# ANALYSIS OF COMPENSATION AND WORKING ENVIRONMENT ON LECTURER PERFORMANCE AT AL AZHAR UNIVERSITY MEDAN

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**Abstract**
*The purpose of this study was to evaluate various aspects of the performance of lecturers at Al Azhar University Medan in terms of compensation and work environment. The population used is all lecturers of Al Azhar University Medan with the sample used using Slovin totaling 54 people. The data analysis technique used is using the classical assumption test consisting of (normality, heterocedacity, multicolonierity), multiple linear regression test, t test, f test and determination test using SPSS (Statistical Package for the Social Sciences). The results of this study indicate that 1) Compensation has a positive and significant effect on Lecturer Performance, 2) Work Environment has no effect and is not significant to Lecturer Performance, 3) Compensation and Work Environment affect Lecturer Performance simultaneously.*

*Keywords: **Compensation, Work Environment, Lecturer Performance.***

## 1. INTRODUCTION

Performance is critical to the success and sustainability of an organization. With business dynamics, technological developments and increasing market demands, companies are faced with the need to have a highly productive workforce not only in quantity but also quality. Compensation and the work environment greatly influence employee performance. Judging from previous research, there are differences in the results of research on the work environment on lecturer performance and compensation and lecturer performance. There are many things that influence the performance of lecturers above, which results in obstacles to the work results they will provide to the university. . The company's rights and obligations to support employee contributions in achieving organizational goals include compensation, a good work environment, and motivation. The amount of compensation reflects the value of the employee's work, and this can influence employee work performance, motivation and job satisfaction. If compensation is given appropriately, employees will feel satisfied and motivated to achieve organizational goals. Conversely, if compensation is given unfairly, employees will feel inadequate, employee work performance, motivation and job satisfaction may decrease. (Suprianto, 2023).

Then, apart from compensation, a factor that influences lecturer performance is the work environment. Where they chose the work environment as a performance problem by 35%, because the physical work environment conditions there such as work spaces that are not conducive, poor circulation and air temperature in each room and the lack of available facilities make lecturers uncomfortable at Al Azhar University, thus affecting performance. they are not very good. And also the non-physical work environment is not conducive where the work culture, relationships with superiors and employees are not good. Regarding the work environment at Al Azhar University, many respondents said no to all statements. It can be concluded that the work environment is a place for a number of groups in which there are supporting facilities to achieve company goals. This creates limitations for lecturers in using media to carry out their work well to improve the quality of lecturer performance.

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## 2. LITERATURE REVIEW

### 2.1 Compensation

According to (Enny, 2019) compensation can be defined as a form of reciprocal service provided to employees as a form of appreciation for their contribution and work to the organization. This compensation can be direct or indirect financial, and the award can also be indirect. According to Akbar & Sari (2021) compensation is all forms of financial return and benefits obtained by employees as part of an employment relationship. Furthermore, according to Sutrisno (2017: 181) "compensation is an important function in human resource management (HRM)"

### 2.2 Work Environment

The environment is everything that is outside the company, but has an influence on the company's growth and development. In general, the environment cannot be controlled by companies, so companies must adapt to their environment. The work environment is the conditions surrounding workers when workers carry out their duties, which conditions have an influence on workers when carrying out their work in order to carry out company operations. The work environment has an important meaning for workers in completing their tasks. (Nasution, 2020). According to (Nitisemito, 2017) defines the work environment as: "Everything that exists around workers that can influence them in carrying out their assigned tasks". According to (Sedarmayanti, 2012) the definition of the work environment is as follows: The work environment is the totality of tools and materials encountered, the surrounding environment where a person works, his work methods, and work arrangements both as an individual and as a group.

### 2.3 Lecturer Performance

The definition of performance is the work results achieved in quality and quantity by an employee in carrying out his duties and functions in accordance with the responsibilities given. Sihombing (2023) explains that performance is the result of a person's or organization's work which must be achieved in terms of quality and quantity in accordance with certain responsibilities or functions. The benchmark for assessing an organization is the performance of the employees themselves. Forms of employee performance that can be seen directly are seen from everything related to work, position or role in the organization. The quality and quantity of work results achieved by employees in carrying out their duties and responsibilities is called performance. Performance is defined as the most important thing that concerns all organizations, both private and government. Good performance can increase satisfaction, both organizational stakeholders and shareholders. Requirements to achieve performance are reflected in the resulting achievements (Pranogyo et al, 2021).

### H1: Effect of Compensation on Lecturer Performance

Studies show that adequate compensation can increase job satisfaction, motivation and performance of lecturers in higher education. Apart from that, competitive compensation also has a positive effect on the performance of lecturers in the public sector. In the lecturer context, fair and transparent compensation can increase lecturer loyalty, motivation and performance in carrying out their academic duties. Lecturer compensation that is appropriate to their responsibilities and contributions can motivate them to work better. (Triyono, 2019).

