



Influence of Work Environment, Compensation on Employee Performance at The Pratama Medan Belawan Tax Services Office

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Abstract

This investigation hopes to consider the effects of the work environment, planning, and compensation fairly, while meanwhile focusing on delegate execution at the Medan Belawan Pratama Appraisal Organization Office. The assessment was aimed at the Medan Belawan Pratama Obligation Organization Office. Meetings, surveys, and documentation completed the information collection process. The data examination technique used is various backslide assessments, including the IMB Experiences for Thing and Organization Course of Action (SPSS) PC program variation 25. Considering the outcomes of the assessment, it was found that the work environment definitively impacted the display of the Medan Belawan Pratama Appraisal Organization Office agents. The investigation consequences of t count > t-table (2.656 > 1.987) with n = 92 and a 95% importance level upheld this. Planning influences the introduction of Medan Belawan Pratama Cost Organization Office delegates; this is maintained by t count > t-table assessment (2.779 > 1.987) at n = 92 at a significance level of 95%. Pay seriously influences the introduction of Medan Belawan Pratama Cost Organization Office delegates; this is maintained by the assessment of t count > t-table (3.278 > 1.987) at n = 92 with a significance level of 95%. F-count regard > F table (26.528 > 2.71) This communicates that, together (unique), there is a positive and colossal effect of the working environment, planning, and compensation on the presentation of the Medan Belawan Pratama Obligation Organization Office delegates.

Keywords: Work Environment, Compensation, Employee Performance.

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INTRODUCTION

Indeed, even in the time of globalization, issues connected with HR keep on being a significant concentration for organizations that need to work. HR has a huge impact on various levels of development. Despite the way that it is maintained by pointless workplaces, and establishment and resources, without the assistance of strong HR, progressive activities will not be done true to form. This demonstrates that human resources are really important and should be considered for all of their needs (Ferawati, 2017). Human elements, or the workers of an association or establishment, will in this way decide its prosperity or disappointment in accomplishing its goals. Agents are supposed to have the choice to show extraordinary execution. An employee who puts in a lot of effort and does a good job can help the business reach its goals. Execution is the result of a representative's quality and quantity of work in fulfilling his responsibilities by those he was given. Delegate execution is a cycle done by someone to complete a development according to the field they work in. This is consistent with (Brury, 2016) view that representatives' presentations can be seen as the achievement of an undertaking when they stick to the association's work plan. Representatives can perform admirably with exceptional execution, enabling them to produce excellent work as well. With prevalent execution from laborers, it is believed that definitive targets can be achieved. Despite being the principal wellspring of income for KPP, HR (HR) needs preparation from both the central command and local workplaces. Representatives are placed in positions that are not appropriate for their skills and are also ill-equipped to deal with shifts in financial behavior due to this lack of preparation (Anastacia et al., 2021; Isabella Barus et al., 2021).

Attempts to additionally foster delegate execution by zeroing in on the working environment. The work environment is everything around laborers that can influence their capacity to finish designated mistakes, for example, tidiness, music, and so on. The work environment influences delegate execution, as demonstrated by (Sedarmayanti & Haryanto, 2017). Even though an organization's creation cycle doesn't occur in the working environment, the representatives who truly do partake in the process are straightforwardly impacted by it. Working biological conditions should be perfect or sensible if people can do practices preferably, emphatically, securely, and calmly. A pleasing and accommodating working environment will influence specialist comfort in filling in as well, and this will influence achieving progressive targets in a perfect world. Sad working conditions might perhaps wipe delegates out, get pushed back actually, experience issues thinking, and reduce work proficiency. Actual foundation, like steady neatness, satisfactory lighting, air ventilation, sound music, and an agreeable office design, can be in every way kept up with to accomplish working environment solace. Since the working environment can limit work associations between people in the environment, (Eprianti et al., 2022) coordinated research entitled *The Effect of Correspondence and the Work Environment on Delegate Execution at the Normal Assist with Policing Unit Organization and the Neighborhood Gathering of Firemen of Musi Rawas System*. The outcomes of the assessment show that the working environment influences laborer execution at the Normal Help Police Unit Organization and the Musi Rawas Region Neighborhood Gathering of Firemen.

