Influence of Gender, Work Environment, Compensation and Loyalty of Employees

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I Made Pulawan [a], **I Made Jaminyasa [b]**, **Ni Luh Putu Indiani [c]**, **I Made Suniastha Amerta [d]**

Corresponding Author [a]	**Abstract**

The aim of this study was to investigate the influence of gender, compensation, and working environment simultaneously and partially to the loyalty of employees at CV. Shade Collection Denpasar and to determine which variables are dominant. This survey respondents amounted to 51 people. The data collection method used was the method of observation, interviews and questionnaires. The data analysis technique used was analysis and linear regression analysis. The result of research shows that gender, compensation, and work environment simultaneously significant effect on employee loyalty at CV. Shade Collection Denpasar. In partial, compensation and working environment significantly influence employee loyalty, whereas no significant gender effect on employee loyalty at CV. Shade Collection Denpasar. It is proved that the compensation is a dominant influencing variable on employee loyalty. Based on the results of this study, it is suggested that CV. Shade Collection Denpasar should pay more attention to the system of compensation, particularly in terms of salary and overtime pay as well as pay attention to employees workplace environment, particularly in terms of comfort while doing their job.

Contents

[a] Warmadewa University, Denpasar, Indonesia
[b] Warmadewa University, Denpasar, Indonesia
[c] Warmadewa University, Denpasar, Indonesia
[d] Warmadewa University, Denpasar, Indonesia

1 Introduction

In the present era of globalization, the development of all areas of business activity very rapidly and competition between companies increasingly sharp. In such conditions, companies must constantly compete to develop themselves. Companies must prepare a proper strategy that refers to the vision, mission and goals. The company's success in achieving its objectives greatly influenced by man, money, machine, method, material, and market. The ideal organization is an organization that is able to achieve its objectives optimally. One way for companies to survive is to have qualified human resources, and master of science and technology, so it can be responsive to changes in the environment (Sudharma *et al.,* 2018; Bowen *et al.,* 1999).

According to Ardana *et al.* (2012) human resources (HR) is the most precious treasure and important for an organization, because it determines the success in achieving its objectives. Humans act as planners, implementers, and simultaneously controllers in an organization (Wunda, 2015; Ogbo *et al.,* 2017). Companies that are supported by human resources that have a high level of performance in carrying out any duties, will have high competitiveness and continuous improvement in the direction of progress. To that end, the company should be able to sustain such human resources or maintain loyalty.

Based on the results Nugroho (2010), it turns out compensation has a strong relationship with employee loyalty. Eskildsen and Nussler also stated that financial rewards also have a positive impact on employee satisfaction and loyalty. Development or improvement of employee loyalty can be done by paying compensation according to market conditions, secure contains the values of family, and able to meet the needs of the employee's family (Aityan & Gupta, 2011; Riphahn, 2004; Kessler *et al.,* 2001; Bassett, 2000).

CV. Shade Collection Denpasar is a manufacturing company that produces jewelry of silver. The company markets its products to foreign countries, such as Europe and America. Seeing a very wide area of marketing is, of course, companies must pay attention to the factors that influence the loyalty of employees because employees who have high loyalty will always strive to promote the company in accordance with the tasks that have been assigned to him. The company's progress can be seen from the number of incoming orders and completion in a timely manner.

Research purposes

Objectives to be known in this research is how the influence of gender, compensation, and working environment, both simultaneously and partially on employee loyalty and the most dominant variables which affect the staff at CV. Shade Collection Denpasar.

2 Materials and Methods

Definition of loyalty

Steers and Porter (Sasmitaningrum, 2008; Hidayat & Budiatma, 2018; Yunita & Saputra, 2019) states that the incidence of workplace loyalty is influenced by four following factors.
1) Personal characteristics, including age, years of service, gender, level of education, achievements of, races and some personality traits.
2) Job characteristics, such as the challenges of work, job stress, social interaction opportunities, job enrichment, identification of tasks, task feedback and matching tasks.
3) Characteristic design company, concerning the companies internal it can be seen from decentralization, formalization level, the level of participation in decision-making, at least have shown varying degrees of association with corporate responsibility, functional dependency and control functions of the company.

4) Experience gained in the job, including a positive attitude toward the company, confidence in a positive attitude toward the company, a sense of security.

