

The Effect Of Motivation, Trust, Facilities, Work Stress And Compensation On Employee Performance

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Abstract

This research aims to determine and analyze the influence of motivation, trust, facilities, work stress, and compensation on the performance of PT. Citra Lautan Teduh Batam. This type of research is quantitative with data collection techniques using questionnaires. In this study the population is the number of employees of PT. Citra Lautan Teduh Batam consisted of 84 respondents and a sample of 84 respondents using census techniques. The results of the analysis show that motivation has a positive and significant effect on employee performance, trust has a positive and not significant effect on employee performance, facilities have a positive and significant effect on employee performance, work stress has a positive and significant effect on employee performance, compensation has a positive and significant effect on employee performance, there is an influence between the five variables studied, namely motivation, trust, facilities, work stress and compensation on employee performance.

Article History:

Keywords:

Motivation, Trust,
Facilities, Work Stress,
Compensation,
Employee Performance

1. Introduction

Employee performance is one of the important factors in achieving organizational/company goals. Employees who have high performance will contribute to increasing productivity, efficiency, and profitability of the organization/company. The success of an organization in facing change depends on the organization's ability to manage various resources it has, one of which is very important, namely Human Resources (HR). Human resources are the most important part of a company, where these resources cannot be estimated because they have creations and works such as talent, energy, and creativity. Resource management is a science or way of how to regulate the relationship and role of resources (workforce) owned by individuals efficiently and effectively and can be used optimally so that the common goals of the company, employees and the community are achieved optimally. Employees are the most important resource that must be considered because the success or failure of an organization depends on the ability of its human resources. An organization must strive to improve the quality of its human resources, because this is a key factor in improving performance. Based on the results of interviews with production managers, the production results of PT. Citra Lautan Teduh has been declining in quality in recent years, in 2021 the production volume was 76.1%, in 2022 the production

volume was 62.5%, while in 2023 the production volume was 27.2%. This statement was obtained from the large number of poor production results so that goods could not be sent to customers according to the quantity requested.

Many factors can affect employee performance, including motivation, trust, work facilities, work stress, and compensation. Motivation is a drive that drives employees to achieve goals. To achieve organizational goals, employees need motivation to work harder. Seeing the importance of employees in the organization, employees must be more serious about the tasks they do so that organizational goals are achieved. With high work motivation, employees will work harder in carrying out their work. Conversely, with low work motivation, employees do not have the spirit to work, give up easily, and have difficulty completing their work.

Tsauri (2013) states that motivation comes from the word motive. Motive is a state within a person that creates strength, moves, encourages, directs motivation. Motivation is very important in achieving employee performance. Motivation is a factor that also influences the decline or increase in performance at PT. Citra Lautan Teduh Batam. Work motivation is a drive that raises the spirit of work to be stronger than a person has. Based on the results of an interview with the Personnel Manager of PT Citra Lautan Teduh Batam on December 23, 2023, it was reported that recently there has been a decline in employee work motivation marked by a decline in employee work performance at PT. Citra Lautan Teduh Batam. High work motivation certainly will not make you bored, and can even improve your work performance. Trust is an employee's belief in the Company and its leaders.

Employees who have high trust will be more loyal and committed to the Company. Zand (2017) defines trust as a psychological condition that makes someone vulnerable to third parties. Trust takes time to form, build incrementally and accumulate, not built instantly. Therefore, a relationship of trust between employees and leaders must be built, both employee trust in their leaders and leader trust in their employees. Likewise with the problem of trust given by leaders or superiors to employees at PT. Citra Lautan Teduh Batam, in building a relationship of trust as each employee has received duties and responsibilities for the benefit of the company, but there are some employees who are less involved in the consequences regarding relationships between employees, responsibility, discipline and lack of transparency in financial matters. Apriyadi (2017) stated that everything that is physical equipment and is provided by the service provider to support consumer comfort. So facilities are physical resources that exist before a service can be offered to consumers. Indicators of work facilities are: placement is arranged properly, infrastructure, office equipment, inventory equipment, and machinery and equipment. Based on the results of an interview with the Operations Manager of PT. Citra Lautan Teduh Batam on December 13, 2023, the work facilities at PT. Citra Lautan Teduh Batam are quite good but there are some things that are still not conducive, including the lack of dump trucks to transport sand and stone, dump truck trailers to transport finished products, and crane trucks to lift products from ships to ports. High work stress can have a negative impact on employee performance, such as decreased productivity, absenteeism and turnover.

