IJEBAS
International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration

THE INFLUENCE OF COMPENSATION PROVISION AND WORKING ENVIRONMENT ON THE PERFORMANCE OF VILLAGE APPARATUS WITH WORK MOTIVATION AS AN INTERVENING VARIABLE (Case Study on Sugar Village Officials)

Rumiris Siahaan[1], Rakhmawati Purba[2], Rizki Wulanita Batubara*[3], Shofyan Roni[4], Pinondang Nainggolan[5]
[1,2,3,]Sekolah Tinggi Ilmu Ekonomi Bina Karya Tebing Tinggi
[4]Universitas Potensi Utama
[5]Universitas Simalungun
Corresponding Email*: rizkiwulanitabatubara@email.com

Abstract

The aim of this research is to see the effect of compensation and the work environment on the performance of village officials with work motivation as an intervening variable". (case study on Pergulaan village officials). The type of research used in this research is quantitative. Quantitative methods are a type of research that has a systematic, planned and structured approach from the start until the creation of the research design. The nature of the research in this study is replication. This research uses multiple linear analysis methods, multiple linear analysis methods are used to test the influence of two or more independent (explanatory) variables on the dependent variable. The results of the research show that compensation influences the work motivation of Pergulaan village officials, the work environment influences the work motivation of Pergulaan village officials, compensation influences the performance of Pergulaan village officials, the work environment influences the performance of Pergulaan village officials, motivation influences the performance of Pergulaan village officials, motivation can mediating the relationship between compensation and the performance of Pergulaan village officials, work motivation can mediate the relationship between the work environment and the performance of Pergulaan village officials.

Keywords: ***Performance Of Village Apparatus, Compensation Provision And Working Environment Work Motivation***

1. INTRODUCTION

Authorities must now create high-level human resources to develop public services. The government must be able to develop and improve its performance in its environment. One of the directions of development of public administration at this time refers to the professionalism of the performance of Government Apparatus in public services. One of the agencies established by the regional government is the village. Village Government is the most basic government unit in the hierarchy recognized in the National government system. According toCashmere (2019)Performance is the result of work and actions achieved by fulfilling assigned duties and responsibilities within a certain period of time. The following is based on a pre-survey conducted on Village Apparatus by looking at the Pre-survey data, a decline in performance was found, this is supported by the pre-survey data as follows:

Table 1. Pre-Survey Performance Decline of Pergulaan Village Officials

No	Statement	Answer Respondent		Results Percentage		Total respondents
		Agree	Don't agree	Agree	Don't agree	
1	I always arrive 15 minutes before work starts	6	14	30%	70%	20
2	I always come home 15 minutes after the appointed time	2	18	10%	90%	20
3	I completed the assignment one day before the deadline	15	5	75%	25%	20

Source: Sugar Village Apparatus, data processed, 2023

From the results of the pre-survey, it was identified that there was a decline in performance. It can be seen from the percentages in the table that answered the time discipline statement that the sample of Village Apparatus was 20 people. Always present 15 minutes before work start time which answers the statement is not around 70%. From the statement that they always go home 15 minutes after the specified time, around 90% answered no. And from the statement of completing the assignment the day before the deadline, around 75% answered in the affirmative. According toHasibuan (2017)Compensation is all income in the form of money, direct or indirect goods received by employees as compensation for services provided to the company. Compensation is a broad term relating to financial rewards received by people through their employment relationship with an organization. According toAfandi (2018)Motivation is a desire that arises from within a person or individual because he is inspired, motivated and encouraged to carry out activities with sincerity, joy and sincerity so that the results of the activities he carries out are good and of good quality. If this is not fulfilled, a person's performance will decrease. Following are the pre-survey facts about the decline in motivation of Sugar Village Officials as follows:

Table 2. Pre-Survey Results of Work Motivation of Pergulaan Village Apparatus

No	Statement	Respondent's Answer		Percentage Yield		Total Respondents
		Agree	Don't agree	Agree	Don't agree	
1	I am encouraged to work because the services I provide receive a fair salary	4	16	20%	80%	20
2	The facilities I received were very complete for me motivated will immediately	5	15	25%	75%	20

	carry out the assigned work					
3	Able to work alone without direction from other Village Apparatus	15	5	75%	5%	20

