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The Role Of Compensation, Work Environment, And OHS To Increase Employee Productivity PTPN XII Kebun Glantangan Afd. Kali Mayang

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ABSTRACT

The phenomenon at PTPN XII Kebun Glantangan XII Afd. Kali Mayang, namely production is not optimal from these conditions, research is conducted on the role of compensation, work environment, and K3 to increase employee productivity PTPN XII Kebun Glantangan Afd. Kali Mayang. The study aims to analyze the effect of compensation, work environment, and OHS (Occupational Health and Safety) on the work productivity of employees of the rubber tapping section. This type of research is explanatory research with a quantitative approach. Using observation, interview, and questionnaire methods. Using analytical tools validity test, reliability test, multiple linear regression analysis, classical assumption test, T-test, and R2 test. The results showed that compensation and work environment have a positive and significant effect on work productivity and OHS has a positive effect but does not have a significant effect on work productivity, this is because there are still some tapping employees who still do not apply work protection because employees feel that using sandals or ordinary shoes when stepping feels light. It is expected that future researchers to develop and expand other research variables so that the understanding of the factors that affect employee work productivity is even broader.

Keywords : Compensation, Work Environment, OHS, and Work Productivity

1. INTRODUCTION

Human resources are individuals who work as drivers of an organization, both institutions and companies (Susan, 2019). With the existence of quality human resources, it is hoped that employees can increase productivity which will affect the success of the company. Human resources are an asset to the success of a company because by having good-quality employees, the company will achieve its goals.

According to (Hasibuan, 2019) Work productivity is a comparison of results (outputs) with inputs (inputs), and the production produced must have added value. Productivity is a measure of productive efficiency (Sutrisno, 2020). Productivity includes a mental attitude that has the view that today must be better than yesterday. Employee productivity is an important thing that must be considered, because in doing a job, namely to be able to get maximum results. If employees have the drive to improve their ability to increase work productivity, with the ability they have, the company's goals will be carried out effectively and efficiently (Huzain, 2015).

One of the factors that influence work improvement is compensation, this is supported by research conducted by (Handaru et al., 2019) saying that compensation has a positive and significant effect on employee work productivity. Compensation is one of the factors that can affect the level of work productivity (Fitrianti, 2018). According to (Hasibuan, 2019) compensation is all income in the form of money, direct or indirect goods received by employees in exchange for services provided to the company.

Apart from compensation, the factor that influences work improvement is the work environment, this is supported by research conducted by (Panjaitan, 2017) which states that the work environment has a positive and significant effect on work productivity. The work environment is something that exists in the environment of employees that affects them in carrying out the duties assigned (Yopi, 2021). Conditions and facilities in the work environment that are by the wishes of employees can increase the work productivity of the work that employees and the company where they work (Purnami & Utama, 2019).

Not only compensation and the work environment, occupational safety and health (OHS) also affects increasing employee productivity, this is supported by research conducted by (Nasution et al., 2021) saying that, the implementation of occupational safety and health has a significant effect on employee work productivity. (Lumenta, riane, 2018) said that Occupational Health and Safety (OHS) is a program that is made as an effort to prevent

accidents and occupational diseases by introducing things that can cause accidents and occupational diseases as well as anticipatory actions if accidents and occupational diseases occur.

PTPN XII Kebun Glantangan Jember is one of the large state-owned plantations located in Pondokrejo, Tempurejo District, Jember Regency City, East Java Province. The area is divided into five afdeling consisting of Kali Mayang afdeling, Wonojati, Bajing Onjur, Sumber Waringin and Kalibajing afdeling. PTPN XII Kebun Glantangan Afdeling Kali Mayang is one of its activities, namely the production of rubber tapping or the collection of crops from the garden. Currently PTPN XII Kebun Glantangan Afd. Kali Mayang has 75 mandatory tapping employees and 17 reserves, so a total of 92 tapping employees. The phenomenon of problems that occur at PTPN XII Kebun Glantangan Afd. Kali Mayang is in production and work productivity which is sometimes less than optimal. The following is the production data of rubber tapping employees at PTPN XII Kebun Glantangan Afd. Kali Mayang.

