

THE INFLUENCE OF COMPENSATION, WORK DISCIPLINE, AND ENVIRONMENT WORK ON EMPLOYEE PERFORMANCE AT PT. LOTUS BOGA LIMA IN BOGOR

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Background: Human resources (HR) are a crucial factor in achieving company goals. Strong HR capabilities are reflected in strong performance and serve as an asset to the company. Therefore, management needs to prioritize effective HR management to improve organizational effectiveness and efficiency.

Purpose: This study aims to determine the effect of compensation, work discipline, and the work environment on employee performance at PT. Lotus Boga Lima.

Methodology: The objects of this study were compensation, work discipline, work environment, and employee performance. The sample size for this study was 42 people using non-probability sampling with a saturated sampling technique. The research method used was quantitative. Data were collected through questionnaires and analyzed using multiple linear regression. Prior to analysis, reliability testing and classical assumptions were conducted to ensure the validity of the model. Primary data were collected directly from respondents through questionnaire distribution, interviews, and field observations. Meanwhile, secondary data were obtained from literature studies including books, scientific journals, and reports from related companies.

Finding: The research results show that compensation has the greatest influence on employee performance, followed by work discipline, which also has a significant effect. Meanwhile, the work environment has a positive effect but is the variable with the lowest influence. Overall, all three variables have been shown to contribute to improved employee performance.

Limitation: A limitation of this study is the relatively small sample size, so the results may not be fully representative of the entire population. Furthermore, this study only used data from one company, so it cannot be generalized to other companies with different characteristics.

Originality: The originality of this research lies in the combination of variables and research objects that have never been used in previous research, so it is hoped that it can provide a new perspective on the factors that influence employee performance.

Keywords: Keywords: Compensation, Work Discipline, Work Environment, Employee Performance.