FACTORS AFFECTING EMPLOYEE PERFORMANCE AT PT. SURYA ASIA ABADI

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Abstract: The purpose of this study was to determine the effect of compensation, motivation, work stress and work environment on employee performance. The population in this study is all employees at PT Surya Asia Abadi in Pekanbaru in 2022 totaling 38 people. The number of samples used is 38 people in accordance with the number of employees at PT Surya Asia Abadi who will be studied using the census method. Data analysis using multiple linear regression. The results of testing the compensation hypothesis have a positive and significant influence, motivation has a positive and significant influence and the work environment has a positive and significant influence on employee performance, while work stress has a negative and significant effect on employee performance.

Keywords: Compensation, Motivation, Stress, Environment and Performance

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1. Introduction

In the era of globalization that occurs today has an impact on business development. A very clear impact is the competition between business owners. The competition is getting tighter, making companies continue to compete to innovate to win the competition. The company will strive to achieve its goals effectively and efficiently. One factor that has an important role in the development of the company is human resources (HR). Every company wants every workforce to work effectively and efficiently.

Surya Asia Abadi Company is one of the distributors engaged in building materials that sell building materials in the form of pipes, ceramics, zinc and so on in the Pekanbaru area, located at Jl. Ring Road no.1 ABC. It, of course, makes this company really need good Human Resources to be able to continue to compete with other companies. According to Mangkunegara (2015), employee performance is the result of a person's work in quality and quantity that employees have achieved in carrying out the tasks given. There is data on the performance appraisal of PT. Surya Asia Abadi in Pekanbaru from 2016 to 2020, where the average value each year has decreased. The company conducts the assessment using several aspects, such as quality of work, the quantity of work, punctuality, communication between colleagues and superiors, knowledge and confidence. It can be seen from the data above that in 2016 there were a total average of 3.50 employees with a good predicate, in 2017 the total average obtained was 3.45 with a good predicate, in 2018 the total average decreased to 3.35 with a fairly good predicate, in 2019 the total average employee still decreased to 3.32 with a fairly good predicate, And in 2020 the total average employee still decreased also with a value

of 3.29 with a fairly good predicate.

According to Hasibuan (2012), compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company. Based on the results of research conducted by Aryani and Meriyati (2019), Arifudin (2019), Armantari et al. (2021), and Puguh (2022) stated that compensation influences employee performance. Meanwhile, according to the results of research conducted by Rianda and Winarno (2022), compensation has a negative effect on employee performance and according to Huda and Sunrowiyati (2019), compensation has no effect on employee performance.According to Hasibuan (2016), motivation is directing the power and potential of subordinates to cooperate productively in order to successfully achieve and realize predetermined goals. Based on the results of research conducted by Tugiyono (2019), Eka (2021), and Gardjito et al. (2014) stated that motivation has a significant effect on employee performance, according to the results of research conducted by Hasmalawati (2018) stated that motivation negatively affects employee performance and according to Hidayat's (2021) research motivation has no effect on employee performance.

According to Mangkunegara (2017), work stress is a feeling of pressure experienced by employees in facing their work. So that there is a physical and psychological imbalance that affects emotions, thinking processes, and it can also affect the performance of these employees because they cannot focus on completing their work. The results of research conducted by Buulolo et al. (2021) and Diputra and Surya (2018) stated that work stress negatively affects employee performance, according to Ardana (2020), Amrianah (2019), stated that work stress has a positive influence on employee performance and according to Amanda (2022) work stress has no effect on employee performance.According to Nitisemito (2013), the work environment is everything around employees. It can affect carrying out the tasks given to them, for example, with the presence of an air conditioner (AC) and adequate lighting. The results of research conducted by Aslia (2019), Suryadi and Yusuf (2022), and Sihaloho and Siregar (2019) stated that the work environment has a positive and significant effect on employee performance, according to Sabilalo (2020) from the results of the study stated that the work environment negatively affects employee performance and based on the results of research from Fatari and Firmansyah (2021) stated that the work environment does not affect employee performance.

The objectives of this study are as follows: (1) To research and analyze the effect of compensation on Employee Performance at PT. Surya Asia Abadi (2) To research and analyze the effect of motivation on employee performance at PT. Surya Asia Abadi. (3) To research and analyze the effect of work stress on Employee Performance at PT. Surya Asia Abadi and (4) To research and analyze the effect of the work environment on Employee Performance at PT. Surya Asia Abadi.

