

The Effect of Physical Work Environment, Work Discipline, and Financial Compensation on the Performance of Employees of the National Archives of the Republic of Indonesia

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Abstract

This research is used to determine the presence or absence of a physical work environment, work discipline and financial compensation for the performance of employees of the National Archives of the Republic of Indonesia. By taking into account the level of control of human resources (HR), an agency is expected and makes a major contribution in improving employee performance. This view also uses primary data. The data collection technique used was to use questionnaires received by distributing questionnaires through google form to 104 employees of the National Archives. The information analysis approach used in this review is multiple linear regression evaluation, which is operated through the SPSS 23 application. Based on the results of this study shows that the variables of physical work environment, work discipline and financial compensation have a significant effect on employee's performance. That's it partially physical work environment variables have a significant effect on employee performance. That the variable of work discipline has a dominant effect on employee performance. And the variable of financial compensation has a significant positive effect on the performance of employees of the National Archives of the Republic of Indonesia.

Keywords: Physical Work Environment, Work discipline, and Financial Compensation, Employee Performance.

INTRODUCTION

Human resources are a combination of mental and physical strengths that people have. The most important factor in the development of an agency to achieve its vision and mission requires human resources who have high quality performance so that they have a positive impact on the survival of the agency. This is supported by the view (Samsuni, 2017) that human resources are productive people who function as organizational engines, both in institutions and businesses because they function as assets and their skills must be developed. According to (Awaloedin et al., 2020) the most important step in achieving a goal is to start with what most facilitates achieving that goal, namely human resources.

Role important source Power man very decisive an agency to lead to success.

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The success or failure of an agency in carrying out various activities activity for reach objective agency supported with performance good employee. In order for organizational goals to be achieved as expected, agencies must utilize human resources effectively and efficiently. Increasing employee performance is a demand if the organization wants to progress further. Research (Rastana et al., 2021) states that Performance is the amount and quality of individual or group contributions to the main tasks and functions of an organization as determined by standards, SOPs, criteria and metrics that have been established or are applicable within the organization.

Consistency of employee performance is something that has a big influence on success a agency. Results performance employee which have skill high levels of work and loyalty in carrying out their duties will have an influence in achieving the agency's goals. The results of this employee's performance can be seen from aspects quality, quantity, time Work, and Work the same for reach objective which are already set by agency. By Because That agency can increase employee performance through implementing a comfortable physical work environment, managing time for work discipline and providing fair financial compensation according to (Rizqy & Ngatno, 2016).

In research (Silaen et al., 2020) the most popular way to assess and reward performance is performance appraisal. Performance reviews are conducted to help coworkers and managers better understand each other and to inform staff about what is expected of them. Apart from that, several studies discuss factors that influence employee performance, such as research conducted by (Rahayu & Rushadiyati, 2021)

According to (Awaloedin et al., 2020) the physical work environment is the environment where employees carry out their daily work. A conducive work environment provides a sense of security and allows employees to work optimally. Emphasizing the physical work environment is something that includes light, air color and sound. According to (Rastana et al., 2021) human life cannot be separated from various conditions in the surrounding environment, there is a very close relationship between humans and the environment. Meanwhile (Rahayu & Rushadiyati, 2021) define environment Work is all something that concerns facet physique and facet psychic which in a way direct nor No will directly affect employees.

An encouraging physical work environment is one that can motivate employees to give their best. The term "physical work environment" refers on environment social and psychological aspect from arrangement work that is influenced by a number variable, like quality physique place Work, organizational structure, policies, and employee behavior. This is in accordance with the statement made by (Tanjung, Nurcahyani, Hasibuan, et al., 2021) namely that the environment physical work Which Good one of them is improving production and employee performance which will ultimately increase organizational effectiveness and can reduce cost Which issued by agency. With thus, the environment Work physique Which Good will increase performance employee, in accordance with research conducted by (Tanjung, Nurcahyani, Hasibuan, et al., 2021) stating that the physical work environment has a positive influence on employee performance.