### H2: Influence of the Educational Environment on Lecturer Performance

A good and comfortable work environment has a positive impact on lecturer performance. Based on research, a conducive work environment, supported by harmonious relationships between employees, as well as adequate facilities and infrastructure, can improve employee performance. A good work environment makes a significant contribution to employee performance. (Dolonseda & Watung, 2020). According to other research, the work environment has a 53.6% influence on employee performance at the Education and Culture Service. This shows that the work environment

plays an important role in improving employee performance in educational institutions. (Ahmad, Mappamiring, & Mustari, 2022).

**H3: Effect of Compensation and Work Environment on Employee Performance**
The influence of compensation and work environment on performance can be seen from the perspective that compensation and work environment influence lecturer performance, which then influences performance. Appropriate compensation and transparent salary sheets can motivate lecturers to improve their performance, while a comfortable and conducive work environment can make lecturers feel fascinated and memorable.
1. Independent Variable (X1)        : Compensation
2. Independent Variable (X2)        : Work environment
3. Dependent Variable (Y)          : Lecturer Performance

## 3. RESEARCH RESULTS AND DISCUSSION

The results of the research found that the tcount > ttable value was 3.261 > 1.671 with a sig value. equal to 0.002 < 0.05. So it can be concluded that H1 is accepted and compensation has a positive and significant effect on lecturer performance. This is in line with the results of research conducted by (Sutoro, 2018) which states that compensation has a significant and influential effect on performance. This is also supported by the results of research conducted by (Wandi, Kahpi, Fidziah, & Abidin, 2022) which states that there is an influence of compensation on performance. Meanwhile, according to (Arifin, 2018), there is no influence between compensation and performance. The results of the research found that the value of tcount < ttable was 0.716 > 1.671 with a sig value. amounting to 0.477 > 0.05. So it can be concluded that H2 is rejected and the work environment has no effect and is not significant on lecturer performance.

The results of this research are supported by the results of research conducted (Zulkifli, 2017) which states that defining the work environment is everything that influences how workers do their work, but does not directly influence lecturer performance. The same as the results of research conducted by (Ningsih, 2022) stated that the work environment has no effect on performance. This is different from the results of research conducted by (Adha, 2023) which said that the work environment influences performance. In data analysis it was found that the Compensation (X1) and Work Environment (X2) variables had an Fcount value of 53.79 which was greater than the Ftable of 3.179 with a sig value. 0.000 < 0.05. So it can be concluded that H3 is accepted. Compensation and work environment have a positive and significant effect on lecturer performance. The results of this research are in line with the results of research conducted by (Marlina, 2022) which states that Compensation and the Collaborative Environment have a simultaneous effect on Lecturer Performance. This differs from the results of research (Azizah & Margono, 2023) which states that there is no influence between Compensation and the Work Environment together on Employee Performance.

## 4. CONCLUSION

Based on the research results, it can be concluded that researchers can describe them to answer the research questions as follows:
1. The results show that compensation has a positive and significant influence on lecturer performance.
2. The results show that the work environment does not have a positive and significant effect on lecturer performance.
3. The results show that Compensation and Work Environment simultaneously have a positive effect on Employee Performance

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## IMAGES, GRAPHICS, AND TABLES

### Model Summary b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .824a | ,678 | ,666 | 1,720 |

a. Predictors: (Constant), Work Environment, Compensation

b. Dependent Variable: Lecturer Performance

### ANOVAb

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 318.155 | 2 | 159,078 | 53,790 | ,000a |
| | Residual | 150,826 | 51 | 2,957 | | |
| | Total | 468,981 | 53 | | | |

a. Predictors: (Constant), Work Environment, Compensation

b. Dependent Variable: Lecturer Performance

### Coefficientsb

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1,487 | 2,517 | | ,591 | ,557 |
| | Compensation | ,337 | .103 | ,683 | 3,261 | ,002 |
| | Work environment | .108 | ,151 | ,150 | ,716 | ,477 |

a. Dependent Variable: Lecturer Performance

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**Coefficientsa**

| Model | | Collinearity Statistics | |
| --- | --- | --- | --- |
| | | Tolerance | VIF |
| 1 | Compensation | .144 | 6,957 |
| | Work environment | .144 | 6,957 |