2. Literature Review

The Definition of Human Resource Management
Human resources are one of the components in the organization that function as a driving force Human resources are one of the components in the organization that function as a driving force in the organization to achieve competitive advantage. It can also be interpreted that human resources are a potential everyone possesses, such as the ability to think and the physical power of each individual. Human resources are the only resources that have reasons, feelings, skills, knowledge and creativity.

Self-Determination Theory
Self-Determination Theory is a theory of motivation driven by Deci dan Ryan (1985). This

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theory concerns the regulation of behavior and the factors that influence that regulation. Individuals often feel a lack of motivation or lack of motivation in doing exercises due to obstacles in doing so. Based on SDT, several types of motivation types are in a continuum/series: amotivation, extrinsic motivation which can be further divided into four types (external regulation, introjected regulation, identified regulation, integrated regulation), and intrinsic motivation.

Performance
Moeheriono (2014) the definition of performance is a description of the level of achievement of the implementation of an activity program or policy in realizing the goals, objectives, vision and mission of the organization as outlined through the strategic planning of an organization. According to Robbins (2016) performance indicators are Quality, Quantity, Punctuality, Effectiveness and Independence.

Compensation
According to Hasibuan (2012) Compensation is all income in the form of money, direct or indirect goods received by employees in return for services provided by the company. According to Rivai (2013) it can be dividedinto two, namely Direct Financial compensation, (1) Salary and (2) Wages.

Motivation
According to Hasibuan (2016) motivation is directing the power and potential of subordinates to work together productively, successfully achieving and realizing predetermined goals. According to Maslow (2017) states that humans are encouraged to make efforts to satisfy five basic unsatisfied needs inherent in humans themselves, namely, wages (1) Physiological Needs (thirst, hunger, and so on). (2) The need for a sense of security (protected, feeling safe, away from danger). (3) The need for rewards (compotency, achievement, support and recognition) and (4) Self-actualization needs (cognitive needs: understanding, exploring, and knowing. Aesthetic needs: regularity, harmony, and; need, while self-actualization: gaining self-satisfaction and realizing its potential).

Work Stress
According to Mangkunegara (2017) work stress is a feeling of pressure experienced by employees in facingtheir work. According to Griffin (2013) there are several indicators of work stress, namely (1) task demands, physical demands, role demands and interpersonal demands.

Working environment
According to Sedarmayanti (2016) the work environment is the entire tool and material faced, thesurrounding environment where a person works, his work methods and work arrangements both as individuals and groups. According to Nitisemito (2013) there are several indicators of the work environment, namely (1) Work atmosphere, (2) Relationships with colleagues, and (3) Availability of complete and adequate work facilities.

Relationship Between Variables and Hypothetical
The relationship between compensation and employee performance at PT Surya Asia Abadi
According to Hasibuan (2018) compensation is all income in the form of money, direct or indirect goods received by employees in exchange for services provided to the company. Big and small and how to compensate employees is one form of how companies value the work

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done by employees and of course compensation is one of the big influences to increase employee motivation to work better. According to the results of research by Aryani and Meriyati and Arifudin (2019), Armantari et al (2021) and Puguh (2022) stated that compensation has a significant effect on employee performance. **H₁ :**Compensation has a positive effect on performance.

The relationship between motivation and employee performance at PT Surya Asia Abadi
Motivation is a set of attitudes and values that influence the individual to achieve a specific thing according to the individual's goals. These attitudes and values are a force to encourage individuals to behave in achieving goals. Many companies now lack motivation to employees so that many employees are less motivated by superiors, which has an impact that is less desired by the company, due to lack of motivation. For this reason, motivation is needed for employees so that work can run optimally so that it can increase employee performance passion so that the company can achieve the desired goals. Motivation can be obtained through, Need, job design, satisfaction, Equity, Expectation, goal setting. According to Sedarmayanti (2019) motivation is a force that drives a person to perform an action or not which essentially exists internally and externally, positively or negarif. So that if the motivation given is increasing, the performance will also increase. According to the results of research by Tugiyono (2019), Eka (2021) and Gardjito et al (2014) stated that motivation has a significant effect on employee performance.
H₂ : Motivation has a positive effect on performance.

