

The Effect of Compensation, Work Motivation, and Work Environment on Employee Performance Ud Gentong Racing Yogyakarta

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ABSTRACT

This study aims to determine the effect of Compensation, Work Motivation, and Work Environment on Employee Performance at UD Gentong Balap Yogyakarta. This study employs a quantitative research method. The population in this study consists of all employees of UD Gentong Balap Yogyakarta, totaling 30 employees. The sample was determined using the total sampling technique, meaning the entire population was used as the sample. This study uses primary data sources by distributing questionnaires directly, where respondents select from predefined answers. The analysis techniques used in this study include instrument testing, classical assumption testing, multiple linear regression analysis, F-test, t-test, correlation coefficient (R), and coefficient of determination testing. The F-test results show a significance value of $0.000 < 0.05$. Thus, it can be concluded that the variables Compensation, Work Motivation, and Work Environment significantly affect Employee Performance, so the first hypothesis (H1) is accepted. Based on the t-test results, the Compensation variable has a significant value of $0.000 < 0.05$, indicating that Compensation significantly affects Employee Performance, so the second hypothesis (H2) is accepted. The Work Motivation variable has a significant value of $0.000 < 0.05$, indicating that Work Motivation significantly influences Employee Performance, so the third hypothesis (H3) is accepted. The Work Environment variable has a significant value of $0.024 < 0.05$, indicating that Work Environment significantly influences Employee Performance, so the fourth hypothesis (H4) is accepted. The correlation coefficient (R) is 0.955, meaning there is a very strong relationship between the independent and dependent variables. The coefficient of determination (Adjusted R Square) is 0.902 (90.2%), meaning that 90.2% of the variations in Employee Performance are explained by the independent variables, while the remaining 9.8% is influenced by other variables not examined in this study.

Keywords: Employee Performance, Compensation, Work Motivation, Work Environment

INTRODUCTION

Human resources (HR) are one of the most important assets in any organization, whether small or large. The role of competent and productive HR is key to achieving organizational goals and success. In an increasingly competitive business world, companies are not only required to provide quality products or services but also to create conditions that support improved employee performance (Hasibuan, 2021). Therefore, human resources are a company's assets that are the main supporter of organizational goals. An organization or company must be able to empower its human resources effectively and efficiently, with a focus on improving employee performance. Competent human resources with a strong work ethic are essential for improving service delivery.



The contribution of human resources aims to improve organizational performance.(Kinas, 2018)

According to Hasibuan (2021), performance is the results of a person's work in completing their obligations and responsibilities based on their skills, experience, and commitment to time. The driving force behind employee performance lies in work motivation, compensation, and the work environment, which serve as important catalysts for individuals to strive to achieve organizational goals. Employee performance is a good work achievement, both quantitatively and qualitatively, achieved by employees in carrying out their duties based on the responsibilities implemented by the company (Sherlie & Hikmah, 2020). Employee performance is highly valuable because it can support long-term strategies and be used for assessment, control, and to increase productivity within a company. Employee performance is essentially an employee's work achievements that can be produced according to procedures determined by the organization or company in order to achieve targets, work objectives, and the company's vision and mission.(Wibowo, 2018).

Furthermore, improving employee performance in a company is also directed towards improving the quality and effectiveness of all company operations. One such company is UD. Gentong Balap, a trading company specializing in antiques. The antique trading business involves selling, buying, and repairing antique items with aesthetic value. Therefore, it is crucial for companies to improve employee performance to maintain product quality and production.

There are several factors that companies can consider to achieve organizational goals by improving employee performance. Among the factors influencing employee performance are work motivation, compensation, and the work environment. Research conducted by(Trisna & Guridno, 2021)proves that compensation, work motivation, and work environment have a positive and significant influence on employee performance.