Source: Sugar Village Apparatus, data processed, 2023

Pre-survey results in motivation to work for village officials are also said to have decreased by around 80% where the workload is quite heavy and not getting a decent salary makes the motivation to work for village officials decrease supported by inadequate facilities for work so that there is no feeling of more enthusiasm. to work. Village officials are required to carry out their duties as well as possible without looking at the complaints and devotion hidden in the feelings of village officials. Counting days, counting weeks, counting months is something that always crosses the minds of Indonesian Village Officials, especially in Pergulaan Village, Sei Rampah sub-district. The income is disbursed or paid by the district government using a system once every 3 (three) months, not every month. The heavy responsibility of the Village Apparatus is to accommodate the aspirations of the local community in order to fulfill the needs of the local community, to advance the village economy by creating and managing programs to revive the village economy better. Several programs have been created in the village, including road construction, electricity, assistance for the needy, educational assistance, providing as much as possible the main place for distribution to the community for the welfare of the community, which is not easy for Village Officials.

The work environment is said to be good if the employees do their work optimally, comfortably, healthily, safely and comfortably. Work environment wellness can be seen as a long-term outcome.According toAfandi (2016)The work environment is something that exists in the workers' environment which can influence them in carrying out their duties, such as temperature, humidity, ventilation, lighting, noise, cleanliness, the workplace and whether or not work equipment is adequate. There are many things that make someone uncomfortable at work. Without realizing it, the factors that make you uncomfortable at work will be detrimental to yourself and your agency. The more uncomfortable we are in carrying out work, the more detrimental it will be to ourselves, namely being late in completing tasks will cause the agency to have a bad reputation. The following is a pre-survey that influences decreased performance due to work environment factors as follows:

Table 3. Pre-Survey Results of the Work Environment of Pergulaan Village Apparatus

No	**Statement**	**Answer Respondent**		**Results Percentage**		**Total respondents**
		Agree	**Don't agree**	**Agree**	**Don't agree**	
1	My work room temperature Using Air Conditioner (AC)	0	20	0	100%	20
2	My work environment is comfortable from noise and mutual respect	6	14	30%	70%	20

3	The lighting in my work room is sufficient so I work comfortably	8	12	40%	60%	20

Source: Sugar Village Apparatus, data processed, 2023

The physical and non-physical conditions of the work environment result in the performance of the Pergulaan Village Apparatus being disrupted. What usually reports can be completed in a short time takes longer. Pergulaan Village officials are not satisfied with their physical needs. When in a work environment that is not hot, the worker's concentration level will definitely not be disturbed. From the explanation of the background of the Pergulaan Village Government Office in Sei Rampah sub-district above, there are aspects such as compensation, work environment and motivation which play an important role in carrying out the tasks that have been determined by the Pergulaan Village Office which are directly related to the performance of the Village Apparatus, if compensation and the work environment and motivation can be as expected by the Village Apparatus, then the performance of the apparatus will increase.

2. METHOD

Types of research

The type of research used in this research is quantitative. Quantitative methods are a type of research that has a systematic, planned and structured approach from the start until the creation of the research design. According toSugiyono (2019)Quantitative research methods can be interpreted as research methods that are based on positivist philosophy, used to research certain populations or samples.

Nature of research

The nature of the research in this study is replication. According toSugiyono (2017)Replication research is a study carried out by taking indicators, variables and analytical tools that are similar to previous research. The research which is the material for replication is research by Ndaru Tutus Priyo Handoko, Arik Susbiyani, Ni Nyoman Putu Martini (2022), with the title The effect of compensation and work environment on employee performance with work motivation as an intervening variable.

Location and Research Period

1. Research sites

This research was carried out at the Pergulaan Village office, Sei Rampah District, Serdang Bedagai Regency.

