

The Influence of Motivation, Compensation, and Work Environment on the Work Performance of Employees of the Noble Consumer Cooperative Majalaya Hospital

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Abstract

This study aims to analyze the positive and significant influence on motivation, compensation, and work environment on employee performance. The research methodology used is quantitative method and uses multiple linear regression analysis with processing using Statistical Product and Service Solutions (SPSS) version 26 with data collection methods through questionnaires to 110 employees of the Cooperative Consumer Glorious HOSPITAL Majalaya. The results of this study indicate that there is an influence between Motivation (X1) and Employee Performance (Y) of 0.630 and has an influence of 63.0%. For the effect of the variable between Compensation (X2) and Employee Performance (Y) of 0.306 and has an effect of 30.6%. For the influence variables between the Work Environment (X3) and Employee Performance (Y) 0.441 and has an influence of 44.1%. The results showed that motivation, compensation, and work environment had a positive and significant impact on the employee performance of the Mulla Consumer Cooperative HOSPITAL Majalaya.

Keywords: motivation, Compensation, Work Environment, and Work Performance

INTRODUCTION

Cooperative is Wrong One institution who plays a role in system economy Indonesia (Wulandhari et al., 2022). Cooperative attempted must role active in carry out development economy so that can increase level life its people (Dellarocas, 2003). Function and role cooperative is build And developing the economic potential and capabilities of members in particular and public on generally for increase well-being economy and social (Sitanggang, 2015).

Cooperatives are used as a pillar and backbone of the economy national, matter this because cooperative is form business which in accordance with base democracy economy nation Indonesia, so that sued for can compete with perpetrator economy other (Barany, 2015). So very important for cooperative for always increase quality source Power man in environment his job, so that you can get to know what kind of obstacles cooperatives have faced so far matter management cooperative and quality source Power man cooperative. In efforts to build and develop cooperatives, the role of human resources his is indispensable (Budiarti & Suswanta, 2020).

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Human Resources (HR) are very important in running a business for increase development cooperative so that realize vision and mission cooperative (Souisa et al., 2019). In cooperative Good as member, administrator, supervisor, nor Managers have their respective roles so they need to be regulated or managed with Good by organization cooperative (Provan & Lemaire, 2012). Managers work together with employee to carry out tasks with authority in accordance with interests cooperative (Maria et al., 2019).

Application HR very required in increase quality Work organization, so that this will spur improvements in achieving goals assigned work (Waldan, 2020). In developing cooperative businesses, the role administrator, employee, and member cooperative very required (Basterretxea et al., 2022). Role Management is very important in the continuity of cooperative activities, without a management cooperative maybe you can't walk and reach the goal (Puusa et al., 2016).

Remember importance HR covers role, management, as well as utilization employee required for spur Spirit employees, cooperative must have or fulfil a number of criteria through application draft and appropriate human resource management techniques. Their roles and functions are not can be replaced by other resources and where the need arises well fulfilled (McCubbin & Patterson, 2014). Even though it is supported by adequate facilities and infrastructure adequate, but without the existence of quality human resources for activities cooperative will not be resolved well (Iryani et al., 2023).

Source Power man which quality is source Power which own skill, professionalism, productive and capable compete with Healthy in world Work And required have outlook to environment around. In reach target which desired cooperative, so motivating every employee is matter which very important, besides awaken Spirit Work, motivation Also push every individual reach target which naturally increase performance Work employee. Motivation very important for support employee create idea And strategy Which Good moment Work or do something. With exists thought positive and motivation will struggle life can make employees have dream in matter obtain something results which more Good from something Which Already Once obtained. With thereby, motivation is encouragement which there is in self-somebody for try make changes in behavior to better fulfill his needs (Uno & Ma'rif, 2016). Giving motivation to employee is matter very important because without there is motivation employee No will Work with Good and matter this result down performance Work employee. If cooperative capable increase Spirit Work his employees so will get more Lots profit cooperative. Profit the among them work more fast finished, absent can pressed, employee will become more loyal to the cooperative, and relations with fellow employees will be better. Besides motivation in increase performance Work employee required compensation as results reply service from all business Which has done for a agency like cooperative. Compensation according to Malay SP Hasibuan (2014) is all income in the form of money, direct goods or indirect benefits received by employees as compensation for services provided to company.

