ProBusiness: Management Journal

The Influence of Workload, Non-Physical Work Environment and Remuneration on the Performance of Lecturers

Alfa P Siwalette[1], Gerrit Pentury[3], Wylda Olivia Kowey[2]
[123]Department of Management, Faculty of Economics and Business, Pattimura University, Ambon, Indonesia
[3]Politeknik Negeri Ambon, Indonesia

ARTICLEINFO	ABSTRACT
	The purpose of the research was to determine the effect of the variable workload, non-physical work environment and remuneration on performance. The sample in this research was 66 Lecturers of the Faculty of Agriculture, University of Pattimura Ambon, determining the number of samples using the slovin method with the Proportionate Stratified Random Sampling technique. Data collection was carried out by distributing questionnaires using a Likert scale. The analytical tool used in this research is SPSS 23. The results obtained from this research are: Workload Has no significant effect on lecturer performance, Non-Physical Work Environment has a significant effect on Lecturer Performance Remunerationsignificant effect on lecturer performance

Corresponding Author:

Alfa P Siwalette,
Faculty of Economics and Business,
Pattimura University,
Jalan Ir M Putuhena, Kampus Poka, AMBON: Kota/Kabupaten: Kec. Teluk Ambon: Kode Pos: 97233, Indonesia.
Email: ars5clay@gmail.com

1. INTRODUCTION

According to (Hasibuan, 2019) human resource management is the science and art of managing relationships and work roles so that they effectively and efficiently help achieve company, employee and community goals. Human resources are people who work in an organizational environment, also called personnel, labor, employees. Elements From a potential point of view, people are called resources in relation to human material resources as natural resources Potentials/abstractions cannot be quantified. This potential is a process and result in the form of physical and psychophysical interactions, namely the ability to create thinking skills to generate ideas, creativity, initiative, problem solving skills, prediction, prevention, skills.

According to the Law of the Republic of Indonesia No. 14 2005 concerning Teachers and Lecturers, That Lecturers have minimum academic qualifications: 1) graduates of the master program for diploma or undergraduate programs and 2) graduates of the doctoral program for postgraduate programs. According to article 45 it says: lecturers are required to have academic qualifications, competencies, certificates, education, physically and mentally healthy, and meet other qualifications required by educational units Meanwhile in article 46 paragraph 3 it says that everyone who has expertise with extraordinary achievements can be appointed as a lecturer. Lecturers are professional educators and researchers whose main task is to transform, develop

and disseminate science, technology and art through education, research and community service. Therefore, the performance of teaching staff or lecturers must always be developed and improved. Efforts to improve performance include (1) providing opportunities for professional development, (2) providing opportunities to broaden knowledge and continue education to a higher level, and (3) providing attention, rewards and incentives, carried out in various ways. 4) providing opportunities to develop good learning leadership styles, (5) good social security, and (6) increasing the number of publications to increase the value of institutional accreditation. and (3) giving attention, rewards and incentives, carried out in various ways. 4) providing opportunities to develop good learning leadership styles, (5) good social security, and (6) increasing the number of publications to increase the value of institutional accreditation. and (3) giving attention, rewards and incentives, carried out in various ways. 4) providing opportunities to develop good learning leadership styles, (5) good social security, and (6) increasing the number of publications to increase the value of institutional accreditation (Puri, 2018) Workload is the number of activities that must be completed by an organizational unit or job holder within a certain period of time and is the product of workload and time criteria, differences in employee performance or abilities. Workload is assessed by working faster, reacting faster, and not having to multitask. (Ingusci et al., 2021) boredom, laziness, in the daily work routine and ultimately delaying work so that there is a decrease in performance, these things need to be avoided by an organization.

According to government regulation No. 37 of 2009. Apart from that, by carrying out education, teaching and research at least 9 credits such as:
1. Carrying out lectures & guiding tests and providing education in laboratories, teaching practices, gardens, technology.
2. Teaching and field practice, Guiding Student Seminars, Guiding Real Work Lectures, Real Work Practices, Field Work Practices.
3. Participate in Guiding and Producing the final study/thesis/dissertation report.
4. Serving as an examiner in the Final Examination or Profession.
5. Producing scientific works according to their field of knowledge, translating/adapting scientific books, making designs & works of patented technology.

