ANALYSIS OF THE EFFECT OF COMPENSATION, TRAINING, DISCIPLINE, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE IN THE KARIMUN REGENCY INVESTMENT AND ONE-DOOR INTEGRATED SERVICE SERVICE

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Abstract

Study This aiming For know influence compensation , training , discipline and environment Work to performance employee of the Investment and Services Office One Stop Integrated Regency Kerinci . Karimun . Population in the study This is all over employee of the Investment and Services Office One Stop Integrated Regency Karimun, which consists of 60 people and the taking of sample use technique census . Type study This is study quantitative and use design study analysis descriptive . Method collection instruments used is distribution questionnaire through *Google Form* . Research results This show that compensation influential positive and significant on the Performance of Employees of the Investment and Services Office One Stop Integrated Regency Karimun mark t_{count} 2.263 > t_{table} 2.004 and value significance 0.000 < 0.05. Training influential positive and significant to performance employee of the Investment and Services Office One Stop Integrated Regency Karimun mark t_{count} 8.833 > t_{table} 2.004 and the value significant 0.000 < 0.05. Discipline influential positive and significant to performance employee of the Investment and Services Office One Stop Integrated Regency Karimun T value is 4.060 more big from table 2.004 and values significance 0.000 < 0.05. Environment Work influential positive and significant to performance employee of the Investment and Services Office One Stop Integrated Regency Karimun . Work t_{count} 2.520 > t_{table} 2.004 and the value significance 0.015 > 0.05. Compensation , training , discipline , and work environment Work in a way simultaneous influential significant to performance employee the latest service One door inner accept . This is can seen from mark F_{count} 525.473 > F_{table} 2,537 with level significant 0.000 > 0.05.

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

INTRODUCTION

Management Source Power Human (HR) is aspect important in company , functioning For arrange power Work optimally use reach objective organization . According to Hasibuan (2019), HR is science and art in manage connection as well as role power work to be more effective and efficient in order to achieve objective companies , employees , and society . Success the company is highly dependent on performance employees supported by management source Power maximum human . Employee performance , as explained by Mangkunegara (2016), is results Work the individual being measured in a way quality and also quantity in accordance with not quite enough he answered .

However , the company often face challenge in management source Power humans , such as lack of awards and rewards , low skills , lack of not quite enough answer employees , as well as environment work that is not conducive . Problems This can hinder performance and achievement objective organization , so that a more comprehensive HR strategy is needed effective For overcome it .

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Department of Investment and Services One Stop Integrated Regency Karimun is located on the Sudirman (Poros) Tanjung road Hall Karimun is Organization Regional Government Apparatus Regency Karimun which has duties and functions as organizer service licensing . For support implementation duties and functions , Department of Investment and Services One Stop Integrated Regency Karimun supported by 60 (Six) Tens of thousands of personnel consisting of of 36 (Three Ten six) PNS and 24 Non PNS/ Employees Honorary with background behind different education start from high school, D3, Bachelor's degree (S-1), Master's degree (S-2) and Master's degree (S-3).

In observations made , there are problem the decline performance the employee who caused achievement objective organization device Investment and Service Office area One Stop Integrated Regency Karimun that is increase Growth Investment , its achievements not optimal. This is can seen from the decline number of investors who carry out investment in the Regency Karimun and not yet optimal achievement mark investment in the Regency Karimun .

Decrease performance employee can caused by factors like undercompensation adequate , minimal training followed , low discipline a number of employees and the environment underwork support . Compensation , which includes all form reward on work done , becomes one of factor crucial . According to Nurcahyo (2015), compensation must balanced with hope employee For fulfil needs and provide satisfaction on achievements achieved . At the Investment and Services Office One Stop Integrated Regency Karimun , decline compensation happen consequence decline Budget Regional Revenue and Expenditure (APBD) and budget refocusing For Handling impact COVID-19 outbreak . Factors This show the need management source Power more human Good For increase performance employee .

Training is part important from education that aims increase skills and expertise , more focus on practice than theory . According to Veithzal Rivai , the lack of training at the Department of Investment and Services One Stop Integrated Regency Karimun due to limitations budget , so that a number of employee Not yet own competence technical , especially in operation application licensing . This is hinder optimization service to investors and actors business .

Discipline, which according to The Mangkunegaran is strengthening guidelines organizational , also become constraints . Still found employees who do not present or late work , which has an impact on decreasing performance . Environment work , including facilities and infrastructure like computers , printers, generators, and internet networks , are assessed Not yet adequate . This is slowing down the online licensing process according to SOP .

