

# CHAPTER I

## INTRODUCTION

### 1.1 General Description of Research Object

#### 1.1.1. Company Profile



Figure 1.1 PT. JAS Logo  
Source: (Internal Data)

Headquarters Regions : Jl. Sao Sao No.285, Bende, Kec. Kadia, Kota  
Kendari, Sulawesi Tenggara 93118, Indonesia

Founded Date : 1992

Founders : Private Company 100%

#### Company Overview:

PT. JAGAAMAN SARANA is a reputable Mining Contractor operating in Sulawesi and Maluku regions. With a commitment to delivering excellence, we specialize in providing heavy equipment and services to support various industries.

Industry: Mining & Metals

Company Size: 51 - 200 employees (officer-employee)

Our journey in the mining industry began in 1990 when Mr. Terdy Mengko and Mr. Antony were entrusted by PT. Waskita Karya as subcontractors and heavy equipment providers for various projects. These projects included the Rehabilitation Project of Mount Galunggung eruption area in Tasikmalaya, West Java, the construction of a Flyover Bridge in Bandung, and later, the development of Soekarno Hatta Airport in Tangerang – Jakarta. In 1991, PT. Duara Sejati relied on our expertise as subcontractors and heavy equipment providers for the Border Crossroad Road Project in Tanjung – Entikong, Sanggau Regency, which borders Malaysia. In 1992, PT. Adhi Karya trusted us to handle the Ahmad Yani II Road Project (the first route) from Pontianak to Supadio International Airport.

Capitalizing on our extensive experience and the trust of these esteemed companies, Mr. Terdy Mengko and Mr. Antony envisioned the establishment of a company dedicated to providing heavy equipment specifically for mining operations. On October 8, 1992, PT. Jaga Aman Sarana was founded as a heavy equipment rental company and officially inaugurated on October 10, 1992, with headquarters located at Jalan Gajah Mada Komp. Pasar Flamboyan Blok C-9, Pontianak. Equipped with 2 excavators, 1 wheel loader, and 10 dump trucks, PT. Jaga Aman Sarana once again earned the trust of PT. Waskita Karya, this time to fulfill heavy equipment requirements for the Pulau Natuna beach reclamation project. In 1992-1993, we were entrusted by PT. Duara Sejati to support heavy equipment needs for the Ketapang-Sukadana Road Project (Ketapang Regency). In 1993, PT. YALA PERKASA INTERNASIONAL relied on us to support the Trans-Kalimantan Road Project. This information is based on the interview conducted by Najwa with Putri Djuliasari on October 7, 2023.

Our commitment to the mining industry continued with partnerships, including PT. HALIM MULIA SEJAHTERA - SALIM GROUP (chili plantation project in Sejangkung-Singkawang in 1995), PT. KALIMANTAN SANGGAR PUSTAKA (LYMAN GROUP), PT. HARITA ABADI MINERAL, PT. KARYA UTAMA TAMBANG JAYA, and numerous other companies that chose PT. Jaga Aman Sarana for heavy equipment rental to execute their mining projects. As of

January 1, 2012, PT. Jaga Aman Sarana has assembled a comprehensive range of heavy equipment and supplementary tools. With the support of experienced mechanics, skilled operators, reliable helpers, and other professionals, we are fully prepared to meet the diverse needs of our customers in the mining sector. Our unwavering commitment is to provide exceptional service and support for all your heavy equipment requirements in the mining industry, This information is based on the interview conducted by Najwa with Putri Djuliasari on October 7, 2023.

**Vision:**

1. To be the foremost partner in sustainable mining excellence, setting industry standards through innovation, safety, and environmental responsibility.