Richard (2015) stated that stress is a process that assesses an event as something that is threatening, or dangerous and individuals respond to the event at the physiological, emotional, cognitive and behavioral levels. Based on the results of an interview with the Personnel Manager of PT. Citra Lautan Teduh Batam, which can be a source of stress for employees of PT. Citra Lautan Teduh Batam that comes from within the work can be diverse such as excessive workload, poor time pressure, work climate that causes a sense of insecurity. Work stress is also one of the factors that can have an impact on improving employee capabilities and performance. Work stress is also one of the problems that will be faced by everyone in their work life in the Company itself or in other companies or organizations.

Like others, compensation is also an important part of carrying out a job. Employees must receive their rights as employees, namely rewards and compensation after employees carry out their obligations. In improving efficiency and productivity, one of the efforts taken by organizations to create these conditions is by providing compensation, organizations can improve work performance, motivation, job satisfaction, and improve employee performance. According to Hasibuan (2017) compensation is everything received by employees in return for their contributions to the organization. Compensation can be in the form of salary, wages, bonuses, incentives, allowances, and others. With adequate benefits and insurance, employees will feel at home and comfortable in their work. Likewise, the worse the distribution of compensation to employees, the worse the performance of the employees. Based on the

results of interviews with the Head of the Human Capital and Legal Section of the Finance and HC Bureau of PT. Citra Lautan Teduh provides compensation per month between 2,200,000 to 2,900,000, for employees whose absence is not full 1 (one) month of work, wages will be deducted. This causes high turnover in new employees. As a result of the unsatisfactory salary received by employees of PT. Citra Lautan Teduh causes unstable performance.

Eko (2015) Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. This is because employee performance is a determinant of the success and survival of the Company. In every Company, human resources are a very important component in bringing the Company to life.

PT. Citra Lautan Teduh or better known as PT. CLT is a company located on Jl. Hang Jebat, Batu Besar, Nongsa District, Batam City. This company is engaged in the manufacturing sector, especially producing pre-tensioned spun concrete piles. The vision of PT. Citra Lautan Teduh is "to become a company that is able to compete in the ASEAN region". This thesis explores the influence of motivation, trust, facilities, work stress, and compensation on the performance of employees of PT. Citra Lautan Teduh Batam with the aim of gaining a comprehensive understanding of these factors in the context of the organization, as well as providing recommendations to improve effectiveness and job satisfaction in the company environment.

2. Method

The type of research used in this study is quantitative. Quantitative research method is one type of research whose specifications are systematic, planned and clearly structured from the beginning to the creation of the research design. This study uses a descriptive approach with the aim of describing the object of research or research results.

Population according to Sugiyono (2014), is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by researchers to be studied and then conclusions drawn". In this study, the population is the number of employees of PT. Citra Lautan Teduh Batam as many as 84 respondents.

According to Sugiyono (2017) states that if the population is large, and researchers cannot study everything in the population, then researchers can use samples taken from the population. Samples are interpreted as part of the number and characteristics of the population. Since the research population only amounted to 84 people consisting of the production bureau, engineering and quality, operations control, marketing and finance bureau and HC, the research sample used the census method of 84 employees of PT. Citra Lautan Teduh Batam.

In this study, the researcher distributed questionnaires to employees of PT. Citra Lautan Teduh Batam and filled in directly by the employees concerned, while secondary data were obtained from interviews with the HR Manager of PT. Citra Lautan Teduh Batam.