Definition of gender

The word comes from the English which means sex. In general, the notion of gender is apparent differences between men and women when seen from the values and behavior. In the Encyclopedia of Women Studies explained that gender is a cultural concept, attempt to make a difference (distinction) in terms of roles, behavior, mentality, and emotional characteristics between men and women flourish in society. Gender as the cultural expectations of men and women. For example, women are known to the gentle, beautiful, emotional and motherly. While men are considered strong, rational, manly and powerful. The characteristics of the properties are properties that can be exchanged, for example, there are male gentle, there is a strong woman, rational and powerful (Arniati, 2008; Parlinda & Wahyudin, 2009; Robbins & Judge, 2009).

Definition of compensation

According to Hasibuan (2007) compensation is all the income in the form of money, goods directly or indirectly received by employees as a reward for services rendered to the company. If no compensation is managed well, will help the company/organization in achieving its objectives. If compensation is not managed properly, it will disrupt business (Martini *et al.,* 2018; Kusumanegara, 2018).

Definition of work environment

Sedarmayanti (2007), states quite a good work environment or as if a human can undertake optimal, healthy, safe and comfortable. Suitability of the working environment can be seen as the consequences in the long term. Furthermore, environments poor working and labor can demand more time and do not support obtaining plan efficient working system. Based on the statement that there is a relationship between gender, compensation, and work environment with employee loyalty. Employees will have a high loyalty if the employee has a gender equality provision of adequate and fair compensation and a comfortable working environment (Mandala & Astika, 2019; Kawiana *et al.,* 2018; Khoiriyah, 2009; Wirawan & Rame, 2013).

This study is located in CV. Shade Collection Denpasar, which addresses at Jalan Jaya Giri VII No. 12, Denpasar. This location was chosen because of the lack of research on the effects of gender issues, compensation, and working environment of the employees at the company's loyalty. The objective research is about gender, compensation, and working conditions associated with employee loyalty. Types and sources of data in the present study are interviews, observations and questionnaires. Data analysis technique factor analysis is multiple linear regression analysis.

$$Y = B1D + b2X2 + b3X3 \dots\dots\dots\dots\dots\dots\dots\dots\dots\dots$$

UJIA (normality test, multicollinearity test, test heteroskedasticity). Hypothesis testing:
Test simultaneous effect.

$$.Fo = \frac{R^2 \; (k-1)}{\frac{1-R^2 ¿/(¿n-k)}{¿}} \qquad (2)$$

Information:
    n = number of data
    k = number of variables

Make the conclusion, that if F less than or equal to F table then Ho is accepted whereas if F count larger than F table then Ho is rejected and H1 accepted. To test the hypothesis the second, third and fourth states that

behavior *gender*, Compensation and working conditions have a significant effect partially to employee's loyalty at CV. Shade Collection Denpasar the "t" test was used. The formula *t* according to Suyana (2009) is as follows.

$$t_i = ¿ \frac{b_i - \beta_i}{S_{b_i}}$$ .... (3)

i = 1,2, ...k
Information:
  bi   = the partial regression coefficient of the regression ith sample
  SSI   = coefficient of the i-th partial of the population regression
  Sbi   = standard error (standard error) sample regression coefficients.
  k   = number of variables in the regression model

3 Results and Discussions

Table 1
Distribution of respondents by age at CV. Shade Collection Denpasar 2018

No.	Age (years)	Total	
		Person	Percentage (%)
1	18-24	14	27.45
2	25-31	14	27.45
3	32-38	18	35.30
4	39-45	5	9.80
Total		*51*	*100*

Source: Primary data processed

Gender

Within companies, sex relates to the ability of employees to carry out the work and behavior of employees. The picture of the sex of the respondents can be seen in Table 2.

Table 2
Distribution of respondents by gender on the CV. Shade Collection Denpasar 2018

No.	Gender	Total	
		Person	Percentage (%)
1	Male	28	54.90
2	woman	23	45.10
Total		*51*	*100*

Source: primary data processed

Table 3
Distribution of respondents by educational CV. Shade *Collection* Denpasar 2018

No.	Level of education	Total	
		Person	Percentage (%)
1	Junior School	6	11.77
2	High School	40	78.43
3	D1	1	1.96

4	S1		4	7,84
	Total		51	100

Source: primary data processed

The working period of an employee is one determinant of the quality of human resources in a company because of the employees can be seen how much experience he had while working. As for the distribution of respondents according to the working lives of the respondents can be seen in Table 4.