Table 1. Production of Rubber Tapping Section Employees at PTPN XII Kebun Glantangan Afd. Kali Mayang Year 2017-2022

No	Afd	Year Planting	Number of Employees Tapping Required	Production		Productivity Level Employee (Kg/Person)	
				Target/Kg	Realization/Kg	1 year	per day
1	KM	2017	80	360.500	350.515	4.381	12,52
2	KM	2018	80	370.000	417.819	5.223	14,92
3	KM	2019	79	450.000	392.831	4.973	14,21
4	KM	2020	78	479.500	477.528	6.122	17,49
5	KM	2021	77	479.000	448.959	5.831	16,66
6	KM	2022	75	474.000	422.379	5.632	16,09

Source: Office of Afdeling Kali Mayang PTPN XII Kebun Glantangan Jember, 2022

From Table 1. it can be seen that the results of rubber tapping production and the level of productivity of Afd. Kali Mayang in 2017-2022 has fluctuated and has not reached the target. Employee productivity can be seen from the absence rate of tapping employees of PTPN XII Kebun Glantangan Afd. Kali Mayang.

Table 2 Recap of Employee Attendance in the Rubber Tapping Section at PTPN XII Kebun Glantangan Afd. Kali Mayang Per Month 2022

No	Month	Number of Mandatory Tapping Employees	Total Days Work	Average Absenteeism Per Person Per Month			Total
				Sick	Permissions	Alpa	
1	January	75	30	6	5	4	15
2	February	75	26	1	3	0	4
3	March	75	30	0	0	0	0
4	April	75	29	3	4	3	10
5	May	75	29	10	40	20	70
6	June	75	29	5	2	3	10
7	July	75	29	5	12	8	25
8	August	75	30	0	0	0	0
9	September	75	29	0	0	0	0
10	October	75	30	0	2	2	4
11	November	75	29	0	0	0	0
12	December	75	30	1	2	2	5
	Total		350	31	70	42	143

Source: Office of Afdeling Kali Mayang PTPN XII Kebun Glantangan Jember, 2022

Based on Table 2, it can be seen that the absentee level of tapping employees at PTPN XII Kebun Glantangan Afd. Kali Mayang is highest in May, namely as many as 10 people experiencing illness, 40 people permission, and 20 people absent or without information.

Based on this description, the author wants to conduct deeper research at PTPN XII Kebun Glantangan Afd. Kali Mayang about how much the influence of compensation, work environment, and K3 on the productivity of employees of the tapping section as well as existing problems, and related to the research title, namely "The role of

compensation, work environment, and OHS to increase employee productivity PTPN XII Kebun Glantangan Afd. Kali Mayang".

2. LITERATURE REVIEW

2.1 Human Resource Management

Management means organizing or managing, while human resources are the power that comes from humans. According to (Susan, 2019) Human resources are a matter related to the utilization of humans in doing work to achieve the maximum level or effectively and efficiently in realizing the goals to be achieved in the company, employees, and society.

2.2 Compensation

Compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company (Hasibuan, 2019). while according to (Agathanisa & Prasetio, 2018), compensation is all forms of rewards given to employees properly and fairly, in the form of money and non-money to achieve company goals. In this case, it is said that all forms of rewards given by the company to employees as a form of appreciation for the employee's contribution to the company.

2.3 Work Environment

According to (Yopi, 2021) The work environment is something that exists in the environment of the workers that affects them in carrying out the assigned tasks. Conditions and facilities in the work environment that are to the wishes of employees can increase work productivity for the work that employees and the company where they work (Purnami & Utama, 2019).

2.4 OHS (Occupational Health and Safety)

According to (Lumenta, riane, 2018) Occupational Safety and Health (OHS) is an effort to prevent accidents and diseases due to work by introducing things that can cause accidents and diseases due to work and anticipatory actions when accidents and diseases occur due to work.