Data Collection Techniques

Data collection techniques are methods used to obtain data and information needed in research. The collection technique in this study is expected to provide accurate and more specific data, the techniques used in this study are as follows:

a. Questionnaire

A questionnaire is a data collection method carried out by providing a set of written questions to PT. Citra Lautan Teduh Batam Employees by filling in and following the guidelines in the questionnaire.

b. Observation

Observation is the process of collecting data by making direct observations at the research object. This is done to support the results of the questionnaire. Observation is a data collection activity by conducting direct research on the environmental conditions of the research object that support research activities, so that a clear picture of the condition of the research object is obtained.

Data Processing Stage

a. Editing process

In this study, it is a process that aims to ensure that the data that has been collected can:

- 1) Provide clarity so that it is easy to read, this means that perfect data editing will make it clearer and easier to read so that the data is easy to understand.
- 2) Consistent, this means how the questions answered by respondents and consistent checking can detect incorrect or wrong answers.

3) Complete, this means how many data are missing from the questionnaire or interview that has been conducted. Missing data is most likely because respondents refuse to answer certain questions.

b. Coding

The coding process in this study is a way to provide certain codes for various answers to the questionnaire that has been distributed to be grouped into the same category.

c. Scoring

The process of determining the score for the answers carried out by making appropriate classifications and categories depending on the assumptions or opinions of the respondents. In research, the process is carried out by providing a score level.

d. Tabulation

In this study, tabulation is the stage of data collection by grouping the answers studied into a table. With tabulation, the number of individuals who answered certain questions can be known so that they can be analyzed qualitatively.

3. Results and Discussion

3.1 Results

Descriptive Statistical Analysis

Descriptive statistical analysis is a statistic used to analyze data by describing or depicting the data that has been collected, as it is intended to make conclusions that apply to the public or generalization. The percentage of descriptive analysis methods uses the formula, as follows:

Table 1. Descriptive Statistics

	N	Descriptive Statistics			
		Minimum	Maximum	Mean	Std. Deviation
Motivation	82	21.00	40.00	30.4024	6.23978
Trust	82	18.00	40.00	30.8171	5.70927
Facilities	82	28.00	60.00	48.1951	8.08357
Work Stress	82	30.00	60.00	47.2561	10.38970
Compensation	82	26.00	50.00	38.0610	7.57570
Employee Performance	82	20.00	40.00	31.0488	5.90648
Valid N (listwise)	82				

Source: SPSS data processing results, 2024

Based on the results of the descriptive statistics table, it can be seen that the total score of the variables used is the sum of the scores from statement item 1 to the last statement item of each variable with a total data of 82 respondents. The Motivation variable has the lowest value of 21 with a distribution level of 6.23978. The Trust variable has the lowest value of 18 with a distribution level of 5.70927. The Facilities variable has the lowest value of 28 with a distribution level of 8.08357. The Work Stress variable has the lowest value of 30 with a distribution level of 10.38970. The Compensation variable has the lowest value of 26 with a distribution level of 7.57570. The Employee Performance variable has the lowest value of 20 with a distribution level of 5.90648.

Validity Test

Based on the results of the instrument validity test for all variables of Motivation, Trust, Facilities, Work Stress, Compensation, and Employee Performance, the calculated *r* results are more than the table *r*, so they are declared valid.

Reliability Test

Reliability testing is used to test the extent to which a measuring instrument is reliable to be used again for the same research. The measurement is only once and then the results are compared with other questions or measure the correlation between the answers to the questions.

Table 2. Reliability Test Results

Variabel	Item	Koefesien Cronbach Alpha	Keterangan
Motivation (X1)	8	0,887	Reliabel
Trust (X2)	8	0,900	Reliabel
Facilities (X3)	12	0,924	Reliabel
Work stress (X4)	12	0,965	Reliabel
Compensation (X5)	10	0,923	Reliabel
Employee performance (Y)	8	0,907	Reliabel

Source: SPSS data processing results, 2024

The results of the reliability test in Table 2 show that if the Cronbach's Alpha value is greater than 0.60, this indicates that each statement in the questionnaire is reliable. Or in other words, all statements used are stable and consistent in measuring each research variable.

Normality Test

The data normality test aims to test whether the confounding variables or residuals in the regression model have a normal distribution.

