

Analysis of the Effect of Human Resource Planning, Quality of Work Life and Compensation on Employee Work Performance at PT. Supermarkets Maju Bersama Medan

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ABSTRACT

This study aims to describe the effect of human resource planning, quality of work life and compensation on employee performance at PT. Supermarkets Forward Together with Medan. This research was conducted for 3 (three) months, starting from March 2022 to May 2022. This study used the proportional random sampling method. The respondents of this study were all cashiers at PT. The Maju Bersama Supermarket in Medan with a total of 120 (one hundred and twenty) employees. The research instrument is a questionnaire to collect data from human resource planning variables, quality of work life variables, compensation variables and employee performance variables. Data analysis techniques used are validity test, reliability test, descriptive analysis, multicollinearity test, normality test, multiple linear regression analysis, multiple linear correlation coefficient test, partial hypothesis test t test, simultaneous hypothesis test or F test, and calculation of the coefficient of determination. The results of descriptive analysis for human resource planning variables are in the good category, for the quality of work life and compensation variables are in the fairly good category, and for the employee performance variable in the good category, at PT. Supermarkets Forward Together with Medan. Based on the partial analysis, human resource planning, quality of work life and compensation have a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan. Simultaneously human resource planning, quality of work life and compensation have a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan. The contribution of human resource planning variables, quality of work life and compensation to the increase in employee performance variables is 0.737 or 73.7%, while the remaining 0.263 or 26.3% is influenced by other variables not examined in this study, such as work. ethics, competence, leadership and others. like work. ethics, competence, leadership and others.

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I. Introduction

Human resources are the most important asset in a company. Human resources have a direct and close relationship with the success or failure of a business. Without trained human resources, the company will find it difficult to run and operate properly even though other resources have been met. By having good human resources, it will be easier for the company to form an effective work team and make it easier for the company to earn profits.

Human Resource Planning is an important job of the human resources department of a company that determines the quality of the workforce and their contribution to achieving organizational goals in an annual period. If done properly, this can produce a productive, efficient workforce, and in line with the company's business goals which can affect the work performance of employees in a company.

Employee performance at PT. The Maju Bersama Supermarket in Medan has not met the target set by the company because the human resource planning carried out by the Human Resource Department has so far not been effective. This is reflected in the placement of employees who have

not been sufficiently planned and precise so that there is an imbalance between the number of employees and the amount of work they have to complete. As a result, employees are not able to complete their work on time.

This phenomenon is supported by a study conducted by [37] in his research paper entitled "The Influence of Human Resource Planning on Employee Performance at PT. Nurain Hasta Karya Gorontalo". Based on the results of his research, one of the factors that affect employee performance is human resource planning. The better the planning carried out by a company, in this case planning in the field of human resources, the employee's work performance will increase. This is evidenced by the results of research through t-test with the t-count value (11.447) greater than the t-table value (1.679) and sig = (0.000) smaller than alpha (0.05). Thus, the research hypothesis is proven true that Human Resource Planning has a positive and significant effect on Work Performance at PT. Nurain Hasta by Gorontalo.

Quality of work life has an important role to improve employee performance. The quality of work life can be carried out by providing a feeling of security at work, job satisfaction and a feeling of respect so as to create a condition for growth and development so as to increase the dignity of employees. By providing a good quality of work life, employees will be motivated to improve their work performance.

In fact, the lack of availability of a good quality of work life for employees at PT. The Maju Bersama Supermarket in Medan has a direct and positive influence on employee performance, because the smooth running of employees at work needs to be supported by the availability of complete and well-functioning work equipment and a safe and comfortable work environment. In carrying out their work, the employees of PT. Maju Bersama Supermarket has not been provided with the latest work equipment and also a comfortable and safe working atmosphere, so that the work performance of PT. Maju Bersama Supermarkets are still relatively low and the quality of their work does not meet the standards set by the company.

This phenomenon is supported by a study conducted by [42] with the title "The Effect of Quality of Work Life (QWL) and Division of Work on Employee Work Performance (A Study at the Yogya Ciamis Department Store)" which proves that quality of work life or quality of work life has an important role in improving employee work performance. One way that can be taken to improve employee performance is to improve the quality of work life because in this way employees will feel at home and comfortable at work and all needs, both material and psychological, can be met. This is evidenced by the results of research through t-test with the t-count value (9.683) greater than the t-table value (1.999) and sig = (0.000) smaller than alpha (0.05). Thus, the research hypothesis is proven true that the Quality of Work Life has a positive and significant effect on Work Performance at PT. Yogya Ciamis Department Store.