A delegate is continually expected to have the choice to deal with his presentation, however, there are a couple of tangles took a gander at by laborers of the Medan Belawan Pratama Obligation Organization Office, including many cost rules that have been invigorated, including guidelines, Priest of Cash Professions, Round Letters from the Directorate General of Charges, and Statements of the Directorate General. Taxes. Laborers are supposed to observe upgrades in pertinent cost rules consistently. Along these lines, it is vital to plan ceaselessly. It is trusted that representatives will continuously know about new turns of events and guidelines that apply through preparing, permitting them to work as per laid out techniques (Sakta, n.d.) coordinated research entitled *The Effect of Planning on the Introduction of Agents at the Sarolangu Rule Guidance Organization*. The results of the investigation show that there is a positive association between the effect of readiness and specialist execution at the Sarolangu System Guidance Office.

Affiliations ought to chip away at the public authority help of people inside associations, similar to agents, so they stay pleasing at work and contribute preferably to the association. One way to improve employee happiness is through compensation. There are two sorts of pay: monetary and non-monetary. In addition to requiring financial compensation, for instance,

rewards, stimuli, rewards, assurance, and others. Delegates in like manner need work that can show their abilities and get a recognizable work environment and workplaces that can help laborers complete their work to get the best results (Mariana Br Simamora et al., 2022; Windy et al., 2023). The representative's experience level and satisfaction with the requirements enjoyed by him and his family are reflected in the amount of compensation paid. So compensation is an inspiration for delegates to additionally foster work execution and commit to the proficiency of hierarchical errands effectively and really. (Adinata, 2011) coordinated research entitled *The Effect of Pay on the Display of Bogor City Commonplace Pay Organization Delegates*. This investigation revealed that Bogor City Territorial Income Administration Representatives' exhibits were significantly influenced by pay.

As shown by Sutrisno in (Tanjung, 2015), the show is the result of the work that an individual has achieved from their direct work in finishing work. (Anwar Prabu, 2017) states that delegate show is the outcome of work to the extent that quality and sum achieved by a specialist in finishing his commitments according to the commitments he has been given. Komariyah (Prasetyo & Marlina, 2019) states that the show is the result of a cycle that suggests and gauges throughout a particular period, considering late-settled plans. Work that has areas of strength for the association's essential objectives, consumer loyalty, and monetary commitment, as per Hamali in (Mogot et al., 2019), brings about execution. (Bintoro & Daryanto, 2017) characterize execution as the readiness of an individual or gathering of people to do errands or further develop them as per their obligations and accomplish the normal results. According to Wirawan in (Setiyati, 2014), execution is the outcome conveyed by the capacities or characteristics of an errand or call at a particular time. As per Sunyoto in (Rahmawanti, 2014), representatives' work exercises are enormously affected by their actual workplace. Representative enthusiasm or energy for work will be affected by focusing on a decent workplace or creating working conditions that can inspire work. (Imbron & Pamungkas, 2021) state that a spot has a get-together where there are a couple of supporting workplaces to achieve hierarchical goals according to the association's vision and mission. Sofyan in Yantika et al. (2018) define the term "work environment" as anything that hinders an employee's ability to perform their duties. Meanwhile, Siagian (Sihaloho & Siregar, 2020) says that the work environment is the environment where agents complete their everyday work. In addition, the workplace is characterized by (Riniwati, 2016) as a progression of variables that influence the display of human resources, board capabilities, and exercises, which include internal elements beginning within the organization. Rachmawati in (Ali, 2020) gets a handle on the way that planning is a characteristic stage for delegates, where they gain or learn points of view and the most well-known approach to showing explicit data and capacities, so laborers become more skilled and prepared to improve, according to the important standards. Riniwati (Suratman & Eriyanti, 2020) characterizes planning as a development or exercise to chip away at quality, dominance, limits, and capacities (finished later and remember that having a particular position or work). According to (Hafiid & Sugiarto, 2020), planning is transient tutoring that uses calculated and composed frameworks so non-authoritative workers can access specific data and capacities for express purposes. ((Dessler, 2015) states that planning is the technique associated with showing new or existing agents the fundamental capacities they need to finish their work.