The relationship between work stress and employee performance at PT Surya Asia Abadi
In general, stress is often interpreted as an unpleasant state of tension, because a person subjectively feels that something is weighing him down. It can also be defined as internal or external responses or processes that reach a level of physical and psychological tension to the limit or exceed the limits of the subject's abilities. There are two types of stress, namely eustress and distres. Eustress, which is the result of a response to stress that is healthy, positive, and constructive. When the body is able to use the stress it experiences to help overcome obstacles and improve performance, it is positive, healthy, and challenging. On the other hand, stress, which is the result of a response to stress that is unhealthy, negative, and destructive. When someone experiences stress, the person will tend to overreact, confused, and unable to perform optimally.
According to the results of research conducted by Buulolo et al (2021) and Diputra and Surya (2018) stated that work stress has a significant negative effect on employee performance.
H₃ : Work stress negatively affects performance.

The relationship between the work environment and employee performance at PT Surya Asia Abadi
The work environment is one of the factors that determine employee performance. Employee performance is one of the keys to a company's success to achieve success. Therefore, every company must have an appropriate work environment for employee continuity and improve employee performance. According to Sedarmayanti (2016) the work environment is the entire tool and material faced, the surrounding environment where a person works, his work methods and work arrangements both as individuals and groups. Therefore, every company must have an appropriate work environment for employee continuity and improve employee performance. According to Aslia (2019), Suryadi and Yusuf (2022) and Sihalolo and siregar (2019) stated that the work environment has a significant effect on employee performance.
H₄ : Work environment positively affects performance.
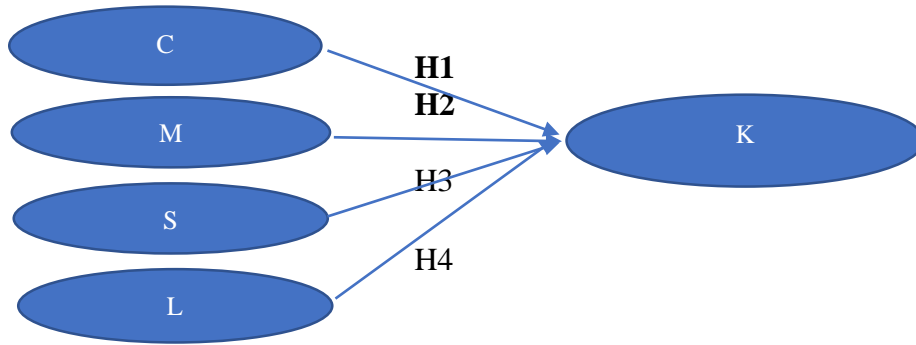
Figur 1. Research Model
Source: Previous Research Group

3. Method

This research was conducted at PT Surya Asia Abadi Pekanbaru which is located at Ring Road street no.1 ABC, Labuh Baru Barat-Pekanbaru. The population in this study is all employees at PT Surya Asia Abadi Pekanbaru in 2022 totaling 38 people. The number of samples used amounted to 38 people according to the number of employees at PT Surya Asia Abadi which will be studied using the census method. The type of data used in this study is Quantitative Data which is data collected in the form of numbers, which is obtained from the calculation of questionnaires / questionnaires to be carried out and related to the problem to be studied. While the data sources used in this study are primary data and secondary data. Data collection techniques carried out in this study are interviews, questionnaires and literature studies.

4. Result and Discussion

Analysis of Respondent Responses
The data analysis method used in this sense is the Likert scale. The respondents' answer scores in this studyconsisted of five alternative answers containing other stratified variations.

Information	amount	Persentase (%)
Gender	amount	Persentase (%)
Male	19	50
Female	19	50
Respondent's age	amount	Persentase (%)
< 20 Year	0	0
21 – 30 Year	36	94,8
31 – 40 Year	0	0
41 – 50 Year	1	2,6
>50 Year	1	2,6
Marital status	amount	Persentase (%)
Not married yet	28	73,7
Married	10	26,3
Education	amount	Persentase (%)
SMA	24	63,2
Sarjana (S1)	14	36,8
Masa Kerja	amount	Persentase (%)
<1 – 3 Year	5	13,2
<3 – 5 Year	3	7,9
<5 – 10 Year	28	73,7
>10 Year	2	5,3

Income	amount	Persentase (%)
Rp 2.000.000 – Rp 3.500.000	5	13,2
Rp 3.500.000 – Rp 5.000.000	23	60,5
> Rp 5.000.000	10	26,3

Source: Processed Data, 2023

Analysis of Respondent Responses

The data analysis method used in this sense is the Likert scale. Respondents' answer scores in this study consisted of five alternative answers that contained other, multilevel variations.