Carry out community service and supporting tasks such as:
1. Give training/counseling/upgrades/lectures to the community.
2. Carry out the development of educational and research results that can be utilized by the community.
3. Providing services to the community or other activities that can support the implementation of general government and development tasks.
4. Become a member of a committee/body at the university.
5. Representing Higher Education sits on the inter-agency committee.

According to (Sedarmayanti, 2017) The work environment includes all available tools and materials, the environment where individuals work, work methods, and individual and group work arrangements. According to (Wursanto, 2009), non-physical work environment is defined as a work environment that influences psychological aspects .Psychological work environment is defined as the psychological aspects that affect the work environment. (Soedarmayanti, 2009) The non-physical work environment includes all conditions that arise in relation to work relationships within an organization, both with superiors and co-workers, as well as with subordinates. (Yantika, Herlambang and Rozzaid, 2018: 184) explains that the work environment has a significant effect on employee performance. Based on this understanding, it can be said that the non-physical work environment is also called the psychological work environment, or the non-physical conditions around the workplace. The cooperative relationship between subordinates and superiors affects the work performance of lecturers, the friendly and respectful attitude of superiors makes lecturers feel more comfortable at work. Of course, it is also important to respect each other in order to create boundaries between superiors and subordinates. The cooperative relationship between lecturers is very important in carrying out work, especially for lecturers who work in groups. Conflict can complicate the atmosphere in the work environment and affect lecturer performance. Therefore, a good work environment improves lecturer performance. A friendly boss's attitude makes

subordinates feel more comfortable and motivated to work, The phenomena that occur at the Faculty of Agriculture, University of Pattimura Ambon are in accordance with the indicators of work environment variables according to (Sedarmayanti, 2012: 46), namely: Non-Physical work environment Relationships among colleagues, between superiors and subordinates or subordinates and superiors greatly affect performance. The physical structure at the Faculty of Agriculture is very good with co-workers who of course have experience and education in each study program and of course the colleagues work together professionally in providing knowledge and serving the community. their subordinates respect each other. Even both their superiors and subordinates already consider each other as family,in every opportunity the lecturers will definitely spend their time together both in the work environment and outside the work environment.

Remuneration has a literal meaning, namely compensation or remuneration can also be in the form of money or a replacement for money specified in certain regulations as employee benefits and is routine, while the official meaning according to the Indonesian dictionary is giving. According to (Muhammad and Toruan 2017: 338), remuneration is a reward for work (compensation) and can be in the form of salary, fixed allowance, commission, reward, bonus, old age allowance, pension, and others. According to (Furqan 2016, p. 1) Remuneration can provide additional income to each employee, allowing employees to focus more on their work. The payroll system per employee is part of the bureaucratic reform implemented by the government. Currently civil servants only receive remuneration per person and per job. The Ministry of Finance has started reforming the personnel system, one of which is changing the remuneration system for individuals and job considerations for tiered remuneration. Reform of the official system needs to be carried out and implemented in stages. Carried out by civil servants at all levels, initiated by the Ministry of Finance, by changing the payroll system, so that employees receive that in addition to paying wages according to levels, additional income is given as a match for performance from current performance. Remuneration in the Faculty of Agriculture is given to each lecturer in accordance with the performance achieved. 70% remuneration is given at the end of each semester based on teaching, research, community service and supporting tasks carried out by lecturers, lecturers who have structural positions such as the Dean of the faculty,

According to (Mangkunegara 2016: 67), work performance or achievement is the result of work qualitatively and quantitatively carried out by an employee in carrying out his duties in accordance with the responsibilities assigned to him. Performance can be divided into two areas: individual performance and organizational performance. Individual performance is the result of qualitative and quantitative work of an employee at a certain work scale, while organizational performance is a combination of individual and group performance. (Mangkunegara, 2016: 75). (Simamora, 2017: 327) Employee performance is claimed to be the level at which employees fulfill requirements of job requirements. Performance is also interpreted as a person's overall performance during a certain period of time or success in completing tasks against various choices such as work standards,

There are two factors that can affect performance (Mangkunegara, 2016: 16), namely:
1. Individual factors. Psychologically, normal humans are humans with a high level of harmony between mental (spiritual) and physical (physical) functions. Due to the high integration of mental and physical functions, people have a great self-focus. This prime concentration is the main capital that allows us to use all the potential we have in carrying out activities and in our daily work to achieve organizational goals.
2. Work environment factors are very helpful in helping individuals achieve performance. Problematic organizational environmental factors include clear job descriptions, appropriate authority, challenging work goals, effective communication patterns, harmonious work relationships, dynamic work environment with mutual respect, and career opportunities.

