THE INFLUENCE OF WORK LIFE BALANCE , NON-PHYSICAL WORK ENVIRONMENT, AND COMPENSATION ON EMPLOYEE RETENTION AT PT. PERKEBUNAN NUSANTARA IV SAWIT LANGKAT

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Abstract

This research aims to determine the influence of work life balance , non-physical work environment, and compensation on employee retention at PT. Perkebunan Nusantara IV Langkat Palm Oil Unit. Data for this research was collected through a survey method using a questionnaire as a data collection instrument. The population in this study were 60 employees of PT. Perkebunan Nusantara IV Langkat Palm Oil Unit. This research uses a quantitative approach with multiple linear regression analysis using SPSS (Statistical Package for the Social Sciences) software. The research results show that work life balance has a positive and significant effect on employee retention. This shows that the more work life balance increases, the employee retention will also increase. The non-physical work environment has a positive and significant effect on employee retention. This shows that the more the non-physical work environment improves, the employee retention will also increase. Compensation has a positive and significant effect on employee retention. This shows that the more compensation increases, the employee retention will also increase. The most dominant variable influencing employee retention in this research is compensation. This shows that compensation can be used as a way for organizations to retain employees.

Keywords : Work Life Balance , Environment Non- Physical Work , Compensation , Retention Employee

1. INTRODUCTION

On in essence a organization created For reach a goals that have been set . For reach results have been determined , process activities involve all over source the existing power is good source Power natural nor source Power man . Apart from that, employees must also be assessed as the most important factor in driving and implementing activities. Relating to work in a the company carried out by employees, whether it is effective or not will be very important depending on the circumstances underlying each work activity employee. PT Perkebunan Nusantara IV (Persero), which is usually abbreviated to PTPN IV, is one of 14 State-Owned Plantation Enterprises (BUMN) which operates in the plantation sector. PT Perkebunan Nusantara IV, or PTPN IV (Persero), operates in the plantation, processing and marketing sectors of plantation products. The Company's business activities include the cultivation and processing of oil palm and rubber plants. The Company's main products are Crude Palm Oil (CPO), Palm Kernel (Kernel), and other downstream products.

Employee retention is defined as a step or plan prepared by an organization to continue to employ its best employees, so that these employees do not leave the company and choose to work in other companies. If the company does not carry out employee retention and allows employees with good competencies to leave the company, it can certainly result in losses for the company. Based on the results of observations made at PT Perkebunan Nusantara IV Sawit Step up Several research problem phenomena were found related to work life balance, the environment non-physical work And giving compensation to retention employee.

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LITERATURE REVIEW
Retention Employee
According to Putra and Rahyuda (2016), employee retention is a method used by management to retain competent employees to remain in the company for a certain period of time. Employee retention is the ability possessed by management or a company to retain competent employees to remain in the company to achieve organizational goals within a specified time .

Work Life Balance
Work life balance is balance life Work between life personal with his job . Relatedness work life balance with retention employee can seen that balance life healthy work support environment positive work And productive And give employee chance For responsible answer on work they so that achieved loyalty For still persist in something company (Akinyele et al., 2016).

Environment Non- Physical Work
According to Azharuddin (2019), the non-physical work environment is all conditions that arise in work relationships, such as relationships with superiors, relationships with colleagues, or relationships with subordinates. This non-physical work environment is also a group of work environments that cannot be ignored. By paying attention to a good work environment or creating working conditions that can provide motivation to work, it will have an influence on employee enthusiasm or enthusiasm for work .

Compensation
According to Marwansyah (2016) Compensation is a direct or indirect, financial or non-financial award or reward, which is fair and appropriate to employees, as a reward or contribution/service towards achieving company goals. Compensation is something in various forms such as money, gifts, and rewards that have been provided and given by an organization to its employees as a reward for the employee's services and hard work.