2. Research period

The research period to obtain data and information was carried out in February-July 2023.

Population and Sample

1.Population

Population is a generalist area consisting of objects/subjects that have certain quantities and characteristics determined by researchers and then conclusions are drawn according toSugiyono (2019). The population in this study was 32 people.

2.Technique for determining sample size

The technique for determining the sample size in this research is total sampling. According toSugiyono (2019) total sampling/census is a sampling method that uses all members of the population as samples. So the method used is a census of the entire population of 32 Pergulaan Village Apparatus.

3.Sampling technique

The sampling technique used in this research is non-probability sampling. According to Sugiyono (2017) non-probability sampling is a sampling technique that does not provide equal opportunities for each element or member of the population to be selected as a sample.

Method of collecting data

The data collection technique used was by distributing questionnaires. According toSugiyono (2019) A questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer. Koesiner is an efficient data collection technique if the researcher knows exactly the variables to be measured and knows what to expect from the respondent. At the end of this survey, a closed question model was used, namely. The question format with alternative answers has been applied previously so that respondents can choose one of the alternative answers.

Data analysis method

Data analysis according toSugiyono (2019) is the process of systematically searching and compiling data obtained from interviews, field notes and documentation, by organizing data into categories, describing it into units, synthesizing it, arranging it into patterns, choosing what is important and what will be studied , and make conclusions so that they are easily understood by yourself and others.

3. RESULTS AND DISCUSSION

Data analysis

1. Instrument Test

a. Validity test

This test was carried out on 30 respondents, so df = 30-k = 28, with α = 5%, the r table value was 0.367.Ghozali (2016), then the calculated r value will be compared with the table r value as in table 4 below:

Table 4. Validity Test Results

Variable Y (Apparatus Performance)			
Statement	**Rcount**	**rtable**	**Validity**
1	0.782	0.361	Valid
2	0.816	0.361	Valid
3	0.832	0.361	Valid
4	0.845	0.361	Valid
5	0.907	0.361	Valid
6	0.877	0.361	Valid
Variable Z (Motivation)			
Statement	**Rcount**	**rtable**	**Validity**
1	0.775	0.361	Valid
2	0.819	0.361	Valid
3	0.858	0.361	Valid
4	0.827	0.361	Valid
5	0.773	0.361	Valid
6	0.851	0.361	Valid
Variable X1 (compensation)			
Statement	**Rcount**	**rtable**	**Validity**
1	0.800	0.361	Valid
2	0.866	0.361	Valid
3	0.872	0.361	Valid
4	0.741	0.361	Valid

Variable Y (Apparatus Performance)			
Statement	**Rcount**	**rtable**	**Validity**
5	0.847	0.361	Valid
Variable X2 (Work Environment)			
Statement	**Rcount**	**rtable**	**Validity**
1	0.879	0.361	Valid
2	0.889	0.361	Valid
3	0.877	0.361	Valid
4	0.857	0.361	Valid

Source: Data processed from attachment 3 (2023)

Table 4 shows that all statement points, including performance variables, compensation variables, work environment variables and motivation variables, have a calculated r value that is greater than the r value in the table, so it can be concluded that all statements for each variable are declared valid.

b. Reliability Test

Table 5. Reliability Test Results

Variable	*Cronbach Alpha*	Constant	Reliability
Apparatus Performance Variable (Y)	0.806	0.6	Reliable
Motivation Variable (Z)	0.802	0.6	Reliable
Compensation Variable (X1)	0.812	0.6	Reliable
Work Environment Variables (X2)	0.835	0.6	Reliable

