THE INFLUENCE OF COMPENSATION, WORK ENVIRONMENT AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. BANK SUMUT BRANCH OF SIPIROK

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Abstract

This study aims to determine how compensation, work environment, and work discipline influence employee performance at PT. Bank Sumut in Sipirok Branch Office. This research uses quantitative research methods with an associative approach. The population in this study were employees of PT. Bank Sumut in Sipirok Branch Office which has a total of 20 people. Sample collection technique with census sampling model / total sampling, the number of samples was 20 respondents. Data collection method questionnaire method measured using a likert scale. The analytical methods used in this study are instrument test, classical assumption test, multiple linear regression analysis and hypothesis test using SPSS. The results showed that the compensation variable had a positive and significant effect on employee performance as evidenced by $t_{statistic}$ of 3,606 > 1,74588 with a significance level of 0,000 < 0,05. The work environment has a positive effect on employee performance as evidenced by $t_{statistic}$ of 4.029 > 1.74588 with a significance level of 0,001 < 0,05. Work discipline has a positive and significant effect as evidenced by a $f_{statistic}$ value of 4,416 > 1,74588 with a significance level of 0,000 < 0,05. Compensation, work environment, and work discipline together have a positive and significant effect on employee performance as evidenced by the results of the simultaneous significance test $F_{statistic}$ of 40,477 > Ftable 3,239. In the calculation of the coefficient of determination, a result of 0,884 was obtained, which means that the independent variable affects the dependent variable by 88,4%. The remaining 11,6% was explained by other unknown variables in the study.

Keywords: *Compensation, Employee Performance, Work Discipline, Work Environment*

1. INTRODUCTION

Today, many companies have been established and developed around us. Both small, medium and large companies. The development of a company cannot be separated from the role of its human resources. Human Resources is a key factor in improving the economy, namely how to create quality human resources and have skills that are highly competitive. The growth and development of a company cannot be separated from the role of the workforce (employees). Employees are part of a very important resource for the company which also determines the success of the company. With quality human resources, businesses are able to carry out their operations optimally in order to meet their performance goals.

A separate set of company policies governs human resources to ensure that employees know what is expected of them and that the company's goals are met in a timely and effective manner. In light of this, it is imperative that the business effectively manages its human resources. Managers are responsible for implementing HRM

strategies in regards to their direct reports. It's important that everyone in the workplace feels appreciated and valued so that they can give their best effort.

To support employee performance, the company needs to pay attention to providing compensation to employees. Marbun & Jufrizen (2022) explains that "compensation is given by the company to employees as a form of appreciation or gratitude and remuneration". Compensation has the potential to motivate workers, boost morale, and ultimately boost productivity. If employee performance is raised, the business as a whole benefits.

The work environment is another factor that encourages productivity in the workplace. Management should take into account that the company, like any other, strives to provide a pleasant working environment for its employees. The term "work environment" refers to the totality of external factors, both positive and negative, that affect an employee while they are on the clock. Enthusiasm and excitement for work can be sparked by a good and pleasant environment, and they can be dampened by a bad and unpleasant one (Elizar & Tanjung, 2018).

Work discipline is another contributor to workers' overall productivity. Thoman & Lloyd (2018), "work discipline can be interpreted as the implementation of management to strengthen organizational guidelines". Constraints imposed by superiors in order to convey messages to subordinates. The target is to have the subject behave more in accordance with the established norms of society. Work productivity and quality will suffer if employees aren't disciplined enough to follow the established rules and norms. Ineffective discipline may compromise the efficiency and effectiveness with which the intended outcomes are achieved. One of the lack of employee work discipline is reflected in employees who cannot complete work according to the set time. However, work discipline also makes employees aware of their roles and functions, what must be done and what must be left behind, what are their rights and what are their obligations.

PT. Bank Sumut in Sipirok Branch Office is a service company engaged in the banking sector and is one of the branches of PT. Bank Sumut, as well as one of the Regional Owned Enterprises (hereinafter referred to as BUMD). In 2016 there was an increase in status from a Sub-Branch Office (also known as KCP) to a Branch Office (also known as KC). The increase in the status of the Sipirok Branch office is a form of Bank Sumut's commitment to serving the people of North Sumatra, especially the people of South Tapanuli Regency through network expansion and development.