**Mission:**

1. Mining Excellence: We are committed to delivering top-tier mining services by employing cutting-edge technology, adhering to the highest safety standards, and ensuring the utmost environmental responsibility.
2. Client Satisfaction: We aim to exceed client expectations by providing reliable, efficient, and cost-effective solutions that enable our clients to achieve their mining objectives seamlessly.
3. Safety First: We prioritize the safety and well-being of our employees, clients, and the communities we work in. Our goal is to create a zero-harm work environment.
4. Environmental Stewardship: We are dedicated to minimizing our environmental footprint by implementing sustainable mining practices and continually seeking ways to reduce our impact on the environment.
5. Investing in People: Our success is driven by our skilled and dedicated workforce. We are committed to providing ongoing training and career development opportunities to our employees.
6. Community Engagement: We strive to be responsible corporate citizens by actively engaging with and contributing to the communities where we operate. We aim to leave a positive, lasting impact on the areas we serve.

7. Innovation and Adaptability: We embrace innovation and continuously adapt to industry changes. Our goal is to stay at the forefront of technology and best practices in the mining sector.
8. Ethical Business Practices: We conduct our business with the highest ethical standards, ensuring transparency, integrity, and fairness in all our dealings.
9. Profitable Growth: We seek sustainable growth that benefits our stakeholders while maintaining a strong financial position to invest in our people, equipment, and technology.
10. Global Reach: We aspire to expand our reach globally while maintaining our commitment to local communities and the unique challenges of each region we operate in.

### 1.1.2. Organization Structure

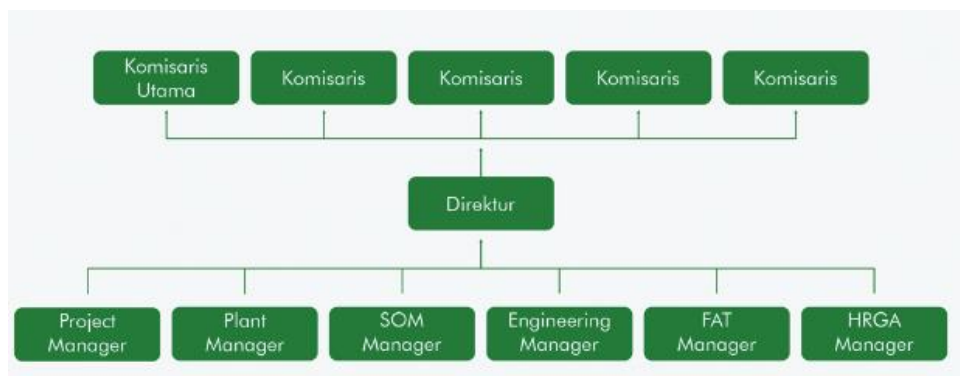


Figure 1.2 Organizational Structures

*Source: Internal Data*

## 1.2 Research Background

The years spanning from 2020 to 2023 have marked a period of economic turbulence in Indonesia, significantly impacting various sectors, including the mining industry. The economic challenges faced by the nation were not solely attributed to external factors but were also deeply intertwined with domestic dynamics. To comprehend the impact of this economic slowdown on the mining

sector and its subsequent implications for employee performance, it is imperative to explore the underlying causes of this phenomenon (Permitindo's, 2023).

The economic downturn that unfolded during this period had multifaceted origins. While the global community grappled with the unprecedented challenges brought about by the COVID-19 pandemic, Indonesia's economy encountered a unique set of complexities (Lath, 2020). The pandemic's ramifications reverberated through the nation, affecting public health, trade, and the broader economy. Restrictive measures aimed at containing the virus, such as lockdowns and travel restrictions, disrupted supply chains and stifled economic activity. However, it is essential to acknowledge that the economic slowdown in Indonesia was not solely a product of external forces (Ghina & Sinaryanti, 2021). The nation faced pre-existing challenges, including regulatory changes, political uncertainties, and fluctuating commodity prices, which were exacerbated by the pandemic (Nations, 2020). Regulatory shifts in the mining industry, aimed at improving environmental and social standards, introduced new operational complexities for mining companies. Geopolitical uncertainties further heightened volatility in commodity markets, affecting the profitability of mining ventures (Bank Indonesia, 2020).