Compensation is one of the most effective ways for the personnel department to improve employee performance, motivation and job satisfaction. A good compensation system will be able to provide satisfaction for employees and allow companies to acquire, hire, and retain employees. When employees are given good and adequate compensation, employee welfare can be guaranteed and this will result in increased work performance.

In practice, employees of PT. Maju Bersama Medan Supermarkets are less motivated to show good work performance because there are still few opportunities for employees to get compensation, be it financial compensation in the form of bonuses and commissions or non-financial compensation in the form of career paths. In addition, there is a phenomenon where the cashier's employees are paid an hourly wage system, but according to the laws and regulations of Article 16 PP 36/2021, the determination of hourly wages can only be reserved for workers who work less than seven hours per day and less than thirty-five hours per week. This resulted in not achieving employee performance standards as determined by the company, especially for cashier employees in achieving the target duration of customer service.

This phenomenon is supported by a study conducted by [41], in their research entitled "The Effect of Compensation on Employee Performance at PT. Garuda Agung Kencana Bali". As for the results of their research, it can be concluded that the problem of work performance can not be separated from what is accepted by the workers. This means that compensation is a factor that can affect employee performance. Work performance can increase if the overall rights received by workers are well

received. This is evidenced by the results of research through t-test with the t-count value (9.840) greater than the t-table value (1.669) and sig = (0.000) smaller than alpha (0.05). Thus, the research hypothesis is proven true that compensation has a positive and significant effect on work performance at PT. Garuda Agung Kencana in Bali.

II. Methods

This research was conducted on all employees of the cashier PT. Maju Bersama Medan Supermarket, namely 12 Maju Bersama branches Glugur, Mangkubumi, Marendal, Krakatau, Merak Jingga, Medan Mall, Katamso, Denai, Letda Sujono, Captain Muslim, Martubung and MMTC Complex as well as 2 Maximart branches in Yang Lim Building and Thamrin Plazas. The implementation time of this research is on March 30, 2022 until May 31, 2022. The variables used in this study include independent variables, namely, human resource planning (X1), quality of work life (X2). and compensation (X3) and the dependent variable, namely employee performance (Y) at PT. Supermarkets Forward Together with Medan. The author uses the Slovin formula, where the technique of determining the sample is proportionate random sampling.

III. Result and Discussion

A. Descriptive Analysis

Descriptive analysis was conducted to determine the frequency and percentage values obtained from each alternative answer given by each respondent in the research questionnaire. The description of the answer scoring scores for each variable in this study is as follows:

1) Description of the answer assessment score of the human resource planning variable.

Table 1. Number and Percentage of Respondents' Answers About Planning Human Resources

No.	Sub Indicator	Number and Percentage of Respondents' Answers									
		SS		S		KS		TS		STS	
		F	%	F	%	F	%	F	%	F	%
1	Identification of HR needs	27	22.5	40	33.3	47	39.2	5	4.2	1	0.01
2	Analysis of employee position needs	58	48.3	30	25	17	14.2	14	11.7	1	0.01
3	HR Placement	38	31.7	22	18.3	35	29.2	23	19.2	2	1.7
4	Induction training	67	55.8	26	21.7	21	17.5	5	4.2	1	0.01
5	New employee training	64	53.3	36	30	10	8.3	10	8.3	0	0
6	Periodic guidance	63	52.5	33	27.5	11	9.2	13	10.8	0	0
7	Sense of secure	47	39.2	50	41.7	17	14.2	6	5	0	0
8	Comfortable work environment	75	62.5	22	18.3	17	14.2	5	4.2	1	0.01
9	Fair treatment	47	39.2	35	29.2	24	20	13	10.8	1	0.01
10	Fulfilling employee work needs	35	29.2	61	50.8	15	12.5	8	6.7	1	0.01
11	Employees obey company regulations	42	35	36	30	33	27.5	9	7.5	0	0
12	Accountability for work	38	31.7	38	31.7	38	31.7	5	4.2	1	0.01
13	Completion of work on time	52	43.3	41	34.2	17	14.2	9	7.5	1	0.01
14	Deliberation before dismissal	46	38.3	26	21.7	32	26.7	16	13.3	0	0
15	Grace period before termination	48	40	26	21.7	34	28.3	12	10	0	0
	Total	747	622.5	522	435.1	368	306.9	153	127.6	9	1.78
	Average		41.6		29.1		20.6		8.6		0.1