Based on problems said , research This aiming For analyze influence compensation ,

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training , discipline , and environment Work to performance employee at the Investment and Services Office One Stop Integrated Regency Karimun .

Management Source Power Human (HR) is approach strategic For manage power Work company in order to be able to utilized optimally in order to achieve objective organization . According to Hasibuan (2019:10), HR is the science and art of governing relationships and roles power work to be more effective and efficient , supportive achievement objective companies , employees , and society .

The purpose of HR is ensure policies and procedures source Power man applied with well , so company can reach its target . The functions of HR include various activity important , such as planning power work , appointment and dismissal employees , system wages and benefits , assessment performance , giving awards and development career , training , safety work , and leadership . Activities This in a way significant affect the work area company For increase productivity and efficiency .

Performance is results Work individual or group in a organization in accordance not quite enough the answer given , which reflects achievement to objective organization (Nurjaya , 2021; Putri, 2020). Factors that influence performance covers ability , knowledge , motivation work , leadership , culture organization , and environment work (Putri, 2020). Assessment performance aiming For evaluate past performance and planning repair as well as development ability employee (Nurjaya , 2021). Indicators performance covering quantity , quality , efficiency , discipline work , and creativity .

Compensation , as form award on contribution employees , can in the form of financial direct like salaries and wages , as well as No direct like allowance health and vacation (Enny , 2019; Akbar et al., 2021). Purpose giving compensation covering improvement satisfaction work , motivation , and stability employees . Effective compensation must fair and appropriate regulations , with indicator main in the form of compensation normative (salary) principal , allowance fixed) and compensation policies (bonuses, allowances) professional) (Edison et al., 2017).

Giving compensation can done through method like system performance , system time , or system contracts , each with its own advantages and disadvantages . The principle fair and just become principle main in giving compensation For guard stability employees and improve productivity organization (Hasibuan , 2001).

With management proper performance and compensation , organization can support achievement goals and create environment productive work as well as Motivate employee For give contribution maximum .

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Training is a process that aims For increase quality source Power man with method repair knowledge , skills and abilities employee . Dewi et al. (2021) mentioned training as effort For increase performance employee , while Batjo and Shaleh (2018) consider training as activity planned to improve behavior employee in work everyday . Type training for ASN includes training structural , functional , and technical . The purpose training among others for increase performance , upgrade expertise , and prepare employee For promotion . Training bring benefit like improvement employee productivity and morale . Factors that influence training including difference individual , motivation employees , and methods training . Method training shared become two categories , namely "on the job" and "off the job". Constraints in training Can in the form of delay understanding participant , withdrawal self participants , and poor evaluation effective . Indicator success training covers in - depth material , competent instructors , and benefits felt by participants .

Discipline is very important in reach objective company , because discipline reflect not quite enough answer somebody to his duties . Hasibuan (2019) stated that discipline is awareness and willingness For obey regulations , while Latainer in Sutrisno (2019) defines it as discipline as strength in body employee who drives they For follow rules . Discipline can influenced by internal and external factors , such as personality , environment work , compensation , and role model leadership . Discipline Work divided become a number of types , including discipline self , group , preventive , corrective , and progressive (Hartatik , 2018). Sutrisno (2019) mentions five forms of good discipline , including concern to objective company and spirit work . discipline can built through effort preventive and corrective that encourages employee For comply rules and provide sanctions on violation . Success in to uphold Discipline is greatly influenced by good leadership , role models , and attention. to employee .

METHODOLOGY

Type research used is method quantitative designed to now influence compensation , training , discipline and environment Work to performance Employees of the Department of Investment and Services One Stop Integrated Regency Karimun . According to Sugiono (2018:115) method quantitative is method research based on philosophy positivism , used For researching population and sample certain , taking sample use technique *census* . Data collection using instruments, data analysis that is descriptive in nature quantitative / statistical. Population in study This is 60 people, According to Sugiyono (2015:117) population is object / subject that has quality and characteristics certain conditions set by researchers For studied and then withdrawn conclusion . Sample fed up as many as 60 respondents from the total employee . Technical data collection using

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instrument research (questionnaire) that meets the requirements condition namely valid and reliable, Validity test and Reliability test in research This use *SPSS software version 26.* Data analysis techniques using classical tests , analysis Multiple Linear Regression and Hypothesis Testing .