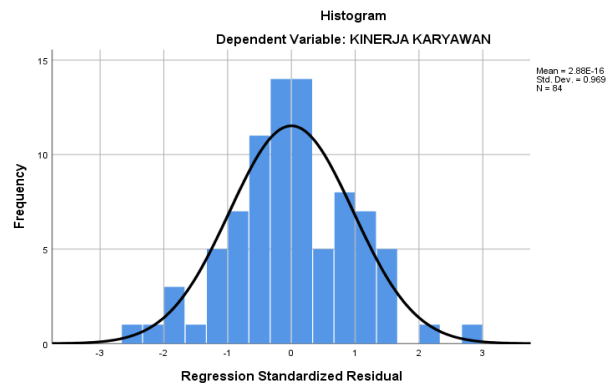
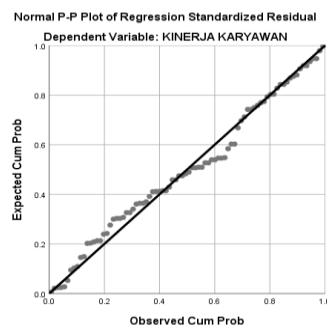


Figure 1 Normality Test Results

Figure 1 forms a bell-shaped pattern, so it can be concluded that the data has a normal distribution. The second way to test normality is to look at the Normal Probability plot of Regression Standardized Residual graph below:



Source: SPSS data processing results, 2024

Based on Figure 4, it shows that the regression model used is normal. A variable can be said to be normal if the distribution image of the points in the data spreads around the diagonal line.

Multicollinearity Test

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. The multicollinearity test in this study is by looking at the Variance Inflation

Factor (VIF) and Tolerance in the regression model. If the VIF value is less than 10 and Tolerance is more than 0.1, then the regression model is free from multicollinearity.

Table 3 Multicollinearity Test Results

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	12.511	5.981		2.092	.040	12.511	
	MOTIVATION	.207	.109	.220	1.898	.016	.207	1.781
	TRUST	.117	.098	.102	1.690	.238	.117	1.051
	FACILITIES	.225	.071	.307	1.676	.002	.225	1.287
	WORK STRESS	.283	.061	.543	1.691	.000	.283	1.773
	COMPENSATION	.245	.081	.285	1.829	.003	.245	1.256

a. Dependent Variable: KINERJA KARYAWAN

Source: SPSS data processing results, 2024

Heteroscedasticity Test

The heteroscedasticity test aims to test whether there is inequality in the variance of the residuals from one observation to another in the regression model. The multiple linear regression model is free from the classical assumption of heteroscedasticity and is suitable for use in research. If the scatterplot output shows a clear pattern of data points, as well as points that are spread out, then heteroscedasticity can be identified. The results of the heteroscedasticity test conducted in this study can be seen in the following figure:

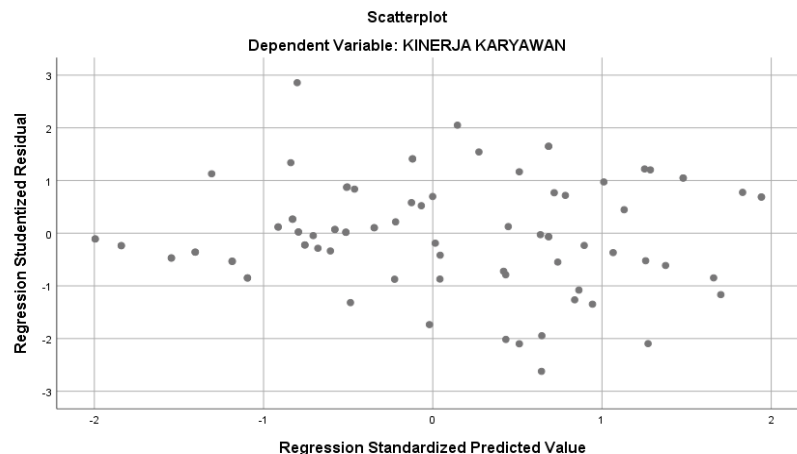


Figure 5. Heteroscedasticity Test Results

Source: SPSS data processing results, 2024

The distribution of points in Figure 5 is spread out and does not form a particular pattern. Based on this, it can be concluded that the research variables are free from the classical assumption of heteroscedasticity testing.