The second factor that can influence employee performance is work discipline. According to (Rizqy & Ngatno, 2016), this shows that discipline is a person's awareness and willingness to obey all agency regulations and applicable social norms. According to (Nurjaya, 2021), discipline is a management activity to implement organizational standards. (Awaloedin et al., 2020) stated that work discipline is a form of respect, respect, compliance and obedience to the regulations that apply in the organization, both written and unwritten and being able to carry out and not avoid

sanctions if employees commit violations. . Good discipline reflects a person's sense of responsibility to tasks which given to her, Also give positive and significant influence on performance as stated (Rastana et al., 2021)

Apart from the work environment and work discipline, there is a final factor that can influence performance employee that is compensation. Compensation according to (Tanjung, Nurcahyani, Hasibuan, et al., 2021) are awards or rewards directly or indirectly, financial or non-financial which given in a way fair and worthy to employee, as reply or contribution/services towards achieving agency goals. Compensation must be evaluated appropriately by each organization, and the compensation paid must be in accordance with the contribution the employee makes to the agency. Giving compensation Which No worth it with business which imposed on employees will result in a lazy attitude towards work, resulting in unsatisfactory work results and a feeling of discomfort in the workplace. On the other hand, if compensation is proportional to the workload, it will increase work awareness, loyalty, and produce a sense of satisfaction at work. This is reinforced by research conducted by (Dharmayasa & Adnyani, 2020) which state that variable Partial financial compensation has a significant effect on employee performance. This shows that enhancement performance employee compare straight with the amount of financial compensation they receive from their employer.

The National Archives of the Republic of Indonesia (ANRI) is a government institution non ministry Which formed based on Constitution No.7/1971 concerning the basic provisions of archives which was later amended into Law No.43/2009 concerning archives in order to carry out government duties in the field of archives in accordance with the provisions of the applicable laws and regulations. The National Archives of the Republic of Indonesia has a very important task in administering government today because the archives themselves have function which very vital as memory collective nation, besides That ANRI also plays a role as the supervisor of national archives in accordance with Article 8 Paragraph 1 of Law No. 43 of 2009. Through archives, the history of the nation can be depicted from time to time. This collective memory is also the identity and dignity of a nation. Academic awareness based on a moral burden for save files as proof responsibility answer national at the same time as the nation's cultural heritage, it can avoid the loss of historical information about a nation's journey and its dignity as a cultured nation.

The assessment regarding employee performance since 2020 and 2022 has experienced increases and decreases, where this decrease is caused by aspects of the performance of employees at the National Archives of the Republic of Indonesia not being optimal, if left unchecked it will have a direct impact on the agency. As in 2020 the average value only reached 83.75%. So realized year 2021 mark average evaluation performance employees reached 86.5% and in 2022 the average value will decrease, reaching 85%. Above indicates that employee performance is still not optimal, because it has not reached 100%.

This research aims to analyze the influence of the Physical Work Environment, Work Discipline and Financial Compensation on the performance of ANRI employees. It is hoped that the results will contribute to the agency in improving these aspects to support increased employee performance. In addition, this research can be a source of scientific insight for the author, fulfill academic requirements, and provide valuable information to readers regarding the influence of these factors on ANRI employee performance.

RESEARCH METHOD

This research aims to examine the influence of the Physical Work Environment, Work Discipline and Financial Compensation on employee performance at the National

Archives of the Republic of Indonesia (ANRI). Data was obtained by distributing questionnaires to 136 permanent ANRI employees, using Probability Sampling techniques and the Taro Yamane formula to determine a sample of 104 respondents. Data collection was carried out using a questionnaire using a Likert scale. The variables measured include the Physical Work Environment, Work Discipline, Financial Compensation, and Employee Performance. Data analysis uses descriptive and inferential methods, including validity and reliability tests. Next, classical assumption tests were carried out, such as normality, multicollinearity, autocorrelation and heteroscedasticity tests. The model feasibility test involves the F test and coefficient of determination (R²). Multiple linear analysis is used to understand the influence of the independent variable on the dependent variable, and the t hypothesis test to determine the significance of each independent variable.

