

ABSTRACT

Impact of work environment, work safety and compensation on employee performance at PT Chang Shin Reksa Jaya Garut.

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This study is to determine the effect of work environment, work safety, and compensation on employee performance at PT Chang Shin Reksa Jaya Garut. This research is motivated by several problems that occur at PT Chang Shin Reksa Jaya Garut. This research is a quantitative method research by taking the population of production employees at PT Chang Shin Reksa Jaya Garut. The sample taken was 120 production employees. Sources and techniques of data collection through literature studies and questionnaires distributed to production employees. Data analysis techniques using Partial Least Square or SmartPLS version 3. The data analysis techniques used include outer model test, inner model test, and hypothesis testing. Based on the results of the problem formulation that the work environment has a significant effect on employee performance, work safety affects employee performance, and compensation has no significant effect on employee performance.

Keywords: occupational safety, work environment, compensation, and employee performance.