Multiple Linear Regression Results

Table 4. Multiple Linear Regression Test Results

		Coefficients^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	12.511	5.981		2.092	.040
	MOTIVATION	.207	.109	.220	1.898	.016
	TRUST	.117	.098	.102	1.690	.238
	FACILITIES	.225	.071	.307	1.676	.002
	WORK STRESS	.283	.061	.543	1.691	.000
	COMPENSATION	.245	.081	.285	1.829	.003

a. Dependent Variable: KINERJA KARYAWAN

Source: SPSS data processing results, 2024

Based on Table 18, the multiple linear regression equation can be obtained as follows: $Y = 12,511 + 0.207 X_1 + 0.117 X_2 + 0.225 X_3 + 0.283 X_4 + 0.245 X_5 + e$

1) Motivation Coefficient (X1)

If the amount of Motivation increases by one unit, Employee Performance will increase by 0.207 one unit or in percentage value of 20.7%.

2) Trust Coefficient (X2)

If the amount of Trust increases by one unit, Employee Performance will increase by 0.117 one unit or in percentage value of 11.7%.

3) Facility Coefficient (X3)

If the amount of Facilities increases by one unit, Employee Performance will increase by 0.225 one unit or in percentage value of 22.5%.

4) Job Stress Coefficient (X4)

If the amount of Job Stress increases by one unit, then Employee Performance will increase by 0.283 one unit or in percentage value of 28.3%.

5) Compensation Coefficient (X5)

If the amount of Compensation increases by one unit, then Employee Performance will increase by 0.245 one unit or in percentage value of 24.5%.

t-Test (Partial)

The t-test is used to test the influence of independent variables on dependent variables partially. The calculation results on the coefficients show the sensitivity value (level of influence) caused by each independent variable on the dependent variable.

Table 5. Partial Test Results (t-Test)

		Coefficients^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	12.511	5.981		2.092	.040
	MOTIVATION	.207	.109	.220	1.898	.016
	TRUST	.117	.098	.102	1.690	.238
	FACILITIES	.225	.071	.307	1.676	.002
	WORK STRESS	.283	.061	.543	1.691	.000
	COMPENSATIO	.245	.081	.285	1.829	.003
	N					

a. Dependent Variable: KINERJA KARYAWAN

Source: SPSS data processing results, 2024

In this t-test, it is carried out at degrees of freedom $df = n - k$, where n is the number of respondents of 84 people and k is the number of variables of 6 variables. The level of confidence used is 95% or $\alpha = 5\%$, so the degree of freedom is $84 - 6 = 78$, then the t table obtained is 1.665. In Table 5, it can be explained that the Motivation variable (X1) has a calculated t value of $1.898 > t$ table value of 1.665 and a significance level of $0.016 < 0.05$, so H_a is accepted and H_0 is rejected, meaning that there is a positive and significant influence of the Motivation variable (X1) on the employee performance

variable (Y). In the Trust variable (X2) the calculated t value is $1.690 > t$ table 1.665 and a significance level of $0.0238 > 0.05$, so H_a is accepted and H_o is rejected, meaning that there is a positive and insignificant influence of the Trust variable (X2) on the employee performance variable (Y). In the Facilities variable (X3) the t-value is $1.676 > t$ table 1.665 and the level of significance is $0.02 < 0.05$, so H_a is accepted and H_o is rejected, meaning that there is a positive and significant influence of the Facilities variable (X3) on the employee performance variable (Y). In the Work Stress variable (X4) the t-value is $1.691 > t$ table value 1.665 and the level of significance is $0.000 < 0.05$, so H_a is accepted and H_o is rejected, meaning that there is a positive and significant influence of the Work Stress variable (X4) on the employee performance variable (Y). In the Compensation variable (X5) the t-value is $1.829 > t$ table value 1.665 and the level of significance is $0.03 < 0.05$, so H_a is accepted and H_o is rejected, meaning that there is a positive and significant influence of the Compensation variable (X5) on the employee performance variable (Y).

