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THE EFFECT OF COMPENSA
TION AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE BASED
ON ISLAMIC PERSPECTIVE

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ABSTRACT

This study is entitled The Influence of Compensation and Work Environment According to Islamic Perspective on Employee Performance at PT Aneka Bumi Pratama (ABP) Pelayung District. In this study, it will be sought how compensation and work environment according to Islamic perspective have an influence on employee performance at PT Aneka Bumi Pratama (ABP) Pelayung District. In analyzing the data, testing was carried out using multiple linear regression analysis. This is done considering that there are several independent variables, namely compensation and work environment. Then to find the influence, the t test and coefficient of determination were used. The compensation dimension indicators are 4.30. In other words, it is categorized as very appropriate. The work environment dimension indicators are 4.37. In other words, it is categorized as very good. Meanwhile, employee performance gets responses and opinions from respondents where it has an average of 4.41 which means the scale range is very good, meaning it has a good response. The t test with the results of 3 variables that have an influence. As well as the F test with the results having a significant effect. Compensation and work environment can affect employee performance by 30.1%, while the remaining 69.9% is influenced by other variables not included in this model

Keywords: *Islamic Perspective, Compensation, Work Environment and Employee Performance*

INTRODUCTION

Succeed whether or not a company in maintain existence company started from man That Alone in increase effectiveness and efficiency in a way maximum. In other words, performance organization or the company is greatly influenced and even depending on quality and ability competitive source Power human resources it has. Professional employees can interpreted as A view For always think, work hard, work full time, discipline, honesty, loyalty high, and full dedication for the sake of success his work. Considering power Work is the most important factor in implementation of production process so required middle work that has skills and expertise for sustainability life company. (Raditya et al., 2019)

Compensation is one of factor important and become attention to many organization in retain and attract resource quality human resources. Compensation is all extrinsic rewards obtained employee in form wages, incentives, and some benefits. Compensation divided into two types, namely compensation financial and compensation nonfinancial. Compensation financial divided become compensation financial direct and compensation financial No direct.

Compensation financial direct or direct financial compensation, namely payment in the form of money that employees accept in a way direct in form salary / wages, and bonuses. Whereas compensation financial No direct or indirect financial compensation is including all award finances that are not including compensation directly (Osibanjo et al., 2014; Sidabutar et al., 2020; Zaeni et al., 2022)

According to (Astutiningsih 2019), in his book He tell about condition giving wages given by the prophet Muhammad to his workers. In the story or story that, the Messenger of Allah gave wages or wages to his employees in accordance with conditions of each employee, responsibilities answer burden work and type work done. Work and system giving wages set Q,S At- Taubah verse 105 explains that God gives order to humans to work, and Allah ensures will reply what has been done said. Allah also emphasized that goals and intentions Work must true. If intention work carried out true, then Allah will repay with goodness, as well as on the contrary.

Environment Work is everything in the environment capable worker influence self in operate his job. Environment Work in organization have influence important For smoothness production with appropriate environment, so that capable satisfying employee in carry out activities, but also can influential to improvement performance. Human can carry out his job with well, if supported by conditions appropriate environment. A condition environment it is said Good or in accordance if man in carry out his activities feel safe and comfortable. Inconsistency environment Work can cause consequence in term long (Idris et al., 2020; Januarty et al., 2020; I. Putra & Mujiati, 2022)

Implementation environment Islamic work is as means For get closer self to God in frame pick up blessed fortune. Beware of get closer self to God can achieved if supported with environment work made easy somebody For do things that have religious value. Environment work conditioned so that values Islam can enforced. (Az-zaakiyyah et al., 2022; Rachmad et al., 2023; Rahayuningsih, 2017; Ridlo et al., 2022).

Employee performance is A results work accomplished during time certain. It is achievement somebody or group in One organization in to finish duties and responsibilities the answer use reach ideals organization in a way valid, without violate law, and moral and ethical. Employee performance is results that can be achieved seen from aspect quantity and quality on implementation not quite enough answer from tasks assigned to employee in One period time with comply every applicable rules and pay attention to morals, as well as ethics in realize objective company that performance is results work and behavior Work somebody in a period (Anitha, 2014; Permadi et al., 2018; Sidabutar et al., 2020; Zaeni et al., 2022).

PT. Aneka Bumi Pratama (ABP) is one of the the largest company in Indonesia which operates in the field of crumb rubber management or management material standard rubber become material half so. PT Aneka Bumi Pratama is child ITOCHU GROUP company which is one of sogo shosha (company) trading general) the largest in Japan. The phenomenon that occurred at PT Aneka Bumi Pratama that is existence a number of compensation given to employee for example employee given Holiday Allowance and more Lots others. In the environment work of PT Aneka Bumi Pratama it is said good, clean and comfortable as well as mosque and prayer room available For employees. Based on description background behind said, then researcher interested For do study with title Influence Compensation and Environment Work According

to Islamic Perspective on Employee Performance at PT Aneka Bumi Pratama Subdistrict Pemayang.