Researchers have conducted pre-research at PT. Bank Sumut in Sipirok Branch Office to find out how phenomena and conditions of compensation, work environment, and work discipline can affect employee performance. Therefore, researchers have received data on employee performance results and distributed pre-research questionnaires to 20 respondents from PT. Bank Sumut in Sipirok Branch Office.

Based on the table of employee performance results PT. Bank Sumut in Sipirok Branch Office as a form of achieving employee performance at PT. Bank Sumut in Sipirok Branch Office by looking at the company's financial reports (PT. Bank Sumut in Sipirok Branch Office) where there has been an increase in the achievement of performance results from 2018 - 2021. This shows that the performance of employees at PT. Bank Sumut in Sipirok Branch Office increases every year. Therefore, researchers are interested in knowing how compensation, work environment, and work discipline affect the performance of employees at PT. Bank Sumut in Sipirok Branch Office.

According to the findings of pre-research conducted by researchers on employees of PT. Bank Sumut in Sipirok Branch Office in terms of compensation, there is still compensation that is not optimal in supporting employee performance. The results obtained from the distribution of several compensation indicator statements and from a percentage of 100% there were 83% of employees who agreed with the compensation provided by the company and as many as 17% of employees disagreed. Of the 17% of employees who did not agree, they were more dominant in providing inadequate company support facilities and the company providing holiday allowances that were unfair according to several employees.

According to the findings of pre-research conducted by researchers on employees of PT. Bank Sumut in Sipirok Branch Office regarding the work environment, there is a work environment that is less than optimal in terms of supporting employee performance. The results obtained from the distribution of several work environment indicator statements and from a percentage of 100% there are 82% of employees who agree with a comfortable work environment at PT. Bank of North Sumatra and as many as 18% feel uncomfortable. From the results of the pre-research conducted, it can be concluded that the most dominant phenomenon is the presence of disturbing sounds in the employee's work room so that it can interfere with the concentration of employees in completing tasks.

According to the findings of pre-research conducted by researchers on employees of PT. Bank Sumut in Sipirok Branch Office regarding work discipline, there is work discipline that is less than optimal in supporting employee performance. According to the results of the distribution of several work discipline indicator statements, 76% of employees have good work discipline attitudes and as many as 24% of employees lack discipline in doing their jobs. According to the findings of the preliminary research, the most prevalent phenomenon is that several employees do not return to work according to the set working hours. This is because eight employees do not complete their work on time, forcing these employees to work overtime.

Based on the background above, the researcher is interested in conducting research with the title "The Influence of Compensation, Work Environment, and Work Discipline on Employee Performance at PT. Bank Sumut in Sipirok Branch Office"

2. LITERATURE REVIEW
2.1. Human Resource Management

Human resource management is a process of managing a group of people in an organization using various techniques with the ultimate goal of developing the ability of workers to achieve the vision of the organization through a series of missions and work programs set by the leadership. Good human resource management, the company can empower human resources not only for short-term profits, but also growth, development and self-satisfaction from human resources.

According to Hasibuan (2017) argues that "human resource management is the science and art of managing relationships and the role of the workforce so that it is effective and efficient in helping the realization of corporate, employee and community goals".

According to Sedarmayanti (2017) states that "Human Resource Management is a process of empowering humans as a human workforce so that all physical and psychological potentials have maximum function to achieve goals".

2.2. Compensation

Everything an employee receives in exchange for their efforts on behalf of the company is considered compensation. One of the functions of human resource management is compensation, which encompasses a wide range of payments made to individuals in exchange for their services to the company. When it comes to retaining skilled workers and dedicated employees, the most significant investment is usually monetary. Most people are motivated to look for work primarily because of the financial benefits (Daulay et al., 2017).

