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Analysis Of Work Environment And Social Rewards On Employee Performance

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Abstract.

Changes in online learning conditions towards offline learning require readiness to create an atmosphere of togetherness and cohesiveness that is built for the common good. Changes at least provide knowledge and experience for the world of education that the environment is constantly changing. The Islamic University of Kalimantan (UNISKA) Muhammad Arsyad Al Banjari as the oldest and largest private university in South Kalimantan needs to pay attention to several factors including the work environment, non-physical environment and social rewards as an effort to improve employee performance. This research is explanatory research with a quantitative approach. The population of this research is UNISKA Banjarmasin education staff with a total sample of 52 people, the sampling technique is purposive sampling. Multiple linear regression analysis technique. The results showed that the physical work environment, non-physical work environment and social rewards partially and simultaneously had a significant effect on employee performance in the UNISKA Banjarmasin environment. The research findings indicate that all physical conditions around the workplace are related to air temperature, lighting and layout. Relationships with leaders and relationships with fellow co-workers as well as relationships with subordinates are well-established/harmonious even though there is no increase in the form of financial impact on improving employee performance.

Keywords: Work Environment, Social Rewards, and Employee Performance.

I. INTRODUCTION

The condition of the Covid-19 pandemic has hit Indonesian society for the last two years and is currently returning to normal conditions, a big impact in all respects, this change at least provides knowledge and experience that the environment is constantly changing. The work environment is something that needs to be considered because the work environment has a direct influence on the performance of employees. A conducive work environment can improve performance and vice versa, an inadequate work environment will reduce performance. Moulana et al., (2017) argue that the work environment has a positive and significant effect on work motivation, the work environment has a positive and significant effect on performance, and work motivation has a positive and significant effect on performance, but the work environment has an indirect effect on performance. In the perspective of human resources, companies are very dependent on the successful management of human resources in an organization. Specifically, employees as individuals and groups in the organization have unique differences from a person, so that the success of human resource management must be supported by mastery of skills and knowledge possessed by employees, which cannot be imitated by competitors. To support the success of the organization, it is necessary to carry out the right strategy, namely by paying attention internally to how to manage existing human resources, one of which is by looking back at the strategies that are implemented in total.

Compensation is the right strategy to motivate and retain the best employees and enhance competitiveness to support the life and profitability of the organization, so that it has an impact on organizational performance. Talking about performance, one of them is compensation. Historically the practice of compensation has always been interpreted as compensation in the form of money whatever the term is total pay or total compensation, but Schuler (2011) suggests that total compensation includes monetary compensation and non-monetary compensation paid by organizations to employees as an effort to improve organizational performance. Furthermore (Sunarto: 2004) suggests that compensation or rewards are a medium to convey messages to employees about the values and contributions expected from employees to hold the values of the organization. Today, more and more organizations are developing compensation systems that support the needs and characteristics of businesses that are sensitive to social pressures,

including making important decisions regarding the distribution of compensation, especially non-monetary compensation. Non-monetary compensation (Schuler, 2011) includes career rewards and social rewards that are often highly valued by employees. A sense of job security becomes important in exchange for the absence of an increase in monetary compensation.

These dynamic conditions have an impact on several organizational sectors, including educational organizations. The change is marked by the shift of all educational activities that were previously carried out online, now face-to-face or offline learning will be carried out, this change at least provides knowledge and experience that the environment is constantly changing. Readiness to start learning again requires an atmosphere of togetherness and cohesiveness that is built on the basis of the same interests so as to make education the only way to make oneself, family and society better. Education creates a bridge to advance the nation and determines the value or quality of human resources. By looking at the current situation, human resources cannot be silent, inevitably as social beings must adapt and adapt to the changes and developments of the times. One of the universities that need to pay attention to this is the Islamic University of Kalimantan Muhammad Arsyad Al Banjari (UNISKA MAB) Banjarmasin, as an effort to implement face-to-face/offline learning so that it is necessary to pay attention to the factors of the Work Environment, Social Rewards and Employee Performance as an effort to carry out face-to-face learning and provide better services and academic activities.

II. METHODS

This research method is based on the philosophy of positivism, this research was conducted in the UNISKA Banjarmasin environment, the population is 110 education personnel, using the Slovin formula, the sample size is 50 education staff. The analytical tool in this study is Multiple Linear Regression, namely the analysis of the relationship between the dependent variable and two or more independent variables. The relationship between the dependent variable (employee performance) and the independent variable (physical work environment, non-physical work environment and social rewards).