^a Source: Data Processed From Research Results, 2022

Based on table 1, it can be seen that respondents who chose the answer strongly agree were 41.6%, respondents who chose the answer agreed were 29.1%, respondents who chose not to agree were

20.6%, respondents who chose to disagree were 8.6 % and respondents who chose the answer strongly disagree was 0.1%. Of the total respondents answers there are as many as 70.7% of respondents who chose the answer strongly agree and agree where the percentage of the answer is between the assessment score of 70-79. This shows that human resource planning at PT. The Maju Bersama Supermarket in Medan is categorized as good, but from the overall respondents' answers there are 8.7% of respondents who choose the answers to disagree and strongly disagree. This shows that there are still weaknesses in the human resource planning system at PT. Supermarket Maju Bersama Medan, namely the lack of ability of the Human Resource department in planning and managing the placement of human resources effectively, the lack of deliberation before dismissing employees, and the lack of ability of the Human Resource department in analyzing the needs of employee positions before recruiting and placing.

2) Description of the answer assessment score of the variable quality of work life

Table 2. Number and Percentage of Respondents' Answers About Quality of Work Life

No.	Sub Indicator	Number and Percentage of Respondents' Answers									
		SS		S		KS		TS		STS	
		F	%	F	%	F	%	F	%	F	%
1	Opportunity to participate in decision making	26	21.7	60	50	26	21.7	6	5	2	2
2	Express and think	28	23.3	57	47.5	24	20	8	6.7	3	3
3	Mutation opportunity	25	20.8	48	40	27	22.5	15	12.5	5	5
4	Career development seminar	26	21.7	60	50	24	20	7	5.8	3	3
5	Mediation means	49	40.8	26	21.7	39	32.5	6	5	0	0
6	Peaceful conflict resolution	24	20	78	65.0	8	6.7	10	8.3	0	0
7	Good information flow	30	25	55	45.8	17	14.2	18	15	0	0
8	Information evenly	22	18.3	60	50.0	25	20.8	13	10.8	0	0
9	Effective communication media	27	22.5	49	40.8	20	16.7	23	19.2	1	1
10	Collaboration between co-workers	20	16.7	54	45.0	19	15.8	25	20.8	2	2
11	Career needs information	20	16.7	82	68.3	9	7.5	8	6.7	1	1
12	Provision of Covid prevention facilities	13	10.8	76	63.3	8	6.7	14	11.7	9	9
13	Periodic Covid test (swab test)	19	15.8	57	47.5	27	22.5	15	12.5	2	2
14	Implementation of health protocol	35	29.2	73	60.8	10	8.3	2	1.7	0	0
15	Provision of transportation facilities	18	15	53	44.2	26	21.7	21	17.5	2	2
16	Placing switches and sockets in a safe area	7	5.8	38	31.7	49	40.8	23	19.2	3	3
17	Good quality work equipment	22	18.3	50	41.7	37	30.8	10	8.3	1	1
18	Fair employment contract	12	10	62	51.7	28	23.3	18	15	0	0
19	Notice before dismissal	24	20	36	30	47	39.2	13	10.8	0	0
20	Teamwork	18	15	74	61.7	18	15	8	6.7	2	2
21	Sense of belonging	29	24.2	46	38.3	19	15.8	12	10	4	4

22	Commitment to the company	41	34.2	44	36.7	22	18.3	13	10.8	0	0
Total		535	445.8	1,238	1.031.7	530	441.7	287	239.2	40	33.3
Average		20.6		46.9		20.1		10.9		1.5	

^b Source: Data Processed From Research Results, 2022

Based on table 2, it can be seen that the respondents who chose the answer strongly agree were as much as 20.6%, the respondents who chose the answer agreed were 46.9%, the respondents who chose not to agree were 20.1%, the respondents who chose to disagree were 10.9 % and respondents who chose the answer strongly disagree was 1.5%. Of the total respondents' answers, there were 67.5% of respondents who chose the answer to strongly agree and agree where the percentage of the answers was between an assessment score of 60-69. This shows that the quality of work life at PT. The Maju Bersama Supermarket in Medan is categorized as quite good, but from the overall respondents' answers there are 12.4% of respondents who choose the answers to disagree and strongly disagree. This shows that there are still weaknesses in PT.