RESULTS AND DISCUSSION

Research result

1. Characteristics Respondents

Description respondents who were conducted in study This aiming give description about characteristics respondents who have fill in questionnaire in study this . Respondent in study This is all over employees totaling 60 people who have set researcher as participating samples in study This . Of the 60 questionnaires distributed and the total questionnaire distributed return with the data obtained can processed more carry on . Furthermore can detailed identity respondents obtained based on type gender , age , education , and length of service available outlined One one by one through table as following :

Table 1. Characteristics Respondents

No	Characteristics Respondents	Frequency	Percentage (%)
1	**Type Sex**		
	Man	26	43.3
	Woman	34	56.7
	Amount	60	100
2	**Age**		
	18 - 25 years	2	3.3
	26 - 35 years	10	16.7
	36 – 45 years	31	51.7
	> 46 years	17	28.3
	Amount	60	100
3	**Education**		
	High School	10	16.7
	DIII//S1/S2/ S3	50	83.3
	Amount	60	100
4	**Years of service**		
	1-3 years	6	10.0
	4-8 years	15	25.0
	>8 years	39	65.0
	Amount	60	100

Source : Primary Data Processing Results , 2023

Characteristics Respondent based on type sex show that majority Respondent various

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sex women who are made object study This namely 34 people or by 56.7% while Respondent various sex man namely 26 people or by 43.3%. With thus can concluded that part big employee of the Investment and Services Office Integrated One- Stop Service (DPMPTSP) Regency Karimun various sex Woman . aged respondents between 36 – 45 years as many as 31 people or amounting to 51.7% and those aged > 46 years as many as 17 people or by 28.3%, 26 - 35 years as many as 10 people or by 16.7%, and also 18 - 25 years as many as 2 people or by 3.3% So can concluded that part big employee of the Investment and Services Office Integrated One- Stop Service (DPMPTSP) Regency Karimun aged between 36 – 45 years old .

Respondents with 10 people have high school education or by 16.7% and also respondents with DIII/S1/S2/S3 education as many as 50 people or by 83.3%. With thus can concluded that part big employee of the Investment and Services Office Integrated One- Stop Service (DPMPTSP) Regency Karimun educated last DIII/S1/S2/S3. Then working period 1 - 3 years as many as 6 people or by 10.0 %, working period 4-8 years as many as 15 people or by 25.0%, and > 8 years as many as 39 people or by 65.0%. With thus can concluded that part big employee of the Investment and Services Office Integrated One- Stop Service (DPMPTSP) Regency Karimun have a service period of > 8 years .

2. Test Results Validity and Reliability Instrument

    a. Validity Test

    Validity test used For measure valid or whether or not a statement in the A questionnaire that you want examined . Validity test results done with use correlation from product moment (Pearson) (sig.2-tailed $\leq \alpha$ 0.05). With Validity test criteria :

    a) If rhitung more big from the r table (rh > rt) then the instrument item is valid

    b) If r counts more small from the r table (rh < rt) then the instrument item invalid and not can used in study .

Table 2. Validity Test Results

Indicator	Item-Total Correlation	R Table	Information
Compensation (X_1)			
X1.1	0.769	0.254	Valid
X1.2	0.807	0.254	Valid
X1.3	0.742	0.254	Valid
X1.4	0.900	0.254	Valid
X1.5	0.825	0.254	Valid

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X1.6	0.847	0.254	Valid
Training (X$_2$)			
X2.1	0.939	0.254	Valid
X2.2	0.946	0.254	Valid
X2.3	0.967	0.254	Valid
X2.4	0.978	0.254	Valid
X2.5	0.958	0.254	Valid
X2.6	0.976	0.254	Valid
Discipline (X$_3$)			
X3.1	0.892	0.254	Valid
X3.2	0.927	0.254	Valid
X3.3	0.870	0.254	Valid
X3.4	0.804	0.254	Valid
X3.5	0.941	0.254	Valid
X3.6	0.928	0.254	Valid
Environment Work (X$_4$)			
X4.1	0.936	0.254	Valid
X4.2	0.952	0.254	Valid
X4.3	0.906	0.254	Valid
X4.4	0.912	0.254	Valid
X4.5	0.869	0.254	Valid
X4.6	0.732	0.254	Valid

Based on Table 2 shows that all indicator items that measure each variable indicator valid because mark $r_{hitung} > r_{tabel}$, level significant of 0.254 (sig.2-tailed $\leq \alpha$ 0.05).. With Thus , it can stated that instrument data collection used in study This is valid.

b) Reliability Test

Reliability show how far the results measurement still consistent when done measurement twice or more to same symptoms with tool same measure . Reliability test use method *alpha cronbachs* , and the instrument is stated reliable If mark *alphacronbachs* reaches 0.6 or > 0.6.