2.5 Work Productivity

Work productivity is a measure of productive efficiency or can be interpreted as the relationship between output (goods or services) and input (labor, materials, money) (Sutrisno, 2020).

2.6 Conceptual Framework

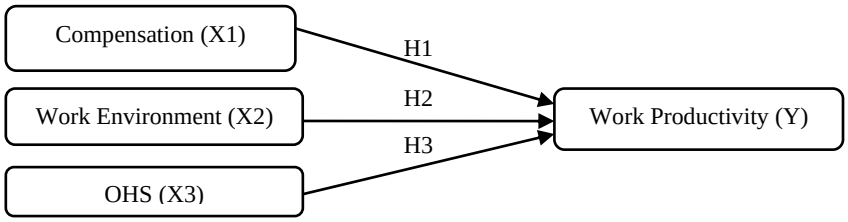

Figure 1. Conceptual Framework
Source : Primary data processed, 2023

2.7 Hypothesis

1. Compensation has a significant effect on employee productivity in the tapping section of PTPN XII Kebun Glantangan Afd. Kali Mayang.
2. Work Environment has a significant effect on the work productivity of tapping section employees PTPN XII Kebun Glantangan Afd. Kali Mayang.
3. OHS has a significant effect on the work productivity of tapping section employees of PTPN XII Kebun Glantangan Afd. Kali Mayang.

3. RESEARCH METHODS

3.1 Research Design

This research design is explanatory research with a quantitative approach. Explanatory research is a research method that aims to explain the relationship between the variables proposed in the study and how much influence the independent variable has on the dependent variable. The approach taken in this research is quantitative, because it refers to the calculation of data in the form of numbers.

3.2 Type of Research Data

The types of data used in this study are primary data and secondary data. Primary data was obtained from respondents' answers obtained from distributing questionnaires to all rubber-tapping employees of PTPN XII Kebun Glantangan Afd. Kali Mayang. Secondary data obtained at PTPN XII Kebun Glantangan Afd. Kali Mayang, among others, company history, organizational structure, rubber production data, recap attendance of tapping employees per month 2022.

3.3 Sampling Technique

The population in this study were employees of the tapping section of PTPN XII Kebun Glantangan Afd. Kali Mayang which amounted to 92 people. In this study, the sample used is saturated, because the population is less than 100 employees, then all employees tapping PTPN XII Kebun Glantangan Afd. Kali Mayang was used as a sample.

3.4 Variable and Operational Definition

The operational definition of variables identifies the research variables to be analyzed. The variables analyzed in this study can be grouped into two, namely the independent variable and the dependent variable. The independent variables in this study are compensation (X1), work environment (X2), and K3 (X3) while the dependent variable is work productivity (Y).

4. RESULT AND DISCUSSION

4.1 Validity Test

The Validity Test aims to measure whether a research questionnaire is valid or invalid.

Table 3. Validity Test Results

Variable	Indicator	r table 5%	r count	Significance	Description
Compensation	X1.1	0.205	0.826	0,000	Valid
	X1.2	0.205	0.579	0,000	Valid
	X1.3	0.205	0.810	0,000	Valid
	X1.4	0.205	0.818	0,000	Valid
Work Environment	X2.1	0.205	0.837	0,000	Valid
	X2.2	0.205	0.811	0,000	Valid
	X2.3	0.205	0.794	0,000	Valid
OHS	X3.1	0.205	0.750	0,000	Valid
	X3.2	0.205	0.835	0,000	Valid
	X3.3	0.205	0.601	0,000	Valid
	X3.4	0.205	0.834	0,000	Valid
	X3.5	0.205	0.525	0,000	Valid
Work Productivity	Y.1	0.205	0.679	0,000	Valid
	Y.2	0.205	0.712	0,000	Valid

Y.3	0.205	0.556	0,000	Valid
Y.4	0.205	0.693	0,000	Valid
Y.5	0.205	0.720	0,000	Valid
Y.6	0.205	0.696	0,000	Valid

Source: SPSS V.25 data processed by researchers, 2023

Based on Table 3, it can be seen that the results of the validity test on all variables show that, the R count is greater than the R table, namely 0.205 and the correlation between each indicator on the total score has a significance of 0.000 or <0.05. So it can be concluded that all statement items are declared valid.