LITERATURE REVIEW

Compensation in Islam is also known with the term "Ijarah". "Ijarah" complies Hanafi scholar's perspective is transaction to a benefit with reward. Ijarah is transaction to a benefit certain, characteristic permissible and allowed utilized with reward certain. Wages are form compensation on services that have been given by power work, while to pay is give change on taking benefit power and other people according to terms and conditions certain. The results of somebody Work is reply service from giver work. Compensation is arrangement overall giving reply service for employers and employees, both directly in the form of money (financial) or indirectly in the form of money (non-financial)(Nurfajri, 2019).

Giving compensation employees by company own objective certain. Among them is For value performance employees, guarantee justice wages employee , maintain employee or reduce employee turnover, gain quality employees, control costs, and meet regulations. With company that provides impact positive to employees of course will profitable company.

Compensation own sufficient function important in to smoothen the way wheel company. The company that provides compensation in a way fair to his employees usually will also own image good. According to (Idris et al., 2020; Januarty et al., 2020; I. Putra & Mujiati, 2022; Tulenan, 2015) several factor affecting giving compensation in the company as following: 1.) Government factors 2.) Supply together between companies and employees. According to (Alfiyah & Riyanto, 2019; Golung, 2013; Pangabea et al., 2022; Zulher et al., 2022) there are four indicator compensation, namely as as follows: 1.) Salary /Wages, 2.) Incentives /Bonuses, 3.) Allowances, 4.)

Environment Islamic work is group humans who interact with each other filling and mutual complete One each other accordingly with their respective roles with guard environment and use values Sharia Islam in his/her job.Suitability aspect environment Work This give impact positive to employees and make employee Can Work with more effective and efficient.Understanding about Islam and awareness as Muslim for employee impact on increasing commitment work. Contract between company with employees who have agreed previously and must run the best in accordance with agreement (AFLAH et al., 2021; Astuti et al., 2020; Bouarif, 2015; Permana et al., 2019) The role of the environment Islamic work is increase motivation Work employees. Islam demands man For carry out worship as objective from creation human and become a useful human being for fellow human beings. Environment Work can increase connection binding work between the people who exist in the environment. According to (Permadi et al., 2018; I. Putra & Mujiati, 2022; Tulenan, 2015; Zaeni et al., 2022) there are 2 indicators in environment Work that is environment Work physical: 1.) Lighting, 2.) Temperature, 3.) Noise, 4.) Cleanliness and Comfort and environment non- physical work: 1.) Environment Temporal Work and 2.) Environment Work Psychology

Performance according to Islam is form or method individual in actualize self. Performance is form real from values, beliefs and understandings held as well as based on strong moral principles and can become motivation For give birth to work quality. Employee performance refers to the ability employee in carry out overall tasks that become not quite enough answer. Tasks the usually based on indicators success that has been achieved set. As the result will

known that somebody employee will enter in levels performance certain (Az-zaakiyyah et al., 2022; Rachmad et al., 2023; Rahman, 2020; Ridlo et al., 2022).

Performance shared become to in two types that is performance individual and performance organization. (Alfiyah & Riyanto, 2019; Golung, 2013; Magito, 2020; Zulher et al., 2022) The following types performance Employees: 1.) Individual Performance and 2.) Organizational Performance With do improvement performance, expected objective organization in the future can achieved with more Good again. However, the increase performance No only done if performance Work No like expected. Improvement performance must also be done although a person, a team or organization has capable reach performance expected work Because organization, team and also individual in the future can set more quantitative targets tall or with quality more high. Here indicator in evaluation performance employee in view Islam according to (Anggraeny et al., 2023; Fibriadi & Yusuf, 2022; M. R. Putra et al., 2020; Tarigan et al., 2022) as following: 1.) Quality Work, 2.) Trust/ Responsibility, 3.) Punctuality, 4.) Discipline, 5.) Cooperation and 6.) Intention Work because of Allah.

RESEARCH METHODS

In research This used type study descriptive quantitative. Research methods quantitative interpreted as method research based on philosophy positivism used For research on population or certain samples, collection and use of research instruments, data analysis is quantitative / statistical, with objective test hypothesis that has been determined. (Bhattacharyya, 2009; Coskun, 2019; Rao, 2008; Scandura & Williams, 2000) The types of data used in this study This is as following (Abu-zidan et al., 2022; Hou, 2012; Winarso et al., 2022). Qualitative data functioning For explain characteristics or properties. Quantitative data is the data stated in form number from results calculation and measurement in the form of numerical data that can be measured or counted in a way directly. Based on source, data on research this is divided into 2 types that is as as follows: Primary data is data obtained in a way direct from source the original without through intermediary For answer problem or objective research. Secondary data is the data obtained in a way No direct from source the original, but obtained from relevant sources like from results study previous, books related Topic research, journal as well as various source reading other.

In research this is what it becomes population is employees of PT Aneka Bumi Pratama (ABP) Subdistrict Pemayung as many as 557 employees. The recruitment sample study according to (Huang, 1973; Kurzejeski & Vangilder, 1992) if the subject not enough out of 100 it would be better taken all of them, if the subject big or more out of 100 people can use 101,5% or 20-25% or more. In this researcher take 20% sample from amount population namely 111 people.