1. Classic Assumption Test Equation I
   a. Normality test

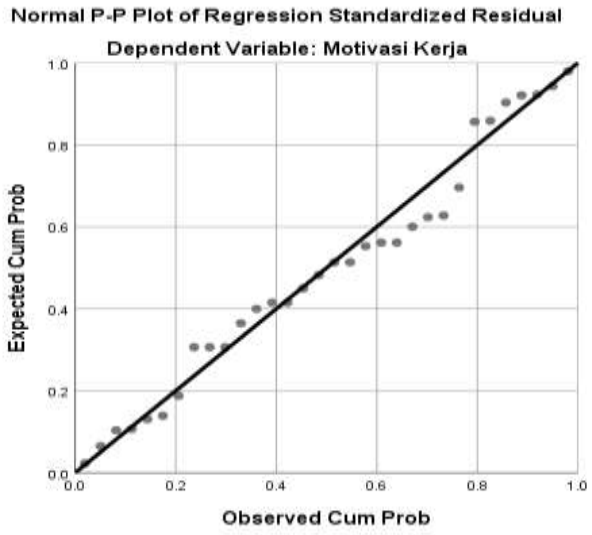

Figure 1. Normal P Plot

The test results using SPSS 25.00 are as follows:

IJEBAS
International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration

Table 6. One Sample Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residuals
N			32
Normal Parameters, b	Mean		.0000000
	Std. Deviation		1.51322387
Most Extreme Differences	Absolute		.118
	Positive		.118
	Negative		-.083
Statistical Tests			.118
Asymp. Sig. (2-tailed)			,200c,d
Monte Carlo Sig. (2-tailed)	Sig.		.711e
	32% Confidence Interval	Lower Bound	,709
		Upper Bound	,713

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.
e. Based on 32 sampled tables with starting seed 1535910591.

Source: Data processed from attachment 4 (2023)

b. Multicollinearity Test

The calculation of the tolerance value or VIF using the SPSS 25.00 for Windows program can be seen in Table 7 below:

Table 7. Multicollinearity Test Results

Coefficientsa

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Compensation	,328	3,046
	Work environment	,328	3,046

a. Dependent Variable: Work Motivation

Source: Data processed from attachment 4 (2023)

c. Heteroscedasticity Test

The results of data processing using SPSS 25.00 show the results in the following table:

Table 8. Glejser Test Results

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1(Constant)	,180	1,280		,140	,889
Compensation	-.048	.109	-.138	-.438	,665
Work environment	,112	.103	,342	1,087	,286

a. Dependent Variable: ABS_RES1

Source: Data processed from attachment 4 (2023)

2. Classical Assumption Test Equation II
   a. Normality test

The normality test using the graphic method can be seen in the following picture:

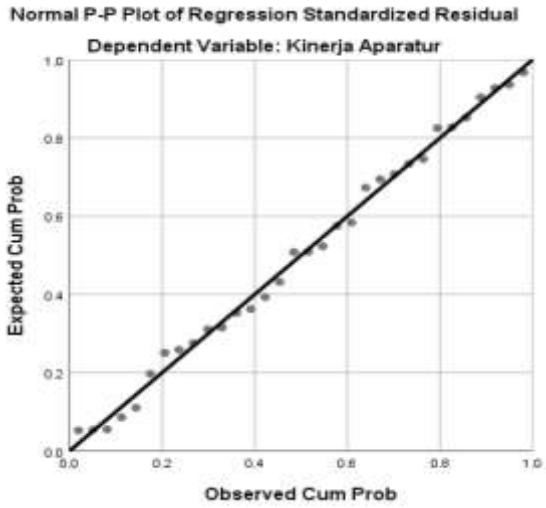

Figure 2. Normal P Plot

The test results using SPSS 25.00 are as follows:

Table 9. One Sample Kolmogorov Smirnov Test
One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residuals
N			32
Normal Parameters, b	Mean		.0000000
	Std. Deviation		.97424996
Most Extreme Differences	Absolute		,058
	Positive		,058
	Negative		-.056
Statistical Tests			,058
Asymp. Sig. (2-tailed)			,200c,d
Monte Carlo Sig. (2-tailed)	Sig.		1,000e
	32% Confidence Interval	Lower Bound	1,000
		Upper Bound	1,000

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.
e. Based on 32 sampled tables with starting seed 1993510611.
Source: Data processed from attachment 4 (2023)

b. Multicollinearity Test

The calculation of the tolerance value or VIF using the SPSS 25.00 for Windows program can be seen in Table 10 below:

Table 10. Multicollinearity Test Results

Coefficientsa

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Compensation	,241	4,150
	Work environment	,230	4,345
	Work motivation	,186	5,367

a. Dependent Variable: Apparatus Performance

Source: Data processed from attachment 4 (2023)

c. Heteroscedasticity Test

The results of data processing using SPSS 25.00 show the results in the following table:

Table 11. Glejser Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	,350	,752		,465	,646
	Compensation	-.107	,072	-.536	-1,486	,148
	Work environment	,058	,070	,307	,833	,412
	Work motivation	,065	,065	,410	1,000	,326

a. Dependent Variable: ABS_RES2

Source: Data processed from attachment 4 (2023)

3. Multiple Linear Regression Testing

The results of data processing for equation I can be seen in the following table:

Table 12. Linear Regression Results Equation I

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	2,941	2,092	
	Compensation	,578	,178	,454
	Work environment	,595	,169	,492

a. Dependent Variable: Work Motivation

Source: Data processed from attachment 4 (2023)

Based on these results, the linear regression equation has the formulation: Z = b0 + b1X1 + b2X2 + ε1, so that the equation is obtained:

Z = 2.941+ 0.578X1 + 0.595X2 + ε1.

The description of the multiple linear regression equation above is as follows:

a. The constant value (b0) of 2.941 shows the size of the variablemotivationif the compensation variable and work environment variable are equal to zero.
b. The regression coefficient value of the compensation variable (b1) is 0.578, indicating the large role of the compensation variable in the motivation variable assuming that the work environment variable is constant. This means that if the compensation variable factor increases by 1 value unit, it is predicted that the work motivation variable will increase by 0.578 value units assuming the work environment variable is constant.
c. The work environment regression coefficient value (b2) is 0.595, indicating the large role of work environment variables on variablesmotivationassuming constant compensation variables. This means that if the work environment factor increases by 1 unit value, then the variable is predictedmotivationincreased by 0.595 value units assuming constant compensation variables.

The results of data processing for equation II can be seen in table 13 below:

Table 13. Linear Regression Results Equation II

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	,022	1,417	
	Compensation	,329	.136	,242
	Work environment	,277	.132	,214
	Work motivation	,592	.122	,555

a. Dependent Variable: Apparatus Performance

Source: Data processed from attachment 4 (2023)

Based on these results, the linear regression equation has the formulation: Y = b0 + b3X1 + b4X2 + b5Z + ε2, so that the equation is obtained: Y = 0.022+ 0.329X1 + 0.277X2 + 0.592Z + ε2

The description of the multiple linear regression equation above is as follows:

a. The constant value (b0) of 0.022 indicates the magnitude of the apparatus performance variable if the compensation variable, work environment variable and motivation variable are equal to zero.
b. The regression coefficient value of the compensation variable (b3) is 0.329, indicating the large role of the compensation variable in the apparatus performance variable with the assumption that work environment variables and motivation variables are constant. This means that if the compensation variable factor increases by 1 unit value, it is predicted that the performance variable will increase by 0.329 unit value assuming that the work environment variables and motivation variables are constant.
c. The regression coefficient value of work environment variables (b4) is 0.277, indicating that the role of work environment variables on performance variables is large, assuming that compensation variables and motivation variables are constant. This means that if the work environment variable factor increases by 1 unit value, then the performance variable is predicted to increase by 0.277 unit value assuming the compensation variable and motivation variable are constant.
d. The regression coefficient value of the motivation variable (b5) is 0.592, indicating the large role of the motivation variable on the performance variable assuming that the compensation variable and work environment variables are constant. This means that if the motivation variable factor increases by 1 value unit, it is predicted that the performance variable will

increase by 0.592 value units assuming that the compensation variable and work environment variable are constant.