a. Dependent Variable: Lecturer Performance

**Residuals Statisticsa**

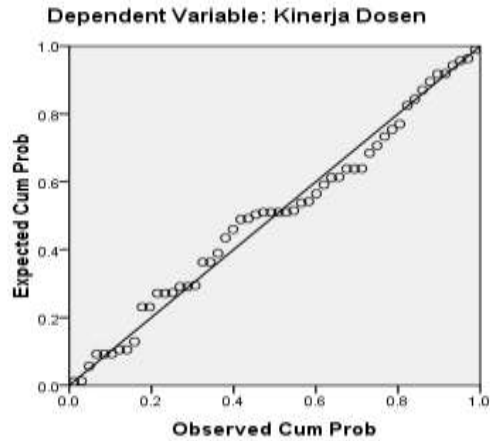| | Minimum | Maximum | Mean | Std. Deviation | N |
| --- | --- | --- | --- | --- | --- |
| Predicted Value | 21.48 | 32.99 | 25.02 | 2,450 | 54 |
| Std. Predicted Value | -1,443 | 3,252 | ,000 | 1,000 | 54 |
| Standard Error of Predicted Value | ,252 | ,929 | ,385 | .128 | 54 |
| Adjusted Predicted Value | 21.51 | 32.98 | 25.02 | 2,445 | 54 |
| Residual | -3,935 | 3,963 | ,000 | 1,687 | 54 |
| Std. Residual | -2,288 | 2,305 | ,000 | ,981 | 54 |
| Stud. Residual | -2,430 | 2,376 | ,000 | 1,008 | 54 |
| Deleted Residuals | -4,436 | 4,213 | ,002 | 1,784 | 54 |
| Stud. Deleted Residuals | -2,558 | 2,495 | ,000 | 1,030 | 54 |
| Expensive. Distance | ,160 | 14,469 | 1,963 | 2,654 | 54 |
| Cook's Distance | ,000 | ,250 | .019 | ,039 | 54 |
| Centered Leverage Value | ,003 | ,273 | ,037 | ,050 | 54 |

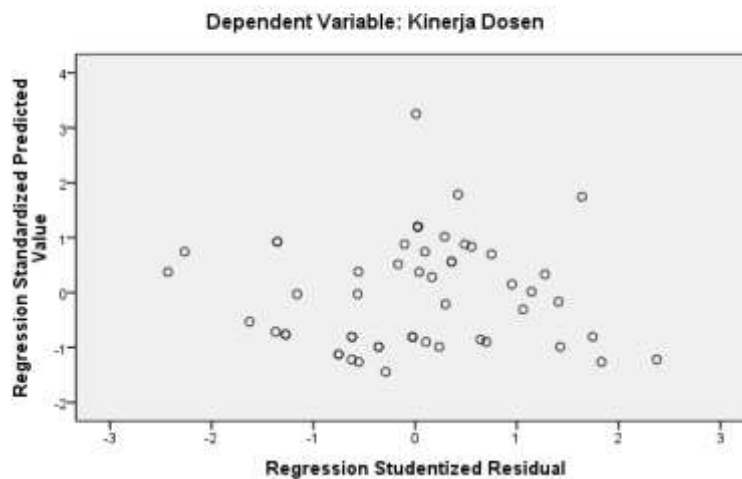a. Dependent Variable: Lecturer Performance



Histogram

Dependent Variable: Kinerja Dosen

Mean =1.17E-15
Std. Dev. =0.981
N =54
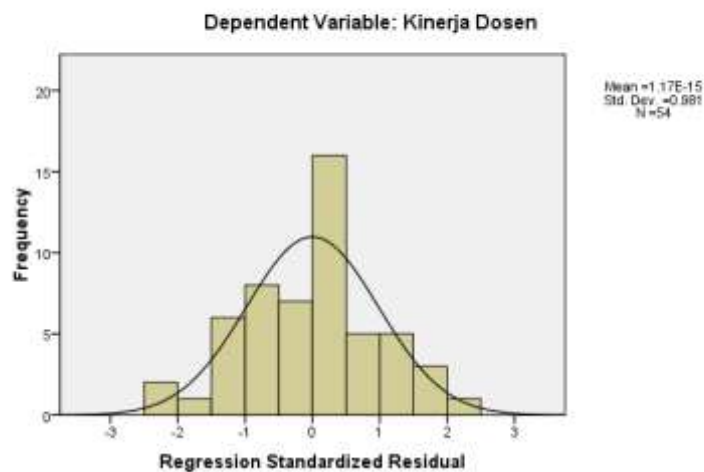
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja Dosen



Scatterplot

Dependent Variable: Kinerja Dosen



**One-Sample Kolmogorov-Smirnov Test**

| | | Unstandardized Residuals |
|---|---|---|
| N | | 54 |
| Normal Parametersa | Mean | .0000000 |
| | Std. Deviation | 1.68694273 |
| Most Extreme Differences | Absolute | ,081 |
| | Positive | ,081 |
| | Negative | -.081 |
| Kolmogorov-Smirnov Z | | ,598 |
| Asymp. Sig. (2-tailed) | | ,867 |
| a. Test distribution is Normal. | | |

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**One-Sample Kolmogorov-Smirnov Test**

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|  |  |  |