RESEARCH RESULTS AND DISCUSSION

Validity Test known that mark $r_{\text{count}} > r_{\text{table}}$ so can conclud that all statement items in indicator variable Compensation (X_1), Environment Work (X_2) and Employee Performance (Y) at PT. Aneka Bumi Pratama (ABP) District Pemayung that is $r_{\text{count}} > r_{\text{table}}$ declared valid. Therefore, results testing validity that has been done on declared valid

Reliability Test known that variable Compensation (X1) and variables Environment Work (X2) obtained mark Cronbach's alpha was 0.657 and 0.689 respectively with level this 0.5 is significant show that *cronbach's alpha* more than from level significant, so that with thus results from the reliability test on the variables This is reliable. And based on table the can explained that Employee Performance variable (Y) is obtained mark *Cronbach's alpha* 0.683

with level this 0.5 is significant show that *cronbach's alpha* more than from level significant (0.683 > 0.5). With thus reliability test results on variables This is reliable.

Multiple Linear Regression Test

Table 1. Multiple Linear Regression Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	25,920	3.330		7,785	.000
	COMPENSATION	-.027	.106	-.025	-.256	.798
	ENVIRONMENT	.058	.106	.053	.547	.585

a. Dependent Variable: PERFORMANCE

From the results calculation Multiple Linear Regression table, the coefficients seen in the data above, are obtained equality as following: $Y = 25,920 + -0.027 X_1 + 0.058 X_2 + e$ Based on equality the can outlined as following:

1. Constant (α) = 23.705. this show that If compensation (X_1) and environment work (X_2), is 0, then performance employees at PT Aneka Bumi Pratama (ABP) District Pemayang amounting to 25,920.
2. Coefficient $X_1 = -0.027$, this show that If variable compensation improved as big as One unit, then variable performance employee will increase of 0.027 with assumption variable environment has a value of 0 (constant).
3. Coefficient $X_2 = 0.058$, this show that variable environment Work improved as big as One unit, then variable performance compensation will increase of 0.058 with assumption variable compensation has a value of 0 (constant).

t-test (Partial Test)

The indications is if t count > t table at the level of significance then variable the independent party concerned in a way partial considered have significant influence to variable dependent, and vice versa if t count < t table so variable the independent party concerned considered No have significant influence to variable dependent.

Table 2. t-Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	25,920	3.330		7,785	.000
	COMPENSATION	-.027	.106	-.025	-.256	.798
	ENVIRONMENT	.058	.106	.053	.547	.585

a. Dependent Variable: PERFORMANCE

From the results of the regression test in a way partial, obtained mark significance of 0.798, due to level significance > 0.05 and t count smaller than from the t table (-0.256

< 1.659), then can concluded that compensation No influential to performance employee.

1. From the results of the regression test in a way partial, obtained mark significance of 0.585, due to level significance > 0.05 and t count smaller than from the t table (0.547 > 1.659), then can concluded that environment Work No influential to performance employee.

F Test (Simultaneous Test)

F test is used for test about existence whether or not significant influence between variable compensation and environment Work in a way together on Employee Performance, This Test used with method compare F count with F table.

Table 3. F Test Results
ANOVA ^a

Model	Sum of Squares	of Df	Mean Square	F	Sig.
1 Regression	1,480	2	.740	.164	.849 ^b
Residual	487,998	108	4,518		
Total	489,477	110			

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), ENVIRONMENT, COMPENSATION

Viewed that Ha is rejected and Ho is accepted as shown with mark significance by 0.849 which is more than 0.05 and the calculated F value of 0.164 which means the calculated F smaller than from the F table (0.164 < 3.08). This means in a way simultaneous compensation and environment Work No can influence performance employees at PT Aneka Bumi Pratama Subdistrict Pemayang .

Determination Test (R ²)

Coefficient Test Determination This aiming how much big percentage variable compensation (X1) and environment work (X2) against Employee Performance variable (Y).

Table 4 Determination Results (R ²)
Model Summary

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.055 ^a	.003	-.015	2.12568

a. Predictors: (Constant), ENVIRONMENT, COMPENSATION

Based on the data above can know The Adjust R Square value is -0.015. So it can be concluded that percentage influence variable compensation (X1) and environment Work (X2) on Employee Performance Variable (Y) at PT. Aneka Bumi Pratama Subdistrict Pemayang of 0.015% and the remainder 99.985% of it is influenced by other variables that were not studied in study This.

CONCLUSION

1. Index value response Respondent to Compensation According to perspective Islam at PT Aneka Bumi Pratama (ABP) District Pemayung said to be very appropriate to be continued For testing analysis furthermore.
2. Index value response Respondent to environment Work According to perspective Islam at PT Aneka Bumi Pratama (ABP) District Pemayung said to be very good to be continued for testing analysis furthermore.
3. Index value response Respondent to performance employee According to perspective Islam at PT Aneka Bumi Pratama (ABP) District Pemayung said to be very good to be continued For testing analysis furthermore.
4. Compensation and environment Work according to perspective Islam No influential positive and negative significant to performance employees at PT Aneka Bumi Pratama (ABP) District Pemayung .

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