Fithriana, (2020) said that compensation is the total reward received by employees in the form of money or other things.According to Ariandi et al., (2018)Compensation is the total reward an employee receives for their work within an organization. Compensation can be either physical or non-physical and must be calculated and awarded to employees in accordance with the sacrifices they have made to the organization or company where they work. Providing appropriate compensation will positively impact employee performance, as compensation is undeniably the primary goal for most employees working within a company.(Zunaidah et al., 2020)Therefore, compensation must be carefully considered to avoid inequality within the company. In this case, the inequality referred to is the effect of compensation on employee performance, whether the performance improves, is average, or worsens.(Wibowo, 2018).

Previous research conducted byShobirin & Siharis, (2022), AndTrisna & Guridno, (2021) proves that compensation has a significant effect on employee performance.

Apart from Compensation there are other factors that canincreaseEmployee performance is Work Motivation. Motivation itself comes from the Latin word "movere" which means to push or move. Motivation questions how to direct power and potential to work to achieve specified goals (Hasibuan, 2021). According to Azhad et al. (2015), work motivation is a factor that drives a person to carry out a certain activity, therefore motivation is often interpreted as a factor that drives a person's behavior. Handoko (2018) said that work motivation is a state within a person that drives an individual's desire to carry out certain activities to achieve goals. Thus, motivation has a nature that is inseparable from human nature itself, where humans individually have different qualities from one another, self-actualization to improve their achievements. Meanwhile,

Himma, F. (2022) said that work motivation is a psychological drive to a person that determines the direction of behavior in the organization and the level of effort and persistence in facing a problem.

Work motivation can be influenced by several factors, such as employee loyalty, life demands, desired goals, and other factors. However, work motivation can sometimes negatively impact employees, as the desire to be the best employee can lead to dishonest practices, such as assassinating rivals, in this case, coworkers.(Wibowo, 2018)Therefore, with work motivation, each employee will give their best, improving their own performance while simultaneously enhancing their abilities, skills, and ethics, thereby influencing organizational performance.

Previous research conducted by Adam Abu & Efiani, (2022), AndAulia Nur Shalsa & Wijaya Fanji, (2023)proves that work motivation has a significant influence on employee performance.

Not only compensation and work motivation can influence employee performance in a company, a comfortable and safe work environment can influence employee performance.Darmadi (2020) states that the work environment includes everything around employees that influences an individual in carrying out the duties assigned to him, such as the presence of air conditioning, good lighting, etc. The work environment is the overall availability of facilities and infrastructure around the work environment of employees who are doing work that can influence the implementation of work (Sutrisno, 2019).

The work environment has an important role in improving employee performance through a good physical and non-physical environment, such as creating a safe and comfortable atmosphere for employees, including providing work safety facilities and tools, maintaining workplace cleanliness, and improving employee morale in every activity, so that adequate physical and non-physical conditions will increase work productivity (Sari, Megawati, & Heriyanto, 2020).

Previous research conducted bySembiring, (2020)AndSusanti & Harry Mardika Nanda, (2021),proves that the work environment has a significant influence on employee performance.

UD. Gentong Balap is a trading company specializing in antiques. This business involves selling, buying, and repairing antique items of aesthetic value, such as jars, chairs, tables, cupboards, lamps, cow sheds, mortars, doors, and various other antiques.UD. Gentong Balap Yogyakarta serves not only as a center for antique trading, but also as a guardian of the aesthetic and historical value inherent in each of its products. In carrying out its mission, employee performance is a key element in determining the success of this business. To support optimal performance, attention is needed to three main factors: fair and competitive compensation, maintained work motivation, and a conducive and supportive work environment. These three aspects play a crucial role in creating a productive work atmosphere and encouraging employees to contribute maximally to maintaining the quality and value of the antiques that are the identity of Gentong Balap.

