$$Y = 13,977 + 0,211 X_1 + 0,230 X_2 - 0,044 X_3 + e$$

From the above equation, it is known that: (1) The value of the constant has a positive value of 13.977. The positive sign indicates a unidirectional effect between the independent variables and the dependent variable. If the work environment variables (X₁), compensation (X₂), and work stress (X₃) are 0% or do not change, then the value of work productivity variable (Y) is 13.977; (2) The regression coefficient value for the work environment variable (X₁) has a positive value of 0.211, meaning that if the work environment increases by 1%, work productivity will increase by 0.211, assuming that the other independent variables are constant; (3) The regression coefficient value for the compensation variable (X₂) has a positive value of 0.230, meaning that if compensation increases by 1%, work productivity will increase by 0.230, assuming that the other independent variables are constant; (4) The regression coefficient value for the work stress variable (X₃) has a negative value of -0.044, meaning that if work stress increases by 1%, work productivity will decrease -0.044, assuming that the other independent variables are constant.

Partial Test (T-Test)

Table 10. Partial Test Results (T-Test)

| Variable | Unstandardized Coefficients | Standardized Coefficients | t/F Count | t/F Table | Hypothesis | Sig. | Result |
|------------------------------------|-----------------------------|---------------------------|-----------|-----------|------------|------|-------------|
| Regression Model | | | | | | | |
| Constant | 13,977 | | | | | .000 | |
| Work Environment (X ₁) | 0,211 | 0,450 | 4,173 | 1,99495 | + | .000 | Significant |
| Compensation | 0,230 | 0,331 | 3,149 | 1,99495 | + | .002 | Significant |

| Variable | Unstandardized Coefficients | Standardized Coefficients | t/F Count | t/F Table | Hypothesis | Sig. | Result |
|--|-----------------------------|---------------------------|-----------|-----------|------------|------|-----------------|
| (X ₂) | | | | | | | |
| Work Stress (X ₃) | -0,440 | -0,130 | -1,399 | 1,99495 | - | .166 | Not Significant |
| Model Test | | | | | | | |
| | R ² | 0,418 | | | | | |
| $Y = 13,977 + 0,211 X_1 + 0,230 X_2 - 0,440 X_3$ | | | | | | | |

Source: SPSS, data processed in 2023

From the table above it is known that: (1) In the work environment variable (X₁) the t count value is 4.173 > the t table value is 1.99495 with a significant level of 0.000 < 0.05, the work environment has a positive and significant effect on work productivity; (2) In the compensation variable (X₂) the t count is 3.149 > the t table is 1.99495 with a significant level of 0.002 < 0.05, then compensation has a positive and significant effect on work productivity; (3) In the work stress variable (X₃) the t count is -1.399 < the t table value is 1.99495 with a significant level of 0.166 > 0.05, so work stress has a negative and not significant effect on work productivity.

Discussion

Work Environment on Work Productivity

The results of the hypothesis test show that the work environment has a positive and significant effect on work productivity, which means that if the work environment at PT Karya Utama Normalisasi is improved for the better, the work productivity of employees at PT Karya Utama Normalisasi will also increase for the better. This is in accordance with the theory which states that one of the factors that can affect work productivity is the work environment, namely an environment that makes employees feel calm and safe while working. The results of this hypothesis test are also in line with the results of research from several previous researchers, namely Purnami & Utama (2019), Trisnawaty & Parwoto (2021), Insani et al. (2022), whose research results show that the work environment has a positive and significant effect on work productivity. If it is examined further from the results of respondents' responses to the work environment, the average score of the 7 statements in the questionnaire has not reached very good value, which is still 4.15 or good, with the highest response being 4.42 in the statement "I have a good relationship good with co-workers at the same level", which shows that the relationship with co-workers at the same level is an indicator of a very good work environment for now at PT Karya Utama Normalisasi, and the lowest response is 3.97 on the statement "I get transportation from work", which shows that the availability of transportation facilities is an indicator of a work environment that has not reached very good at this time at PT Karya Utama Normalisasi.

Compensation for Work Productivity

The results of the hypothesis test show that compensation has a positive and significant effect on work productivity, which means that if the compensation at PT Karya Utama Normalisasi is improved for the better, the work productivity of employees at PT Karya Utama Normalisasi will also increase for the better. This is in accordance with the theory which states that one of the factors that can affect work productivity is the level of income or compensation, namely the compensation received by employees from their work is sufficient to meet the living needs of these employees and their dependent families. The results of this hypothesis test are also in line with the results of research from several previous researchers, namely Santoni & Suana (2018), Wibowo & Prasetyo (2022), Prasmiswari et al. (2022), whose research results show that compensation has a positive and significant effect on work productivity. If it is examined

further from the results of respondents' responses to compensation, the average score of the 4 statements in the questionnaire has not reached very good value, which is still 4.04 or good, with the highest response being 4.19 in the statement "I get justice in the distribution of compensation", which shows that the fairness of compensation is a very good indicator of compensation for now at PT Karya Utama Normalisasi, and the lowest response is 3.84 in the statement "I get a salary according to the results of my work", which shows that salary is an indicator of compensation which has not reached very well for now at PT Karya Utama Normalisasi.

Work Stress on Work Productivity

The results of the hypothesis test show that work stress has a negative and insignificant effect on work productivity, which means that the work productivity of employees at PT Karya Utama Normalisasi is not significantly affected by work stress. The results of this hypothesis test are in accordance with the theory which states that one of the factors that can affect work productivity is work stress, but the negative and insignificant effect of work stress in this study does not significantly increase employee work productivity or reduce employee work productivity at PT Karya Utama Normalisasi. The results of this hypothesis test also have not found similarities with the results of research from several previous researchers. If it is examined further from the results of respondents' responses to work stress, the average score of the 6 statements in the questionnaire has not reached never, which is still 3.55 or often, with the highest response being 3.81 in the statement "I have trouble sleeping when thinking about work", which indicates that sleeplessness is an indicator of work stress that often occurs at PT Karya Utama Normalisasi, and the lowest response is 3.33 for the statement "I smoke excessively in recent times", which indicates that excessive smoking is an indicator of work stress that does not often occur at this time at PT Karya Utama Normalisasi.

5. Conclusions

Based on the test results above, it can be concluded that: (1) Hypothesis 1 is accepted, if the work environment at PT Karya Utama Normalisasi is improved for the better, the work productivity of employees at PT Karya Utama Normalisasi will also increase for the better; (2) Hypothesis 2 is accepted, if the compensation at PT Karya Utama Normalisasi is increased for the better, the work productivity of employees at PT Karya Utama Normalisasi will also increase for the better; (3) Hypothesis 3 is rejected, namely the work productivity of employees at PT Karya Utama Normalisasi is not significantly affected by work stress; (4) The implications of this research for PT Karya Utama Normalisasi are knowing several factors that can affect the work productivity of its employees along with things that can be improved and improved in the future. For future researchers, adding references related to the influence of the work environment, compensation, and work stress on work productivity.

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