F Test (Simultaneous Test)

Table 6 Simultaneous Test Results (F Test)

ANOVA ^a		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1403.337	5	280.667	12.883	.000 ^b
	Residual	1699.234	78	21.785		
	Total	3102.571	83			

a. Dependent Variable: KINERJA KARYAWAN
b. Predictors: (Constant), KOMPENSASI, KEPERCAYAAN, STRES KERJA, FASILITAS, MOTIVASI

Source: SPSS data processing results, 2024

When viewed from the results of the regression test that have been obtained, the calculation results show that F count $12,883 \geq F$ table 2.33 and the significant value in the ANOVA table is 0.000 which means that the value is lower than 0.05, then it can be seen that the value states that H_o is rejected and H_a is accepted. This indicates that there is an influence between the four variables studied, namely Motivation (X1), Trust (X2), Facilities (X3), Work stress (X4), and Compensation (X5) on Employee Performance (Y).

Determination Coefficient (R²)

In the R² test (determination coefficient test), it explains how much variation in the independent variables (motivation, facilities, work stress, and compensation) is able to explain the variation in the dependent variable (employee performance).

Table 21. Results of the Determination Coefficient (R²) Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.673 ^a	.452	.417	4.667	1.193

a. Predictors: (Constant), KOMPENSASI, KEPERCAYAAN, STRES KERJA, FASILITAS, MOTIVASI
b. Dependent Variable: KINERJA KARYAWAN

Source: SPSS data processing results, 2024

Based on Table 21, the adjusted R² (adjusted R square) value is 0.417 or 41.7%. This shows that the percentage contribution of the influence of independent variables (motivation, trust, facilities, work stress, and compensation) to the dependent variable (employee performance) is 41.7% or the variation of independent variables used in the model (motivation, facilities, work stress, and compensation) is able to explain 41.7% of the dependent variable (employee performance). While the remaining 58.3% is influenced or explained by other variables that are not included in this research model.

3.2 Discussion

H1: It is suspected that motivation has an effect on Employee Performance at PT. Citra Lautan Teduh (CLT) Batam.

Partially, motivation has a positive and significant effect on employee performance with a regression coefficient of t-value of $1.898 > t$ -table value of 1.665 and a significant level of 0.016 smaller than 0.05, so H_a is accepted and H_o is rejected. This means that the better the motivation, the better the performance of employees at PT. Citra Lautan Teduh Batam.

The motivation variable has a significant effect on employee performance. Relevant to previous research conducted by Agung and Oetomo (2017), it shows that (H1) motivation has a significant effect on employee performance at PT. Panca Wana Indonesia.

This study is also in line with the theory put forward by Hamzah (2015) where work motivation is a force within a person that influences the direction, intensity and persistence of a person's voluntary behavior to do work.

H2: It is suspected that trust has an effect on employee performance at PT. Citra Lautan Teduh (CLT) Batam.

Partially, trust has a positive and insignificant effect on employee performance with a t-value of $1.690 > t \text{ table } 1.665$ and a significance level of $0.238 > 0.05$, so H_a is accepted and H_o is rejected. This indicates that the better the trust, the better the employee performance. The trust variable has no significant effect on employee performance. Relevant to previous research conducted by Caniago and Sudarmi (2021), it shows that (H2) trust has no significant effect on employee performance. This study is also in line with the theory put forward by McKnight and Chervany (2015) who argue that organizational trust is defined as the level of belief a person has regarding the competence and willingness of others to be fair, ethical, and predictable.

H3: It is suspected that facilities have an effect on employee performance at PT. Citra Lautan Teduh (CLT) Batam.

Partially, facilities have a positive and significant effect on employee performance with a t-count value of $1.676 > t \text{ table } 1.665$ and a significance level of $0.02 < 0.05$, so H_a is accepted and H_o is rejected. This indicates that the better the facilities, the better employee performance.