Based on the theory put forward previously, the following framework of thought can be formulated:

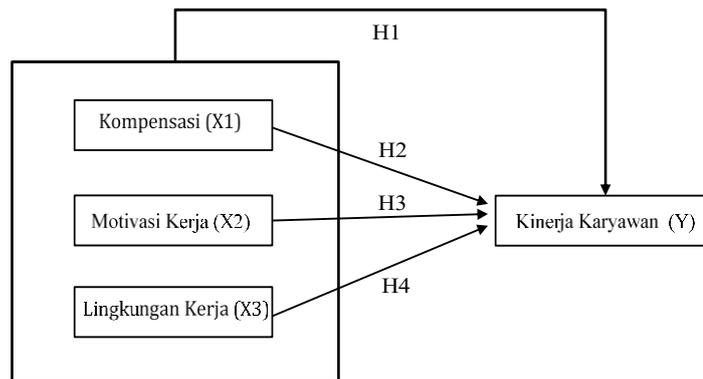


Figure 1. Framework of Thought

METODE

This study employed a quantitative research approach based on the positivist paradigm, utilizing statistical analysis to examine the influence of compensation, work motivation, and work environment on employee performance at UD. Gentong Balap Yogyakarta. The population of this study consisted of all employees of the company, totaling 30 individuals. Given the relatively small population size, a total sampling (census) technique was applied, in which the entire population was used as the research sample.

Data were collected through direct observation and structured questionnaires. Observation was conducted for one month to obtain an in-depth understanding of employees' work processes and behaviors in the workplace. The questionnaire was distributed directly to respondents and designed using a five-point Likert scale, consisting of both positive and negative statements to measure respondents' perceptions.

Data analysis included several statistical tests to ensure the accuracy and reliability of the research instruments and regression model. Validity testing was conducted using significance values, with items considered valid if the significance value was less than 0.05. Reliability testing was performed using Cronbach's Alpha, with values greater than 0.60 indicating reliable instruments. Furthermore, normality testing was carried out using the Kolmogorov-Smirnov test, where a significance value greater than 0.05 indicated normally distributed data. To assess the regression assumptions, multicollinearity testing was conducted by examining tolerance values greater than 0.10 and Variance Inflation Factor (VIF) values less than 10, indicating the absence of multicollinearity. Lastly, heteroscedasticity testing was performed using the Glejser test, in which a significance value greater than 0.05 indicated that the regression model was free from heteroscedasticity

Multiple linear regression analysis is used to explain the relationship between the affected variables and the influencing variables (Ghozali, 2019), namely Compensation (X1), Work Motivation (X2) and Work Environment (X3) on Employee Performance (Y).inUD. Gentong Balap Yogyakarta. The form of the multiple linear regression equation for this study is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Information:

Y = Employee Performance
a = Constant
b1, b2, b3 = Regression Coefficient
X1 = Compensation

X2 = Work Motivation
 X3 = Work environment
 e = Error

Hypothesis Test F Test used to determine the level of significance of the influence of the independent variable model on the dependent variable Ghozali, (2019). This test is carried out at a 95% confidence level with the provision that if the significance value $F < 0.05$ then the First Hypothesis (H1) is accepted, conversely if the significance value $F > 0.05$ then the First Hypothesis (H1) is rejected.

Hypothesis test t, mAccording to Ghozali (2019), to prove the hypothesis in this study, whether the variables free influence on the dependent variable, then the t-test is used. This test is carried out with a t-test at a 95% confidence level with the provision that if the significance value is < 0.05 then the Second Hypothesis (H2), Third Hypothesis (H3), and Fourth Hypothesis (H4) are accepted. Conversely, if the significance value is > 0.05 then the Second Hypothesis (H2), Third Hypothesis (H3), and Fourth Hypothesis (H4) are rejected.

Correlation Coefficient (R) Test is a variable test used to test the strength and positive relationship and direction of the relationship between two or more quantitative variables, Sugiyono (2019). The correlation coefficient level moves from 0 to 1. If the r value approaches 1 (for example, a variable of 0.90), this can be said to have a very strong relationship between the two variables. Conversely, if the R value approaches 0 (for example, a variable of 0.10), it can be said that the relationship between the two variables has a very weak relationship. According to Setiawan (2015).