The phenomenon that occurred at the Faculty of Agriculture, Pattimura University, Ambon, at the morning assembly given by the faculty deanMathematics and Natural Sciences, University of Pattimura Prof. Dr. P. Kakisina, S.Pd, M.Sc. that the performance in semester I of 2022 for the faculty of agriculture has a small percentage of 33.53%.

This study aims to determine the effect of workload, non-physical work environment and remuneration on the performance of lecturers at the Faculty of Agriculture, Pattimura University,

Ambon. To determine the effect of workload on the performance of lecturers at the Faculty of Agriculture, Pattimura University, Ambon. To determine the effect of the non-physical work environment on the performance of lecturers at the Faculty of Agriculture, Pattimura University, Ambon. To determine the effect of remuneration on the performance of lecturers at the Faculty of Agriculture, Pattimura University, Ambon. Researchers wrote several research hypotheses including:

    H1: Workload Affects Performance
    H2: Non-physical work environment influences performance
    H3: Remuneration Affects Performance

2.   RESEARCH METHODS

In this study, the research object was the Faculty of Agriculture, University of Pattimura Ambon, several steps were taken to collect supporting data from several related parties, in conducting research on the Effects of Workload, Non-Physical Work Environment and Remuneration on the Performance of Lecturers at the Faculty of Agriculture, University of Pattimura Ambon.

The data collection technique used in this study was to distribute questionnaires to the object to be studied, in this case 66 lecturers at the Faculty of Agriculture, Pattimura University, Ambon. The Slovin method uses the Proportionate Stratified Random Sampling technique. Data collection was carried out by distributing questionnaires using a Likert scale. The analytical tool used in this research is SPSS 23.

3.   RESULTS AND DISCUSSION

This study aims to examine the influence between the variables Workload, non-physical work environment and remuneration whether it will affect the performance of lecturers at the Faculty of Agriculture, University of Pattimura Ambon. Based on research data that has been conducted, the research results are as follows

Validity test
The validity test was carried out by comparing the Corrected Item Total Correlation value with the results of the r-table calculation, in this study there were 33 valid indicators.

Reliability Test
In this study, the Cronbach Alpha value was 0.836 > 0.60, so it can be said that the variables used in this study were declared reliable.

Classical Assumption Test
Normality test
To test whether the data follows a normal distribution, it can be done by looking at the normal probability plot. The normality test in this study is normal because the distribution of the p-plot is in the direction of the diagonal.

Multicollinearity Test
Based on the VIF results in this study, it has a value greater than 1 which means that there is no multicollinearity in this study.

Heteroscedasticity Test
From the scatterplot graph that the points spread randomly both up and down, the results of this study can be concluded that there is no heteroscedasticity or free autocorrelation.

Multiple Linear Regression Analysis

Table 1. Multiple Linear Regression Analysis

Variable	B	t	Sig.
Constant	40,567	5,775	0.000
Workload (X1)	0.136	,806	0.423
Non-physical work environment (X2)	1,070	3,075	0.003
Remuneration (X3)	0.284	1,978	0.048

a. Dependent Variable: Performance (Y)

From the table above the constant value is 40.567 for the Workload variable which has a coefficient value of 0.136, the Work Environment variable has a coefficient value of 1.070 and the Remuneration variable has a coefficient value of 0.284

Hypothesis Testing

Table 2. Hypothesis Testing

Variable	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	std. Error	Betas			tolerance	VIF
Constant	40,567	7.025		5,775	0.000		
Workload (X1)	0.136	0.169	0.091	,806	0.423	,976	1.024
Non-physical work environment (X2)	1,070	0.348	0.357	3,075	0.003	,930	1.075
Remuneration (X3)	0.284	0.143	0.232	1,978	0.048	,911	1,098

a. Dependent Variable: Performance (Y)

Hypothesis: Workload Influences Performance, Work Environment Influences Performance, Remuneration Influences Performance Then hypothesis testing is carried out by looking at the significant value of t.

In the table above regarding the results of hypothesis testing, it shows that there is a relationship between variables

1. Workload on performance variables with a coefficient value of 0.136 and a Sig of 0.423 greater than 0.05 and a t value of 0.806, it can be concluded that the first hypothesis in this study was rejected.
2. Work Environment on Performance variables with a coefficient value of 1.070 and a Sig of 0.003 less than 0.05 and a t value of 3.075, it can be concluded that the second hypothesis in this study is accepted.
3. Remuneration for the performance variable with a coefficient value of 0.284 and a Sig of 0.048 is less than 0.05 and a t value of 1.978, it can be concluded that the third hypothesis in this study is accepted.