3) Descriptive answer assessment score of the compensation variable

Table 3. Number and Percentage of Respondents' Answers About Compensation

No.	Sub Indicator	Number and Percentage of Respondents' Answers									
		SS		S		KS		TS		STS	
		F	%	F	%	F	%	F	%	F	%
1	Wage is greater than UMR	22	18.3	77	64.2	5	4.2	1	12.5	1	0.8
2	Salary according to work performance	27	22.5	47	39.2	29	24.2	12	10.0	5	4.2
3	Social security such as installment payments for goods	28	23.3	44	36.7	38	31.7	10	8.3	0	0.0
4	Commission if it reaches the target	22	18.3	42	35	43	35.8	11	9.2	2	1.7
5	Decent health benefits	43	35.8	55	45.8	3	2.5	19	15.8	0	0.0
6	Pension plan	21	17.5	63	52.5	26	21.7	10	8.3	0	0.0
7	Decent paid leave allowance	40	33.3	60	50	5	4.2	15	12.5	0	0.0
8	Accident insurance	38	31.7	41	34.2	27	22.5	13	10.8	1	0.8
9	Appropriate number of working days	33	27.5	38	31.7	35	29.2	14	11.7	0	0.0
10	Career path	36	30	31	25.8	36	30	14	11.7	3	2.5
Total		310	258.3	498	415	247	205.8	133	110.8	12	10
Average		25.8		41.5		20.6		11.1		1	

^c Source: Data Processed From Research Results, 2022

Based on table 3, it can be seen that the respondents who chose the answer strongly agree were as much as 25.8%, the respondents who chose the answer agreed were 41.5%, the respondents who chose not to agree were 20.6%, the respondents who chose to disagree were 11.1 % and respondents who chose the answer strongly disagree was 1%. Of the total respondents answers there are as many as 67.3% of respondents who chose the answer strongly agree and agree where the percentage of the answer is between the assessment score of 60-69. This shows that the compensation at PT. The Maju Bersama Supermarket in Medan is categorized as quite good, but from the overall respondents' answers, there are 12.1% of respondents who choose the answers to disagree and strongly disagree. This shows that there are still weaknesses in the compensation system of PT.

4) Description of the answer assessment score of the work performance variable

Table 4. Number and Percentage of Respondents' Answers About Work Performance

No.	Sub Indicator	Number and Percentage of Respondents' Answers									
		SS		S		KS		TS		STS	
		F	%	F	%	F	%	F	%	F	%
1	High number of customer target achievement	62	51.7	46	38.3	8	6.7	4	3.3	0	0.0
2	Customer service duration	12	10.0	25	20.8	13	10.8	69	57.5	1	0.8

3	Achievement of targets according to company duration standards	11	9.2	22	18.3	8	6.7	68	56.7	11	9.2
4	Price tag and promotion information	69	57.5	29	24.2	11	9.2	11	9.2	0	0.0
5	Understanding of various types of transactions	64	53.3	40	33.3	4	3.3	11	9.2	1	0.8
6	Handling problems	31	25.8	30	25.0	14	11.7	44	36.7	1	0.8
7	Find out about price tags and promotions	47	39.2	50	41.7	7	5.8	16	13.3	0	0.0
8	Completion of tasks on time	33	27.5	80	66.7	4	3.3	3	2.5	0	0.0
9	Understand instructions quickly	68	56.7	45	37.5	4	3.3	2	1.7	1	0.8
10	Spirit at work	43	35.8	72	60.0	3	2.5	1	0.8	1	0.8
11	Be polite and respect coworkers	81	67.5	32	26.7	4	3.3	3	2.5	0	0.0
12	Timely attendance	75	62.5	37	30.8	1	0.8	7	5.8	0	0.0
13	Attendance rate is satisfactory	83	69.2	28	23.3	6	5.0	2	1.7	1	0.8
Total		679	565.8	536	446.7	87	72.5	241	200.8	17	14.2
Average			43.5		34.4		5.6		15.4		1.1

^d Source: Data Processed From Research Results, 2022

Based on table 4, it can be seen that respondents who chose the answer strongly agree were 43.5%, respondents who chose the answer agreed were 34.4%, respondents who chose less agree were 5.6%, respondents who chose to disagree were 15.4 % and respondents who chose the answer strongly disagree was 1.1%. Of the total respondents answers there are as many as 77.9% of respondents who chose the answer strongly agree and agree where the percentage of the answers are between the assessment score of 70-79. This shows that the work performance of employees at the cashier at PT. The Maju Bersama Supermarket in Medan is categorized as good, but from the overall respondents' answers, there are 16.5% of respondents who chose the answers to disagree and strongly disagree. This shows that there are still weaknesses in the work performance of employees at PT.