4.2 Reliability Test

Reliability test to assess the consistency of the research instrument. The research instrument can be said to be reliable if Cronbach Alpha> 0, 70.

Table 4. Reliability Test Results

Variable / Indicator	Cronbach Alpha	Cut Off	Description
Compensation (X1)	0,746	0,7	Reliabel
Work Environment (X2)	0,739	0,7	Reliabel
OHS (X3)	0,757	0,7	Reliabel
Work Productivity (Y)	0,758	0,7	Reliabel

Source: SPSS V.25 data processed by researchers, 2023

Based on Table 4, it can be seen that the results of the reliability test on all variables show that, the Cronbach Alpha value is 0.746; 0.739; 0.757; 758 > 0.70. So it can be concluded that all items on each of these variables are suitable for use as measuring instruments, and the statements on the questionnaire are declared reliable.

4.3 Multiple Linear Regression Analysis

Multiple linear regression analysis models are used to explain the relationship and how much influence the independent variables have on the dependent variable (Ghozali, 2018). The following table shows the results of multiple linear analysis testing using the IBM SPSS version 25 program:

Table 5. Multiple Linear Regression Analysis Results

Variable	Regression Coefficient	Standard Error
Constant	5,279	2,441
Compensation	0,625	0,105
Work Environment	0,613	0,141
OHS	0,134	0,100

Source: SPSS V.25 data processed by researchers, 2023

Based on Table 5, it can be seen that the general equation of multiple linear regression is :

$$Y = 5{,}279 + 0{,}625X_1 + 0{,}613X_2 + 0{,}134X_3 + e$$

The following is an explanation of the results of the multiple linear analysis equation:

1. The constant of 5.279 indicates the amount of work productivity decisions on compensation, work environment, and K3 (Occupational Safety and Health) is 0.
2. b_1 = 0,625 is the value of the regression coefficient of the compensation variable on work productivity. That is, if compensation has increased by 0.625 and the coefficient is positive, then compensation and work productivity have a positive relationship and result in increased work productivity in employees.
3. b_2 = 0,613 is the value of the work environment variable regression coefficient on work productivity. This means that if compensation increases by 0.613 and the coefficient is positive, then the work environment and work productivity have a positive relationship and result in increased work productivity in employees.
4. b_3 = 0,134 is the regression coefficient value of the K3 (Occupational Safety and Health) variable on work productivity. That is, if compensation increases by 0.134 and the coefficient is positive, then K3 (Occupational Safety and Health) and work productivity have a positive relationship and result in increased work productivity in employees.

4.4 Classical Assumption Test

4.4.1 Normality Test

The normality test is used to test whether the independent variable regression model and the dependent variable have a normal distribution.

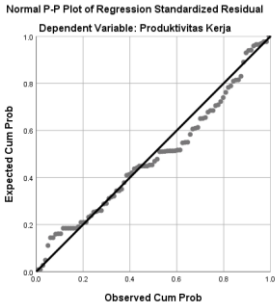

Figure 2. Normality Test Results

Source: SPSS V.25 data processed by researchers, 2023

Based on Figure 2, it can be seen that the points spread around the diagonal line and follow the direction of the histogram line, this indicates that the residuals are normally distributed. Thus it can be concluded that the regression model is said to be feasible because it fulfills the assumption of normality.

4.4.2 Multicollinearity Test

Aiming to determine the presence or absence of multicollinearity, the regression model can be seen from the tolerance value and the Variance Inflation Factor (VIF) value.