The work facility variable has a significant effect on employee performance. Relevant to previous research conducted by Putra (2018), it shows that (H3) work facilities have a significant effect on the performance of OPP production employees at PT. Bernike Internasional Rubber Processing Industry.

This study is also in line with the theory put forward by Husnan (2020) Work facilities are a form of company service to employees to support performance in meeting employee needs, so that it can increase employee work productivity.

H4: It is suspected that work stress has an effect on employee performance at PT. Citra Lautan Teduh (CLT) Batam.

Partially, work stress has a positive and significant effect on employee performance with a t-value of $1.691 > t\text{-table value of } 1.665$ and a significance level of $0.000 < 0.05$, so H_a is accepted and H_o is rejected, meaning that there is a positive and significant effect of the work stress variable on the employee performance variable. This indicates that the less work stress received by employees, the better their performance will be.

The work stress variable has a significant effect on employee performance. Relevant to previous research conducted by Agung and Oetomo (2017), showing that (H4) work stress has a significant effect on employee performance at PT. Panca Wana Indonesia.

This study is also in line with the theory put forward by Robbins (2017) who defines work stress as a dynamic condition where a person is confronted with opportunities, obstacles, or demands related to what he wants and for which his success is uncertain.

H5: Compensation is suspected to have an effect on employee performance at PT. Citra Lautan Teduh (CLT) Batam.

Partially, compensation has a positive and significant effect on employee performance with a t-value of $1.829 > t\text{-table value of } 1.665$ and a significance level of $0.03 < 0.05$, so H_a is accepted and H_o is rejected, meaning that there is a positive and significant effect of the compensation variable on the employee performance variable. This indicates that if the compensation received by employees is sufficient, employee performance will also be good.

The compensation variable has a significant effect on employee performance. Relevant to previous research conducted by Saharudin (2021), showing that (H5) compensation has a significant effect on employee performance at the Pekanbaru mayor's office.

This study is also in line with the theory put forward by Mathis and Jackson (2020) stating that one way to improve work performance, motivate and improve employee performance is through compensation.

H6: It is suspected that motivation, trust, facilities, work stress, and compensation have a simultaneous effect on employee performance at PT. Citra Lautan Teduh (CLT) Batam.

Simultaneous testing conducted in table 19 obtained the results of the F count test of $12,883 \geq$ F table 2.33 and the significant value contained in the ANOVA table is 0.000 which means that the value is lower than 0.05, so it can be seen that the value states that H_0 is rejected and H_a is accepted. This indicates that there is an influence between the four variables studied, namely motivation (X1), trust (X2), facilities (X3), work stress (X4), compensation (X5) on employee performance (Y). The variables of motivation (X1), trust (X2), facilities (X3), work stress (X4), compensation (X5) simultaneously have a significant effect on employee performance at PT. Citra Lautan Teduh (CLT) Batam. The results of this study are relevant to previous studies, namely motivation on employee performance at PT. Panca Wana Indonesia by Agung and Oetomo (2017), the influence of facilities on the performance of OPP production employees at PT. Bernike Internasional Rubber Processing Industry by Putra (2018), the influence of work stress on employee performance at PT. Panca Wana Indonesia by Agung and Oetomo (2017), and the influence of compensation (X4) on employee performance at the Pekanbaru mayor's office by Saharudin (2021).

4. Conclusion

Based on the results of the research and discussion that has been done in the previous chapter regarding motivation, trust, facilities, work stress, and compensation on employee performance at PT. Citra Lautan Teduh (CLT) Batam, the following conclusions can be drawn: 1) Motivation has a positive and significant effect on Employee Performance. 2) Trust has a positive and insignificant effect on Employee Performance. 3) Facilities have a positive and significant effect on Employee Performance. 4) Work Stress has a positive and significant effect on Employee Performance. 5) Compensation has a positive and significant effect on Employee Performance. 6) Motivation, Trust, Facilities, Work Stress and Compensation simultaneously have a positive and significant effect on Employee Performance.

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