Hypothesis test

1. t Test (Partial)

In this research, partial hypothesis testing was carried out on each independent variable, the results of data processing in equation I are shown in Table 14 below:

Table 14. Partial Test (t) Equation I

Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
1(Constant)	2,941	2,092		1,405	,171
Compensation	,578	,178	,454	3,242	,003
Work environment	,595	,169	,492	3,517	,001

a. Dependent Variable: Work Motivation

Source: Data processed from attachment 4 (2023)

a. Hypothesis Testing the Effect of Compensation onMotivation

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

1) Reject the hypothesis if tcount < ttable or -tcount > - ttable or Sig value. > 0.05
2) Accept the hypothesis if tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05

From table 14, the tcount value is obtained3.242 With α = 5%, ttable (5%; nk = 30) the ttable value is 2.042. From this description it can be seen that tcount (3.242) > ttable (2.042), likewise with a significance value of 0.003 < 0.05 it can be It is concluded that the first hypothesis is accepted, meaning that the compensation variable has an influence on motivation. The results of this research are in accordance with the results of research conducted by(Widiarti, 2020).

b. Hypothesis Testing the Effect of Work Environment Variables on VariablesMotivation

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

1) Reject the hypothesis if tcount < ttable or -tcount > - ttable or Sig value. > 0.05
2) Accept the hypothesis if tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05

From table 14, the tcount value is 3.517. With α = 5%, ttable (5%; nk = 30), the ttable value is 2.042. From this description it can be seen that tcount (3.517) > ttable (2.042), and the significance value is 0.001 < 0.05 then it can be concluded that the second hypothesis is accepted, meaningWork environment variables influence motivation. The results of this research are in accordance with the results of research conducted by(Ndaru, et al, 2022).

Meanwhile, the results of data processing in equation II can be seen in Table 15 below

Table 15. Partial Test (t) Equation II

Coefficientsa

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,022	1,417		.016	,988
	Compensation	,329	.136	,242	2,413	.023

	Work environment	,277	.132	,214	2,091	,046
	Work motivation	,592	.122	,555	4,868	,000

a. Dependent Variable: Apparatus Performance

Source: Data processed from attachment 4 (2023)

a. Hypothesis Testing the Effect of Compensation on Apparatus Performance

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

1) Reject the hypothesis if tcount < ttable or -tcount > - ttable or Sig value. > 0.05
2) Accept the hypothesis if tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05

From table 15, the tcount value is 2,413. With α = 5%, ttable (5%; nk = 29), the ttable value is 2,045. From this description it can be seen that tcount (2,413) > ttable (2,045), as well as the significance value of 0.023 < 0.05 then it can be concluded that the third hypothesis is accepted, meaningCompensation variables influence performance. The results of this research are in accordance with the results of research conducted by(Widiarti., 2020).

b. Hypothesis Testing The Influence of the work environment on apparatus performance

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

1) Reject the hypothesis if tcount < ttable or -tcount > - ttable or Sig value. > 0.05
2) Accept the hypothesis if tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05

From table 15, the tcount value is 2.091. With α = 5%, ttable (5%; nk = 29), the ttable value is 2.045. From this description it can be seen that tcount (2.091) > ttable (2.045), and the significance value is 0.046 < 0.05, so it can be concluded that the fourth hypothesis is accepted, meaningWork environment variables influence apparatus performance. The results of this research are in accordance with the results of research conducted by(Anggraini D., 2019).

c. Test the Influence HypothesisMotivationRegarding Apparatus Performance

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

1) Reject the hypothesis if tcount < ttable or -tcount > - ttable or Sig value. > 0.05
2) Accept the hypothesis if tcount ≥ ttable or -tcount ≤ - ttable or Sig. < 0.05

From table 15, the tcount value is 4,868. With α = 5%, ttable (5%; nk = 29), the ttable value is 2.045. From this description it can be seen that tcount (4,868) > ttable (2.045), and the significance value is 0.000 < 0.05, so it can be concluded that the fifth hypothesis is accepted, meaningMotivational variables influence apparatus performance. The results of this research are in accordance with the results of research conducted by(Anggraini D., 2019).