Table 6. Multicollinearity Test Results

Variable	Tolerance Value	VIF	Description
Compensation (X1)	0,868	1,151	No Multicollinearity
Work Environment (X2)	0,777	1,287	No Multicollinearity
OHS(X3)	0,881	1,135	No Multicollinearity

Source: SPSS V.25 data processed by researchers, 2023

Based on Table 6, shows that the multicollinearity test results of all independent variables in this study have a tolerance ≥ 0.1 and a VIF value of ≤10. This is to the statement put forward by (Ghozali, 2018) which states that a multicollinearity-free regression model has a VIF value ≤10 and a tolerance number ≥ 0.1. Based on the results of the multicollinearity test in this study, the conclusion is that there is no multicollinearity.

4.4.3 Heteroscedasticity Test

Aims to test whether in the regression model, there is a variance discomfort from the residuals of one observation to another.

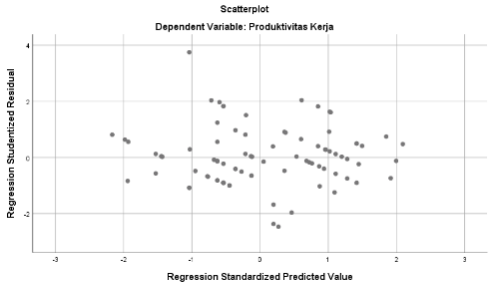

Figure 3. Heteroscedasticity Test Results

Source: SPSS V.25 data processed by researchers, 2023

Based on Figure 3, we can see that there is no clear pattern, and the points spread above and below the number 0 (zero) on the Y axis. thus it can be concluded that, there is no heteroscedasticity in the regression model.

4.5 T-test

The t-test is used to determine how far the influence of the independent variables individually in explaining the dependent variable.

Table 7. Individual Parameter Significance Test Results (t-Test)

variable	t count	t table	Sig	Description
Compensation (X1)	5,933	1.987	0,000	Significant
Work Environment (X2)	4,338	1.987	0,000	Significant
OHS (X3)	1,342	1.987	0,183	Not Significant

Source: SPSS V.25 data processed by researchers, 2023

Based on Table 7, it can be seen that the comparison between the significance level and the table significance level is as follows:

1. The t-test results show that the compensation variable with t counts 5.933> t table 1.987 and a significance value of 0.000 <0.05, it can be concluded that it is rejected and accepted, which means that there is a significant influence between compensation on work productivity.
2. The t-test results show that the work environment variable with t counts 4.338> t table 1,987 and a significance value of 0.000 <0.05, it can be concluded that it is rejected and accepted, which means that there is a significant influence between the work environment on work productivity.
3. The t-test results show that the OHS (Occupational Health and Safety) variable with t count 1.342 < t table 1.987 and a significance value of 0.183 > 0.05, it can be concluded that it is accepted and rejected, which means that there is no significant influence between K3 (Occupational Safety and Health) on work productivity.

4.6 Determination Coefficient Test (R2)

The Coefficient of Determination is used to determine the extent to which the model's ability to explain variations in the dependent variable.

Table 8. Test Results of the Coefficient of Determination (R2)

Criteria	Coefficient
R	0,724
R Square	0,523
Adjusted R Square	0,507

Source: SPSS V.25 data processed by researchers, 2023

Based on Table 8 shows that the coefficient of determination (coefficient of determination) is 0.507 or 50.7% while 0.493 or 49.3% is influenced by other variables. This value shows the proportion or percentage of the influence of compensation variables (X1), Work Environment (X2), and K3 (Occupational Health and Safety) (X3) on work productivity (Y), while the remaining percentage is influenced by other factors that are not included in this research model.

4.7 Discussion

4.7.1 Effect of Compensation on Work Productivity

The results of multiple linear regression analysis on the first variable, namely compensation, have a positive coefficient direction on work productivity with a value of 0.625. This means that the compensation variable has increased by 0.625 and the coefficient has a positive relationship with increasing employee work productivity. It can also be proven by the results of the hypothesis test or individual parameter significance test (t-test) which shows that the value of compensation (X1) on work productivity (Y) is the value of t count > t table value, namely 5.933 > 1.987 and a significance value of 0.000 < 0.05, then H0 is rejected and Ha is accepted. From the test results, it can be interpreted that there is a positive and significant influence between compensation on work productivity.