Compensation is important for employees to stimulate employee work performance to always be at the highest (optimal) level according to each individual's abilities each. The role of compensation is quite large in forming potential employees. Compensation which is high and relevant will influence work performance employee. Compensation is very important for employees, because employees expect it with the compensation he receives he can meet his needs and be able to afford it increase well-being of his life.

Besides motivation And compensation in increase performance Work employee

there is also environment Work Which Where environment Work This become one aspect of improving employee work performance. According to Hume (2020) working conditions or environment are the conditions in which the workplace is located Which Good covers physique or non-physique Which can give impression fun, safe, peaceful and so on. If working conditions are good then this can stimulate a sense of satisfaction in employees ultimately it can have an impact positive towards employee performance, so on the contrary, if condition Work badly so employee No will have inner satisfaction Work.

A work environment is said to be good or appropriate if humans can carry out activity in a way optimal, Healthy, safe, and comfortable. Suitability work environment results can be seen over a longer period of time Moreover, unfavorable working environments can place demands on the workforce and more time and does not support obtaining a system design Work which efficient (Sedarmayanti & Rahadian, 2018).

Employee work performance greatly influences the level of success of the cooperative (Maria et al., 2019). Good employee work performance will develop cooperative business results, on the contrary performance Work employee Also will be successful bad which impact negative on cooperative success (Almeida & Coelho, 2019). The results of employee work performance can be assessed from aspects quality, quantity, time Work and Also cooperation for reach objective cooperative. Matter This in accordance with opinion Mangkunegara (2015) state that Employee work performance is the quantity or quality achieved by someone in carry out his task in accordance with responsibility Which given to her.

There's still a lot of value performance Which Not yet reach standard in a way special is loyalty and Work the same. This is a problem at the Mulia Consumer Cooperative, Majalaya Hospital It is suspected that the cause of performance fluctuations is due to suboptimal performance employee work performance can be caused by lack of employee motivation, where many negligences occur, which are carried out by employees as if they were on duty which were not completed within the stipulated time and were unable to do the work extra work. Apart from that, compensation variables also influence performance employee, income or SHU which accepted look from participation in the cooperative them. And Also variable environment Work Also can become influence from performance fluctuations the employee.

Based on several previous studies described above, so from that the author is interested in conducting research with the title "The Influence of Motivation, Compensation and Work Environment on the Work Performance of Employees at the Mulia Consumer Cooperative RSUD Majalaya". This research aims to obtain data about employee motivation, compensation and work environment in cooperatives, as well as identifying their influence on work performance. The theoretical benefit is that it contributes to the development of human resources science and becomes a reference for further research. Practically, the research results are expected to provide input to cooperatives to improve employee performance through providing effective motivation, adequate compensation, and creating a positive work environment, so that they can achieve targets and develop optimally.

RESEARCH METHOD

This research focuses on employee performance at the Mulia Consumer Cooperative, Majalaya Hospital with the dependent variable being employee work

performance (Y). The research was carried out online by distributing questionnaires via Google Form from November 2021 to January 2022. The research stages included preparing proposals, proposal seminars, collecting data using questionnaires, processing and analyzing data, as well as preparing a final project report. The main data source comes from questionnaires and secondary data from journals and books. The research sample included all employees of the Mulia Consumer Cooperative, Majalaya Regional Hospital, totaling 110 people. Data analysis was carried out using data quality tests, classical assumption tests (normality, heteroscedasticity, multicollinearity), and multiple linear regression analysis with the independent variables motivation, compensation, and work environment. The t and F statistical tests are used to prove the hypothesis, and the coefficient of determination (R²) measures the model's ability to explain variations in the dependent variable.

RESULTS STUDY AND DISCUSSION

Results Complete Estimate Study

A. Method Analysis Data

1. Analysis Data Descriptive

Results test analysis statistics descriptive for average count every statement on each variable will in explain on part this. Variable which researched consists from variable independent that is Motivation (X1), Compensation (X2), and Work Environment (X3), as well the dependent variable is Employee Performance (Y), respectively every variable consists from 8 statement. Analysis data which used through calculation based on answer from respondents and use method calculation statistics with use toolhelp computer through the SPSS 26 program.