B. Normality test

The results of the normality test for the human resource planning variable, the quality of work life variable and the compensation variable for the work performance variable are as follows:

Table 5. Normality Test Results For Human Resource Planning Variables, Quality of Work Life, Compensation and Work Performance

One-Sample Kolmogorov-Smirnov Test

	N	Unstandardized Residual	
		mean	Std. Deviation
Normal Parameters, b			
		120	0E-7
			2.18245865
Most Extreme Differences	Absolute		.066
	Positive		.066
	negative		-.042
Kolmogorov-Smirnov Z			.720
asympt. Sig. (2-tailed)			.678c,d
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. This is a lower bound of the true significance.			
Source: Data Processed From Research Results, 2022			

Based on table 5 it can be concluded that the data is normally distributed because the value of Asymp.sig. (2-tailed) of 0.678, which is above the significance level of 0.05 (5%)

C. Multicollinearity Test

The results of the multicollinearity test for the influence between human resource planning, work life quality variables and compensation variables on work performance variables are as follows:

Table 6. Multicollinearity Test Results for Influence between Human Resource Planning, Quality of Work Life and Compensation on Work Performance

Model		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.265	1979		3.166	.002		
	Human Resource Planning	.427	.052	.486	8.178	.000	.388	2,577
	Quality of Work Life	.133	.035	.274	3,841	.000	.270	3,710
	Compensation	.250	.073	.234	3,443	.001	.296	3.381

a. Dependent Variable: Job Performance

Source Source: Data Processed From Research Results, 2022

Based on table 6, it is known that the tolerance value of the human resource planning variable (X1) = 0.388, quality of work life (X2) = 0.270 and compensation (X3) = 0.296 which is greater than 0.10. Meanwhile, the VIF value of the human resource planning variable (X1) = 2.577 quality of work life (X2) = 3.710 and compensation (X3) = 3.381 which is smaller than 10.00. It can be said that the regression model does not have a multicollinearity problem.

D. Heteroscedasticity Test

The results of the heteroscedasticity test for the influence between human resource planning, work life quality variables and compensation variables on work performance variables are as follows:

Table 7. Heteroscedasticity Test Results For The Influence Of Human Resource Planning, Quality Of Work Life And Compensation On Work Performance

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.920	1.196		3.278	.001
	Human Resource Planning	.003	.032	.014	.095	.924
	Quality of Work Life	-.034	.021	-.285	-1,640	.104
	Compensation	.011	.044	.042	.252	.801

a. Dependent Variable: ABS Res

Source: Data Processed From Test Results, 2022

Based on table 7, it is known that the significance value of the human resource planning variable is 0.924, the significance value of the quality of work life variable is 0.104 and the significance value of the compensation variable is 0.801. The significance value of the three variables is greater than 0.05, meaning that there is no heteroscedasticity.

E. Multiple Linear Regression Analysis

The results of multiple regression analysis using SPSS Statistics 25.0 for the influence between the variables of human resource planning, quality of work life, and compensation variables on work performance variables are as follows:

Table 8. Multiple Linear Regression Analysis Results for Effects between Human Resource Planning, Quality of Work Life and Compensation on Work Performance

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	6.265	.1979		3.166	.002
Human Resource Planning	.427	.052	.486	8.178	.000
Quality of Work Life	.133	.035	.274	3,841	.000
Compensation	.250	.073	.234	3,443	.001

a. Dependent Variable: Job Performance
Source: Data Processed From Research Results, 2022

Based on table 8 above, the multiple linear regression equation in the study is: $Y = 6.265 + 0.427X_1 + 0.133X_2 + 0.250X_3$

In the coefficient table, the constant is 6.265. The score for the human resource planning variable is 0.427, the score for the quality of work life variable is 0.133 and the score for the compensation variable is 0.250. From this score, it can be seen that all the independent variables in the multiple linear regression coefficient are positive which indicates the direction of the unidirectional relationship and states that human resource planning, quality of work life and compensation have a positive relationship with employee performance at PT. Supermarkets Forward Together with Medan.