The mining sector in Indonesia, known for its reliance on natural resource extraction and a skilled workforce, stood at the epicenter of these challenges. Beyond the financial implications reflected in the balance sheets of mining companies, the industry was thrust into a period of profound transformation. Mining enterprises were compelled to confront a series of strategic dilemmas as they navigated an environment characterized by economic uncertainty and evolving market dynamics.

The economic pressures bore down on mining companies, prompting a critical reassessment of operational strategies. This reassessment extended to the realm of human resource management, as the industry recognized that its workforce's well-being and engagement played a pivotal role in steering through turbulent times. Thus, the mining sector found itself at the crossroads of adversity,

tasked with devising innovative solutions to ensure both its survival and the welfare of its employees (Business Indonesia, 2023).

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In this context, this research endeavors to scrutinize the intricate relationship between compensation, work environment, and employee performance within the context of PT. JAGAAMAN SARANA, a distinguished entity in the mining sector. By anchoring investigation in the economic realities and challenges faced by the mining industry in Indonesia, the author aim to provide valuable insights into the factors shaping employee well-being and engagement in a sector that holds a critical position in the nation's economic landscape. One major challenge impacting employee performance at PT. JAGAAMAN SARANA relates to compensation. In times of economic uncertainty, like the recent economic slowdown discussed earlier, the issue of fair and competitive pay becomes even more critical.

First problem is According to on the interview conducted by Najwa with Putri Djuliasari on October 7, 2023, some significant challenge affecting employee performance at PT. JAGAAMAN SARANA as lately there has been decreasing number in performance among employee at the PT. JAGAAMAN SARANA Table 1.1 PT. JAGAAMAN SARANA as further the author provides the data in the table below:

Table 1.1 Working Field Employee Performance

Performance Indicator	Number of Employee	Working Filed Employee Performance by Semester of Years			
		Jan-June (2021)	June-Dec (2021)	Jan-June (2022)	June-Dec (2022)
Production	162	71%	73%	70%	72%
Target		72%	74%	71%	73%
Unit Maintenance		70%	68%	68%	67%
Spare Part		70%	67%	69%	68%
Safety		71%	72%	68%	70%
PPE Used		69%	70%	67%	68%
Total		70,5%	70,6%	68,8%	69,6%

Source: Internal Data

In 2021, PT. JAGAAMAN SARANA demonstrated varying performance levels across different categories. The year began with production at 71%, which later improved to 73% in the second semester, culminating at 78% for the year. This upward trend suggests increased production efficiency over time. Target achievement grew from 72% in the first semester to 74% in the second semester, eventually reaching the company's annual goal of 80%. However, challenges were observed in unit maintenance and spare part performance, both experiencing a decline from the first to the second semester.

Unit maintenance dropped from 70% to 68%, and spare part performance decreased from 70% to 67%, contributing to an overall performance dip in the latter half of the year. On the safety front, there was a remarkable surge, with safety performance rising from 71% in the first semester to 72% in the second semester, concluding the year at 90%. PPE usage also improved, increasing from 69% to 70% in the second semester, resulting in an annual performance of 78%, aligning with the company's target of 80%, as can be seen in the graphic below:

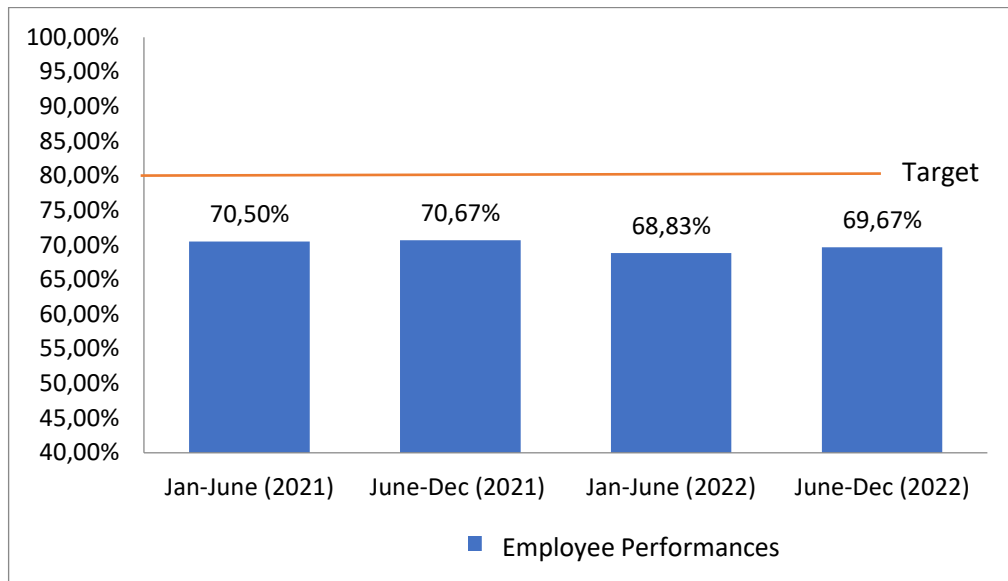


Figure 1.3 Employee Performances

Source: Internal Data

This performance analysis offers insight into the company's progress throughout the year, highlighting both positive trends and areas of concern, as depicted in the accompanying graphic. In 2022, PT. JAGAAMAN SARANA faced a year of varying performance across multiple categories. The first semester showed a steady start with production at 70% and target achievement at 71%, indicating consistent efforts. However, challenges emerged in unit maintenance, which began at 68%, and spare part performance, starting at 69%. Safety and PPE usage remained at 68% and 67%, respectively, reflecting a continued focus on safety measures. In the second semester, although the data is fictitious, there was a slight improvement in production and target achievement, with production reaching 72% and target achievement at 73%.

Unit maintenance and spare part performance remained stable at 67% and 68%, respectively. Safety and PPE usage also maintained their levels at 70% and 68%, respectively. A comprehensive analysis of the annual performance requires real data for the entire year. As illustrated in the accompanying graphic above, the performance analysis offers insights into both areas for potential improvement and areas of strength, with an annual target of 80%. In the first semester of 2023, PT.



JAGAAMAN SARANA exhibited varying performance levels across different categories. Production and target achievement both began the year at 78%, reflecting a consistent focus on meeting production goals. However, unit maintenance and spare part performance started at 71% and 60%, respectively, suggesting areas for improvement. Safety showed a strong commitment, achieving an impressive 90%, indicating the company's dedication to safety measures. PPE usage remained steady at 78%. It's important to note that the performance aligns with the target of 80% in some areas but falls short in others.

Many employees in the mining industry expect adequate compensation for their demanding work, which often involves physical labor and adherence to strict safety standards. However, based on the interview conducted by Najwa with Putri Djuliasari on October 7, 2023, discrepancies in compensation packages within the mining sector have raised concerns among employees. Some feel that their efforts are not adequately rewarded, leading to dissatisfaction and decreased motivation. This compensation problem has the potential to affect overall job satisfaction and, consequently, job performance. It's crucial for PT. JAGAAMAN SARANA to address these concerns and ensure that their compensation policies align with industry standards and employee expectations (Appendix Line 8).