Table 1. Average total mean motivation (X1)

No	Question	Mean
1	Income Which accepted employee minimum must can fulfil need the main thing is	4.57
2	Company should give benefits, insurance, and fund pension to his employees	4.57
3	In carry out work must There is connection Work Which Good with colleague Work	4.61
4	Company must treat his employees with Good	4.68
5	In carry out work employee need put forward ideas Which creative For company	4.55
6	Company need to develop potency within yourself his employees.	4.44
Total Average Mean		4.57

Based on the table above, it can be seen that the average respondent state agree to 6 items question variable motivation with total average is 4.57.

Table 2. Average totalmean compensation (X2)

No	Question	Mean
1	Wages Which accepted employee must can fulfill his needs	4.46
2	company give bonuses to employee Which has Work exceed target, Which in set bycompany.	4.50
3	company provide incentives so that employee Want to Work well	4.34
4	every employee get promotion If Work with Good	4.51

5	Every employee Which achievement get compensation worthy with4.49 his achievements	
6	Every employee get environment Work Which Good	4.46
Total Average Mean		4.46

Based on the table above, it can be seen that the average respondent stated agreeing with the 6 questions on the Compensation variable with total average is 4.46.

Table 3. Total Average Mean Environment Work (X3)

No	Question	Mean
1	Lighting at workplace very helpful in finish work	4.28
2	So that employee can concentrate with well you have to kept away4.04 from noise	
3	The workplace must always be clean to attract employees4.41 comfortable in Work so that support productivity Work	
4	Temperature air in place Work must comfortable so support4.26 productivity Work	
5	Composition color indoor create employees become comfortable in4.02 work	
6	Music can help create comfort in Work	3.70
7	Connection Work Which harmonious between fellow employee 4.40 very support Spirit Work	
8	Each other help in implementing Intermediate work fellow4.35 employee very required.	
Total Average Mean		4.18

Based on the table above, it can be seen that the average respondent stated agreeing with the 8 environmental variable question items Work with a total average of 4.18.

Table 4. Average Total Mean Performance Work

No	Question	Mean
1	Every employee must finish work with appropriate time And with very4.33 thorough	
2	Every employee must can produce quality Work Which Good so that4.37 achieved objective company.	
3	Every employee must can finish work in accordance with target Which4.33 given	
4	Equipment Work Which used in adjust with need For avoid waste	4.30
5	Work additional must done with Good But No disturbing work core	4.30
6	Every employee must follow instructions with Good	4.33
7	Every employee must be responsible answer with work Which given	4.48
8	Every employee in giving service must behave friendly	4.35
9	Need attention special to para member Which experience difficulty	4.40
Total Average Mean		4.35

Based on the table above, it can be seen that the average respondent stated agreeing with the 9 question items for the Job Performance variable with total average is 4.35.

B. Test Instrument

1. Test Validity

Test validity used For test accuracy, tool gauge candisclose legitimate or not something questionnaire. Test validity calculated by comparing the calculated r value (correlated item-total correlation) with r table, If r count > r table (on tariff significant0.05) then the statement is declared valid. To determine whether it is valid or not can be seen from the output of statistical tools that is SPSS 26.

Table 5. Results Test Validity

variable	Question	r Count	r Table	Information
X1	Points 1	0.476	0.185	Valid
	Points 2	0.551	0.185	Valid
	Points 3	0.482	0.185	Valid
	Points 4	0.564	0.185	Valid
	Points 5	0.581	0.185	Valid
	Points 6	0.521	0.185	Valid
X2	Points 1	0.442	0.185	Valid
	Points 2	0.576	0.185	Valid
	Points 3	0.501	0.185	Valid
	Points 4	0.645	0.185	Valid
	Points 5	0.636	0.185	Valid
	Points 6	0.716	0.185	Valid
X3	Points 1	0.555	0.185	Valid
	Points 2	0.611	0.185	Valid
	Points 3	0.699	0.185	Valid
	Points 4	0.609	0.185	Valid
	Points 5	0.556	0.185	Valid
	Points 6	0.235	0.185	Valid
	Points 7	0.703	0.185	Valid
	Points 8	0.702	0.185	Valid
Y	Points 1	0.676	0.185	Valid
	Points 2	0.650	0.185	Valid
	Points 3	0.716	0.185	Valid
	Points 4	0.684	0.185	Valid
	Points 5	0.724	0.185	Valid
	Points 6	0.746	0.185	Valid
	Points 7	0.705	0.185	Valid
	Points 8	0.695	0.185	Valid
	Points 9	0.695	0.185	Valid

