

LITERATURE OF REVIEW THE INFLUENCE OF ENVIRONMENTAL SATISFACTION, JOB SATISFACTION AND BALANCE OF LIFE AND SALARY ON EMPLOYEE PERFORMANCE AT PT Bank Syariah Indonesia

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ABSTRACT

This research will explain the influence of employing a review of the literature to determine the effects of work satisfaction, balance of life, and environmental satisfaction on employee performance. Based on this research, four hypotheses need to be addressed. In order to make research decisions, this study used a quantitative design with numerical data. utilizing the statistical tools in SPSS, evaluating the viability of models and data, and responding to theories. One of the biggest banks in Indonesia, PT Bank syariah Indonesia TBK, is where this study was carried out.

INTRODUCTION

As we approach the fifth industrial revolution, things are changing quickly, particularly in the operating sector. One of the primary objectives of the newly established firm is to turn a profit. In the industrial age, where human-machine collaboration is the main focus, companies naturally have standards for optimizing human resources in order to boost employee productivity. However, the factors that contribute to improved employee performance have not been demonstrated globally.

How well a business can manage the function of its employees to accomplish the company's objectives and boost its competitiveness with its rivals is the primary aspect that significantly influences the success of that business (Fauzan, 2022). In order to overcome this, a business looks for novel ways to boost worker productivity by identifying the elements that can facilitate the development of guidelines that maximize worker output. The author hopes to learn more about the elements that promote worker performance from this study.

Providing an adequate workplace from a spiritual and physical perspective for employees is part of a business maintaining its existence to continue to grow or develop in national and international markets. Because, the entire business process cannot be separated from individual activity and energy as well as the company's efforts to achieve its goals. Humans are the **main key** who play a business role, to fulfill commercial objectives. The workplace is one of several significant aspects that affect an individual's performance. A person's success is largely determined by the supportive psychological and physical characteristics of their work environment. Understanding the beneficial impact on an individual's performance will be crucial to a job's success. Furthermore, it is important to consider how satisfied one is with the degree of flexibility that exists between one's function at work and one at home.

This study drew from a number of earlier investigations on the effects of work-related discipline and motivation on employee performance. The findings of this study, which are based on research by Muhammed Ekhsan (2019), indicate that work discipline and motivational factors have an impact on PT Syncrum Logistics's performance at the same time. Then, Latif, Ismail, Nurmega, and Irwan's research from 2022 demonstrates that employee performance and productivity are impacted by their workplace, as indicated by the T-test findings. Then, research by Achmad Fauzan (2022) came to the conclusion that neither the beneficial influence of employee motivation on performance nor the good effect of job satisfaction on performance was demonstrated.

THEORETICAL REVIEW

In order to determine whether there is a relationship or correlation between environmental contentment, job satisfaction, life balance, and wage rises and employee performance in one of the big, international organizations, this kind of research uses the linear regression analysis approach.

In this work, the author examines data from previous studies as a point of comparison, taking into account both current benefits and drawbacks. In addition, scholars retrieve data from books and theses to get previously published material regarding theories associated with the subject matter in order to establish a scientific theoretical foundation.

1. Employee job happiness has a favorable impact on employee performance, according to research by Achmad Fauzan (2022) on improving employee performance. The possibility exists that the characteristic profiles of the respondents in these two investigations differ, which could lead to contradictions or inconsistencies. Presently, the majority of researchers (43.9%) and those over 40 (48%) have worked for more than 20 years in their careers, respectively, as respondents. With an average work tenure of more than 20 years, this indicates that the majority of respondents are mature professionals who are at the pinnacle of their careers and who feel at ease in their workplace.

Furthermore, in an effort to stop the COVID-19 virus from spreading, lockdown regulations are being imposed in a number of nations (Grubel and Harbert, 2018). Travelers cancelled 129 million trips as a result, either online or in person at travel agency counters. Because of this, there is no beneficial impact of job satisfaction on worker performance. This study's shortcoming is that it only examines how salary affects worker performance in a few industrial organizations, either directly or indirectly through job satisfaction and worker motivation. The research sample was restricted to workers at a number of industrial firms generally, and it did not categorize certain divisions within the organization.

2. Latif, Ismail, Nurmega, and Irwan's research (2022) demonstrates that basic linear regression analysis results demonstrate how the work environment affects employee productivity. The workplace influences only 44.3 percent of workers' performance, compared to 55.7 percent. The findings of a partial study (t test) indicate that workplace conditions can impact employee performance in multiple ways. This research's shortcoming is the abundance of other variables that could be significant but were not examined.
3. The findings of Muhammad Ekhsan's 2019 research project included the computation of the R Square coefficient of determination analysis, which came out at 0.557. This indicates that work discipline motivation influences employee performance by 55.7%, with other factors not studied by researchers accounting for 44.3% of the variation. Workplace discipline and motivation have been shown to have a substantial combined impact on worker performance. The research's drawback is the large number of additional factors (44.3%) that play significant but as-yet-unknown functions and should be explored in future studies.
4. This study's findings (Zulher, 2022) demonstrate that performance is directly impacted by leadership. This implies that worker performance at the Pangeran Pekanbaru Hotel will improve with stronger leadership. This is evident from the t test findings, which are significant at the 95% confidence level, indicating that the study's first hypothesis is accepted.
5. According to research findings (Asqa & Ali, 2022), succession planning influences staff performance through employee orientation and training and development. Employee orientation and training and development are used to illustrate the 36% variation in succession planning, which is represented by a total of 0.36. Additionally, a result of 0.31 shows that all predictors in the criterion construct (i.e., employee performance) account for 31% of the variation. These results show that employee performance is positively correlated with employee orientation and training and development, and that this link is positively mediated by succession planning. Therefore, our study's findings are consistent with earlier research on employee performance, which demonstrates that behavioral factors as well as technical factors have a role in performance impact (Rothwell, 2010).