Table 4
Distribution of respondents according to the CV Work Period. Shade *Collection* Denpasar 2018

No.	Work Period (years)	Total	
		Person	Percentage (%)
1	1-3	40	78.43
2	4-6	4	7,84
3	7-9	2	3.92
4	> 9	5	9.81
	Total	51	100

Source: primary data processed

Testing research instruments

Testing research instruments using validity and reliability test with the help of program *Statistical Package of Social Science* (SPSS) 15.0 as follows.

1) Validity test

Table 5
The validity of test results

No.	Variables	Item Statement	The correlation coefficient (r)	Information
1	Loyalty (Y)	Y1	.790	valid
		Y2	0791	valid
		Y3	0,794	valid
		Y4	.896	valid
		Y5	.853	valid
2	The compensation (X2)	X2.1	0.828	valid
		X2.2	0.779	valid
		X2.3	.771	valid
		X2.4	0.755	valid
3	Working Environment (X3)	X3.1	.790	valid
		X3.2	.793	valid
		X3.3	.807	valid
		X3.4	0.752	valid
		X3.5	0,782	valid
		X3.6	.769	valid
		X3.7	0.764	valid

Source: Appendix 3

2) Test reliability

Table 6
Reliability test results

Variables	*Cronbach's Alpha*	Information
Employee loyalty (Y)	0.883	reliable
The compensation (X2)	.786	reliable
Work environment (X3)	0.891	reliable

Source: Appendix 4

Description of study variables

In this study, the variables analyzed include variable *gender*, Compensation, work environment, and employee loyalty. To describe the respondents' assessment of the research variables do the conversion, in which the respondents were classified into the scale of measurement criteria referring to Monoarfa (2010). The measurement criteria as follows.

    1.00 to 1.80 = very poor / very low
    1.81 to 2.60 = bad / low
    2.61 to 3.40 = medium / neutral
    3.41 to 4.20 = good / high
    4.21 to 5.00 = excellent / very high

1)   Employee loyalty

Table 7
Description of respondents answer variable employee loyalty

No.	Loyalty	Proportion Answer Respondents (%)	Average				Criteria		
		SS	S	CS	TS	STS			
1	The attitude of the employees in devote time and energy for the sake of survival.	15.7	52.9	27.5	3.9	-	3.80	High
2	Just in time completion of tasks set by the company.	15.7	47.1	29.4	7.8	-	3.71	Well
3	Keeping with the company's good name not to do anything that leads to things that can damage the good name of the company.	15.7	47.1	27.5	9.8	-	3.69	Well
4	Never had a desire to move to another company.	17.6	39.2	27.5	15.7	-	3.59	High
5	Willing to sacrifice personal interests for the company's progress.	11.8	43.1	33.3	11.8	-	3.55	High

Source: Appendix 5

Compensation

Table 8
Descriptive answer respondents variable compensation

No.	Compensation	Proportion Answer Respondents (%)					Average	Criteria
		SS	S	CS	TS	STS		
1	The system of salaries	5.9	64.7	19.6	9.8	-	3.67	Well
2	Meal allowances	13.7	37.3	39.2	9.8	-	3.55	Well
3	Holiday allowance	5.9	31.4	56.9	5.9	-	3.63	Well
4	Overtime pay	5.9	49.0	39.2	5.9	-	3.55	Well

Source: Appendix 5

2) Work environment

Table 9
Description of respondents answer to the work environment variable

No.	Work environment	Proportion Answer Respondents (%)					Average	Criteria
		SS	S	CS	TS	STS		
1	Temperatures in the workplace.	13.7	41.2	37.3	7.8	-	3.61	Well
2	Lighting in the workspace.	11.8	33.3	47.1	7.8	-	3.49	Well
3	Placement of equipment and supplies in the workplace.	15.7	43.1	35.3	5.9	-	3.69	Well
4	The room's cleanliness in the workplace.	3.9	49.0	37.3	9.8	-	3.47	Well
5	Security conditions in the workplace.	11.8	43.1	37.3	7.8	-	3.59	Well
6	The relationship between employer and employees.	7.8	51.0	39.2	2.0	-	3.65	Well
7	Employee relations with other employees.	5.9	52.9	39.2	2.0	-	3.63	Well

Source: Appendix 5

Analysis of factors

Factor analysis was used with the aim of confirming the indicators of the variables used in the study. This study used the approach *confirmatory factor analysis,* due to factors formed predetermined. Requirements for each variable to be eligible to use ie own loading factor of greater than 60 percent, this means that the indicator of each of these variables can be declared to have sufficient ability to explain the variables. This can be seen in the value of Percentage of Variance (Loading Factor) for each variable are presented in Table 4.10.