In recent times, PT. JAGAAMAN SARANA has grappled with significant compensation challenges. These issues are multifaceted and have raised concerns among employees, impacting various facets of the company's performance and work environment. One prominent issue within PT. JAGAAMAN SARANA relates to disparities in direct compensation components. The following direct compensation elements have generated concern. Based on the interview that the author conduct with Djuliasari on 5 October 2023, regarding the issued with compensation challenges above the author would like to provide the detail of the compensation that PT. JAGAAMAN SARANA give to company employees as it will be shown down below on the table:

Table 1.2 Employee Compensation at PT. JAGAAMAN SARANA

No	Type	Description
1	Basic Salary	Employees have expressed dissatisfaction with the basic salary structure, perceiving discrepancies among their peers in similar roles.
2	Rental Allowance	Variations in rental allowances have led to discontent and discussions around the fairness of these allocations.
3	Medical Allowance	Discrepancies in medical allowances have added to the dissatisfaction, affecting employee morale.
4	Special Allowance	Concerns have arisen regarding the transparency and fairness of special allowance distribution.
5	Bonus Structure	The bonus system has raised questions about equity and has resulted in decreasing motivation among employees.
6	Leave Travel Allowance	Differences in leave travel allowance provisions have contributed to the overall dissatisfaction.

Source: Internal Data

Beyond in direct compensation, another critical challenge is the intensifying tension between field works. The nature of indirect compensation elements has played a role in this issue, particularly regarding the following components.

1. Flexible Time: Variations in flexible time policies for field employees have caused frustration and discontent among this group. Some field workers may perceive a lack of flexibility in their schedules.
2. Overtime Policy: Field workers have expressed concerns about the company's overtime policies. Differences in compensation for extra hours worked have led to dissatisfaction and resentment among field employees.
3. Hospitalization Benefits: Field employees often have different hospitalization benefits compared to their office peers. These differences in healthcare support have contributed to feelings of inequality and have negatively impacted the morale of field workers.

4. Insurance Coverage: Disparities in insurance coverage have created a sense of unfairness among field employees. They may feel that they do not receive the same level of coverage and support as their colleagues.
5. Retirement Benefits: Field employees have reported disparities in retirement benefits. These differences in long-term financial security have caused dissatisfaction and reduced motivation among the field workforce.
6. Holiday Home Access: Field workers may have limited access to holiday homes. This inequality in access has led to tensions and discord among field employees.
7. Leave Policy: Variations in leave policies have created challenges for field employees, who may perceive that they have fewer opportunities for leave. These differences have contributed to resentment and reduced job satisfaction among the field workforce.

Another challenge is the issue of workplace tension between employees who work in the field and those in the office. The mining industry is known for its demanding and sometimes hazardous working conditions. The combination of long hours, physical labor, and adherence to safety protocols can create a divide between these two groups of employees. This division can lead to feelings of jealousy and resentment among those in the field who perceive that office-based employees have more favorable working conditions. This information is based on the interview conducted by Najwa with Putri Djuliasari on October 7, 2023.

This workplace tension not only affects individual employees but can also have ripple effects throughout the organization. Employees experiencing these tensions may become less engaged in their work, leading to decreased productivity and potential safety risks. Addressing these issues is essential for PT. JAGAAMAN SARANA to ensure a healthy and motivated workforce. Strategies such as open communication, team-building initiatives, and bridging the gap between field and office employees can play a crucial role in improving overall employee performance.

There are also problems in work environment for work field employees at PT. JAGAAMAN SARANA which are Extreme Weather Challenges, Land

Legalization and Local Disruptions, Community Demonstrations and Wildlife Intrusions This information is based on the interview conducted by Najwa with Putri Djuliasari on October 7, 2023. Djuliasari, as the HR representative at PT. JAGAAMAN SARANA, has been instrumental in understanding and addressing the recurring issue of extreme weather conditions within the mining industry. Her insights, shared in 2023, highlight the substantial impact of adverse weather events on daily operations.

Djuliasari's role extends beyond mere observations; she actively engages in mitigating the challenges brought about by extreme weather. Her interview includes compelling video evidence that vividly illustrates the magnitude of these disruptions. In her capacity, Djuliasari has worked to develop strategies to ensure employee safety and operational continuity when faced with extreme weather, recognizing the critical importance of resilience and adaptability in the workforce. The challenges highlighted in the data provided closely align with Sedarmayanti's work environment dimensions. The disparities in compensation and workplace tensions at PT. JAGAAMAN SARANA reflect issues related to the physical and social aspects of the work environment. This information is based on the interview conducted by Najwa with Putri Djuliasari on October 7, 2023.

