

The Study on the Influence of Compensation and Work Environment Factors on Employee Performance at PT. Parastar Distrindo Makassar

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Abstract. Drawing upon Attribution Theory, the research aims to elucidate the causal relationships between compensation, work environment, and employee performance within the context of PT. Parastar Distrindo Makassar. The population of employees at PT. Parastar Distrindo Makassar constitutes the target demographic, ensuring a thorough understanding of the organization's workforce. By examining these factors, the study seeks to provide insights into how organizations can optimize their human resources to enhance overall productivity. A sample of 95 respondents from PT. Parastar Distrindo Makassar was selected for this quantitative study, utilizing primary data collected through structured questionnaires for two months. Through meticulous analysis techniques including normality testing, multicollinearity assessments, and regression analyses, the research aims to uncover nuanced insights into the relationships between these variables. The findings of this study hold significant implications for both academia and practitioners in the field of human resource management. By identifying the factors that influence employee performance, organizations can tailor their strategies to foster a conducive work environment and implement effective compensation schemes that align with employee motivations and organizational goals.

Keywords: Compensation, Work Environment, Performance, Makassar