Table 3. Respondents' Responses

No	Variable	Average	Conclusion
1	Compensation (X1)	4,01	Good
2	Motivation (X2)	4,44	Very good
3	Work Stress (X3)	4,47	Very good
4	Work Environment (X4)	4,14	Good
5	Employee Performance (Y)	4,36	Very high

Source: Processed Data, 2023

Table 4. The Validity and Reliability Test Results

No	Variable	Statement	AmountR Hitung	Amount CICT	Conclusion	Amount Alpha	Conclusion
1		$X.1._1$	0.621	0,30	Valid	0,864	Reliabel
2		$X.1._2$	0.554	0,30	Valid		
3		$X.1._3$	0.598	0,30	Valid		
4		$X.1._4$	0.606	0,30	Valid		
5	Compentation	$X.1._5$	0.542	0,30	Valid		
6	(X_1)	$X.1._6$	0.658	0,30	Valid		
7		$X.1._7$	0.557	0,30	Valid		
8		$X.1._8$	0.338	0,30	Valid		
9		$X.1._9$	0.611	0,30	Valid		
10		$X.1._{10}$	0.713	0,30	Valid		
1		$X.2._1$	0.427	0,30	Valid	0,756	Reliabel
2		$X.2._2$	0.326	0,30	Valid		
3		$X.2._3$	0.449	0,30	Valid		
4	Motivation	$X.2._4$	0.507	0,30	Valid		
5	(X_2)	$X.2._5$	0.406	0,30	Valid		
6		$X.2._6$	0.530	0,30	Valid		
7		$X.2._7$	0.460	0,30	Valid		
8		$X.2._8$	0.616	0,30	Valid		
1		$X.3._1$	0.478	0,30	Valid	0,764	Reliabel
2		$X.3._2$	0.413	0,30	Valid		
3		$X.3._3$	0.535	0,30	Valid		
4	Work stress	$X.3._4$	0.408	0,30	Valid		
5	(X_3)	$X.3._5$	0.501	0,30	Valid		
6		$X.3._6$	0.355	0,30	Valid		
7		$X.3._7$	0.497	0,30	Valid		
8		$X.3._8$	0.535	0,30	Valid		
1		$X.4._1$	0.810	0,30	Valid	0,890	Reliabel
2		$X.4._2$	0.672	0,30	Valid		
3	Work Environment	$X.4._3$	0.835	0,30	Valid		
4	(X_4)	$X.4._4$	0.680	0,30	Valid		
5		$X.4._5$	0.601	0,30	Valid		
6		$X.4._6$	0.780	0,30	Valid		
1	Employee	$Y._1$	0.587	0,30	Valid	0,892	Reliabel
2	Performance (Y)	$Y._2$	0.629	0,30	Valid		

No	Variable	Statement	AmountR Hitung	Amount CICT	Conclusion	Amount Alpha	Conclusion
3		$Y_{.3}$	0.524	0,30	Valid		
4		$Y_{.4}$	0.535	0,30	Valid		
5		$Y_{.5}$	0.692	0,30	Valid		
6		$Y_{.6}$	0.751	0,30	Valid		
7		$Y_{.7}$	0.662	0,30	Valid		
8		$Y_{.8}$	0.703	0,30	Valid		
9		$Y_{.9}$	0.817	0,30	Valid		
10		$Y_{.10}$	0.628	0,30	Valid		

Based on table 4 above, all statement items for the variables customer value, product quality, price perception and customer loyalty have a *Corrected Item -Total Correlation* value greater than 0,3. Thus, it means that it can be concluded that all statement items on all variables are declared valid for further testing. While the results of reliability tests on the variables of customer value, product quality, price perception and customer loyalty each variable obtained results above 0.6. Thus all variables in this research instrument are declared reliable for further testing.