Table 3. Reliability Test

Variables	Cronbach's Alpha	Criteria	N of Items	Information
Compensation (X$_1$)	0.937	>0.60	6	Reliable
Training (X$_2$)	0.988	>0.60	6	Reliable
Discipline (X$_3$)	0.966	>0.60	6	Reliable

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Environment Work (X₄)	0.963	>0.60	6		Reliable
Performance (Y)	0.975	>0.60	6		Reliable

In Table 3 above can seen mark *Cronbach's alpha* variable X_1 0.937 > 0.60 consists of above 6 (six) items stated reliable . *The Cronbach's alpha value* of variable X_2 is 0.988 > 0.60 which indicates that questions consisting of above 6 (six) items stated reliable . *The Cronbach's alpha value* of variable X_3 is 0.966 > 0.60 which indicates that questions consisting of above 6 (six) items stated reliable . *Cronbach's* value *alpha* variable X_4 0.963 > 0.60 which shows that statement consisting of above 6 (six) items stated reliable . *The cronbac's alpha value of the Y variable* is 0.975 > 0.60 which indicates that questions consisting of above 6 (six) items stated reliable . Reliability level from all statement items is reliable . So that in a way Overall data is valid (validity) and reliable (consistent). With thus study This can to be continued to next test stage .

c) Analysis Test Multiple Linear Regression

Analysis results regression is in the form of coefficient for each one variable independent . *Coefficient* obtained with method predict mark variable dependent with a equation (Ghozali 2013:85) stated in equality as following :

Y = a +β1X1 + β2X2 + β3X3 + β4X4 + e

As for the table regression in study This can explained and described in the table following This :

Table 4. Multiple Linear Regression Test

Coefficients ᵃ

Model	Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1 (Constant)	1,727	.518		3.335	.002		
Compensation	.092	.041	.106	2.263	.028	.210	4,758
Training	.480	.054	.529	8,833	.000	.129	7,735
Discipline	.238	.059	.260	4,060	.000	.113	8,830
Environment Work	.118	.047	.129	2,520	.015	.177	5,661

a. Dependent Variable: Employee Performance

Y = 1.727 + 0.092 X1 + 0.480X2 + 0.238X3 + 0.118X4 + e

d) Hypothesis Testing

The t-test is used For know influence variable Independent or Free (X) in partial on the Dependent variable or Bound (Y) with compare mark t $_{count}$ with t $_{table}$.

With condition as following :

(1)   If the sig value < 0.05 or t $_{count}$ > t $_{table}$ so there is influence variable X against variable Y.

(2)   If the sig value > 0.05 or t $_{count}$ < t $_{table}$ so No there is the influence of variable X on variable Y.

ttable = t (α/2; nk-1) = t(0.025; 55) = 2.004

As for the relationship the can explained in the table following This :

Table 5. t-test (Partial)

Coefficients [a]

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	T	Sig.	Collinearity Statistics Tolerance	VIF
1(Constant)	1,727	.518		3.335	.002		
Compensation	.092	.041	.106	2.263	.028	.210	4,758
Training	.480	.054	.529	8,833	.000	.129	7,735
Discipline	.238	.059	.260	4,060	.000	.113	8,830
Environment Work	.118	.047	.129	2,520	.015	.177	5,661

a. Dependent Variable: Employee Performance

Source : Primary Data Processing Results , 2023

e) F Test (Simultaneous)

F test or Analysis Of Variance (ANOVA) aims determine whether variable independent (X) together The same or simultaneous influence variable dependent (Y). F value in ANOVA table also for see what model is used? Already appropriate or no . For perform the F test using method compare Sig. in the ANOVA table with level in fact (alpha 0.05%) and criteria as following :

(1)   If the sig value < 0.05, or Fcount > Ftable so there is influence variable X in simultaneous to variable Y.

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(2)   If the sig value > 0.05, or F count < F table so No there is influence variable X in simultaneous to variable Y.