Coefficient of Determination (Adjusted R Square), Sugiyono (2019), the Adjusted R Square coefficient of determination analysis is used to see how much the independent variable (X) influences the dependent variable (Y) expressed in percentage. The criteria if the resulting Adjusted R Square value is close to 0, then the independent variable is very limited in explaining the dependent variable. Conversely, if the resulting Adjusted R Square value is close to 1, then the ability of the independent variables is very strong in explaining the dependent variable (Ghozali, 2019).

RESULTS AND DISUSSION

Results

1. The results of the validity test on the four research variables are:

Table 1. Validity Test Results

Variables	Statement Items	Significance Value	Criteria	Note:
Compensation (X1)	Item_1.X1	0.035	< 0.05	Valid
	Item_2.X1	0,000	< 0.05	Valid
	Item_3.X1	0,000	< 0.05	Valid
	Item_4.X1	0,000	< 0.05	Valid
Work Motivation (X2)	Item_1.X2	0,000	< 0.05	Valid
	Item_2.X2	0,000	< 0.05	Valid
	Item_3.X2	0,000	< 0.05	Valid
	Item_4.X2	0,000	< 0.05	Valid
	Item_5.X2	0,000	< 0.05	Valid
Work Environment (X3)	Item_1.X3	0.001	< 0.05	Valid
	Item_2.X3	0,000	< 0.05	Valid
	Item_3.X3	0,000	< 0.05	Valid
	Item_4.X3	0.003	< 0.05	Valid
Employee Performance (Y)	Item 1.Y	0,000	< 0.05	Valid
	Item 2.Y	0,000	< 0.05	Valid
	Item 3.Y	0,000	< 0.05	Valid

Variables	Statement Items	Significance Value	Criteria	Note:
	Item 4.Y	0,000	< 0.05	Valid
	Item 5.Y	0,000	< 0.05	Valid

From the table above, it can be seen that the results of the validity test of all question items for the Compensation (X1), Work Motivation (X2), Work Environment (X3), and Employee Performance (Y) variables, totaling 18 items, can be used as research instruments because the results of the research test show that all significance values are <0.05, so that all question items for all variables are said to be valid.

2. The results of the reliability test can be seen in the following table:

Table 2. Reliability Test Results

Variables	N of items	Cronbach's Alpha	Criteria	Note:
Compensation (X1)	4	0.822	> 0.60	Reliable
Work Motivation (X2)	5	0.827	> 0.60	Reliable
Work Environment (X3)	4	0.610	> 0.60	Reliable
Employee Performance (Y)	5	0.808	> 0.60	Reliable

Based on the reliability test in the table above, it shows that the Cronbach's Alpha value for the Compensation variable (X1) is $0.822 > 0.60$, Work Motivation (X2) is $0.827 > 0.60$, Work Environment (X3) is $0.610 > 0.60$, and Employee Performance (Y) is $0.808 > 0.60$, which means that the data for all variables is declared reliable.

3. The results of the normality test using the One Sample Kolmogorov-Smirnov test can be seen in the following table:

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	,76731308
Most Extreme Differences	Absolute	,128
	Positive	,053
	Negative	-,128
Test Statistic		,128
Asymp. Sig. (2-tailed)		,200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Based on the normality test using the Kolmogorov-Smirnov test, the results obtained show that the Asymp. Sig. value is $0.200 > 0.05$, can be concluded that the variables Compensation (X1), Work Motivation (X2), Work Environment (X3), and Employee Performance (Y) in this study are normally distributed.

