

## ABSTRAK

*WILA MIYA / 2100861201002 / Faculty of Economics, University of Batanghari Jambi 2025 / The Influence of Physical Work Environment, Compensation, and Workload on Employee Performance at Mitra Bangunan Supermarket Jambi/ Supervisor I: Dr. Osrita Hapsara, SE, MM / Supervisor II: Sakinah AS, SE, MM*

This study is entitled "*The Influence of Physical Work Environment, Compensation, and Workload on Employee Performance at Mitra Bangunan Supermarket Jambi.*" The purpose of this study is to determine and analyze the influence of the work environment, compensation and workload on employee performance both partially and simultaneously.

This study used a quantitative method with a descriptive approach. The research sample consisted of 96 employees selected using the total population technique. Data were collected through a questionnaire and analyzed using SPSS software with multiple linear regression analysis, t-test, F-test, and coefficient of determination ( $R^2$ ).

Mitra Bangunan Supermarket is a retail company specializing in providing building materials, and therefore relies heavily on the effectiveness of its employees. Factors such as a positive work environment, appropriate compensation, and appropriate workloads play a crucial role in supporting better employee performance.

The partial t-test results show that the independent variables—work environment ( $X_1$ ), compensation ( $X_2$ ), and workload ( $X_3$ )—have a positive and significant influence on employee performance ( $Y$ ), with significance values of  $X_1 = 0.000$ ,  $X_2 = 0.000$ , and  $X_3 = 0.000$  (all  $< 0.05$ ). The simultaneous F-test also indicates a significant influence, with an F value of  $39.635 > 2.70$  and a significance level of 0.000. The coefficient of determination ( $R^2$ ) is 0.546, indicating that 54.6% of employee performance is influenced by these three independent variables, while the remaining 45.4% is influenced by other factors not examined in this study.

In conclusion, the physical work environment, compensation, and workload each have a positive and significant influence on employee performance, both simultaneously and individually. All three variables are equally dominant in influencing employee performance at Mitra Bangunan Supermarket Jambi.

**Keywords:** Physical Work Environment, Compensation, Workload, Employee Performance.