F. Multiple Linear Correlation Coefficient Test

The results of the multiple linear coefficient test for the influence between the variables of human resource planning, quality of work life, and compensation variables on the work performance variables are as follows:

Table 9. Test Results of Multiple Linear Correlation Coefficient Variables of Human Resource Planning, Quality of Work Life and Compensation for Work Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.717 ^a	.741	.737	2.21050

a. Predictors: (Constant), Compensation, Human Resource Planning, Quality of Work Life
Source: Data processed from research results, 2022

Based on Table 9, it is known that $R = 0.717$ and this value is in the interval 0.600 - 0.799 for the influence between the variables of human resource planning, quality of work life and compensation on employee performance. strong on the work performance of employees of PT. Supermarkets Forward Together with Medan.

G. Partial Hypothesis Testing or t Test

The results of hypothesis testing for the influence of human resource planning variables, quality of work life, and compensation variables on work performance variables are as follows:

Table 10. Results of Partial Hypothesis Testing or t-Test For Effects Among Variables of Human Resource Planning, Quality of Work Life and Compensation on Work Performance

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
1 (Constant)	6.265	.1979		3.166	.002
Human Resource Planning	.427	.052	.486	8.178	.000
Quality of Work Life	.133	.035	.274	3,841	.000

Compensation	.250	.073	.234	3,443	.001
a. Dependent Variable: Job Performance					
Source: Data Processed From Research Results, 2022					

Based on table 10, the tcount value for the human resource planning variable is 8.178, which is greater than the ttable value, which is 1.661 or the sig value. t for the human resource planning variable is 0.000 smaller than alpha 5% (0.05), meaning that partially human resource planning has a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan. For the variable quality of work life, the tcount value is 3.841 which is greater than the ttable value is 1.661 or the sig value. t for the variable quality of work life that is 0.000 is smaller than alpha 5% (0.05), meaning that partially the quality of work life has a positive and significant effect on employee work performance at PT. Supermarkets Forward Together with Medan. For the compensation variable, the tcount value is 3,443 which is greater than the ttable value, which is 1,661 or the sig value. t for compensation variable is 0.001 smaller than alpha 5% (0.05), meaning that partially compensation has a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan.

H. Simultaneous Hypothesis Testing or F . Test

The results of simultaneous hypothesis testing or F-test for the influence of human resource planning variables, quality of work life, and compensation variables on work performance variables are as follows:

Table 11. Simultaneous Hypothesis Test Results Or F Test For Effects Between Variables Human Resource Planning, Quality of Work Life and Compensation on Work Performance

ANOVAa						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2997.180	3	999,060	204.461	.000b
	Residual	566,812	116	4.886		
	Total	3563,992	119			
a. Dependent Variable: Job Performance						
b. Predictors: (Constant), Compensation, Human Resource Planning, Quality of Work Life						
Source: Data Processed From Research Results, 2022						

Based on table 11, it is found that the Fcount value of 204.461 is greater than the Ftable value of 2.68 which is obtained from the degree of freedom or degrees of freedom (df1) = k – 1 = 4 – 1 = 3 and (df2) = 120 – 3 – 1 = 116, and the significance is 0.000 or less than alpha 5% (0.05), meaning that simultaneously human resource planning, quality of work life and compensation have a positive and significant effect on employee performance at PT. Supermarkets Forward Together.

I. Calculation of the Coefficient of Determination

The results of the calculation of the coefficient of determination for the contribution between the variables of human resource planning, quality of work life, and compensation variables on the work performance variables are as follows:

Table 12. The result of the calculation of the coefficient of determination for the contribution of influence between the variables of human resource planning, quality of work life and compensation on Work Performance

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.717a	.741	.737	2.21050
a. Predictors: (Constant), Compensation, Human Resource Planning, Quality of Work Life				
Source: Data Processed From Research Results, 2022				

Based on table 12, the coefficient of determination value is 0.737. This shows that the ability of the variable of human resource planning (X1), quality of work life (X2) and compensation (X3) explains its effect on the variable of employee performance (Y) at PT. The Maju Bersama Supermarket in Medan was 73.7%. This value is in the interval of 60-79.99 which is stated as a strong relationship of determination, while the

remaining 26.3% is the influence of other independent variables not examined in this study, such as work ethic, competence, leadership and others.

Discussion

A. *The Influence of Human Resource Planning on Employee Work Performance at PT. Supermarkets Advance With Medan*

According to [15], human resource planning is a management process in determining the movement of an organization's human resources from a desired position in the future, while human resources are a set of processes and activities carried out jointly by human resource managers and line managers to solve human-related organizational problems.