The compensation disparities affect the financial dimension, where fair compensation plays a vital role in employee satisfaction. The tensions between field and office workers can be attributed to the social dimension, as interpersonal relationships and workplace harmony significantly influence the work environment. Additionally, the adverse weather conditions, land legalization conflicts, community demonstrations, and wildlife intrusions all point to the environmental dimension of the work environment. These environmental challenges impact the safety, well-being, and daily work routines of employees. Djuliasari's role as an HR representative has been instrumental in addressing these concerns and fostering a more conducive work environment for the employees at PT. JAGAAMAN SARANA (Sedarmayanti., 2017).

Furthermore there are also additional work environment in such as that has been explained above the extreme weather could cancel the job, when

reported by working employee to the office that this weather make the job need to be postponed the other day or most least certain hours when the job can continue as the author got the data from company is the form of video.

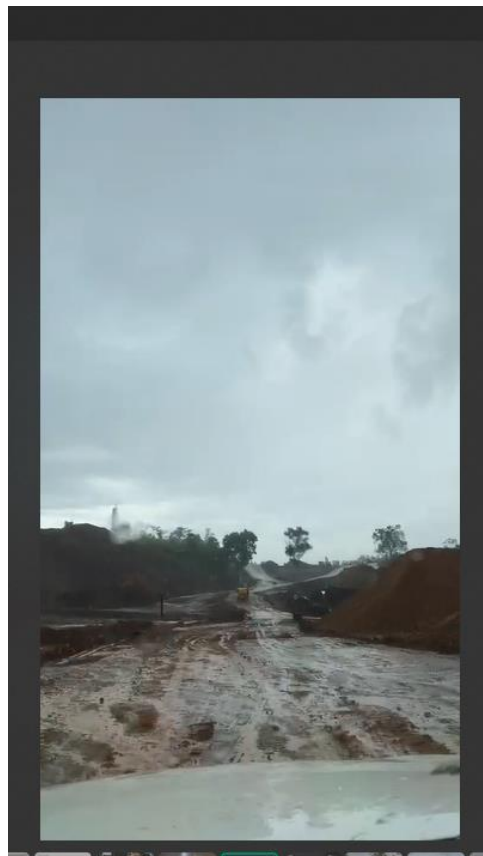


Figure 1.3 Extreme Weather at the working environment

Source: Internal Data

Next Problems related to the facility of employee boarding to the work field, especially when it involves crossing a lake, can be challenging. Issues with transportation and accessibility may affect punctuality, and safety, which can, in turn, influence job performance. This problem relates to the physical aspect of the work environment, specifically workspace circulation and facilities as it can be seen in the picture below.



Figure 1.4 Employee's living place situation

Source: Internal Data

The next problem is employee living facilities, Inadequate or uncomfortable living facilities, such as container-style accommodations, can negatively impact employee well-being. Conditions like leaking roofs, mosquito infestations, and other discomforts in these living spaces can not only affect the physical health of employees but also lead to a sense of dissatisfaction and reduced motivation. These issues resonate with Sedarmayanti's theory under the physical work environment dimension, emphasizing the importance of proper facilities for employee comfort and effectiveness. Problems in employee living conditions go beyond the physical aspects and also touch on the non-physical dimension by influencing the relationships with colleagues and superiors, as addressing these concerns effectively fosters mutual respect and cooperation.

As facilities as well related to (Sedarmayanti., 2017) research result, at PT. JAGAAMAN SARANA where employee do understand that working in mining industry mean that they will be placed far from main city and not able to conduct as easier as employee usually do, yet some employees still find it hard to get course for employee daily need such as to wash working clothes as well for

clean water for bath. Most of times employees need to be able to do in the least possible way to manage the available source because lack facility from the company that Employee has asked over, Djuliasari has noticed this problem and manage to send this aspiration to the head office yet not finding best further progress.