According to Hasibuan (2018), "the notion of compensation is all forms of income in the form of money, direct goods, or indirect goods received or obtained by employees as a reward for services provided to the company". Samsudin Sadli in Supomo & Nurhayati (2018), "compensation has a broader meaning than wages or salaries". Money is emphasized more in wage or salary arrangements. Compensation is not limited to monetary benefits. The provision of monetary (financial) or non-monetary (non-monetary) awards is what we mean when we talk about compensation (non-financial).

According to Ganyang & Machmed (2018), "compensation must be designed by the management of each company so that it has a positive impact on the development of each company". Employees are entitled to compensation for the time they put in working for the company. Jufrizen (2017) explains that "compensation is handed over by the company as gratitude and as a reward to employees". Workers' motivation, morale, and output can all benefit from financial incentives. The success of an organization as a whole benefits from increased productivity thanks to better performance from its individual members.

2.3. Work Environment

Employees' performance on the job can be affected by a number of factors, both immediate and more far-reaching, all of which make up what is known as "the work environment." Enthusiasm and excitement for work can be stimulated by being in a good and pleasant environment, and these positive feelings can be dampened by being in a bad and unpleasant one (Elizar & Tanjung, 2018). Based on the research of Suprayitno and Sukir in Elizar & Tanjung (2018) which states that "creating a pleasant work environment and being able to meet the needs of employees will give them a sense of satisfaction and encourage their work enthusiasm". Conversely, a work environment that receives less attention will have a negative impact and reduce morale, this is due to employees experiencing distractions in carrying out their duties, resulting in a lack of enthusiasm and a lack of energy and thoughts towards their duties.

According to Sedarmayanti in Astuti & Iverizkinawati (2019), "the work environment is all the tools and materials encountered, the surrounding environment where a person works, his work methods and work arrangements both as individuals and as a group". The importance of office setting in motivating workers cannot be overstated. Instances where employees' performance on the job is impacted by their surroundings.

2.4. Work Discipline

Sutrisno in Supomo & Nurhayati (2018) explains that "work discipline is a person's behavior in accordance with regulations, existing work procedures, or discipline is an attitude of behavior and actions that are in accordance with organizational regulations, both written and unwritten". This will foster dedication and motivation toward achieving organizational objectives. Discipline at work can also be defined as the habit of not deviating from or breaking established norms or procedures during the course of one's workday.

According to Hasibuan (2017) suggests that "work discipline is a person's awareness and willingness to obey all company regulations and applicable social norms". The mentality of someone who voluntarily follows all rules and is conscious of their obligations is called awareness. Because of this, he will not need to be forced into obeying or performing any of his duties properly. Employees actually do practice workplace discipline in accordance with the rules established by their employer.

2.5. Performance

According to Mangkunegara (2019) "performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". Work performance is the sum of an individual's efforts over a given time period in meeting predetermined and agreed-upon standards for quality of work, productivity, and other relevant factors.

According to Moeheriono in Jufrizen (2018) suggests that "performance is a description of the level of achievement of the implementation of an activity program or policy in realizing organizational goals, objectives, vision and mission as outlined through an organization's strategic planning".

Chuzaimah in Daulay et al. (2019) "employees are a very important element of human resources for the company". The performance achieved by employees contributes to the success of the company as a whole. If the company has quality human resources, the performance achieved by the company will also increase. In practice, companies need information about employee performance. This information is useful for several purposes, for example to increase salary, promotion needs, transfers or to control deviations that may occur.

2.6. Hypothesis

H01 : There is no significant effect between compensation on employee performance at PT. Bank Sumut Sipirok Branch Office

Ha1 : There is a positive and significant influence between compensation on employee performance at PT. Bank Sumut in Sipirok Branch Office Office

H02 : There is no significant influence between the work environment on employee performance at PT. Bank Sumut Sipirok Branch Office

Ha2 : There is a positive and significant influence between the work environment on employee performance at PT. Bank Sumut in Sipirok Branch Office Office

H03 : There is no significant influence between work discipline on employee performance at PT. Bank Sumut in Sipirok Branch Office Office