Source: Processing data spss 26

2. Test Reliability

Reliability testing is used to find out whether the measuring instrument will work get measurement which appropriate consistent If measurement repeat. The method used in the research is Cronbach Alpha. Test reliability is continuation from test validity, where the items or statements that are included in the test are items or statement which valid just. For determine what is an instrument? Reliable or No use limitation 0.6. Results testing as follows:

Table 6. Results Test Reliability

Variable	Cronbach Alpha	Limitation	Decision
Motivation (X1)	0.827	0.6	Reliable
Compensation (X2)	0.795	0.6	Reliable
Environment Work (X3)	0.795	0.6	Reliable
Performance Work (Y)	0.824	0.6	Reliable

Source: Processing data spss 26

From table 6 above, it can be seen that the Cronbach Alpha value for the five variables above 0.6. Because these values are bigger from 0.6 so mark tool measuring the reliable or has fulfil reliability requirements.

C. Test Assumption Classic

1. Test Normality

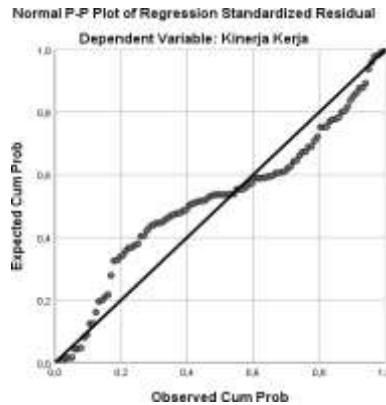
The Normality Test is carried out to find out whether in model regression, variables free and variable bound both of them normally distributed or not. A data normality test can be carried out with the Kolmogorov-Smirnov test. Application to the Kolmogorov Test Smirnov is that If significant under 0.05 means data Which will in test have difference Which significant with data normal standard, that is means data the No normal, and If significant above 0.05 means there is no difference significant between the tested data and standard normal data, meaning data Which in test normal. Matter this can seen in the table following:

**Table 7. Results Test Normality
One-Sample Kolmogorov-Smirnov Test
Unstandardized Residual**

N		110
Normal Parameters a, b	Mean	,0000000
	Std. Deviation	3,25049146
Most Extreme Differences	Absolute	,150
	Positive	,090
	Negative	-,150
Test Statistics		,150
Asymp. Sig. (2-tailed)		,000 ^c

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Corrections.

Based on results from Test Normality which refers on table canit is known that the significant value obtained is 200. Figures is greater than 0.05, so there is a conclusion that $200 > 0.05$ Which It means data is normally distributed.



Picture 1. Results Normality test P-Plot

2. Test Multicollinearity

The multicollinearity test can be seen from the Variance Inflation Factor value (VIF) and Tolerance. The Multitoko test is said to be good and positive when No happen symptom multitoko, and provision No happen multitoko is Tolerance value > 0.1 (0.100) and VIF value < 10.00 (10,000). For more he explained is inside following table;

Table 8. Table Multicollinearity

Model	Collinearity Statistics	
	(Constant)Tolerance	VIF
Motivation	,511	1,955
Compensation	,355	2,815
EnvironmentWork	,485	2,062

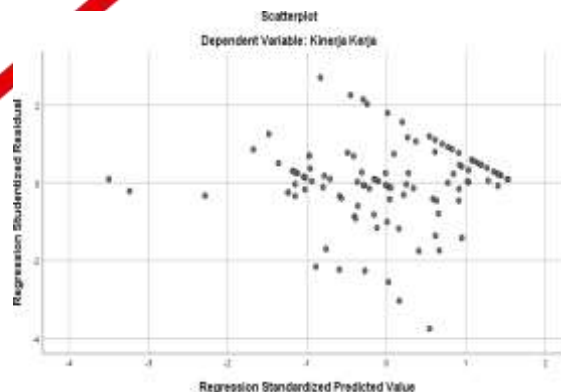
Dependent Variables: Performance Work

Source: Processing data spss 26

Results test multicollinearity can seen from table 4.12 mark tolerance > 0.1 and mark from VIF < 10 . Table on showing that study which done No happen multicollinearity. So that It can be concluded that in the research regression model this does not occur multicollinearity.

3. Test Heteroscedasticity

Test heteroscedasticity done For test is in a regression model, there is an unequal variance of the residuals from one observation to another.. With benchmarks Sig must show a number above 0.05. So no symptoms occur heteroscedasticity.