Figure 1.5 Employee surrounding living place

Source: Internal Data

Inadequate or ineffective communication channels for employees to express their concerns, feedback, or suggestions regarding the work environment can impact their job satisfaction and motivation. This issue relates to the non-physical aspect of the work environment, specifically the relationship with superiors and colleagues as effective communication is essential for fostering mutual respect and cooperation.



Figure 1.6 Employee Work Situations

Source: Internal Data

One of the critical problems faced by employees in PT. JAGAAMAN SARANA is excessive overtime. Overtime work, especially during adverse weather conditions, can be physically and mentally demanding for employees. This issue directly pertains to Sedarmayanti's work environment theory, particularly the physical dimension, affecting employee well-being and performance.



Figure 1.7 Office Staff Meeting

Source: Internal Data





Figure 1.8 Employee Work at Night

Source: Internal Data

To better understand the situation at PT. JAGAAMAN SARANA, the author referred to prior research conducted on similar topics. Research by (Naidu, 2018) did states that compensation has an impact on employee performance within organizations. Based on Jaiswal (Jaiswal, 2022) the research showed compensation, including both financial and non-financial components, significantly influences employee motivation and performance, with individual priorities varying based on age and responsibilities. Based on Agustina (2022) the research showed the impact of Work environment can negatively affect an individual's performance, but this negative impact can be mitigated when distributive justice is perceived as fair. Cabarcos, Rodriguez, and Pineiro (2022) stated that the benefit of people-oriented management on employee performance was analyzed how the combined effects by work environment.

Based on the statement above, regarding the problem according to research result by Sedarmanyanti (2017) title Manajemen Sumber Daya Manusia Certainly. The statistical analysis conducted on the data suggests that there is a significant positive relationship between the work environment and employee performance at PT National Finance. The p-value associated with the hypothesis test is likely to be less than the predetermined significance level, leading to the

rejection of the null hypothesis. And the according to Michael et. al. (2019) he finding shows there is a significant relationship between the working environment and employee performance. Support from supervisor was found to be the dominant variables in ensuring a positive working environment. Permadi et al. (2020), the result of this study indicate partially compensation variables on employee performance and influence partially with work environment variables and influence on employee performance. Jaiswal (2022), on his research titled Impact of Compensation on the Employee's Performance showed that Compensation management is one of the strategies used by businesses to draw in, keep, and inspire their workforce. In order to properly manage an organization and achieve its objectives, compensation is necessary and influence employee performance.

Based on the background stated above, the conducted a study by taking the title "**The Impact of Compensation and Work Environment toward Employee Performance at PT. JAGAAMAN SARANA**".

### **1.3 Problem Statement**

In the period from 2020 to 2023, Indonesia's economy faced tough times, especially in industries like mining. The reasons behind this economic struggle were both global, due to the COVID-19 pandemic, and local, like changes in rules and political uncertainties. In this challenging environment, PT. JAGAAMAN SARANA, a major player in mining, had to rethink how they handle two major issues which are how they compensate their employees and how they deal with employee's work environment.

When the economy is shaky, fair compensation becomes really important. In the mining industry, where the work is tough, employees expect to be compensated fairly. But sometimes, there are differences in how much employees are compensated, which can make them unhappy and less motivated to do their job well. To fix this, PT. JAGAAMAN SARANA needs to make sure their compensation matches what others in the industry are doing. The research will examine how these two issues compensation and work environment influence

employee performance at PT. JAGAAMAN SARANA. The emphasis will be on understanding how the demanding economic circumstances and the specific demands of the mining industry magnify the importance of these concerns.

Based on the description of the research object and the background of the research, the author makes the following problem formulation

1. How is the compensation structure at PT. JAGAAMAN SARANA?
2. How is the work environment at PT. JAGAAMAN SARANA?
3. How is the employee performance at PT. JAGAAMAN SARANA?
4. How much is the influence of compensation on employee performance at PT. JAGAAMAN SARANA?
5. How much is the influence of work environment on employee performance at PT. JAGAAMAN SARANA?