III. RESULT AND DISCUSSION

Hypothesis Test

Hypothesis testing is performed to determine whether or not the independent variable influences the dependent variable.

Table 1. Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Remarks
	B	Std. Error	Beta			
1 (constant)	45,843	11,918		3,847	,001	
Physical work environment	,171	,151	,163	1,138	,000	Significant
Non-physical work environment	,272	,147	,263	1,853	,005	Significant
social rewards	,055	,154	,052	,358	,004	Significant

Significant effect of physical work environment on performance

The first proof is the proof of the first hypothesis. This is done to see the effect of a separate variable on the dependent variable. Furthermore, to be more convincing, a T-test was carried out. Hypothesis T-test was performed by comparing the T-observation with the T-table at the confidence level (α) = 0.05. If the observation $T < T$ -table, it means that there is a significant influence of the independent variable with the dependent variable, in other words, the physical work environment has a significant effect on performance. This agrees with Sarwono (2005:86) that the physical work environment is a place where employees perform their activities. The physical work environment affects the work spirit and emotions of the employees. These physical factors include air temperature in the workplace, work space area, noise, density, and crowding. These physical factors greatly influence human behavior. Furthermore, Sarwono (2005: 86) says that an increase in temperature can result in an increase in work performance but can also decrease work

performance. An increase in temperature to a certain limit gives birth to a spirit that stimulates work performance, but after passing a certain threshold, this temperature increase is considered to be disturbing body temperature which has an impact on disrupting work performance.

Significant effect of non-physical work environment on performance

The second proof is the proof of the second hypothesis. This is done to see the effect of a separate variable on the dependent variable. Furthermore, to be more convincing, a T-test was carried out. Hypothesis T-test was performed by comparing the T-observation with the T-table at the confidence level (α) = 0.05. If the observation $T < T$ -table, it means that there is a significant effect of the independent variable with the dependent variable, in other words, the non-physical work environment has a significant effect on performance. The results of this study are in line with the opinion of Mangkunegara (2009) that the management of work relations and control of work relations and emotional control in the workplace is very necessary to pay attention to because it will have an impact on employee performance. This is because humans work not as machines. Humans have a feeling to be appreciated and not just work for money.

Significant effect of social rewards on performance

The third proof is the proof of the third hypothesis. This is done to see the effect of a separate variable on the dependent variable. Furthermore, to be more convincing, a T-test was carried out. Hypothesis T-test was performed by comparing the T-observation with the T-table at the confidence level (α) = 0.05. If the observation $T < T$ -table, it means that there is a significant effect of the independent variable with the dependent variable, in other words, social rewards have a significant effect on performance.

Significant effect of physical work environment, non-physical work environment and social rewards on performance

The fourth proof is to prove the fourth hypothesis, by looking at the effect of the independent variables simultaneously on the dependent variable. This is done by using the F-test by comparing the F-count with the F-table with a significant level of 5%. If F -count $< F$ -table, then the independent variables of physical work environment, non-physical work environment and social rewards have a significant effect on performance.

IV. CONCLUSION

The results of the study indicate that the physical work environment has a significant influence on performance, which can be interpreted as all physical conditions that exist around the workplace that can directly or indirectly affect educational staff in activities that can affect performance. The results of the study indicate that the non-physical work environment has a significant influence on performance. It can be interpreted that the non-physical work environment is a situation that occurs with regard to working relationships in the UNISKA Banjarmasin environment, both relationships with leaders and relationships with fellow co-workers as well as relationships with colleagues.subordinates are well established/harmonious. The results showed that social rewards had a significant effect on performance.

It could be interpreted that the provision of non-financial rewards (a person's early career award is related to the placement of structural officials in the UNISKA Banjarmasin environment. That award is a motivator that motivates employees to behave effectively, and is classified as a primary reward. and secondary. Primary rewards, referring to things such as food, water, rest, sex and pain relief. The results showed that the physical work environment, non-physical work environment and social rewards together had a significant effect on performance. all physical conditions that exist around the workplace, relationships with leaders and relationships with fellow co-workers as well as relationships with subordinates are well established/harmonious even though there is no increase in the form of financial impact on increasing and employee performance.

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