Table 10
Value Percentage of Variance

No.	Variables	*Percentage of Variance (Loading Factor)*
1	Employee loyalty (Y)	68.235
2	The compensation (X2)	61.541
3	Work environment (X3)	60.833

Source: annex 6

Pulawan, I. M., Jaminyasa, I. M., Indiani, N. L. P., & Amerta, I. M. S. (2019). Influence of gender, work environment, compensation and loyalty of employees. International Journal of Social Sciences and Humanities, 3(3), 201-214. https://doi.org/10.29332/ijssh.v3n3.381

Table 10 shows that *Percentage of Variance (Loading Factor)* for each of the variables is greater than 60 percent. So, it can be stated that the indicators of each variable have a sufficient ability to explain the variables.

The multiple linear regression analysis

Multiple linear regression analysis is used to determine the effect of independent variables (*gender*, Compensation and working environment) on the dependent variable (employee loyalty) CV. Shade Collection Denpasar.

The classical assumption test

Before the data were statistically analyzed into multiple linear regression analyses, first performed classical assumption. The type of the classic assumptions including normality test, multicollinearity test, and test heterodoxity.

1) Normality test

The normality test aims to test whether the data were normally distributed or not. Determining whether or not the normal distribution of data was examined by using the Kolmogorov-Smirnov statistic. The test results showed that the value Asymp. Sig. 0.318. Therefore Asymp value Sig. greater than 5 percent of the alpha, it can be stated that the data has been qualified normality.

2) Test multicollinearity

Table 11
Multicollinearity test results

No.	Variables	*Tolerance*	VIF
1	*gender* (D)	0.968	1,033
2	The compensation (X2)	0,702	1.424
3	Working Environment (X3)	0.685	1,461

Source: Appendix 8

Based on Table 4.11 it can be seen that the value of *tolerance* for three independent variables is greater than 0.1 while, VIF is less than 10. So it can be stated that this regression model multicollinearity problem is not detected or it can be said there is no multicollinearity.

3) Test of Heterodoxity

Heterodoxity test is performed to determine that the regression model variants occur inequality. To detect the presence or absence heterodoxity used glejser models. This model is made by regressing the absolute value namely with independent variables. The results of this test can heterodoxity shown in Table 12.

Table 12
Heterodoxity test results

No.	Variables	t	Sig.
1	*gender* (D)	1, 134	0.263
2	The compensation (X2)	-0.771	.444
3	Working Environment (X3)	-0.056	0.955

Source: attachment 9

So it can be stated that a regression model is free from the heterodox problem or nothing can be said heterodoxity. The summary of the results of multiple regression analysis can be seen in Table 13 below.

Table 13
Results of multiple linear regression analysis

Dependent variable	Variables	Regression Coefficients	t	Sig.	t-table
Employee loyalty (Y)	*gender* (D)	0,049	0.506	0.615	± 2,021
	The compensation (X2)	.428	3.729	0,001	± 2,021
	Work environment (X3)	.421	3,622	0,001	± 2,021
Constant = -0.054			Adjuster R squre = 0.538		
R = 0.752			F Ratio = 20.372		
R Square = 0.565			Sig. = 0,000		

Source: annex 10

From Table 13 above the regression equation, it can be seen in this study are as follows.

$$Y = 0{,}049D + 0{,}428X2 + 0{,}421X3$$

The interpretation of the multiple linear regression equation above can be explained as follows.

Hypothesis testing

1) Test the simultaneous effect

From Table 4.13 it can be seen that the value of $F_{arithmetic}$ (20.372)> F table value (2.48). When seen from the figures proved its significance p = 0.000 (p <0.005). These results prove that gender, compensation and working environment simultaneously significant effect on loyalty, as well as that the correlation coefficient (R) of 0.752 indicates that the relationship between the independent variables (gender, compensation and working environment) together with the dependent variable (employee loyalty) and can be considered quite high (50 <) and the coefficient of determination (R2) of 0.565 and 56.5 percent and the remaining 43.5 percent is influenced by other variables outside the model.