Discussion
The Effect of Workload on the Performance of Faculty of Agriculture Lecturers
The results of the research analysis concluded that there was no significant effect between workload on lecturer performance. Based on the results the Sig value was 0.423 greater than 0.05 and the t value was 0.806. The workload variables in this study were measured through indicators of physical load, mental load, workload time. Based on the results of the descriptive analysis of the workload variable (X1) the largest mean value is in the statement X1.2 "I feel tired after teaching for one working day" with a mean value of 3.38,

This shows that the workload in the agricultural faculty is feeling tired after work. This can be caused by several factors such as age, this is supported in table 4.2 the identity of the respondents, ages 50-59 have a number of 34 with a percentage of 51.5% and also physically weak or decreased can affect the duties and responsibilities that must be performed.one of the factors for lecturer workload is carrying out the Tridharma of Higher Education with a load of at least 12 credits and a maximum of 16 credits in each semester. This research is in accordance with research conducted by Polakitang, Koleangan & Ogi (2019), The Effect of Remuneration on Employee Performance Tuban Pratama Tax Service Office by Anharudin Azis which states that workload does not significantly affect employee performance.

The Effect of Non-Physical Work Environment on the Performance of Faculty of Agriculture Lecturers
The results of the research analysis concluded that the non-physical work environment has a significant effect on lecturer performance. Based on the results, the Sig value of 0.003 is less than 0.05 and the t value is 3.075. These results indicate that the better the working environment conditions of employees, the higher their level of performance. The more comfortable the work environment, the more motivated and enthusiastic employees are to do a job. Non-physical work environment variables in this study are measured through indicators of peer-to-peer relationships, work relationships between superiors and subordinates, work relationships between subordinates and superiors.

In this study, based on the results of a descriptive analysis of the non-physical work environment variable (X2), the largest mean value is in the statement X2.2 "Assisting each other in completing work can affect the cooperation of fathers and mothers" with a mean value of 4.39 indicating that the Faculty of Agriculture, Pattimura University Ambon has a good work environment by helping each other to complete academic assignments and lecturer administrative tasks. The success of an organization is strongly influenced by the environment. The results of this study are in line with the results of previous studies conducted by Sidanti (2015), Dharmaan, (2011) and Yulianthini, et al. (2016) which shows that there is a significant influence of the non-physical work environment on employee performance.

The Effect of Remuneration on the Performance of Faculty of Agriculture Lecturers
The results of the research analysis concluded that remuneration has a significant effect on lecturer performance. Based on the Sig results, 0.048 is less than 0.05 and the t value is 1.978. Remuneration is a factor that affects employee performance, remuneration also has the goal of motivating lecturers to further improve performance because the remuneration received is in accordance with the performance of the lecturers themselves. in this study it is measured through indicators of fairness, motivating, competitive, appropriate and according to law.

This proves that remuneration is able to increase lecturer motivation in working so as to increase performance at the Pattimura University Faculty of Agriculture. Lecturers get 30% remuneration according to class and 70% is earned at the end of each semester according to the points collected by lecturers from teaching, research and community service carried out by the lecturers themselves. Lecturers who have structural positions are heads of study programs, heads of departments, the secretary of the department, the dean and the deputy deans have different remuneration, based on the grade of leadership,the higher the structural position, the higher the remuneration obtained or obtained, this is due to the high workload, so remuneration is also proven to motivate lecturers to further improve performance. This research is in line with the results of

previous research conducted by (Syawal, 2019) and (Astitiani , 2020) in his research shows that remuneration has a significant effect on employee performance.

4. CONCLUSION

Based on the results of research on the Effect of Workload, Non-Physical Work Environment and Remuneration on the Performance of Lecturers of the Faculty of Agriculture, University of Pattimura Ambon, the researchers can provide the following conclusions: The results of the first hypothesis statistical test show that workload does not have a significant effect on performance, in other words it is rejected.