This is supported by the overall respondents' answers to the statement of the human resource planning variable (X1) which states that there are 70.7% of respondents who choose the answers strongly agree and agree where the percentage of answers is between an assessment score of 70-79. This shows that Human Resource Planning at PT. Maju Bersama Supermarkets are categorized as good, but from the overall respondents' answers there are 8.7% of respondents who choose the answers to disagree and strongly disagree. This shows that there are still weaknesses in the human resource planning system at PT. Maju Bersama Supermarkets, namely the lack of ability of the Human Resource department in planning and managing the placement of human resources effectively, lack of implementation of deliberation before dismissing employees,

Based on the partial test or t test, it can be seen that there is a positive and significant influence between human resource planning on the work performance of the cashier's employees at PT. Supermarkets Forward Together with Medan. It is proved that the value of $t_{count} = 8.178$ with a significance of t of 0.000. By using significance and $\alpha = 0.05$, the t_{table} value is 1.661 with $df = n - k = 120 - 4 = 116$. Then the t_{count} is $8.178 > t_{table}$ is 1.661. This proves that human resource planning has a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan.

B. *The Effect of Quality of Work Life on Employee Work Performance at PT. Supermarkets Advance With Medan*

[24] states that the quality of work life is a personal reaction to the work environment and experiences such as perceptions of control, satisfaction, involvement, commitment, work-life balance, and well-being in relation to one's work and organization with no generally accepted definition. for the term.

This is supported by the overall respondents' answers to the statement of the quality of work life variable (X2) which states that there are 67.5% of respondents who choose the answers strongly agree and agree where the percentage of answers is between an assessment score of 60-69. This shows that the Quality of Work Life at PT. Maju Bersama Supermarkets are categorized as quite good, but from the overall respondents' answers there are 12.4% of respondents who choose the answers to disagree and strongly disagree. This shows that there are still weaknesses in PT. Maju Bersama Supermarkets related to the quality of work life, namely the lack of good cooperation between co-workers,

Based on the partial test or t test, it can be seen that there is a positive and significant influence between the quality of work life on the work performance of employees at PT. Supermarkets Forward Together with Medan. This proves that the value of $t_{count} = 3.841$ with a significance of t of 0.000. By using significance and $\alpha = 0.05$, the value of t_{table} with $df = nk = 120 - 4 = 116$ obtained t_{table} of 1.661. Then obtained t_{count} of $3.841 > t_{table}$ of 1.661. This proves that the quality of work life has a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan.

C. *The Effect of Compensation on Employee Performance At PT. Supermarkets Advance With Medan*

[16] states that compensation is all income in the form of money, direct goods or indirect goods, which are received by employees as compensation and services provided to the company. Compensation can be in the form of financial or monetary or anything that can be measured by money, or it can also be in the form of non-financial which can be in the form of awards, positions, working conditions and others.

This is supported by the overall respondents' answers to the statement of compensation variable (X3) which states that there are 67.3% of respondents who choose the answers strongly agree and agree where the percentage of answers is between an assessment score of 60-69. This shows that the compensation at PT. Maju Bersama Supermarkets are categorized as quite good, while from the overall respondents' answers there are 12.1% of respondents who choose the answers to disagree and strongly disagree. This shows that there are still weaknesses in the compensation system at PT. Maju Bersama Supermarkets, namely employees have not been given proper health benefits, employees do not get salaries that are in accordance with work performance and lack of opportunities for employees to get a good career path.

Based on the partial test or t test, it can be seen that there is a positive and significant effect between compensation on employee performance at PT. Supermarkets Forward Together with Medan. This proves that the value of $t_{count} = 3.443$ with a significance of t of 0.001. By using significance and $= 0.05$, the value of t_{table} with $df = nk = 120 - 4 = 116$ obtained t_{table} of 1.661. Then obtained t_{count} of $3.443 > t_{table}$ of 1.661. This proves that compensation has a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan.

A. The Influence of Human Resource Planning, Quality of Work Life and Compensation on Employee Work Performance at PT. Supermarkets Advance With Medan

According to [13], work performance can be interpreted as the results achieved by a person according to the size applicable to the work in question. Overall, for the statement of work performance variable (Y) respondents who chose the answer strongly agree were as many as 43.5%, respondents who chose the answer to agree were 34.4%, respondents who chose not to agree were 5.6%, respondents who chose not agree is 15.4% and respondents who choose the answer strongly disagree is 1.1%. Of the total respondents, there are 77 answers, 9% of respondents who chose the answer strongly agree and agree where the percentage of the answer is between the assessment score of 70-79. This shows that the work performance of employees at PT. The Maju Bersama Supermarket in Medan is categorized as good, but from the overall respondents' answers, there are 16.5% of respondents who chose the answers to disagree and strongly disagree. This shows that there are still weaknesses in the work performance of employees at PT. Supermarket Maju Bersama Medan where employees have not been able to achieve the target duration of service determined by the company, the target duration of service is not good enough, causing complaints, and the lack of employees' ability to handle problems that arise when transaction problems occur when serving customers.