RESULTS STUDY AND DISCUSSION

A. Descriptive Analysis

Analysis descriptive ie For know mark average total mean and grand total mean For every variable. Variable independent that is Physical Work Environment (X 1), Work Discipline (X 2), and Financial Compensation (X 3), as well as the dependent variable, namely Employee Performance (Y), each variable consisting of several statement items.

B. Analysis Inferential

1. Test Instrument

a. Validity test

The Validity Test is used to test the questionnaire items submitted for the research instrument whether they are suitable for use or vice versa. The calculation is by comparing the calculated r with r table . If the calculated r has a greater value than the table r where the correlation coefficient is more than 0.1927 then the overall The statement is declared valid so it can be used in study This, the more tall validity something measurement tool will be show results Which relevance. Based on the overall output results of the proposed validity test using the SPSS 23 program as a calculation tool for the independent variable Financial Compensation (X 3), it is declared valid, so all over statement from variable can used For The next step .

b. Performance Employee (Y) is obtained as following :

Table 1. Results Test Validity Performance Employee (Y)

Variable	R count	R table	Information
X1.1	0.525	0.1927	Valid
X1.2	0.460	0.1927	Valid
X1.3	0.513	0.1927	Valid
X1.4	0.326	0.1927	Valid
X1.5	0.269	0.1927	Valid
X1.6	0.368	0.1927	Valid
X1.7	0.479	0.1927	Valid
X1.8	0.382	0.1927	Valid

Source: Data Primary SPSS, processed in 2023

Based on the results of Table 1, it can be seen that all the questionnaires submitted have a *Corrected Item Total Correlation value* that is greater than the r table value in the sample. N 104th that is as big as 0.1927 which means that

overall rcount greater than r table. From the output of the validity test, the largest coefficient value for the Employee Performance variable (Y) is obtained, there is the largest value in the third statement, namely 0.485, while the value smallest there is on statement to eight with mark of 0.263.

Based on the overall output results of the proposed validity test using the SPSS 23 program as a calculation tool for the independent variables Performance Employees (Y), stated valid, so that all statements of variables can be used for the next stage.

C. Test Reliability

Test reliability is test which used for determine further use or vice versa. An instrument is said to be reliable if the reliability coefficient or Cronbach Alpha coefficient exceeds the predetermined limit, namely 0.6. Reliability test results are shown in table 2 as follows:

Table 2. Results Test Validity Performance Employee (Y)

No	Variable	Reliability	Alpha	Information
1	Environment Work Physique (X 1)	0.716	0.6	Reliable
2	Discipline Work (X 2)	0.756	0.6	Reliable
3	Compensation Financial (X 3)	0.726	0.6	Reliable
4	Performance Employee (Y)	0.669	0.6	Reliable

Source: Data primary SPSS 23, processed 2023

Through results processing data Which done with program SPSS 23 as a calculation tool, in Table 2 above it can be seen that the total of item questionnaire from every variables Physical Work Environment (X 1), Discipline Work (X 2), Compensation Financial (X 3), And performance Employee (Y) on study This show results reliable Which can seen on *Cronbach's* value *Alpha* whole variable own mark Which Good that is above 0.6. So it can be interpreted that the entire value of This research variable is said to be good and acceptable.

1. Test Classical Assumptions

The classical assumption test is used based on four tests, namely, normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test with a sample size of 104 respondents.

2. Test Normality

The data normality test in this study used the Kolmogorov-Smirnov one sample test. The normality test aims to test whether the regression model has a normal distribution or vice versa, both dependent and independent variables. Data that is good and suitable for use in research is data which has a normal distribution if levels its significance $> \alpha = 0.05$ And If on the contrary $< \alpha = 0.05$ then said No normal. Following under This served table 3 which is results test normality in study this is as following:

**Table 3. Outputs Normality Test Results
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residuals
N		104
Normal Parameters ^{a, b}	Mean	.0000000
	Std. Deviation	1.93184201

Most Differences	Extreme Absolute	,061
	Positive	,038
	Negative	- .061
Test Statistics		,061
Asymp. Sig. (2- tailed)		,200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Output results SPSS 23, processed in 2023

The results from Table 3 above show that the Asymp Sig. (2- tailed) is 0.200. Which It means model regression in study This, Both the dependent and independent variables have a normal sample distribution based on the significance value $> \alpha = 0.05$. So it can be said that the distribution of Employee Performance results originating from the Physical Work Environment, Work Discipline and Financial Compensation is normally distributed at a significant level of $\alpha = 0.05$.