This research is in line with research conducted by (Handaru et al., 2019) in his research entitled "the effect of Compensation and work environment on employee productivity". The regression test results in this study show that the compensation variable (X1) has a positive and significant effect on work productivity (Y).

4.7.2 The Effect of Work Environment on Work Productivity

The results of multiple linear regression analysis on the second variable, namely the work environment, have a positive coefficient direction on work productivity with a value of 0.613. This means that the work environment variable has increased by 0.613 and the coefficient has a positive relationship which increases employee work productivity. It can also be proven by the results of the hypothesis test or individual parameter significance test (t-test) which shows that the value of the work environment (X2) on work productivity (Y) is the value of T count> T table value, namely 4.338> 1.987 and a significance value of 0.000 <0.05, it can be concluded that H0 is rejected and Ha is accepted, which means that there is a significant influence between the work environment on work productivity.

This research is in line with research conducted by (Swandono, 2016) in his research entitled "The influence of the work environment on employee work productivity". The regression test results in this study show that the work environment variable (X) has a positive and significant effect on work productivity (Y).

4.7.3 The Effect of K3 on Work Productivity

The results of multiple linear regression analysis on the third variable, namely OHS (Occupational Health and Safety), have a positive coefficient direction on work productivity with a value of 0.134. This means that the K3 (Occupational Health and Safety) variable has increased by 0.134 and the coefficient has a positive relationship which increases employee work productivity. It can also be proven by the results of the hypothesis test or individual parameter significance test (t-test) which shows that the value of OHS (Occupational Health and Safety) (X3) on work productivity (Y) is the value of T count < T table value, namely 1.342 < 1.987 and a significance value of 0.183 > 0.05, then H0 is accepted and Ha is rejected. From the test results, it can be interpreted that there is no significant influence between K3 (Occupational Safety and Health) on work productivity.

This research is in line with research conducted by (Jumanto & Nasution, 2017) in his research entitled "the influence of occupational safety and health (OHS), discipline and work supervision on employee productivity". The regression test results in this study show that the OHS variable (X1) has no significant effect on work productivity (Y).

5. CONCLUSIONS AND SUGGESTIONS

5.1 Conclusion

Based on the test results using multiple linear regression analysis and hypothesis testing using the individual parameter significance test (t-test). based on this research, the following conclusions can be drawn: (1) Compensation has a positive and significant effect on employee productivity tapping PTPN XII Kebun Glantangan Afd. Kali Mayang. This result means that if the better the compensation given to tapping employees, the resulting work productivity tends to increase. (2) The work environment has a positive and significant effect on the work productivity of tapping employees of PTPN XII Kebun Glantangan Afd. Kali Mayang. This means that if the work environment at PTPN XII Kebun Glantangan Afd. Kali Mayang is improved even better, tapping employees will be more comfortable and enthusiastic in working. A work environment like this will further increase employee productivity at work. (3) OHS (Occupational Health and Safety) is positive but has no significant effect on the work productivity of tapping employees of PTPN XII Kebun Glantangan Afd. Kali Mayang. This is because there are still some tapping employees who still do not apply for work protection or do not use work protection such as boots. Some workers feel that the sandals or ordinary shoes they use provide a sense of comfort.

5.2 Suggestion

Suggestions that the authors can submit in connection with the results of this study are 1. For companies: companies are expected to maintain and even increase employee productivity by increasing compensation, maintaining the existing work environment so that employees feel comfortable in carrying out work activities and increasing supervision so that employees are more orderly in using work protection so that working conditions are safer. 2. For future researchers: It is hoped that further researchers will develop and expand research variables so that understanding of the factors that affect employee work productivity is even broader.

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