2) Test the partial effect

Table 4.13 Based on the above, for the partial effect of each independent variable on the dependent variable can be explained that gender is not proven effect, whereas the working environment and compensate very influential with labor loyalty (Y) CV. Shade *Collection* Denpasar.

3) Test the dominant influence

To be able to determine which variables are dominant can be based on the calculation analysis of standardized beta coefficients. The independent variables that have the greatest absolute value of the beta coefficient have a dominant influence than the other independent variables are presented in Table 4:14 below.

Table 14
Score *standardized coefficients beta*

Variables	*Standardized Coefficients Beta*	*Ranking*
gender (D)	0,049	3
The compensation (X2)	.428	1

Pulawan, I. M., Jaminyasa, I. M., Indiani, N. L. P., & Amerta, I. M. S. (2019). Influence of gender, work environment, compensation and loyalty of employees. International Journal of Social Sciences and Humanities, 3(3), 201-214. https://doi.org/10.29332/ijssh.v3n3.381

Work environment (X3)	.421	2

Source: Appendix 10

The influence of gender, compensation and work environment on employee loyalty

As discussed in the above test results proved that F *gender*, Compensation and the working environment simultaneously have a significant impact on employee loyalty CV. Shade Collection Denpasar. It can be interpreted that, their loyalty difference between male employees and female employees in which the male employees had a higher loyalty than female employees. The results also support the idea put forward by Steers and Porter (Sasmitaningrum, 2008) that the incidence of employee loyalty is influenced by personal characteristics, job characteristics, the design characteristics of the company, and the experience gained on the job.

Effect of gender on employee loyalty variable

The test results showed that gender is partially no significant effect on employee loyalty CV. Shade *Collection* Denpasar. This shows that there is no difference between employee loyalty male and female employees. This can occur because male employees and female employees in the functions and responsibilities today have undergone a change, both social and cultural in accordance with the times, which today can be said to their emancipation, which means there is no difference in function and responsibilities between men and women. The results are consistent with research conducted by Trisnaningsih (2004), which proves that there is no difference in the loyalty between male employees and female employees.

Effect of variable compensation to employee loyalty

The test results showed that a partially compensated significant effect on employee loyalty CV. Shade *Collection* Denpasar. It shows that the compensation is seen from the system giving a good salary, benefits a good meal, a good holiday allowance and overtime pay appropriate from the company, contributed positively to the loyalty of employees CV. Shade Collection Denpasar. This is evidenced by the attitude of the employees who devote body and soul for the sake of the survival of the company, complete tasks in a timely matter has been determined by the company, keeping the good name of the company to not do anything that leads to things that can damage the good name of the company, never had a desire to move to another company and are willing to sacrifice personal interests, time, and energy to the company's progress. This is in line with research conducted by Nugroho (2010), Djati & Khusaini (2003) and Budiman (2008), which also proves that the compensation is a partially significant effect on employee loyalty. The results also support the notion of compensation proposed by Hasibuan (2007) that compensation is one of the factors that affect the level of employee loyalty to the company.

Effect of the work environment variable to the loyalty of employees

The test results showed that the working environment is a partially significant effect on employee loyalty CV. Shade *Collection* Denpasar. This shows that the working environment is seen from the air temperature in the workplace cool, lighting at room work so that employees feel comfortable in their work, placement of equipment and supplies in place to work regularly and tidy so that the space for employee flexibility when working, workroom at the working place is clean, level of security in the workplace a good relationship with the boss a good employee and employee relationships with other employees is also good, positive contributions to employee loyalty. This is evidenced by the attitude of the employees who devote body and soul for the sake of the survival of the company, complete tasks in a timely matter has been determined by the company, keep the good name of the company to not do anything that leads to things that can damage the good name of the company, never had a desire to move to another company and are willing to sacrifice personal interests, time, and energy to the company's progress. This is in line with research conducted by Budiman (2008) which also proves that the working environment partially significant effect on employee loyalty, The results also support the notion of compensation proposed by Sedarmayanti (2007) that the

working environment is fresh, comfortable, and meet the needs decent standard will contribute to the comfort of employees in performing their duties so that employees will feel comfortable in the work and is responsible for his duties (Pant & Yadav, 2016; Nandhini *et al*., 2015).