2. RESEARCH METHODS
This research was conducted at PT. Perkebunan Nusantara IV Langkat is located in Banjaran Raya, Padang Tualang District, Langkat Regency, North Sumatra . The population used in this research is special employees of Afdeling VII who work at PT . Perkebunan Nusantara IV Sawit Langkat, numbering 60 people. In determining the sample size the author uses method census that is make all over population become sample that is a total of 60 employees . Technique data collection using primary data with spread questionnaire , data analyzed use multiple linear regression , tests carried out that is test i validity , test reliability And test in a way partial (t test).
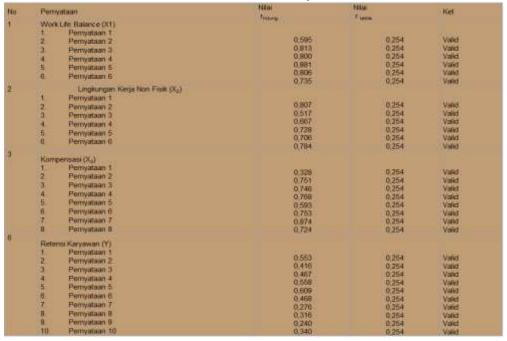
3. RESULTS AND DISCUSSION
Test Validity
Test validity done with Compare mark r count with mark r table For . As for results test validity as following

Table 1 Validity Test

No	Pernyataan	Nilai r hitung	Nilai r tabel	Ket
1	Work Life Balance (X1)			
	1 Pernyataan 1	0,595	0,254	Valid
	2 Pernyataan 2	0,813	0,254	Valid
	3 Pernyataan 3	0,800	0,254	Valid
	4 Pernyataan 4	0,881	0,254	Valid
	5 Pernyataan 5	0,806	0,254	Valid
	6 Pernyataan 6	0,735	0,254	Valid
2	Lingkungan Kerja Non Fisik (X2)			
	1 Pernyataan 1	0,807	0,254	Valid
	2 Pernyataan 2	0,517	0,254	Valid
	3 Pernyataan 3	0,667	0,254	Valid
	4 Pernyataan 4	0,728	0,254	Valid
	5 Pernyataan 5	0,706	0,254	Valid
	6 Pernyataan 6	0,784	0,254	Valid
3	Kompensasi (X3)			
	1 Pernyataan 1	0,329	0,254	Valid
	2 Pernyataan 2	0,751	0,254	Valid
	3 Pernyataan 3	0,746	0,254	Valid
	4 Pernyataan 4	0,768	0,254	Valid
	5 Pernyataan 5	0,593	0,254	Valid
	6 Pernyataan 6	0,753	0,254	Valid
	7 Pernyataan 7	0,874	0,254	Valid
	8 Pernyataan 8	0,724	0,254	Valid
6	Retensi Karyawan (Y)			
	1 Pernyataan 1	0,553	0,254	Valid
	2 Pernyataan 2	0,416	0,254	Valid
	3 Pernyataan 3	0,467	0,254	Valid
	4 Pernyataan 4	0,558	0,254	Valid
	5 Pernyataan 5	0,609	0,254	Valid
	6 Pernyataan 6	0,468	0,254	Valid
	7 Pernyataan 7	0,276	0,254	Valid
	8 Pernyataan 8	0,316	0,254	Valid
	9 Pernyataan 9	0,240	0,254	Valid
	10 Pernyataan 10	0,340	0,254	Valid

Based on the table above, all statements on the independent variable and dependent variable are declared valid. This is declared valid because it produces a value of rcount > rtable. So it can be concluded that all statements from each variable are declared valid or accurate.

Test Reliability

A questionnaire is declared reliable if a person's answers to questions or statements are consistent or stable over time. A construct or variable is declared reliable if the C Ronbach 's Alpha value is > 0.06

Table 2 Reliability Test

Variable	Cornbach's Alpha	Information
Work Life Balance (X_1)	0.793	Reliable
Non-Physical Work Environment (X_2)	0.778	Reliable
Compensation (X_3)	0.770	Reliable
Retention employee (Y)	0.645	Reliable

Based on the reliability test using Cronbach's Alpha, all independent variables and dependent variables in this study are reliable or reliable because it is proven by the Cronbach's Alpha value being greater than 0.6, so the results of this study indicate that the measurement tools in this study have met the reliability test (consistent and can be measured). measuring).