Discussion

1. The Effect of Compensation on Motivation

Based on the results of the analysis of hypothesis 1, it can be seen that compensation has an effect on motivation. This shows that there are similarities in the results of research conducted by(Widiarti, 2020)where the results of this research show that compensation has an effect on motivation.

2. The Influence of the Work Environment on Motivation

Based on the results of the analysis of hypothesis 2, it can be seen that the work environment influences motivation. The results of this research are in accordance with the results of research conducted by(Ndaru, et al, 2022) where the results of this research show that the work environment influences motivation.

3. The Effect of Compensation on Apparatus Performance

Based on the results of the analysis of hypothesis 3, it can be seen that compensation influences apparatus performance. The results of this research have similarities with previous research conducted by(Ndaru, et al, 2022)where previous research shows that compensation has an effect on performance.

4. The Influence of the Work Environment on Apparatus Performance

Based on the results of the analysis of hypothesis 4, it can be seen that the work environment influences apparatus performance. The results of this research are in line with research conducted by(Anggraini D, 2019), where the research shows that the work environment influences the performance of the apparatus.

5. The Influence of Motivation on Apparatus Performance

Based on the results of the analysis of hypothesis 5, it can be seen that motivation influences apparatus performance. The results of this research are in accordance with the results of research conducted by(Anggraini D, 2019)which shows that motivation influences apparatus performance.

6. Motivation Mediates RelationshipsCompensation for Apparatus Performance

Based on the results of the analysis of hypothesis 6, it can be seen that Motivation Mediates the Relationship between Compensation and the Performance of Pergulaan Village Apparatus in accordance with the results of research conducted by(Anggraini D., 2019). This means that compensation influences apparatus performance through motivation.

7. Motivation Mediates the Work Environment RelationshipRegarding Apparatus Performance

Based on the results of the analysis of hypothesis 7, it can be seen that motivation can mediate the relationship between the work environment and the performance of the Pergulaan Village Apparatus. The results of this research are in accordance with the results of research conducted by(Anggraini D., 2019). This is because a good and adequate work environment will be able to increase the motivation of the Sugar Village Apparatus in working and ultimately have an impact on improving the performance of the Apparatus.

4. CONCLUSION

Conclusion

This research tries to answer the research objective, namely to determine the influence of compensation and work environment on the performance of Pergulaan Village officials with work motivation as an intervening variable (Case Study of Pergulaan Village Apparatus, Sei Rampah District). The results of hypothesis testing using multiple linear regression analysis and path analysis show that:

1. Compensation influences the work motivation of Sugar Village Officials.
2. The work environment influences the work motivation of Sugar Village Officials.
3. Compensation influences the performance of the Sugar Village Apparatus.
4. The work environment influences the performance of the Sugar Village Apparatus.
5. Motivation influences the performance of Sugar Village Apparatus.
6. Motivation can mediate the relationship between compensation and the performance of the Sugar Village Apparatus.
7. Work motivation can mediate the relationship between the work environment and the performance of Village ApparatusSugar.

Suggestion

Based on the results of this research, researchers provide the following suggestions or input:

1. The Government Agency of the Pergulaan Village Office should make an effort to suggest to the head office, namely the district which issues Village Apparatus compensation, to issue compensation, namely salaries every month, not every 3 months, in accordance with the provisions that salaries are paid every month.
2. And the village office is also making efforts to quickly realize the request to provide complete facilities such as air conditioning like other village offices. With the aim of providing a sense of comfort to improve performance to be even better so that we can provide the best service for the people of Pergulaan Village.
3. For further research, it is recommended to develop this research by using other variables such as different research methods and different analytical tools in order to develop research on variables that can influence work performance and motivation.

REFERENCES

Afandi. (2018), Manajemen Sumber Daya Manusia (Teori, Konsep, Indkator). Nusa Media. Yogyakarta.

Batjo, Shaleh. (2018), Manajemen Sumber Daya Manusia. Aksara Timur, Makasar,Suawesi Selatan.

Budiatmo (2019). Pengaruh Kompensasi Dan Lingkungan Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja Sebagai Variabel Intervening (Studi Pada Karyawan PT Gas Solution Jakarta). 1–11.