Ha3 : There is a significant positive influence between work discipline on employee performance at PT. Bank Sumut in Sipirok Branch Office Office

H04 : There is no significant effect simultaneously between compensation, work environment, and work discipline on employee performance at PT. Bank Sumut Sipirok Branch Office

Ha4 : There is a positive and significant effect simultaneously between compensation, work environment, and work discipline on employee performance at PT. Bank Sumut in Sipirok Branch Office Office
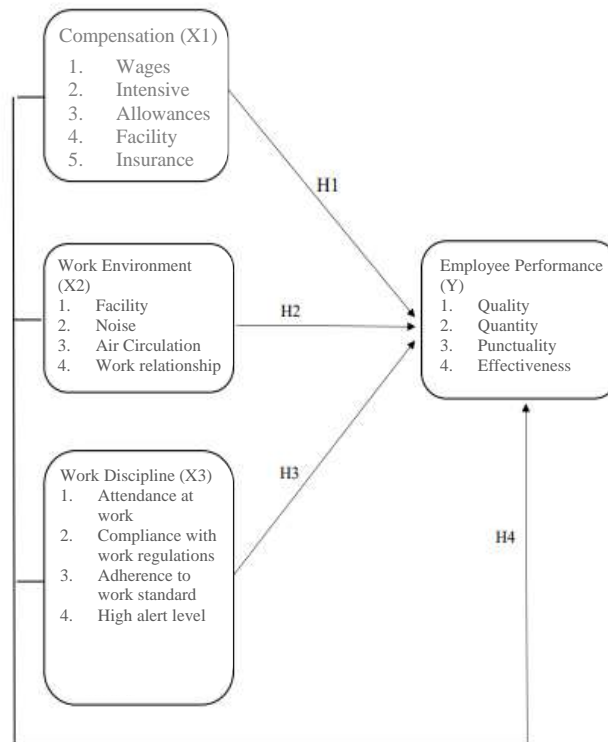
Source: Author (2022)
Figure 1. Thinking Framework

3. RESEARCH METHODS

This is a quantitative research approach utilizing an associative methodology. According to Sugiyono (2017), "Quantitative research methods can be interpreted as research methods that are based on a positivist philosophy and are used to survey certain populations or samples". Sampling is done randomly. Data acquisition using established research tool hypotheses.

This study was conducted at the PT. Bank Sumut in Sipirok Branch Office, located at Jl. Merdeka No. 05, Simaninggir, Kec. Sipirok, South Tapanuli Regency, North Sumatra 22742. This study's population consisted of 20 (twenty) PT. Bank Sumut in Sipirok Branch Office employees. The sampling method utilized in this study is either a census or a saturated sample. According to Sugiyono (2017) states that "saturated sampling is a sampling technique when all members of the population are sampled, this

is done if the population is relatively small, less than 30, or this study wants to make generalizations with very small errors". Taking a representative sample from an entire population is called a census, which is another name for a saturated sample. 20 employees from the PT. Bank Sumut in Sipirok Branch Office were randomly selected to participate in this study's sample.

This research utilizes both primary and secondary data sources. This study's primary data were collected by administering questionnaires to predetermined respondents. The questionnaire is a data collection instrument in the form of written statements given to the respondents either directly or indirectly. In this study, the researchers distributed the questionnaires directly to the respondents, and secondary data was obtained through library research as well as data obtained from the internet or through companies directly.

Statistical Packages for the Social Science (SPSS) 22.0 for Windows was used to collect and analyze the data collected from the study's intended participants. The questionnaire or questionnaire was used as an instrument to test the author's earlier claims. Validity and reliability analyses were employed to evaluate the instrument. To determine whether or not a given model fits the data of this study, we employ the classical assumption test. In this research, we employ a traditional assumption test by checking for multicollinearity, heteroscedasticity, and normality.

In addition, multiple linear regression analysis is a statistical technique for forecasting how the value of a given variable will shift in response to shifts in a separate set of variables. This analysis can be used to not only predict the value of the dependent variable when the value of the independent variable increases or decreases, but also to establish the direction of the relationship between the independent and dependent variables. Then, put the hypothesis to the test; this step is meant to help you decide whether or not to accept the hypothesis. A t-test, an f-test, and a coefficient of determination test were used to examine the significance of the study's hypotheses (R^2).