3. Test Multicollinearity

Multicollinearity test is used to check deviations from existing multicollinearity assumptions, that is, if the value tolerance > 0.1 or VIF < 10 , then accepting it is said that there is no multicollinearity in the model which researched. For know is happen multicollinearity of the results can be seen on table 4 as following:

Table 4. Outputs Multicollinearity Coefficients Test Results^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	6,821	2,589		2,634	,010		
Total_X1	,122	,060	,135	2,041	,044	,921	1,086
Total_X2	,466	,070	,547	6,639	,000	,595	1,680
Total_X3	,209	,067	,264	3,105	,002	,559	1,787

a. Dependent Variables: Total_Y

Source: SPSS output 23, processed 2023

Based on Table 4 on (Coefficients) can seen that Variance Inflation Factor (VIF) each variable independent own values as follows:

- Mark VIF for variable Environment Work Physique (X1) as big as $1,086 < 10$ and mark tolerance as big as $0,921 > 0,10$.
- The VIF value for the Work Discipline variable (X2) is $1,680 < 10$ and the tolerance value is $0,595 > 0,10$.
- The VIF value for the Financial Compensation variable (X3) is $1,787 < 10$ and the tolerance value is $0,559 > 0,10$.

Therefore, it can be concluded that multicollinearity does not occur in the regression equation model and can be used in this research.

4. Heteroscedasticity Test

The heteroscedasticity test aims to test whether a regression model appears when the residual variance of one observation is not the same for other observations. This is called homodispersity, or also called heteroscedasticity. Good regression models

are with and without heteroscedasticity. In this research the author used the Glejser test. Results testing heteroscedasticity can be known on table 5 as follows:

Table 5. Heteroscedasticity Coefficients Test Results ^a

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1) 2,805	1,532			1,831	,070
1	-.007	,035	-.020	-.192	,848
2	.017	.041	,052	,405	,686
3	-.049	,040	-.162	-1,221	,225

a. Dependent Variable: ABS_RES

Source: spss output 23, processed 23

Table 6 explains the results of each independent variable that is Environment Work Physique (X1), Discipline Work (X2), and Financial Compensation (X3), using the ScatterPlot graph above it can be concluded that there are points that are regular and close together. Based on this pattern, heteroscedasticity can occur.

5. Autocorrelation Test

Test autocorrelation is something condition where there is correlation which between one observation and another arranged in a time series. The autocorrelation test aims to check whether the regression model is linear there is a correlation between confounding error on current period with confounding error in the previous period.

A good regression equation is one that does not have autocorrelation. If happen autocorrelation, equality the No suitable for production. One way to check for autocorrelation problems is to use test Durbin Watson (DW). Results test autocorrelation can be seen in table 7 as follows:

Table 7. Outputs Autocorrelation Test Results Model Summary ^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,772 ^a	,596	,584	1,961	2,089

b. Predictors: (Constant), Total_X3, Total_X1, Total_X2

c. Dependent Variables: Total_Y

Source: Output results SPSS 23, processed 2023

Based on Table 7 can be known that mark Durbin-Watson is 2,089. Where the K value or number of independent variables is 3 and the N value or number of respondent data = 104. So we get the value $Dl = 1.6217$ and the value $Du = 1.7402$. Then mark $4 - dU = 2.2598$. If entered into the criteria so that the results obtained are $Du < DW < 4 - Du$ ($1.7402 < 2.089 < 2.2598$), which means that the regression model obtained does not have autocorrelation.