Ftable =F (k ; nk) = F(4 ;56) =2.537

Under This is simultaneous F test results in the table following This :

Table 6. F Test (Simultaneous)

ANOVA ª

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1550.362	4	387,590	525,473	.000 b
	Residual	40,568	55	.738		
	Total	1590.930	59			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Compensation , Training , Discipline , Environment Work

Source : Primary Data Processing Results , 2023

Based on table 6 above known that mark significance For the influence of X_1 , X_2 , X_3 , X_4 in simultaneous to Y is of 0.000 < 0.05 and the calculated F value is 525.473 > F table 2.537 so that can concluded that in a way simultaneous variable Compensation , Training , Discipline and Environment Work in a way together influential significant to performance Employee so Hypothesis fifth (H5) is accepted .

f)   Coefficient Test Determination (R^2)

Objective analysis This is For count The size influence variable independent to variable dependent . Coefficient value determination is between 0 and 1. Values closer to 1 mean variables independent give almost all information needed For predict variation variable dependent . Below This is coefficient test results determination (R^2) in table 30.4 below This :

Table 7. Coefficient of Determination (R^2)

Model Summary ᵇ

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics F Change	df1	df2	Sig. F Change
1	.987 ª	.975	.973	.85884	.975	525,473	4	55	.000

a. Predictors: (Constant), Environment Work , Compensation , Training , Discipline
b. Dependent Variable: Employee Performance

Source : Primary Data Processing Results , 2023

From table 30.4 above to explain results calculation from SPSS, obtained mark *Adjusted* R

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square 0.973 or by 97.3%, this the has the meaning that by 97.3% of variation variable Compensation , Training , Discipline and Environment Work can explain variable performance Employees , while the difference of 2.7% (100% - 97.3%) is influenced by the variable others who don't investigated in study This .

Discussion

Research result show that all variable independent , namely compensation , training , discipline , and environment work , in significant influential positive to performance employee of the Investment and Services Office One Stop Integrated Regency Karimun .

1. Compensation Influential Significant On Employee Performance

Based on t-test results and values significance known that the Compensation variable Value $t\,h\,itung$ 2.263 > $ttabel$ 2.004 and the value significance 0.028 < 0.05. So can concluded that in a way partial variable Compensation influential positive and significant to performance Employees at the Investment and Services Office One Stop Integrated Regency Karimun . This is means if the more big Compensation received employee then Employee Performance increase , on the contrary if the more small Compensation received employee then Employee Performance decrease or not enough satisfactory . Research results This in line with research that has been conducted by Linda Suprihatin , Gunarda (2019) The Influence of Discipline and Compensation on Employee Performance at the Education and Training Center Employee Ministry of Education and Culture , where results testing the hypothesis variable Discipline and Compensation influential positive and significant on Employee Performance .

According to Edison et al. (2017:152-153) the indicators compensation divided become two that is :

a) Compensation normative in nature

Compensation nature normative is minimum compensation that must be accepted , which consists of from wages or wages and benefits still like allowance health and day raya or religious .

b) Compensation nature policy

Compensation nature policy is compensation based on policies and considerations special , such as allowance professional , benefits meal , allowance transport , bonus, leave money , services production , and holidays .

2. Training Influential Significant On Employee Performance

Based on t-test results and values significance known that the Training variable $t\,h\,itung$ 8.833 > $ttabel$ 2.004 and the value significance 0.000 < 0.05. So can concluded that in a way

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partial variable Training influential positive and significant on Employee Performance at the Investment and Services Office One Stop Integrated Regency Karimun This is means if the more Lots Training attended employee then Employee Performance increase , on the contrary if the more A little Training attended employee then Employee Performance decrease or not enough satisfactory . Research results This in line with research that has been conducted by Eka Trisdayanti (2021) Impact Training and Compensation on Employee Performance at the Old State Health Center (North Sumatra), where The result variable Training influential positive and significant on Employee Performance and Compensation influential positive and negative significant on Employee Performance .

Method applied training need measured whether Good or no . According to Busono (2016:95) Indicators training used in system training covering material system training , Instructor training , and benefits training . Here the explanation :

a) Material System Training

Without existence materials , training No will walking . Training program materials delivered in a way deep so that capable change attitude and improve performance employee .Instructor Training

Instructor training is a person who is quite control material training that will be discussed in implementation training . Instructor the can originate from employees who have knowledge and skills Enough good and can also come from from institution training or a person who is special prepared For do training .

b) Benefit Training

Training intended For increase knowledge and skills participant training . Therefore it's a training program must designed such that so that all participant training to obtain maximum benefits from implementation training .