4. RESULTS AND DISCUSSION
4.1. Research Result
4.1.1. Validity and Reliability Test Results

The validity test was carried out using SPSS to find out whether the data obtained from the research measuring tool, namely the questionnaire, has valid data. The criteria for determining valid data are determined when r-statistic ≥ r-table with a positive value, the data is said to be valid. All statements on this variable are said to be valid if $r_{statistic} > 0,4438$. all statement items on the variable Compensation (X1), Work Environment (X2) Work Discipline (X3), and Performance (Y) has a score of r-statistic exceeding the value of 0,4438 or r-table. Referring to these results, the statement contained in its entirety was valid so it is feasible to be used for variable measurement in this study.

A reliability test is a method for gauging the variability of the variable itself. If there is no discernible pattern in how respondents answer these questions, then the questionnaire cannot be considered reliable. The Cronbach alpha coefficient was utilized in the reliability analysis. With a Cronbach alpha value of > 0,6, the t variable in the study can be considered valid. All variables were found to have an alpha coefficient greater than 0,6, as determined by the reliability analysis. The results indicate that it is possible to use all items in each variable.

4.1.2. Classical Assumption Test Results

1) Normality test

If the significant value of the test is > 0,05, then the data distribution is considered to be normal. On the other hand, if the significant value is < 0,05, then the data distribution is not considered to be normal. This decision-making guideline is based on the Kolmogorov Smirnov test.

Table 1. Kolmogorov-Smirnov Normality Test Results

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		20
Normal Parameters^{a,b}	Mean	.0000000
	Std. Deviation	1.899753
Most Extreme Differences	Absolute	.148
	Positive	.148
	Negative	-.102
Kolmogorov-Smirnov Z		.148
Asymp. Sig. (2-tailed)		.200^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		

Source: Data Processing Results (2022)

The Kolmogorov-Smirnov normalcy test yielded a value of 0.200. This number is greater than 0.05, hence the residual value is standard, regularly distributed, and satisfies the requirements of the normality test.

2) Multicollinearity Test

The purpose of the multicollinearity test is to examine whether or not the regression model identified any relationships between the independent variables. In a good regression model, the independent variables should be unrelated to one another. The tolerance value and variance inflation factor (VIF) used to determine multicollinearity. Multicollinearity is absent if the tolerance value is > 0.10 and the VIF value is < 10.00.

Table 2. Multicollinearity test results.

Coefficients^a

| Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.195	4.717		1.313	.208		
	Kompensasi	.368	.112	.458	3.606	.000	.781	1.280
	Lingkungan Kerja	.692	.172	.507	4.029	.001	.460	2.173
	Disiplin Kerja	.425	.096	.515	4.416	.000	.535	1.869

a. Dependent Variable: Kinerja

Source: Data Processing Results (2022)

Based on table 2, it can be seen that:

a) The value of compensation tolerance (X1), work environment (X2) and work discipline (X3) are greater than 0,10 (Tolerance > 0,1), this means that there is no multicollinearity between the independent variables in the regression model.

b) VIF values of compensation (X1), work environment (X2) and work discipline (X3) are smaller or below 10 (VIF < 10), this means that there is no multicollinearity between the independent variables in the regression model

3) Heteroscedasticity Test

Scatterplot graphs were used for the graphical analysis approach of testing for heteroscedasticity.
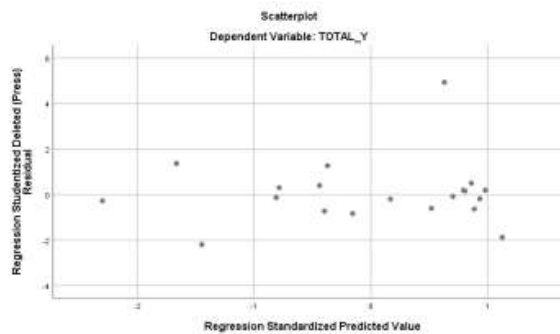
Source: Data Processing Results (2022)
Figure 2. Heteroscedasticity Test Resu;t

As can be seen in Figure 1, there is no discernible pattern or concentration of dots. The information is randomly distributed, with some points above zero and some below. Overall, the regression model in this investigation did not exhibit any signs of heteroscedasticity, as was concluded.