Picture 2. Results Test Heteroscedasticity
Source: Processing data spss 26

The heteroscedasticity test is a classic assumption test used For see exists inequality *variance* from residuals testing Which done over and over again. Picture 2 showing that spread data from model regression spread free and does not form a pattern.

4. Test Autocorrelation

Table 9. Table Autocorrelation Model Summary^b

Model	R	R Square	Adjusted Square	RI. Error of the Estimate	Durbin-Watson
1	,740 ^a	,548	,535	3,296	2,061

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

b. Dependent Variables: Performance Work

Source: Processing data spss 26

Based on the results of the Autocorrelation Test in Table 4.16, the magnitude is known mark Durbin Watson 2,061. Compared to mark Durbin Watson Table Which use level significant 5% with amountsample 110 (n) And amount variable free 3 (k=3) so on Durbin Watson Table shows the value of $dL = 1.633$ and $dU = 1.745$. Because The Durbin Watson value of 2.061 is greater than the limit $dL = 1.633$ and less than $3 - 1.745 = 1.255$ ($4-dU$). This is in accordance with the criteria Which Good that is so must No happen symptom autocorrelation. The condition is that there is no autocorrelation when $dU < \text{Durbin Watson} < 4-dU$. So from results Which obtained $dU < \text{Durbin Watson} < 4-dU$ ($1.745 < 2.061 < 1.255$) then Durbin Watson is located between dU and $4-dU$. So that it can be concluded that the influence is good And not occur symptom autocorrelation.

D. Analysis Regression Linear Multiple

Analysis regression linear multiple is form analysis Which discusses the extent of the influence of the independent variable on the variable bound. Where the independent variables are Motivation (X1), Compensation (X2), Work Environment (X3), and Employee Performance (Y). Regression analysis results linear multiple can be seen at following table:

Table 10. Table Analysis Linear Regression Multiple Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta	t	Sig.	
1	(Constant)	-1,024	3,669		-,279	,781
	Motivation	,630	,177	,326	3,565	,001
	Compensation	,306	,198	,169	1,546	,125
	Environment Work	,441	,117	,354	3,771	,000

a. Dependent Variables: Performance Work

Source: Processing data spss 26

Model regression on showing that:

1. Variable motivation (X1) there is implications positive in coefficient regression as big as 0.630 which explain that there is connection one way between variable X1 with Variable Y, if motivation goes up as much one so performance employee will increase a total of 0.630 or 63% considering the assumptions variable other considered constant.
2. Variable compensation (X2) there is implications positive in coefficient regression as big as 0.306 Which explain that there is unidirectional relationship between variable X2 and variable Y, if Compensation increases by one, the employee's performance will increase increase a number 0.306 or as big as 30.6% with consider other variable assumptions considered constant.
3. Variable motivation (X3) there is implications positive in coefficient regression as big as 0.441 Which explain that there is connection in the same direction between variable X3 and Variable Y, if it is motivation go on as much One so performance employee will increase amounting to 0.441 or 44.1% taking into account assumptions variable other considered constant.

Results showing that from fourth variable free that is Motivation, compensation, And environment Work own influence Which positiveto variable bound Performance Employee. With thereby, if variable Motivation, compensation, and environment Work, experience ascension, so Employee performance variables will also be experienced increase.

E. Test Appropriateness Model

1. Test F

Test F used for test significant influence variable independent to variable dependent. Test this done for see whether the analyzed model has a level of feasibility high model, namely the variables used in this model capable for explain the model which analyzed.

Table 11. Test Table F ANOVA^a

Model		Sum Squares	df	Mean Square	F	Sig.
1	Regression	1394,194	3	464,731	42,774	,000 ^b
	Residual	1151,661	106	10,865		
	Total	2545,855	109			

a. Dependent Variables: Performance Work

b. Predictors: (Constant), Environment Work, Motivation, Compensation

Source: Processing data spss 26

Table 11 shows that the Sig value is 0.00 < 0.05 for the regression model is said to be valid and the influence occurs simultaneously (simultaneously) variable independent. Can stated that Motivation(X1), Compensation (X2), and Work Environment (X3) together influence Performance Work Employee (Y) Cooperative ConsumerGlorious HOSPITAL Majalaya.