RESEARCH METHOD

This kind of assessment is a quantitative investigation, as shown by (Sugiyono, 2016). Quantitative investigation procedures can be unraveled as "research strategies that rely upon positivist thinking, used to examine populations or certain models, data collection using instrument research, quantitative/quantifiable data examination, with the point being to test the hypothesis that has been spread out." This investigation setup is a partnered assessment strategy, as demonstrated by (Sujarweni, 2016). Agreeable examination is "research that hopes to choose the association between something like two variables." With this investigation, speculation can be developed that can attempt to figure out, predict, and control a quirk. In this assessment, the data examination strategy used is different: straight backslide examination and using devices such as the SPSS program. SPSS (Factual Bundle for Sociologies) is a PC program used to inspect data with quantifiable assessment. The SPSS used in this investigation is SPSS variation 25 (Riadi, 2019).

DISCUSSION

Validity test

Instrument authenticity testing ought to be apparent in the Changed Thing Complete Association portion. The instrument is presumed to be legitimate if the acquired connection number is more prominent than the basic number ($r\text{-count} > r\text{-table}$). Considering the authenticity test, it might be contemplated that all questions things to evaluate every investigation variable are declared real. The delayed consequences of the variable authenticity test are according to the accompanying.

Table 1. Variable Validity Test

Variabel	Instrumen	r-hitung	r-tabel	Keterangan
Working environment (X1)	LK1	0.668	0.205	Valid
	LK2	0.617	0.205	Valid
	LK3	0.689	0.205	Valid
	LK4	0.284	0.205	Valid
	LK5	0.418	0.205	Valid
	LK6	0.706	0.205	Valid
	LK7	0.665	0.205	Valid
	LK8	0.564	0.205	Valid
	LK9	0.687	0.205	Valid
	LK10	0.555	0.205	Valid
Compensation (X3)	K1	0.699	0.205	Valid
	K2	0.606	0.205	Valid
	K3	0.556	0.205	Valid
	K4	0.397	0.205	Valid
	K5	0.304	0.205	Valid
	K6	0.688	0.205	Valid
	K7	0.469	0.205	Valid
	K8	0.732	0.205	Valid
	K9	0.735	0.205	Valid
	K10	0.544	0.205	Valid
Employee performance (Y)	KP1	0.652	0.205	Valid
	KP2	0.551	0.205	Valid
	KP3	0.704	0.205	Valid
	KP4	0.262	0.205	Valid
	KP5	0.355	0.205	Valid
	KP6	0.757	0.205	Valid
	KP7	0.726	0.205	Valid
	KP8	0.614	0.205	Valid
	KP9	0.601	0.205	Valid
	KP10	0.681	0.205	Valid

Reliability Test

Directly following finishing an authenticity test, the accompanying stage is to do a data trustworthiness test to check whether the instrument is strong by looking at Cronbach's alpha. Steady quality testing is finished to check whether the assessment device used is trustworthy and stays solid until the assessment is reiterated. On the off chance that Cronbach's alpha of a survey is more noteworthy than 0.6, it is viewed as dependable. This shows that the assessment data is reported as strong.

Table 2. Variable Reliability Test

Variabel	Cronbach's Alpha	Batas Reliability	Keterangan
Working environment (X1)	0.736	0.6	Reliable
Compensation (X3)	0.734	0.6	Reliable
Employee performance (Y)	0.744	0.6	Reliable

From the table data above, it will in general be seen that the eventual outcomes of the trustworthiness test assessment show that Cronbach's alpha in each segment of the variable is more unmistakable than 0.6 (immovable quality end), so it might be communicated that the instrument is reliable.