The Classical Assumption Test
The Normality Test

The Normality Test with *Kolmogorov Smirnov* is performed by comparing the distribution of data (to be tested for normality) with the standard normal distribution. The default normal distribution is data that has been transformed into a Z-Score and assumed to be normal. Here are the results of the *Kolmogorov Smirnov* Test.

Table 5. The Kolmogorov-Smirnov One-Sample Normality Test Results

	Unstandardized Residual
N	38
Kolmogorov-Smirnov Z	.909
Asymp. Sig. (2-tailed)	.381

Source: Processed Data SPSS, 2023
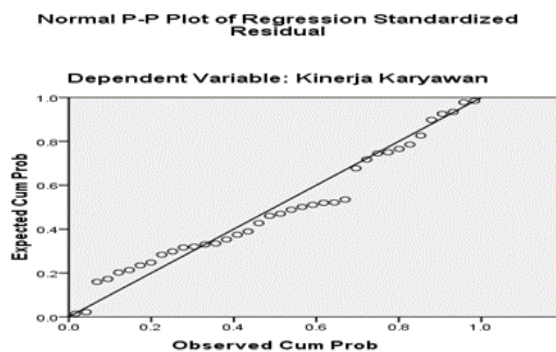
Figur 2. Normality test
Source: Processed Data SPSS, 2023

Based on table 5 and figure P-plot it can be seen that the *Kolmogrov-Smirnov Z* value for the profitability variable (Y) is equal to 0,909 an *Asymp.* Sig (2 tailed) 0,381 is above 0,005, and the spread of points around the diagonal line means that the data is normally distributed. So that the sample data is good and feasible to be used in this study.

The Multicollinearity Test
To detect the presence or absence of multicollinearity between independent variables, Variance Inflation Factor *(VIF)* and *Tolerance* are used. The limit of the *Tolerance Value* is 0,10 and the limit of the *VIF* is 10.

Table 6. Multicollinearity Test Results

No	Variable	Amount VIF	Sign	Amount Cut Off	Information
1	Compentation	2.187	<	10	There are no symptoms of multicollinearity
2	Motivation	2.041	<	10	There are no symptoms of multicollinearity
3	Work Stress	1.085	<	10	No Symptoms of Multicollinearity
4	Working environment	1.035	<	10	No Symptoms of Multicollinearity

Source: Processed Data SPSS, 2023

From table 6 above, it can be seen that the VIF *(Variance Inflation Factor)* of each variable in this study shows a number smaller than 10. This means that the variables in this study did not occur symptoms of multicollinearity.

The Heterokedasticity Test
The Heteroscedasticity means that there are variances of variables in the regression model that are not the same (constant). Conversely, if the variable variance in the regression model has the same value (constant) then it is called hemokedasticity. If the scatterplot forms a certain pattern, it indicates a heteroscedasticity problem in the regeres model formed.
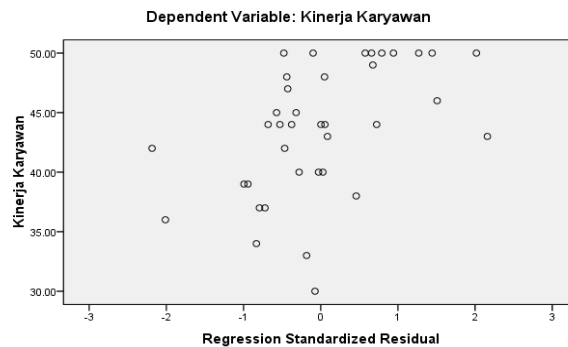

Figure 3. Uji Heteroskesdastisitas
Source: Processed Data SPSS, 2023

Based on figure 3. The scatterplot shows that the s*catterplot* randomly above or below zero on the residual studentized regression axis. Therefore, based on the heteroscedasticity test using the graph analysis method, the regression model formed was stated that no symptoms of heteroscedasticity occurred

The Coefficient of Determination Test (R^2)
The coefficient of determination test (R^2) aims to explain the proportion of variation in the dependent variables described by the independent variables together.

Tabel 7. Coefficient of Determination Test Results (R^2)

Model	R	R Square	Adjusted R Square
1	.869[a]	.756	.726

Source: Processed Data SPSS 2023

Table 7 shows that 72.6% of the R Square coefficient of determination explains compensation, motivation, work stress and work environment can affect employee performance, while the remaining 27.4% is influenced by other variables not used in this study.