3. Discipline Influential Significant On Employee Performance

Based on t-test results and values significance known that the variable Discipline $t\,h\,itung$ 4,060 > $ttabel$ 2,004 and the value significance 0.000 < 0.05. So can concluded that in a way partial variable Discipline influential positive and significant on Employee Performance at the Investment and Services Office One Stop Integrated Regency Karimun . This is means if the more tall Discipline that is owned a Employee so performance Employee increase , on the contrary if the more low The discipline possessed by a person Employee so performance Employee decrease or not enough satisfactory . Research results This in line with research that has been done Nurliah Desi Paranti , Rina Rina , Andri Hendra Syam (2022) Influence

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Compensation , Discipline Work and Environment Work on Employee Performance at the Education and Training Personnel Agency Regency East Kutai , where the result variable Compensation , Discipline Work and Environment Work own influence positive and significant on Employee Performance at the Education and Training Personnel Agency Regency East Kutai .According to Fathoni in Hartatik (2018:200), there is indicators that influence level discipline employee a organization , as following :

a) Goals and Abilities

Employees who have low ability and knowledge about existing regulations , procedures and policies will cause happen indiscipline .

b) Exemplary Leader

A leader must can maintain positive behavior in accordance with hope employee Because leader is role model for his employees .

c) Justice

Rules made must enforced For all employee without look at position . The sanctions given must also be evenly to every employees who do violation Work .

d) Supervision Attached

Supervision attached is action the most effective real Because leader in a way direct supervise behavior , passion work and achievement Work employee .

e) Sanctions Punishment

The existence of sanctions punishment make action correction and prevention   violation regulation to employees who are against and do not comply procedure organization .

f) Firmness

Leader must firm when give sanctions to employees who do violation work for employees disciplined self in Work .

g) Connection Man

Discipline aiming For educate employees to comply regulations and policies that exist in a organization , thing This done to produce good performance .

4. Environment Work Influential Significant On Employee Performance

Based on t-test results and values significance known that the Environment variable Work t h $itung$ 2,520 > $ttabel$ 2,004 and the value significance 0.015 < 0.05 so can concluded that in a way partial variable Environment Work influential positive and significant on Employee Performance at the Investment and Services Office One Stop Integrated Regency Karimun . This is means if the more Good Environment The work owned by a person employee then

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Employee Performance increase , on the contrary if the more bad Environment The work owned by a person Employee then Employee Performance decrease or not enough satisfactory . Research results This in line with research that has been conducted by Nurliah Desi Paranti , Rina Rina , Andri Hendra Syam (2022) The Influence of Compensation , Discipline Work and Environment Work on Employee Performance at the Education and Training Personnel Agency Regency East Kutai , where the result variable Compensation , Discipline Work and Environment Work own influence positive and significant on Employee Performance at the Education and Training Personnel Agency Regency East Kutai

According to Farida and Hartono (2016: 20) the indicators Environment work , as following :

a) Atmosphere Work

Existing conditions around employees who are do work that can be done influence implementation work That alone . Atmosphere Work This will covering place work , facilities and tools help work cleanliness , lighting , quiet including relationships Work between people in place the

b) Connection with colleague Work

Connection with colleague Work harmonious and without There is each other intrigue between fellow colleague work one factors that can influence employee still stay in One organization existence harmonious and family relationships is one of factors that can influence performance employee .

c) Availability facility Work

This matter intended that equipment used For support smoothness Work complete latest . Availability facility complete work , although No new is one of process support in Work

CONCLUSION AND SUGGESTIONS

Conclusion from study This show that compensation , training , discipline , and environment Work individually and simultaneous own influence positive and significant to performance employee of the Investment and Services Office One Stop Integrated Regency Karimun . Every variable show significant contribution in increase performance employee , with compensation , training , discipline , and environment Work give effect positive in create productivity and efficiency more work good . Findings This confirm importance management factors the in a way strategic For increase quality service and achievement objective organization .

Based on results research , Department of Investment and Services One Stop Integrated

Regency Karimun recommended For increase budget shopping employee use adapt compensation with burden work of each employee . Besides that , additional budget training required For multiply material and improve quality instructor in accordance duties and functions employee . In aspect discipline , policy *reward and punishment* need applied For give award to employee disciplined height and sanctions for offender rules . From the side environment work , procurement facility like computers , printers, generators, and upgrades internet speed must be optimized through budget facilities and infrastructure . For study Next , the results This can made into reference in develop relevant studies .

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