The researcher also examines matters relating to human resource planning, quality of work life and compensation on employee work performance, namely the results of the F test are 204,461 while the F_{table} resulting from simultaneous hypothesis testing and F test for the joint influence of human resource planning variables, quality of work life and compensation in explaining work performance variables are 2.68 ($df_1 = k-1 = 4-1 = 3$ and ($df_2 = 120-3-1, df_2 = 116$ with an error rate of 5%, this is means $F_{count} > F_{table}$, which means the simultaneous correlation coefficient found is significant (significant) or can be generalized.

This is in accordance with the initial hypothesis that there is a positive and significant influence between human resource planning, quality of work life and compensation on employee performance at PT. Supermarkets Forward Together with Medan. Thus, it can be concluded that the higher the human resource planning, quality of work life and compensation, the higher the level of employee performance at PT. Supermarkets Forward Together with Medan.

Based on the calculation of the coefficient of determination from IBM SPSS Statistics 25.0 for the contribution of the variable human resource planning, quality of work life and compensation to the work performance variable is 0.737 or 73.7%. This shows that the contribution of human resource planning, quality of work life and compensation can increase employee performance by 73.7%, while the remaining 26.3% is influenced by other variables not examined in this study such as work ethic, competence, leadership and others

IV. Conclusion

Based on the results of descriptive analysis, for the variable of human resource planning at PT. The Maju Bersama Supermarket in Medan is in the good category, for the variables of quality of work life

and compensation at PT. The Maju Bersama Supermarket in Medan is in the good enough category and for the work performance variable at PT. Supermarket Maju Bersama Medan is in good category

Based on the results of partial hypothesis testing or t-test, for the variable of human resource planning on employee performance at PT. The Maju Bersama Supermarket in Medan is $t_{count} > t_{table}$, which means that human resource planning has a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan. The results of the partial hypothesis test or t test, for the quality of work life on the work performance of employees at PT. The Maju Bersama Supermarket in Medan is $t_{count} > t_{table}$, which means that the quality of work life has a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan. Based on the results of partial hypothesis testing or t-test, for the compensation variable on employee performance at PT. The Maju Bersama Supermarket in Medan is $t_{count} > t_{table}$, which means that compensation has a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan.

The results of simultaneous hypothesis testing or F test, for the variables of human resource planning, quality of work life and compensation on employee performance at PT. The Maju Bersama Supermarket in Medan is $F_{count} > F_{table}$, which means that human resource planning, quality of work life and compensation have a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan.

The results of the calculation of the coefficient of determination show that the contribution of the variables of human resource planning, quality of work life and compensation to the work performance of employees at PT. Maju Bersama Medan Supermarket is 0.737 or 73.7%. This means that 73.7% of changes in employee performance variables are caused by human resource planning, quality of work life and compensation, while the remaining 26.3% is caused by other variables not examined in this research, such as work ethic, competence, leadership, and others.

Recommendations

For the variable of human resource planning, the company is expected to be able to study the composition of human resources more carefully, to prioritize deliberation on employee termination to give employees the opportunity to explain mistakes that may be made unintentionally and so that the company can learn from the mistakes of employees who quit and can better equipped with an overview of the recruitment of new employees with good knowledge and improve the human resource needs analysis system before recruiting, placing and firing.

For the variable quality of work life, the company is advised to pay more attention to teamwork among co-workers on a regular basis to ensure that employees can work well together so as to create a harmonious work environment, improve the safety and comfort of the work area environment and improve the communication media used so that communication flows are created. and good information.

For the compensation variable, the company is advised to establish a good health benefit system for employees so that they can feel more secure and secure in their work, provide salaries that are in accordance with employee performance so that employees can feel valued and motivated to improve work performance and pay attention to providing opportunities. career paths to employees who excel to motivate them in their careers.

For work performance variables, companies are advised to provide more realistic targets for employees in carrying out their duties, reviewing the causes of service durations that do not meet targets and trying to improve factors that cause low duration targets to reduce the level of complaints caused by these problems. and providing regular guidance to employees so that they can be more alert and focused in dealing with problems that may arise from transactions with customers

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