Simultaneous coefficient significance test (F test)
For simultaneous effect significance test as follows:Table 8. Simultaneous significance test results (F test)

Variable	F_{count}	F_{table}	Sig.	Keretangan
Compensation, motivation, work stress and work environment variables on employee performance	96,140	.000ᵃ	2,47	Simultaneous And Significant Influence

Source: Processed Data SPSS, 2023

From the results of simultaneous testing, the results of F count (25,559) > F table (2,66) with Sig. (0,000) < 0,05, Y1 meaning that the regression model used is feasible and it can be stated that the variables x1, x2, x3, and x4 together or simultaneously affect the variable Y1.

Multiple Linear Regression Test
Multiple regression equations are used to describe models of relationships between independent variables and their dependent variables. This regression equation contains the value of the constant or *intercept* value of the regression coefficient or *slope* and its independent variable. Based on the results of the study, the equation in multiple linear regression analysis in this study is:

Table 9. Multiple Regression Analysis

Model	Unstandardized Coefficients		Conclusion
	B	Std. Error	
1 (Constant)	3.584	7.457	
Compensation	.403	.123	Positive Influence
Motivation	.756	.223	Positive Influence
Work Stress	-.276	.119	Negative Influence
work environment	.257	.119	Positive Influence

Source: Processed Data SPSS, 2023

The value of constant (a) is 3,584. This means that if compensation, motivation, work stress and work environment are assumed to be zero (0), then employee performance will remain at 3,584. The regression coefficient value of 0,403 means that compensation has a positive effect, stating that if compensation increases, then employee performance will increase by 0,403. The regression coefficient value of 0,756 means that motivation has a positive effect, stating that if motivation increases, then employee performance will increase by 0,756. The regression coefficient value of -0,276 means that work stress has a negative effect, states that if work stress increases, then employee performance will decrease by 0,276 and the regression coefficient value of 0,257 means that the work environment has a positive effect, states that if the work environment improves, then employee performance will increase by 0,257.

The Hypothesis Test
The formula for retrieving t table with a significance value of 5% is T table = 1,972. The decision-making criteria in the study are as follows: (1) If $t_{count} > t_{Table}$ with a signification value of < 0,05 the hypothesis is accepted, and (2) If $t_{count} < t_{Table}$ with a significance value of > 0,05, so the hypothesis is rejected.

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Table 10. Partial Hypothesis Test

Model	t	Sig.	Conclusion
Compensation	3.285	.002	Positive and Significant Influence Positive
Motivation	3.396	.002	and Significant Influence Negative and
Work Stress	-2.321	.027	Significant Influence Positive and
Work environment	2.154	.039	Significant Influence

Source: Processed Data SPSS, 2023

Based on the results of research that has been carried out the calculated value t_{count} (3,285) > t_{table} (2,034) and the resulting signification value of 0,002 is still below 0,05, then ha is accepted and ho is rejected. This explains that compensation has a positive and significant influence on employee performance. Based on the results of research that has been carried out the calculated value t_{count} (3,396) > t_{table} (2,034) and the resulting signification value of 0.002 is still below 0.05, then ha is accepted and ho is rejected. This explains that motivation has a positive and significant influence on employee performance. Based on the results of research that has been carried out the calculated value t_{count} (-2,321) < t_{table} (-2,034) and the resulting signification value of 0,027 is still below 0,05, thenha is accepted and ho is rejected. This explains that work stress has a negative and significant influence on employee performance. Based on the results of research that has been carried out the calculated value t_{count} (2,154) > t_{table} (2,034) and the resulting significance value of 0,039 is still below 0,05, then ha is accepted and ho is rejected. This explains that the work environment has a positive and significant influence on employee performance.