4. Multicollinearity Test Results can be seen in the following table:

Table 4. Multicollinearity Test Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-1,879	1,478		-1,271	,215		
	Kompentensi (X1)	,407	,092	,333	4,432	,000	,603	1,659
	Motivasi Kerja (X2)	,490	,106	,490	4,613	,000	,301	3,319
	Lingkungan Kerja (X3)	,353	,148	,250	2,392	,024	,310	3,228

a. Dependent Variable: Kinerja Karyawan (Y)

Based on the results of the multicollinearity test, the table above shows the tolerance results with each tolerance value on Compensation (X1) of $0.603 > 0.10$ or a VIF value of $1.659 < 10$, which means that the data does not experience multicollinearity. The tolerance value on Work Motivation (X2) is $0.301 > 0.10$ or a VIF value of $3.319 < 10$, which means that the data does not experience multicollinearity. The tolerance value on Work Environment (X3) is $0.310 > 0.10$ or a VIF value of $3.228 < 10$, which means that the data does not experience multicollinearity. Thus, the results of the multicollinearity test carried out show that the overall data does not experience symptoms of multicollinearity.

5. Test resultsheteroscedasticityare as follows:

Table 5. Heteroscedasticity Test Results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,902	,879		2,165	,040
	Kompentensi (X1)	,021	,055	,092	,387	,702
	Motivasi Kerja (X2)	-,032	,063	-,173	-,511	,613
	Lingkungan Kerja (X3)	-,059	,088	-,224	-,672	,507

a. Dependent Variable: Abs_RES

From the results of the heteroscedasticity test using the Glejser test in the table above, it can be seen that the significance results of Compensation (X1) are 0.702, the value of Work Motivation (X2) is 0.613, and the value of Work Environment (X3) is 0.507, which has a value greater than the standard significance value of 0.05. So it can be concluded that there are no symptoms of heteroscedasticity in the regression model.

6. Multiple linear regression analysis model with the following results:

Table 6. Results of Multiple Linear Regression Analysis Test

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1,879	1,478		-1,271	,215
	Kompentensi (X1)	,407	,092	,333	4,432	,000
	Motivasi Kerja (X2)	,490	,106	,490	4,613	,000
	Lingkungan Kerja (X3)	,353	,148	,250	2,392	,024

a. Dependent Variable: Kinerja Karyawan (Y)

Based on the table above, it is known that the regression coefficient value of the Compensation variable (X1), Work motivation (X2), and Work Environment (X3) have positive values. Therefore, it can be said that the better the work motivation, compensation, and work environment of employees, the better the level of employee performance. The multiple linear regression equation in this study is:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Thus, the regression equation is as follows:

$$Y = -1.879 + 0.407X_1 + 0.490X_2 + 0.353X_3 + e$$

The results of the regression equation and interpretation of the multiple regression analysis are, The constant value (a) is negative, namely - 1.879, meaning that if compensation, work motivation, and work environment are equal to zero (0), employee performance will decrease by 1.879 units. The regression coefficient value (b1) of Compensation (X1) is 0.407, stating that if other independent variables remain constant and the Compensation variable (X1) increases by 1 unit, it will increase Employee Performance by 0.407 units. The regression coefficient of the Compensation variable (X1) is positive, meaning that there is a positive relationship between Compensation and Employee Performance. The better the Compensation is carried out, it will be followed by an increase in Employee Performance at UD Gentong Balap Yogyakarta. The regression coefficient value (b2) of Work Motivation (X2) is 0.490, stating that if other independent variables remain constant and the Compensation variable (X2) increases by 1 unit, it will increase Employee Performance by 0.490 units. The regression coefficient of the Work Motivation variable (X2) is positive, meaning there is a positive relationship between Compensation and Employee Performance. The better the Work Motivation is carried out, the better the Employee Performance of UD Gentong Balap Yogyakarta will be.

The regression coefficient value (b3) of the Work Environment (X3) is 0.353 stating that if the other independent variables remain constant and the Work Environment variable (X3) increases by 1 unit, it will increase Employee Performance by 0.353 units. The regression coefficient of the Work Environment variable (X3) is positive, meaning there is a positive relationship between the Work Environment and Employee Performance. The better the Work Environment is carried out, the better the Employee Performance of UD Gentong Balap Yogyakarta will be.