Multiple Linear Regression Analysis

Testing via multiple linear regression was carried out to analyze the influence of work life balance, non-physical work environment and compensation on employee retention at PT. Perkebunan Nusantara IV

International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)
E-ISSN:**2827-766X**|WWW.IJSET.ORG

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Table 3 Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
(Constant)	2,204	,207		10,656	,000
Work Life balance	.105	,037	,278	2,843	,006
Non-PhysicalWork Environment	,164	,057	,297	2,866	,006
Compensation	,223	,067	,380	3,328	,002

a. Dependent Variable: Retention Employees (Y)

The results of the multiple linear regression equation above obtained a constant value (a) of 2.204 And mark coefficient regression For the work life balance variable is 0.105, value coefficient regression For variable environment non- physical work of 0.164, and mark coefficient regression For variable compensation of 0.223

Correlation Coefficient Analysis

Coefficient correlation is size illustrative statistics strength two direction linear relationship between two variable . The value range between -1 to 1, where 1 indicates connection positive perfect , -1 indicates connection negative perfect , and 0 indicates No exists linear relationship .

Table 4 Analysis Coefficient Correlation

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,781	,610	,589	,17882

b. Dependent Variable: Retention employee

From table on show mark from coefficient correlation (R) of 0.781 means connection between work life balance, environment non- physical work And compensation to retention employee amounting to 78.1% or show strong relationship .

F Test Statistics

The simultaneous test (f test) aims to determine the effect of independent variables simultaneously. The criteria for this test are by comparing the significance level of the F value.

Table 5 F test

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,799	3	,933	29,179	,000 [b]
	Residual	1,791	56	,032		
	Total	4,590	59			

a. Dependent Variable: Retention Employee

b. Predictors: (Constant), Compensation , Worklife balance, Environment Non-Physical Work

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E-ISSN:2827-766X|WWW.IJSET.ORG

Based on table on shows that the calculated F value is 29.179 with a significance of 0.000 at the 95% confidence level. From the description above, it can be concluded that the significance probability value is 0.000 < 0.05; and f count > f table, namely 29,179 > 3.094, then all variables of work life balance, work environment and compensation have an effect on employee retention, meaning that the data analysis method used is in accordance with this research model.

Partial Test (t test)

The partial test (t test) basically shows how far the influence of an independent variable individually is in explaining variations in the dependent variable.

Table 6 Test Partial (t test)

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.		
	B	Std. Error	Beta				
	(Constant)	2,204	,207			10,656	,000
	Work Life balance	.105	,037	,278		2,843	,006
1	Non-Physical Work Environment	,164	,057	,297		2,866	,006
	Compensation	,223	,067	,380		3,328	,002

1. Results estimation find $_{calculated}$ t value variable work life balance amounting to more than 2,843 big from t $_{table}$ value 1.672 or sig significance value as big as 0.006 more small of 0.05 which means that variable work life balance influential positive And significant to retention employee on PT. Perkebunan Nusantara IV Sawit Step up

2. Results estimation find $_{calculated}$ t value variable Environment non- physical work 2,866 more big from t $_{table}$ value 1.672 or sig significance value as big as 0. 06 more small of 0.05 which means that environmental variables non- physical work influential positive And significant to retention employee on PT. Perkebunan Nusantara IV Sawit Step up .

3. Results estimation find $_{calculated}$ t value variable 3,328 more compensation big from t $_{table}$ value 1.672 or sig significance value as big as 0.002 more small of 0.05 which means that the compensation variable influential positive And significant to retention employee on PT. Perkebunan Nusantara IV Sawit Step up

4. CONCLUSION
1. Work life balance has a positive and significant effect on employee retention . This shows that the more work life balance increases , the employee retention will also increase.
2. The non-physical work environment has a positive and significant effect on employee retention . This shows that the more the non-physical work environment improves, the employee retention will also increase.
3. Compensation has a positive and significant effect on employee retention . This shows that the more compensation increases, the employee retention will also increase.

International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)
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E-ISSN:2827-766X|WWW.IJSET.ORG