Discussion
The Effect of Compensation on the Performance of PT. Surya Asia Abadi
Based on the results descriptively that the average value produced was 4.01 in the good category. The highest average score of 4.18 in my statement was getting health benefits from the company. While the lowest average score of 3.84 in my statement received incentives outside of monthly salary, it was stated that the provision of incentives did not greatly affect their level of performance, while the highest average stated that employees who received health benefits would further improve their performance. The results of testing the hypothesis that there is a positive and significant influence between compensation on employee performance. Which is where the higher the compensation obtained, the higher the performance. The results of this study are in line with the results of research by Aryani and Meriyati and Arifudin (2019), Armantari et al (2021) and Puguh (2022) stated that compensation hasa significant effect on employee performance, and is not in line with the results of research conducted by Huda and Sunrowiyati(2019) and Rianda and Winarno (2022) which stated that compensation variables have no effect on employee performance. The Effect of Motivation on the Performance of PT. Surya Asia Abadi.

The Effect of Motivation on the Performance of PT. Surya Asia Abadi
Based on the results descriptively, the average score produced was 4.44 in the very good category. The highest average score of 4.58 in the statement I feel that work safety in the company is quite good. While the lowest average score of 4.23 in my statement is always involved in meetings in making company decisions. So it can be interpreted that involvement in making company decisions does not greatly affect employee performance, but work safety in the company can improve employee performance. The results of the hypothesis that there is a positive and significant influence between motivation has a positive and significant influence on employee performance. The results of the hypothesis are that there is a positive and significant influence between motivation has a positive and significant influence on

employee performance. Where the higher the motivation obtained, the more the performance of the employees. The results of this study are in line with the results of research by Tugiyono (2019), Eka (2021) and Gardjito et al (2014) stating that motivation has a significant effect on employee performance and is not in line with the results of research conducted by Hasmalawati (2019) stating that motivation variables have no effect on employee performance.

The Effect of Work Stress on the Performance of PT. Surya Asia Abadi

Based on the descriptive results, the average score produced was 4,47 in the very good category. The highest grade point average of 4,53 on my statement had a conflict with my boss or co-worker. While the lowest average score of 4,42 on the workload statement given to me felt unfair, and what was given to complete my work felt unnatural and had poor relationships with colleagues. So it can be stated that conflicts with superiors or co- workers can affect the level of performance of their employees, while the workload given unfairly does not greatly affect the performance of their employees. The result is hypothesized that there is a negative and significant influence on employee performance. Which is where if the variable work stress increases, then employee performance will decrease. The results of this research are in line with the results of research conducted by Diputra and Surya (2019) and Buulolo et al (2021) stating that work stress negatively affects employee performance and is not in line with the results of research conducted by Ardana (2020), Amrianah (2019) states that work stress variables have a positive effect on employee performance.

The Influence of the Work Environment on the Performance of PT. Surya Asia Abadi

Based on the results descriptively that the average score produced was 4,14 in the very good category. The highest average score of 4,26 on the statement of lighting and air circulation in the workspace is good. While the lowest average score of 3,84 in my statement was able to work well because of the supporting facilities. So it can be stated that employees can work well because supporting facilities do not affect employee performance too much, but lighting and air circulation in the workspace are good will further improve employee performance. The results of the hypothesis that there is a positive and significant influence between the work environment on employee performance have a positive and significant influence on employee performance. The results of this study are in line with research according to Aslia (2019), Suryadi and Yusuf (2022) and Sihalolo and siregar (2019) stating that the work environment has a significant effect on employee performance and is not in line with Fatari and Firmansyah (2021) stating that work environment variables do not affect employee performance.

5. **Conclusions**

Based on the results of the research that has been done, the conclusions in this study are as follows (1) The results of testing the compensation hypothesis have a positive and significant influence on employee performance. (2) The results of testing the motivation hypothesis have a positive and significant influence on employee performance. (3) The results of testing the work stress hypothesis have a negative and significant influence on employee performance and (4) The results of testing the work environment hypothesis have a positive and significant influence on employee performance. The limitations that the author felt during the research included (1) The number of samples is relatively small so that it does not provide a broader picture and (2) The response from the resource person in filling out the questionnaire is considered less representative of the expected goals. Based on the conclusions that have been generated, the suggestions that the author can convey are as follows (1) For PT Surya Asia Abadi Pekanbaru in improving the performance of each employee, by paying more attention

to providing compensation to increase motivation, providing an appropriate workload to avoid stress and creating a good work environment. (2) For academics, this research is expected to be a source of reading, especially about compensation, employee motivation, stress at work, work environment and employee performance (3) For further researchers, it is recommended to develop this research by adding other variables that can improve performance and better use data analysis.

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