7. The F test results table is as follows:

Table 7. F Test Results

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	176,392	3	58,797	89,534	,000 ^b
	Residual	17,074	26	,657		
	Total	193,467	29			

a. Dependent Variable: Kinerja Karyawan (Y)

b. Predictors: (Constant), Lingkungan Kerja (X3), Kompetensi (X1), Motivasi Kerja (X2)

Based on the table above, it can be seen that the results of the F test have a significance value of $0.000 < 0.05$, so the First Hypothesis (H1) is accepted, which means that Compensation (X1), Work Motivation (X2), and Work Environment (X3) have a significant effect on Employee Performance (Y) at UD Gentong Balap Yogyakarta.

8. Based on the results of the t-hypothesis test conducted, in the regression table above it can be concluded that, Compensation (X1) has a significance value of $0.000 < 0.05$ so that the Second Hypothesis (H2) is accepted. So it can be interpreted that the compensation variable has a significant effect on the Employee Performance of UD Gentong Balap Yogyakarta. Work Motivation (X2) has a significance value of $0.000 < 0.05$ so that the Third Hypothesis (H3) is accepted. So it can be interpreted that the Work Motivation variable has a significant effect on the Employee Performance of UD Gentong Balap Yogyakarta. Work Environment (X3) has a significance value of $0.024 < 0.05$ so that the Fourth Hypothesis (H4) is accepted. So it can be interpreted that the Work Environment variable has a significant effect on the Employee Performance of UD Gentong Balap Yogyakarta.

9. The results of the correlation coefficient test can be seen in the table below.

Table 8. Results of Correlation and Determination Coefficient Tests

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,955 ^a	,912	,902	,810

a. Predictors: (Constant), Lingkungan Kerja (X3), Kompetensi (X1), Motivasi Kerja (X2)

b. Dependent Variable: Kinerja Karyawan (Y)

Based on the test results in the table above, it can be seen that the R value is 0.955, which means that when viewed in the coefficient interval, it has a very strong level of relationship.0.80 – 1,000. So it can be concluded that the relationship between Compensation(X1), Work motivation(X2),and Work Environment (X3) produces a very strong correlation category.

Meanwhile, the Adjusted R Square coefficient of determination value is used to see how much the independent variable (X) influences the dependent variable (Y) which is expressed in percentage.The R test results can be seen in the Adjusted R Square value of 0.902 or 90.2%. This value indicates that 90.2% of employee performance is influenced by work motivation, compensation, and work environment variables, while 9.8% is influenced by other variables not examined in this study.

DISCUSSION

The F test results show a significance value of $0.000 < 0.05$, so the First Hypothesis (H1) is accepted, meaning that Compensation (X1), Work Motivation (X2), and Work Environment (X3) have a significant effect on Employee Performance (Y) at UD Gentong Balap Yogyakarta. This is relevant to the results of previous research conducted by(Trisna & Guridno, 2021) proves that compensation, work motivation, and work environment simultaneously have a significant effect on employee performance. Thus, it can be concluded that in this study, Compensation (X1), Work Motivation (X2), and Work Environment (X3) have an effect on Employee Performance (Y), which means that the higher the Compensation, Work Motivation, and Work Environment, the higher the Employee Performance of UD Gentong Balap Yogyakarta.

Based on the statistical tests that have been carried out, it can be seen that there is a significant influence between Compensation on Employee Performance. This is obtained from the results of statistical tests with a significance value of $0.000 < 0.05$, so the Second Hypothesis (H2) is accepted in this study, proven by the significant influence of the Compensation variable on Employee Performance. This is relevant to the results of

previous studies conducted by Shobirin & Siharis, (2022), and Trisna & Guridno, (2021) which stated that Compensation has a significant effect on Employee Performance. Thus, it can be concluded that in this study Compensation (X2) has a significant effect on Employee Performance (Y), which means that if Compensation is high, the higher the Employee Performance of UD Gentong Balap Yogyakarta.