Cen, C. C. (2022), Manajemen Sumber Daya Manusia. PT Inovasi Pratama Internasional, Padang Sidempuan.

Dewi, K, Siahaan, R., & Purba, R. (2022). Pengaruh Jaminan Sosial Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening (Studi Kasus Pada Bagian Administrasi Pt Auto Padu Kuala Tanjung Batubara) Kumala. Jesya (Jurnal Ekonomi & Ekonomi Syariah), 5(1), 173–184.

Anggraini D. (2019). Pengaruh Kompensasi Dan Lingkungan Kerja Terhadap Kinerja Dengan Motivasi Sebagai Variabel Intervening Pada Karyawan PT. Felda Indo Rubber Desa Modong Kecamatan Tanah Abang Kabupaten Pali. 1–23.

Ghazali Imam (2016), Aplikasi Analisis Multivariate Dengan Program Ibm Spss 25, Badan Penerbit Universitas Diponegoro, Semarang.

Ghazali Imam (2017), Ekonometrika Teori, Konsep Dan Aplikasi Dengan IBM SPSS 24, Badan Penerbit Universitas Diponegoro, Semarang.

Ghazali Imam (2018), Aplikasi Analisis Multivariate Dengan Program Ibm Spss 25, Badan Penerbit Universitas Diponegoro, Semarang.

Hasibuan, D. M. S. P. (2017), Manajemen Sumber Daya Manusia. Bumi Aksara, Jakarta.

Hatuwe Dan Kaimudin (2022), Variabel Intervening Mengelola Kompensasi Dan Motivasi Terdap Kinerja Pegawai Tidak Tetap. Rena Cipta Mandiri, Maluku.

Kasmir (2018), Manajemen Sumber Daya Manusia (Teori Dan Praktik) (5th Ed.). PT Raja Grafindo Persada, Jakarta.

Kasmir (2019), Manajemen Sumber Daya Manusia (Teori Dan Praktik) (5th Ed.). PT Raja Grafindo Persada, Jakarta.

Mulia (2021), Manajemen Sumber Daya Manusia (Teori Dan Aplikasi Dalam Peningkatan Kinerja). Eureka Media Aksara, Bojongsari Purbalingga.

Ndaru Tutus, Susbiyani A, and A Martini, 2022. (2022). Pengaruh Kompensasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Dengan Motivasi Kerja Sebagai Variabel Intervening. 14(1), 181–190.

Pandi Afandi (2016), Concept & Indicator Human Resources Managemen For Management Researth. Deepublish (Grup Penerbitan Cv Budi Utama), Yogyakarta.

Pandi Afandi (2018,. Manajemen Sumber Daya Manusia (Teori, Konsep Dan Indikator). Zanafa Publishing, Bangka Belitung.

Sugiyono (2017), Metode penelitian kuantitatif, kualitatif dan R&D. Alfatbeta, Bandung.

Sugiyono (2019), Metode Penelitian Kuantitatif Kualitatif Dan R&D (Sutopo (Ed.); Kedua). Alfatbeta, Bandung.

Supardi (2020), Guru Dengan Motivasi Sebagai Variabel Intervening (Studi Kasus Pada Yayasan Al Bahri Prima Nusantara Bekasi) Widarti Program Studi Magister Manajemen Universitas Mercu Buana , Kranggan Terhadap Kinerja Guru . Lingkungan Kerja Tidak Berpengaruh Signifika.

Suriadi Sadhikara Mandry A (2022), Pengaruh Kompensasi Dan Lingkungan Kerja Terhadap Kinerja Perawat Rumah Sakit Cinta Kasih Tzu Chi Dengan Motivasi Kerja Sebagai Variabel Intervening. 3(8.5.2017).

Wahyan (2022), Manajemen Sumber Daya Manusia, Cv Budi Utami, Yogyakarta.

Winata D (2022), Manajemen Sumber Daya Manusia Lingkungan Kerja. Pusat Pengembangan Pendidikan Dan Penelitian Indonesia.