The results of statistical testing of the second hypothesis, show that the Non-Physical work environment has a significant effect on performance, in other words it is accepted. The better the work environment, the better the performance of the lecturers will be, which can be seen from the good cooperation at the Faculty of Agriculture, Pattimura University, Ambon.The results of statistical testing of the third hypothesis, show that remuneration has a significant effect on performance, in other words it is accepted. Remuneration is proven to increase the work motivation of agricultural faculty lecturers so that the performance of the agricultural faculty at Pattimura Ambon University will also definitely increase.

REFERENCE

Abshari, H. (2017). Moderating Structural Equation Modeling With Partial Least Square on Performance Perceptions of Lecturer Remuneration in Its FMIPA Environment.

Afriliani, F. (2020). The Influence of Workload and Work Environment on the Performance of Lecturers in the Teaching and Education Faculty of Pamulang University in 2017. Eduka: Journal of Education, Law, and Business, 5(1).

Cintia, E., & Gilang, A. (2016). The Influence of Physical and Non-Physical Work Environment on Employee Performance at KPPN Bandung I. eProceedings of Management, 3(1).

Hidayat, Y. (2016). The Influence of the Remuneration System and Work Environment on Work Motivation and the Impact on Nurse Performance at DR. HA Rotinsulu Bandung (Doctoral dissertation, UNPAS).

Iryanto, R., Ahiruddin, A., & Josiah, T. (2019). The Effect of Work Facilities and Workload on Lecturer Performance (Case Study: Stie Lampung Timur). Saburai Journal of Management Science (JIMS), 5(1), 59-68.

Jannah, RF (2021). The Influence of Workload and Work Environment on Employee Performance (Study on Perumda Tirta Dhaha Drinking Water, City of Kediri) (Doctoral dissertation, Brawijaya University).

Leuhery, F., & Hendriyeta Nahumury, SE (2023). Improving Lecturer Performance Through Remuneration and Achievement Motivation. Deepublish.

Martadinata, AR (2021). The Effect of Non-Physical Work Environment and Work Discipline on Employee Performance (Study at the Sembalun Agro Hotel, East Lombok). FEB Student Scientific Journal, 9(2).

Melinda, F. (2020). The Influence of Workload and Work Environment on Lecturer Performance at the University of Muhammadiyah Palopo Campus (Doctoral dissertation, Muhammadiyah University of Palopo).

RESEARCH METHODOLOGY HUMAN RESOURCE MANAGEMENT Theory, Questionnaire and Data Analysis Achmad sani Supriyanto & Vivin Maharani © UIN-Maliki press, 2013

Nasution, DAD (2019). The influence of remuneration and morale on employee performance at the Medan District Attorney's Office. Journal of Accounting and Business: Journal of Accounting Study Program, 5(1), 71-80.

Nugroho, BTS (2021). The Influence of Leadership, Remuneration, and Work Environment on Employee Performance at Bank BRI Klakahrejo Surabaya (Doctoral dissertation, Stie Mahardhika Surabaya).

Government Regulation of the Republic of Indonesia Number 37 of 2009 About Lecturers

Regulation of the Minister of Administrative Reform and Bureaucratic Reform concerning General Guidelines for Bureaucratic Reform PER/15/M.PAN/7/2008

Regulation of the Minister of Administrative Reform and Bureaucratic Reform concerning Guidelines for Structuring the Civil Servant Performance Allowance System No. 63 of 2011

Strategic Plan of the Faculty of Agriculture, University of Pattimura Ambon 2021-2025

Rolos, JK, Sambul, SA, & Rumawas, W. (2018). Effect of workload on employee performance at PT. Asuransi Jiwasraya Manado City Branch. Journal of Business Administration (JAB), 6(004), 19-27.

Ruktipriangga, L., Putra, INNA, & Julaeha, S. (2022). The Influence of Remuneration, Motivation and Career Development on the Performance of Class iib Dompu Penitentiary Employees. Scientific journal of reflection: Economics, Accounting, Management and Business, 5(2), 401-413.

Supandi, ED (2020, February). The Effect of Remuneration and Motivation on Employee Performance at UIN Sunan Kalijaga Yogyakarta by Using Structural Equation Modeling. In PRISMA, Proceedings of the National Mathematics Seminar (Vol. 3, pp. 84-94).

Sijuang, A., Ralahallo, FN, & Namsa, F. (2023). The Influence of Emotional Intelligence, Work Life Balance and Workload on the Performance of Female Lecturers During the Covid-19 Pandemic. Management Studies and Entrepreneurship Journal (MSEJ), 4(3), 2707-2712.