2. Test Coefficient Determination R^2

Coefficient Determination (R^2) is size for nowsuitability or accuracy of the analytical model created. The more the greater the value of the coefficient of determination, the better the ability variable independent explained dependent variable:

Table 12. Table Coefficient of Determination R^2 Model Summary ^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,740 a	,548	,535	3,296

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

b. Dependent Variables: Performance Work

Source: Processing data spss 26

On table 12 showed that mark R Square as big as 0.548. Based on mark the can is known that mark Coefficient Determination (R^2) is explained by 54.8%. This means that the variable Motivation (X1), Compensation (X2), And Environment Work (X3) give influence on variables Performance Employee as big as 54.8%, whereas the rest 45.2% influenced by variable other Which No analyzed on this research.

3. Test Q

Test Q used for test significant coefficient Partial And Fornow real or or not role each variable independent and dependent. Testing use level significant 0.05 and 2 sided. Test the hypothesis between motivation, compensation, and work environment on employee performance. Can be used by looking for t test statistics with comparing criteria mark t count and t table.

Table 13. Test Table Q Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	-1,024	3,669		-,279	,781
	Motivation	,630	,177	,326	3,565	,001
	Compensation	,306	,198	,169	1,546	,125
	Environment Work	,441	,117	,354	3,771	,000

a. Dependent Variables: Performance Work

Source: Processing data spss 26

Based on the T Test results referring to table 4.17 above, it can be seen that the calculated T value for Motivation is 3.565. Meanwhile value T table with $df = nk-1$ ($110-3-1 = 106$), significant level 0.05 obtained number 1,982. Because $t \text{ count} > t \text{ table}$ ($3,565 > 1,982$) then Motivation influential positive and significant to Performance Employee.

For the T value, the calculated compensation is 1.546. Meanwhile, the T value table with $df = nk-1$ ($110-3-1 = 106$), significant level 0.05 obtained number 1,982. Because $t \text{ count} < t \text{ table}$ ($1,546 < 1,982$) so No influential significant to Performance Employee.

The calculated T value for the Work Environment is 3.771. Whereas mark Q table with $df = nk-1$ ($110-3-1 = 106$), level significant 0.05 obtained number 1,982. Because $t \text{ count} > t \text{ table}$ ($3,771 > 1,982$) so work environment variables have a significant effect on performance Employee.

Discussion

A. Influence Motivation To Performance Employee Work

Based on results study which in do, variable Motivation has a positive and significant effect on cooperative employee performance consumer glorious

HOSPITAL Majalaya. Based on results from Test Regression Linear Multiple that is: The Motivation variable (X1) is 0.630, meaning that motivation increases then Employee Performance will increase by 0.630 or 63.0% with assumptions variable other independent its value still.

Motivation is matter important and very influential in increase Performance Employee, because somebody which own motivation which tall in in self his, so will the easier someone to want to do the work, and also be able to improve Spirit in do work for reach objective which in want.

B. The Effect of Compensation on Employee Work Performance

Based on results study which in do, variable Compensation influential positive and significant to Performance Employee cooperative consumer glorious HOSPITAL Majalaya. Based on results from Test Regression Linear Multiple that is: Variable Compensation (X2) as big as 0.306 it means If compensation increases, employee performance will increase by 0.306 or 30.6% assuming the values of the other independent variables are constant. Compensation is everything that employees receive in return service For Work them. Study aji (2015) study this states that compensation variables influence work performance employees significantly. The better the compensation provided better also performance Work employee.

C. Influence Environment Work To Performance Work Employee

Based on results study which in do, variable Compensation influential positive and significant to Performance Employee cooperative consumer glorious HOSPITAL Majalaya. Based on results from Test Regression Linear Multiple that is:

The Work Environment Variable (X3) is 0.441, meaning that the environment Work increase so Performance Employee will increase 0.441 or 44.1% with independent variable assumptions its value is different still.

Work Environment is one aspect that can make things easier running a job. With a good environment, then will create comfort within a company, so it will makes it easier in operate work, finish work, Coordinate work, so that company goals can be achieved And improve the performance Employee.

CONCLUSION

Based on analysis using the SPSS 26 application, this research concludes that motivation, compensation and work environment have a positive and significant effect on employee performance at the Mulia Consumer Cooperative, Majalaya Hospital. Good motivation is needed to improve performance, compensation is a reward for performance, and a comfortable work environment influences employee productivity. Therefore, the author provides several suggestions, including that companies need to maintain and increase employee motivation by giving appreciation, providing good compensation, and maintaining a comfortable work environment. All of this is expected to improve employee performance in accordance with company expectations.

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