The Influence of Work Environment and Compensation on Employee Performance

In testing the speculation in light of the computation results, one might say that the workplace and pay at the same time meaningfully affect worker execution at the Medan Belawan Pratama Duty Administration Office. Consequently, all the while, the consequences of this exploration are as per the hypothesis, which expresses that the workplace and remuneration are influential for worker execution. The positive and huge impact of the workplace and remuneration applied at the Medan Belawan Pratama Duty Administration Office will further develop representative execution. This implies that the workplace and pay play a significant part in further developing worker execution. This likewise shows that in completing my work I generally attempt to accomplish the objectives set by the organization, feel that my work has been as per not entirely set in stone by the organization, and consistently attempt to finish the work on a schedule set by the organization, in finishing a task, I should obtain the best outcomes, have the option to fabricate great participation with different partners, comprehend the undertakings and obligations given, have the option to work creatively and helpfully in doing a task, I can get done with the jobs relegated to me well and honest, in my work I don't postpone the work that has been given by my bosses, I can finish the work really and effectively as per the time furthest reaches that has been given.

The Influence of the Work Environment on Employee Performance

To some degree, the consequences of this examination show that the workplace affects representative execution at the Medan Belawan Pratama Expense Administration Office. This impact shows that the workplace is by representative execution; as such, a satisfying workplace will impact great or high worker execution. This impact shows that the workplace plays a significant part in further developing representative presentations at the Medan Belawan Pratama Expense Administration Office. This is apparent from the responses of respondents who, on average, concur that the state of the seats, tables, and different offices is in great shape and can be utilized. The lighting in the work area at the Medan Belawan Pratama Duty Administration Office is brilliant. My work has gone without a hitch, thanks to the facilities in place. The ongoing air ventilation makes work smoother. The commotion level at the Medan Belawan Pratama Expense Administration Office doesn't slow down my work. The functioning connection between bosses and subordinates runs well. Relations with partners at the Medan Belawan Pratama Assessment Administration Office run as expected. The restrooms are always clean, and good working relationships with leaders and coworkers are always built. The work gear in the part where I work has assisted me with completing my undertakings.

The Effect of Compensation on Employee Performance

The findings of this investigation demonstrate, to some extent, that representative execution at the Medan Belawan Pratama Expense Administration Office is significantly influenced by compensation. This effect demonstrates that worker execution and remuneration both have an impact. This effect moreover shows that pay has a critical impact in creating delegate displays at the Medan Belawan Pratama Cost Organization Office. This is obvious from the reactions of respondents, who on normal concur that the Medan Belawan Pratama Duty Administration Office has had the option to meet the everyday necessities of representatives by giving compensations consistently. How much remuneration I get is according to the delayed consequences of the work I provide for the Medan Pratama Obligation Organization Office. Belawan, the prizes given by the association where I have worked so far can augment affirmation at work, get clinical service from the Medan Belawan Pratama Appraisal Organization Office, and reliably acknowledge my remuneration on time according to the ongoing course of action. With the compensation from the association I have a more lively attitude toward working, The association gives me a prize if my work results reach or outperform the goals that have been set, The organization will give awards to delegates who have high achievements, The Medan Belawan Pratama Cost Organization Office gives consistent workplaces and a good work environment, The presence of time ability to bear love is an impression of the association's appreciation for delegates who need to reverse.

CONCLUSION

This is supported by the findings of the investigation, which showed that F count $>$ F -table ($26.528 > 2.71$) at $n = 92$ with an importance level of 95%, affected representative execution at the Medan Belawan Pratama Expense Administration Office. The work environment somewhat influences specialist execution at the Medan Belawan Pratama Cost Organization Office, this is maintained by the outcomes of the t count $>$ t -table assessment ($2.656 > 1.987$) at $n = 92$ at a significance level of 95%. Pay somewhat altogether influences specialist execution at the Medan Belawan Pratama Obligation Organization Office, this is maintained by the results of the t count $>$ t -table assessment ($3.278 > 1.987$) at $n = 92$ at a significance level of 95%.

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