6. Analysis Linear Multiple

Multiple linear regression analysis is a form of analysis that discusses the extent of the impact of independent variables on variables bound. The independent variables in this research are Physical Work Environment (X1), Work Discipline (X2), and Financial Compensation (X3), while the dependent variable is employee performance

(Y). In calculating the regression coefficient on study this use program SPSS 23. Below are the results output which is presented in table 8 as follows:

Table 8. Outputs Test results Multiple Linear Coefficients ^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	6,821	2,589		2,634	,010		
Total_X1	,122	,060	,135	2,041	,044	,921	1,086
Total_X2	,466	,070	,547	6,639	,000	,595	1,680
Total_X3	,209	,067	,264	3,105	,002	,559	1,787

a. Dependent Variables: Total_Y

Source: output results SPSS 23, processed 2023

Based on Table 8, it can be seen that the multiple linear regression equation known in the *Standardized Coefficient column* is as follows:
Information:

$$Y = b_1X_1 + b_2X_2 + b_3X_3 + e$$

Y = Employee Performance (KP) B1,2,3 = Regression Coefficients
X1 = Environment Work Physique (LKF) X2 = Work Discipline (DK)
X3 = Compensation Financial (KF)

So that the equation will become like following:

$$KP = 0,135LKF + 0,547DK + 0,264KF$$

As for interpretation from results equality is as following:

1. The Physical Work Environment regression coefficient (X 1) has a contribution of 0.135 to the Employee Performance variable. If the Physical Work Environment variable increases, the Employee Performance variable will increase by 0.135.
2. The Work Discipline regression coefficient (X 2) has a contribution of 0.547 to the Employee Performance variable. If the Work Discipline variable experience increase so Performance variables Employees will increased by 0.547.
3. The Financial Compensation regression coefficient (X 3) has a contribution of 0.264 to the Employee Performance variable. If the Financial Compensation variable increases, the Employee Performance variable will increase by 0.264.

In this research it can be seen that *the Standardized Coefficient Beta* has the largest value found in the Work Discipline variable (X 2) which means that the Work Discipline indicators need to be maintained and if necessary improved so that they can improve employee performance, while the Physical Work Environment variable (X 1) has the lowest *Standardized Coefficient Beta* value so it is very need noticed And improved so that can increase Employee Performance.

7. Test Appropriateness Model

a. Test F

The F test is used to test the significance of the independent variables, namely Physical Work Environment, Work Discipline, and Financial Compensation

with the dependent variable, namely, the impact on employee performance. Test result with use level significance 0.05. Results testF can be seen in table 9 as follows:

Table 9. Output F Test Results ANOVA ^a

Model	Sum Squares	of df	Mean Square	F	Sig.
1 Regression	566,487	3	188,829	49.123	,000 ^b
Residual	384,397	100	3,844		
Total	950,885	103			

a. Dependent Variables: Total_Y

b. Predictors: (Constant), Total_X3, Total_X1, Total_X2

Source: output results SPSS 23, processed in 2023

Like Which shown on *output* data table ANOVA on Table 9 above can be explained that the calculated F value is 49.123 with a sig value of 0.000. Based on the results of calculations assisted by the SPSS 23 program, then obtained mark sig = (0.000) which more small from alpha or level the error limit obtained is 5% ($\alpha = 0.05$). The model is said to be significant because it is below the specified alpha value limit of $0.000 < 0.05$. It can be concluded that in this study the model is interpreted as significant and worthy used in study this based on mark sig which got, that all variable free can explain every change on the value of the dependent variable because it has a significant influence.

b. Coefficient Determination (R²)

Analysis of the coefficient of determination (R²) is used to determine how much the independent variable developed in this research is able to explain the dependent variable. In table 10 the results of the coefficient of determination in this study are as follows:

Table 10. Results Coefficient of Determination Test (R²) Model Summary ^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,772 ^a	,596	,584	1,961	2,089

a. Predictors: (Constant), Total_X3, Total_X1, Total_X2

b. Dependent Variables: Total_Y

Source: output results SPSS 23, processed 2023

The coefficient of determination measures the extent to which the model can explain variability variable dependent. When coefficient determination R² is 0%, the independent variable cannot explain the dependent variable at all, and when the coefficient of determination R² approaches 100%, the independent variable can explain variable dependent. Based on Table 4.20 show that performance Employee R Square as big as 59.6%. This is influenced by the Physical Work Environment, Work Discipline and Financial Compensation. The remaining decision factor value is 40.4% influenced by other independent factors or variables which are not the focus of this research.

c. Test Hypothesis (Test t)

Test t used for know significance influence variable independent of the

dependent variable, either partially or individually. The effect can be estimated at significant values and determined arithmetically. The independent variables in this research are Physical Work Environment (X 1), Work Discipline (X 2), and Financial Compensation (X 3) to see their effect on the dependent variable, namely Employee performance (Y) as shown in Table 11 below:

Table 11. Output Results Test t Coefficients ^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,821	2,589		2,634	,010
Total_X1	.122	,060	.135	2,041	,044
Total_X2	,466	,070	,547	6,639	,000
Total_X3	,209	,067	,264	3,105	,002

a. Dependent Variables: Total_Y

Source: Outputs results SPSS 23, processed 2023

Based on Table 11, you can see the explanation of the hypothesis in the research these are as follows:

d. The Influence of the Physical Work Environment on Employee Performance

Based on Table 11, it can be explained that the influence of the Physical Work Environment variable on employee performance is seen from the value t count as big as 2,041 And significant 0,044 ($0.000 < \alpha = 0.05$) then H_0 is rejected and H_1 is accepted, so that the conclusion is that Environment Work Physique influential positive And significant on Employee Performance.

e. The Influence of Work Discipline on Employee Performance

Based on Table 11, it can be explained that The influence of the Work Discipline variable on employee performance is seen from the calculated t value as big as 6,639 And significant 0,000 ($0.000 < \alpha = 0.05$) so H_0 rejected and H_1 accepted, so that it can be concluded that Work Discipline has a positive and significant effect on Employee Performance.

f. The Effect of Financial Compensation on Employee Performance

Based on Table 11, it can be explained that the influence of the Financial Compensation variable to Performance Employee Which seen of value t count as big as 3,105and significant 0.002 ($0.000 < \alpha = 0.05$) so H_0 is rejected And H_1 accepted, so that obtained conclusion that Financial Compensation has a positive and significant effect on Employee Performance.

Discussion

Through the results of the research, explanations and conclusions of the research that has been explained previously, the author tries to share suggestions with employees at the National Archives of the Republic of Indonesia as material for consideration for maintain as well as increase Performance Employee and also suggestions for further research, namely:

- A. According to the results contained in the research, the Work Environment variable Physique Which done on files Republican National In Indonesia, it is hoped that institutions will be able to improve the physical work environment so that

employees can feel comfortable at work and can complete their work well, especially It is time for institutions to pay attention to their employees.

- B. According to the results contained in the research, the Work Discipline variable carried out at the National Archives of the Republic of Indonesia is an indicator of the goal of improving work discipline, one of which will bring change is carrying out active collaborative activities between superiors and subordinates, so that there is harmony in realizing good cooperation good.
- C. According to results Which there is on study, variable Compensation The finances of the National Archives of the Republic of Indonesia in the allowance indicator are expected to increase financial compensation, one of which will brings enthusiasm Work employee that is employee feel safe with exists insurance provided by the Agency.

CONCLUSION

Based on research results related to the influence of the physical work environment, work discipline and financial compensation on employee performance at the National Archives of the Republic of Indonesia (ANRI), it was concluded that the work discipline variable has the greatest influence, while the physical work environment requires more attention. Overall, these three variables have a positive and significant influence on ANRI employee performance. Therefore, it is recommended to maintain and care for the Physical Work Environment, implement regulations that support Work Discipline, and maintain and renew Financial Compensation according to government regulations, so as to create prosperity and work enthusiasm for ANRI employees.

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