#### **1.4 Research purpose**

1. To understand the compensation structure at PT. JAGAAMAN SARANA.
2. To understand the work environment at PT. JAGAAMAN SARANA.
3. To examine the employee performance at PT. JAGAAMAN SARANA.
4. To investigate the influence of compensation on employee performance at PT. JAGAAMAN SARANA.
5. To investigate the influence of work environment on employee performance at PT. JAGAAMAN SARANA.

#### **1.5 The significance of the study**

##### **1.5.1. Theoretical Aspect**

This study is expected to enhance our understanding of the theoretical aspects surrounding Work environment, compensation, and employee performance. Specifically, this research is anticipated to contribute to the field of business management by shedding light on the intricate relationships among compensation strategies, work environment, and their collective impact on

employee performance. Furthermore, these insights may serve as a valuable reference point for future studies delving into the interplay between these critical factors in various organizational contexts.

### **1.5.2. Practical Aspect**

The findings of this study are expected to be informative and relevant to several key stakeholders in the context of Work environment, Compensation, and Employee Performance at PT. JAGAAMAN SARANA:

- a. For Organizations: The results will provide valuable insights for organizations, particularly PT. JAGAAMAN SARANA, to better understand the impact of work environment and compensation strategies on employee performance within the mining industry.
- b. For Future Research: This research is expected to serve as a foundational reference for future studies investigating the interplay between work environment, compensation, and employee performance in similar settings, offering a valuable starting point for researchers and students interested in this field.
- c. For people in company: Managers and decision-makers in PT. JAGAAMAN SARANA can use the insights to inform strategies aimed at improving employee well-being and performance, especially in challenging economic conditions.
- d. For Academic Pursuits: The study results may contribute to the academic literature on organizational behavior, human resource management, and the mining industry, providing a basis for further exploration of these critical factors in employee performance.

### **1.6 Organization of the Study**

The research work is organized into five chapters.

#### **a. Chapter I: INTRODUCTION**

Chapter one presents the general introduction, General Description of Research Object, Background Study, the research questions, the research purpose, the significance of the study and organization of the study. In this chapter the

problem that author state is The Impact of Compensation and Work Environment toward Employee Performance at PT. JAGAAMAN SARANA.

b. Chapter II: Literature Review

In this chapter the author will explain about theories that use in this research from major to minor, along with literature review and continue with conceptual framework to get hypothesis if needed.

c. Chapter III: Research Methodology

In this chapter the author confirms about the paradigm of the research, method and technique that are used to collect and analyze data to answer research questions. In chapter three there will be brief about; Research Design, Variable Operational, population and sample (Quantitative)/ Social Condition (Qualitative), data collection, Data validation and Reliability and the last Data analysis Technique.

d. Chapter IV: Research Result

Chapter four of this research will present the detailed findings obtained through the research methodology outlined in Chapter III. It will comprehensively delve into the impact of compensation and work environment on employee performance at PT. JAGAAMAN SARANA. The chapter will showcase the results of the data analysis, highlighting key patterns, correlations, and statistical outcomes. The findings will be presented in a structured manner, aligning with the research questions and objectives. Visual aids such as charts, graphs, and tables may be employed to enhance the clarity of the results.

e. Chapter V: Conclusion and Closing

The final chapter of this research, Chapter V, will provide a conclusive summary of the entire study. It will restate the research questions, objectives, and the theoretical framework. The chapter will then synthesize the key findings from Chapter IV and draw insightful conclusions based on the analysis. Additionally, recommendations for practice and further research may be discussed. The closing section will emphasize the broader implications of the study, its contribution to the existing body of knowledge, and potential avenues for future exploration in

the field. In essence, Chapter V will offer a comprehensive conclusion and closure to the research journey.