Based on the statistical tests that have been carried out, it can be seen that there is a significant influence between Work Motivation on Employee Performance. This is obtained from the results of statistical tests with a significance value of $0.000 < 0.05$, so the Third Hypothesis (H3) is accepted in this study, proven by the significant influence of the Work Motivation variable on Employee Performance. This is relevant to the results of previous studies conducted by Octaviani & Suana, (2019), Adam Abu & Efiani, (2022), and Aulia Nur Shalsa & Wijaya Fanji, (2023) stating that Work Motivation has a significant effect on Employee Performance. Thus, it can be concluded that in this study, Work Motivation (X1) has a significant effect on Employee Performance (Y), which means that if Work Motivation is high, the higher the Employee Performance of UD Gentong Balap Yogyakarta.

Based on the statistical tests conducted, it can be seen that there is a significant influence between the Work Environment and Employee Performance. This is obtained from the results of the statistical test with a significance value of $0.024 < 0.05$, so the Fourth Hypothesis (H4) is accepted in this study, proven by the significant influence of the Work Environment variable on Employee Performance.

This is relevant to the results of previous research conducted by Sembiring (2020) and Susanti & Harry Mardika Nanda (2021), which stated that the Work Environment has a significant effect on Employee Performance. Thus, it can be concluded that in this study, the Work Environment (X3) has a significant effect on Employee Performance (Y), meaning that if the Work Environment is high, the Employee Performance at UD Gentong Balap Yogyakarta will also be higher.

The correlation coefficient results obtained a value of 0.955, which means that when viewed at the coefficient interval, it has a very strong relationship level of 0.80 – 1.000. So it can be concluded that the relationship between Compensation (X1), Work Motivation (X2), and Work Environment (X3) produces a very strong correlation category. Meanwhile, the coefficient of determination obtained an Adjusted R Square value of 0.902, or 90.2%. This value indicates that 90.2% of employee performance is influenced by work motivation, compensation, and work environment variables, while 9.8% is influenced by other variables not examined in this study.

CONCLUSION

Based on the research results, the conclusions in this study are as follows:

The F test results show a significance value of $0.000 < 0.05$, so the First Hypothesis (H1) is accepted, which means Compensation (X1), Work Motivation (X2), and Work Environment (X3) have a significant effect on Employee Performance (Y) of UD Gentong Balap Yogyakarta. The t-test results of the Compensation variable (X2) show a significance value of $0.000 < 0.05$, so the Compensation variable has a significant effect on Employee Performance of UD Gentong Balap Yogyakarta, so the Second Hypothesis (H2) is accepted. The t-test results of the Work Motivation variable (X1) show a significance value of $0.000 < 0.05$, so the Work Motivation variable has a significant effect on Employee Performance of UD Gentong Balap Yogyakarta, so the Third Hypothesis (H3) is accepted. The t-test results of the Work Environment variable (X3) show a significance value of $0.024 < 0.05$, so the Work Environment variable has a significant effect on Employee Performance of UD Gentong Balap Yogyakarta, so the Fourth Hypothesis (H4) is accepted.

The correlation coefficient results obtained a value of 0.955, which means that when viewed at the coefficient interval, it has a very strong relationship level of 0.80 – 1.000. So it can be concluded that the relationship between Compensation (X1), Work Motivation (X2), and Work Environment (X3) produces a very strong correlation category. Meanwhile, the coefficient of determination obtained an Adjusted R Square value of 0.902 or 90.2%. This value indicates that 90.2% of employee performance is influenced by work motivation, compensation, and work environment variables, while 9.8% is influenced by other variables not examined in this study.

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