4.1.3. Results of Multiple Linear Analysis

The objective of multiple linear regression analysis is to determine the strength of the relationship between Compensation (X1), Work Environment (X2), and Work Discipline (X3) on Performance (Y). The following are the findings of various linear regression tests in this study:

Table 3. Multiple Linear Regression Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.195	4.717		1.313	.208		
	Kompensasi	.368	.112	.458	3.606	.000	.781	1.280
	Lingkungan Kerja	.692	.172	.507	4.029	.001	.460	2.173
	Disiplin Kerja	.425	.096	.515	4.416	.000	.535	1.869

a. Dependent Variable: Kinerja

Source: Data Processing Results (2022)

$$Y = \alpha + b_1X_1 + b_2X_2 + b_3X_3$$

Following is a description of the equation for multiple linear regression:
a) A constant value (a) of 6,195 indicates a constant value, where if the variable compensation (X1), work environment (X2) and work discipline (X3) is 0, then employee performance is 6,195.
b) The compensation regression coefficient value is 0,386 indicating that the compensation variable has a positive effect on employee performance variables. In other words, if the compensation value is increased by 1 unit, it will increase the employee performance of PT Bank Sumut Sipirok Branch by 0,386.

4.1.4. Hypothesis Testing Results

1) Partial Significance Test (T Test)

A t-test was used to determine how much of an impact a single independent variable had on a single dependent variable. Compensation, working conditions, and discipline on the job are all factors in a partial performance evaluation (X1, X2, and X3, respectively) (Y). This is carried out to check for statistically significant relationships between the independent and dependent variables. The sample size (n) in this study was known to be 20, and there were 4 independent variables (k), so the t-table value was calculated to be t(α/2; n-k-1) = t (0,025; 20), yielding a significance level of 0.05 (t-table = 1,74588).

Table 4. Partial Significance Test Results (t test)

		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	6.195	4.717		1.313	.208		
	Kompensasi	.368	.112	.458	3.606	.000	.781	1.280
	Lingkungan Kerja	.692	.172	.507	4.029	.001	.460	2.173
	Disiplin Kerja	.425	.096	.515	4.416	.000	.535	1.869
a. Dependent Variable: Kinerja								

Source: Data Processing Results (2022)

Based on table 4. the results of the T test can be concluded as follows:

a) The test results with SPSS for the compensation variable (X1) on performance (Y) were obtained with a t-statistic of 3,606 > t-table 1,74588 with a significance level of 0,000 < 0,05. Based on these results, it can be concluded that the compensation variable has a positive and significant influence on employee performance at PT. Bank Sumut in Sipirok Branch Office. This means that Ha1 is accepted.

b) The test results with SPSS for the work environment variable (X2) on performance (Y) were obtained with a t-statistic of 4,029 > t-table 1,74588 with a significance level of 109 of 0,001 < 0,05. Based on these results, it can be concluded that work environment variables have a positive and significant influence on employee performance at PT. Bank Sumut in Sipirok Branch Office. This means that Ha2 is accepted.

c) The effects of work discipline (X3) on performance (Y) were tested using SPSS, and a t-statistic of 4,416 > t-table 1,74588 was found to be statistically significant level 0,000 < 0,05. These findings suggest that the work discipline variable significantly affects the performance of employees at the PT. Bank Sumut in Sipirok Branch Office. It is mean that Ha3 is accepted.

2) Simultaneous Test (F Test)

The F test was used to determine if there was a statistically significant relationship between the independent variables (Compensation (X1), Work Environment (X2), and Work Discipline (X3)) and the dependent variable namely performance (Y).