Tabel of Previous Research

Title	Variable	Results	Author
Employee Performance and Workplace Motivation and Discipline's Effect.	work motivation, work discipline, and employee performance	Work motivation and work discipline have a significant joint effect on employee performance	Ekhsan, M.
Job satisfaction and employee motivation operate as mediators between the effect of compensation on employee performance in manufacturing companies.	employee job satisfaction, employee tenure, and employee performance	Employee job satisfaction has a positive effect on employee performance	Fauzan, Ahmad
The Influence of the Work Environment on Employee Performance	Work environment and employee performance	A partial study's findings indicate that workplace variables can affect employee performance in a number of ways (t test)	Latif N., Ismail A., Nurmega N., and Irwan A.
Evidence from retail banks demonstrates the interaction between succession planning and employee development elements in determining employee performance.	Training, development, employee orientation, succession planning and employee performance	Succession planning by the organization, increase employee effectiveness	Mehreen, A., & Ali, Z
How Did Depression, Stress, and Anxiety at Work Affect Healthcare Workers' Performance During COVID-19? The Mediating Function of Mental Health and Job Burnout	Stress, depression, age, job burnout, anxiety, and employee performance	Stress and depression cause employees to lose interest in their work tasks, thereby reducing employee performance	Sun, J., Sarfraz M., Ivascu, L., Iqbal, K., & Mansoor, A

<i>At the Pangeran Hotel Pekanbaru, the impact of leadership and compensation on worker performance is examined, with motivation serving as a moderating factor.</i>	Leadership, compensation, motivation, and employee performance	The significant influence of leadership, compensation and motivation variables on employee performance	Zulher, Lilik Hidayati.
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Tabel of Previous Research

Conceptual Framework

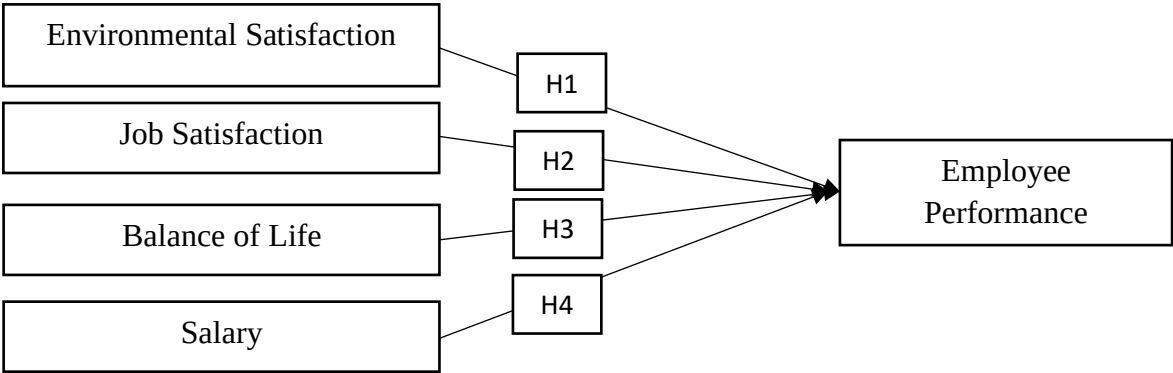


Figure 1. Conceptual Framework

Hypotheses

- H1. There is an influence of Environmental satisfaction on Employee Performance
- H2. There is an influence of Job satisfaction on Employee Performance
- H3. There is an influence of Balance of Life on Employee Performance
- H4. There is an influence of Salary on Employee Performance

METHODOLOGY

In order to address research problems and evaluate hypotheses, this study makes use of numerical or quantitative data. Four hypotheses will be measured and tested in this study. The five variables that were examined in this study were employee performance, pay increases, life balance, job satisfaction, and environmental satisfaction.

The demographic chosen for this study is closely related to the issue being investigated. Many employees will be observed for this study. Thus, samples are required in this study. The sampling strategy makes reference to Michael and Isaac. However, you will need to find out how many people work at PT Bank Bank Syariah Indonesia order to complete this investigation.

Additionally, this study tests the usefulness of the data using statistical tools like validity and reliability. Sugiyono (2017) asserts that in addition to evaluating the adequacy of SPSS data, a strong model must also be established through the testing of conventional assumptions. Through the use of the t test and determination, this study will also address the research question.

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