Novelty

The company's efforts in order to survive in this era of globalization are to have qualified human resources, to master science and technology, as well as responsive to change. Since the need and desire of each employee is variegated, the management should be able to align the need of individuals and companies, thus encouraging and directing the behavior of all employees in increasing their loyalty. The employees' loyalty must be considered because the employees who have a high loyalty would be willing to work beyond normal conditions, more responsible for the tasks assigned, are willing to accept a variety of tasks, have a high awareness of the company and will remain within the company whether the company is in a good or bad condition. The employees' loyalty will be increasing higher if the company is able to provide compatibility between the expectations of employees with the fact that they get.

4 Conclusion

Based on the results of the discussion that has been described, it can be concluded as follows.
1) *gender*, Compensation and working environment simultaneously having a significant impact on employee loyalty CV. Shade Collection Denpasar. This suggests that the difference in loyalty between male employees and female employees, where male employees have higher loyalty than female employees, and the better the system of compensation and working environment that will increase employee loyalty. Compensation is a variable that has a dominant influence on employee loyalty CV. Shade Collection Denpasar.
2) *Gender* partially not significant effect employee loyalty CV. Shade Collection Denpasar. This shows that there is no difference between employee loyalty male and female employees.
3) Compensation has a significant influence on employee loyalty CV. Shade Collection Denpasar. This shows that the system of a good salary, meal allowance, holiday allowance, and overtime pay that kind of company will increase employee loyalty.
4) The work environment has a significant influence on employee loyalty CV. Shade Collection Denpasar. This shows the condition of a comfortable working environment for employees as the air temperature in the workplace is good, lighting in the room was a good work, placement of equipment and supplies in the workplace orderly and neat, the cleanliness and comfort of the room at a good working condition safety at work in both, the relationship between employer with good employees and their relationship with employees good employee, will increase employee loyalty.

Suggestions

Based on this conclusion, then the advice that can be given is as follows.
1) To grow and increase employee loyalty CV. Shade Collection Denpasar, the company must continuously pay attention to and improve the system of compensation in accordance with the minimum wage, so that employees can meet the needs of everyday life, so it will be more motivated to improve their performance.
2) In addition to compensation, consideration of work environment factors also become a strong reference to foster a sense of employee loyalty. In this case, it is recommended that CV. Shade Collection Denpasar more attention to the comfort in the room for employees with workspace arrangement in accordance with the stages of production, so the room looks neater job and support employees in completing the work on time.

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Biography of Authors

I Made Pulawan is a senior lecturer at the Management study program, Faculty of Economics, Warmadewa University, Denpasar, phone number 081338726661. He was graduated from Management Study Program, Faculty of Economics Udayana University in 1985 and Master in management department, Agribusiness Studies Program, Udayana university in 2006. He is interested in doing the research on the economy and management field.
Email: pulawanimade@gmail.com

I Made Jaminyasa is a senior lecturer at the Management study program, Faculty of Economics, Warmadewa University, Denpasar, phone number 08123948438. He has completed his bachelor academic at the Economic Development Study Program, Mataram University in 1986 and Master of Management, Udayana University Denpasar in 2000. He is willing to do the research in the marketing field.
Email: madejaminyasa@gmail.com

Ni Luh Putu Indiani, S.E., M.M is a senior lecturer at the Management study program, Faculty of Economics, Warmadewa University, Denpasar, phone number 08179701737. She has completed his bachelor academic at the Management Study Program, Faculty of Economic Udayana University in 2006 and Master of Management Udayana university in 2010, and her Doctorate Program in 2015 in the same University. She is now interested in doing the research on the management field, particularly on the Marketing.
Email: indi_arca@yahoo.com

I Made Suniastha Amerta, is a senior lecturer at the Management study program, Faculty of Economics, Warmadewa University, Denpasar, phone number 081805533605. The last education is the Doctorate of Cultural Studies Program, Udayana University Denpasar. He has completed his bachelor academic at English Department Study Program, Faculty of Letters Warmadewa University in 1998 and Master of Tourism in Tourism Studies Program, Udayana university in 2005. He is interested in doing the research on the cultural tourism and management field.
Email: msuniastha@gmail.com