The determination of the decision to accept or reject the hypothesis that has been determined in the F test is as follows:

a) If F-statistic > F-table, then the independent variable affects the dependent variable, then H0 is rejected and vice versa

b) If the significance value is > 0,05 then the independent variable has no significant effect on the dependent variable, then H0 is accepted and vice versa.

In this study, it was known that the number of samples (n) was 20 respondents and the total number of variables (k) was 4, so the f-table value at α = 5% is (3;16) of 3,239 while the f-statistic value will be obtained using the help of a statistical program which can be seen in the following table:

Table 5. Simultaneous Significance Test Results

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	520.428	3	173.476	40.477	.000^b
	Residual	68.572	16	4.286		
	Total	589.000	19			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Disiplin Kerja, Lingkungan Kerja, Kompensasi

Source: Data Processing Results (2022)

According to table 5, the F-statistic value is 40,477 > F-table 3,239 at a significance level of 0.000 < 0.005. On the basis of these findings, it can be concluded that the variables of compensation, work environment, and work discipline have a positive and statistically significant influence on the performance of PT Bank Sumut Sipirok Branch employees. This indicates that the Ha4 is accepted.

3) R^2 Test (Coefficient of Determination)

The R^2 test was performed to examine the extent to which the independent factors jointly explain the dependent variable. In the table below are the results of the study's coefficient of determination.

Table 6. Results Determination Coefficient Test (R^2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.940^a	.884	.862	2.070

a. Predictors: (Constant), Disiplin Kerja, Lingkungan Kerja, Kompensasi

b. Dependent Variable: Kinerja

Source: Data Processing Results (2022)

Based on Table 6, it can be concluded as follows:
 a) The R value of 0,940 means that the relationship between compensation (X1) work environment (X2) and work discipline (X3) on employee performance (Y) is 0,940. This means that the relationship between variables is relatively close.
 b) R square value is 0,884 or 88,4%. This means that performance variables can be influenced by compensation (X1), work environment (X2) and work discipline (X3) variables of 88,4%, while the remaining 11,6% is explained by other unknown variables in this study.

4.2. Discussion

4.2.1. The Influence of Compensation on Employee Performance at PT. Bank Sumut in Sipirok Branch Office

The results of the partial test (t-test) indicate that compensation (X1) has a positive and significant effect on employee performance (Y), as indicated by a t-statistic of 3.606 > t-table of 1.74588 at a significance level of 0.000 < 0.05. In other words, if an employee's compensation is appropriate and fair, it will have an effect that results in increased employee performance.

The results of this study are in line with theory of Ganyang & Machmed (2018) which explains that "compensation must be designed by the management of each company so that it has a positive impact on the development of each company". Compensation is what employees receive as remuneration in connection with their work at the company for a certain period of time. The compensation variable is supported by 11 statements which are the elaboration of 5 indicators, namely: salary, incentives, benefits, facilities, and insurance. Based on the responses of respondents from each dominant compensation indicator answered "agree".

4.2.2. The Influence of the Work Environment on Employee Performance at PT. Bank Sumut in Sipirok Branch Office

Based on a t-statistic of 4.029 > t-table of 1.74588 and a significance level of 0.001 < 0.05, the findings of the partial test (t-test) indicate that there is a positive and statistically significant relationship between the work environment (X2) and employee performance (Y). In other words, if the work environment at PT. Bank Sumut in Sipirok Branch Office is positive, then employee performance will grow.

The work environment consists of all the variables that influence employees' performance of assigned duties, whether directly or indirectly. A nice and pleasant atmosphere will be able to produce passion and enthusiasm for work, while an unpleasant work environment will have the opposite effect (Elizar & Tanjung, 2018). The work environment variable is supported by 8 statements which are the elaboration of 4 indicators, namely: facilities, noise, air circulation, and work relations. Based on the responses of respondents from each dominant compensation indicator answered "agree".

4.2.3. The Influence of Work Discipline on Employee Performance at PT. Bank Sumut in Sipirok Branch Office

The results of the partial test (t-test) indicate that there is a positive and significant influence between work discipline (X3) and employee performance (Y) based on the acquisition value with a t-statistic of 4.416 > t-table of 1.74588 at a significance level of 0.000 < 0.05; therefore, the null hypothesis (H0) is rejected and the alternative hypothesis (Ha) is accepted, compensation has a positive and significant effect on employee performance.

The results of this study are in line with theory of Hasibuan (2017) which suggests that "work discipline is the awareness and willingness of a person to comply with all applicable company regulations and social norms". Awareness is the disposition of a person who voluntarily obeys all regulations and is conscious of their duties and responsibilities. The work discipline variable is supported by 10 statements which are the elaboration of 5 indicators, namely: attendance at work, obedience to work regulations,

obedience to work standards, high levels of vigilance, and ethical work. Based on the responses of respondents from each dominant compensation indicator answered "agree".

4.2.4. The Influence of Compensation, Work Environment, and Work Discipline on Employee Performance at PT. Bank Sumut in Sipirok Branch Office

According to the findings of the coefficient of determination (R2) test, which aims to determine the strength of the relationship between the three independent variables, namely compensation (X1), work environment (X2), and work discipline (X3) on one dependent variable, employee performance (Y), at the same time, the relationship between compensation (X1), work environment (X2), and work discipline (X3) on employee performance can be from a R value of 0.940, meaning that the relationship between compensation (X1), work environment (X2) The RSquare value of 0.884 can then be used to determine how much the independent variables, namely compensation (X1), work environment (X2), and work discipline (X3), contribute to employee performance (Y). This indicates that factors such as salary (X1), work environment (X2), and work discipline can affect 88.4% of the performance of PT. Bank Sumut in Sipirok Branch Office (X3). Other elements outside the scope of this investigation have an impact on the remaining 11.6%.

Based on the outcomes of the simultaneous test (f test), which seeks to assess the degree of significance of simultaneous influence of the independent factors on the dependent variable. With a significance level of 0.000 < 0.005, the tests' findings yielded an F-statistic of 40.477 > F-table 3.239. Thus, it was found that the performance of the staff at the PT. Bank Sumut in Sipirok Branch Office is significantly influenced by the independent variables of salary, work environment, and work discipline.

5. CONCLUSION
5.1. Conclusion
Based on the research results, the following conclusions are obtained:
1) The partial test (T-test) results indicate that pay has a favorable and statistically significant effect on the performance of PT. Bank Sumut in Sipirok Branch Office employees. Therefore, it can be inferred that the supply of remuneration in compliance with the laws and in an equitable manner can enhance employee performance.
2) The partial test (T-test) results indicate that the work environment has a favorable and statistically significant effect on the performance of PT. Bank Sumut in Sipirok Branch Office workers. Therefore, it can be inferred that a comfortable work atmosphere can influence the performance enhancement of employees.
3) The findings of the T-test indicate that work discipline has a favorable and statistically significant effect on the performance of PT. Bank Sumut in Sipirok Branch Office employees. Therefore, we can conclude that work discipline can enhance employee performance.
4) The findings of the simultaneous test (f-test) indicate that compensation, work environment, and work discipline have a positive and statistically significant impact on the performance of PT. Bank Sumut in Sipirok Branch Office's employees. According to the test results of the coefficient of determination (R2), the

relationship between employee performance (Y) and compensation (X1), work environment (X2), and work discipline (X3) has a high or strong influence.

5.2. Suggestion

After conducting research, discussion and conclusions from the results that have been obtained, the suggestions that researchers can give are as follows:

1) PT. In the future, Bank Sumut Sipirok Branch is expected to provide appropriate compensation to employees in accordance with existing regulations. In providing compensation, it should be adjusted to the increase in targets that have been achieved each year, this will also be in line with the increase in employee performance.
2) PT. In the future, Bank Sumut Sipirok Branch is expected to create a better work environment, starting from the facilities provided by the company to the atmosphere within the company. The work environment also influences the improvement of employee performance.
3) For employees, work discipline is self-awareness that must be increased from oneself. This will also support self-improvement at work.

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