

ANALYSIS FACTOR OF INTEREST IN MIGRANT WORKERS IN THE CONSTRUCTION FIELD AT PT ADI DAYA LESTARI, WASIOR, WEST PAPUA

Leonard Prasetyo^{1*}, Teofilus²
Universitas Ciputra

*Corresponding author: teofilus@ciputra.ac.id

ABSTRACT

This research explore interest power Work newcomers in the field construction at PT Adi Daya Lestari, Wasior, West Papua. This use approach exploratory research nature quantitative. Population from research 30 people who work at the company PT Adi Daya Lestari in the field construction, as well as observation and analysis document related. Research results show that interest work power newcomers in the field construction influenced by several factors, including conditions regional economy origin, opportunity more work both in Wasior, as well as recommendation from relatives or friends who have working at PT Adi Daya Lestari. In addition, the factor environment conducive work environment and training programs provided by the company are also driver interest Work power for working in the field construction. This research find that although there is various challenge like condition hard work and limitations facilities, manpower Work newcomers still show high interest because existence prospects improvement career and higher good income compared to jobs in they origin area. This findings expected can give outlook for company in designing recruitment and development strategies more work effective power. Implications from this study is importance company for keep going increase condition work and provide development programs relevant skills for maintain interest and motivation power Work immigrants. Research this also provides contribution for literature about power Work immigrants and dynamics jobs in the field construction in the area remote.

Keywords: Exploration work power, interests immigrants work power, construction, PT Adi Daya Lestari, Wasior, West Papua

INTRODUCTION

Labor naturally own important role for every company. So from that, the government try do various type efforts to make it happen increase in resources Power people in West Papua so they can support growth economy local (Supardi et al., 2023). This no escape from The Human Development Index (HDI) of the region Because own contribution to economy area Where level adequate education will capable create power quality work. The goal is for produce factor more production good. The fact actual situation in the field show that the Wondama area own number education that is still low. This is shown through Participation Rate Schools in the West Papua area are shown in Figure 1.1.

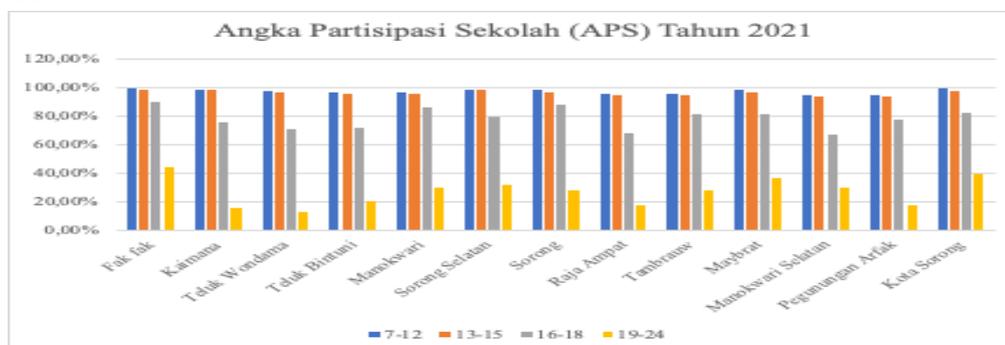


Figure 1.1 Participation Rate School (APS) 2021

Source: BPS.go.id, 2021

In terms of there is as much as 20.67% of the total population work that has education tall from diploma level up. The rest divided into residents who have education from vocational school, high school, junior high school, and

elementary school levels down. Movement residents who have elementary school education below also experienced fluctuations from 2020 to 2021, for while residents who have education level university graduates experience decline in 2021. In essence there is Lots consideration by immigrants for settled to areas that are considered more develop such as in Bintuni Bay and FakFak which have increase in the Human Development Index (HDI) (Bappenas 2015). Meanwhile in the region like Wondama Still not enough interested. This can also be seen Still many power Work local from area the one that is more decide look for work outside area Wondama. In the journal written by Hastanti and Noya (2018) it was revealed a number of reason from power Work local from Wondama which has quality Good choose working outside the area Alone like existence consideration liability family and influence from level income area those that are low. As a result from low power Work existing local, then companies in the West Papua area more employ power immigrants (Magfiroh, 2017).

PT. Adi Daya Lestari (PT. ADL) is companies operating in the field construction. This company stand since 2010 and already handle various type project infrastructure important, including development road, improvement road, work bridges, and box culverts, as well as river normalization. PT. ADL vision is become company construction leading recognized by the market because own integrity, professionalism, and quality results good work in its field. This company move on the plane construction that opens field jobs in the area Wasior, West Papua. As for the proportion from power the work owned by PT ADL is 90 % power Work immigrants and the rest 10 % is power Work local. Based on the data can knowing existence domination from power Work immigrants. In addition If seen from aspect age, majority power work at PT ADL is age productive which includes in generation millennials that is by 70%. In order to interesting power Work for Want to work in the area Wasior, company provide a number of facility in form procurement of mess as place the workers residence, giving vehicle operational, provision consumption during work on projects and benefits tickets go home go as much as 2 times in a year.

However company still often difficulty in do recruitment power work required. This phenomenon in accordance with expressed by Magfiroh (2017) where Still Lots companies that do not understand perception as well as need from power work that is classified as in generation millennials. Companies This Lots find employee young people who don't focus on goals his career. So that through background behind said, researchers want to explore more carry on interest work power newcomers in the field construction especially in the area Wasior, West Papua. View explanation from background behind on so researchers can formulate problem in study This namely "Anything interesting factors interest power Work newcomers for working at PT Adi Daya Lestari, Wasior, West Papua?"

LITERATURE REVIEW

Interest in Work

Fatimah et al. (2021) reveal that interest is a form of assessment of activities, work, or objects that are considered valuable and have special meaning to oneself. Meanwhile, Sujarwanto (2023) quotes a book written by Greenleaf, which states that interest is a significant motivation that arises within oneself to perform work activities. This certainly requires a person to pay attention to several factors that can attract their interest in doing a job so that they have an attitude that is resistant to the pressure of each job. Meanwhile, Ruing (2022) defines interest as a tendency to settle on a subject and feel happy when participating in that field. Referring to research examining worker turnover by Mahendra et al. (2022), it is influenced by several factors, one of which is the compensation provided by the company to its employees, the safety of each employee while performing their work, conditions in the work environment, fairness within the organization, support received from coworkers, support from superiors, problems originating from the worker's family, and the provision of promotion opportunities from the company. In addition, training and development as well as organizational commitment also influence workers interest in working for a company.

Workforce

According to Syairifulloh (2016), the workforce consists of every person who is willing and able to work in order to earn wages that can be used for themselves and their family members.

Work Motivation

A person's work motivation will indirectly influence organizational performance and affect performance (Kristiyono and Hendarti, 2021). Kamila (2023) describes motivation as something that can drive and activate a person to achieve certain goals. Motivation is closely related to external and internal drives that encourage a person to produce or create something in order to achieve a specific goal (Hardiyanto, 2018).

Work Compensation

Compensation is a reward for work that has been done, given by the company in the form of money, direct goods, or indirect goods. Compensation given by the company, whether financial or non-financial, is certainly based on existing company policies with the aim of improving the welfare of employees through holiday allowances and pensions. These rewards are intended for every employee who has performed and completed their work in the company well. Compensation for employees can be in the form of financial rewards or anything that can be measured using money, or it can also be in the form of non-financial rewards such as awards, positions, working conditions, and others.

Work Safety

According to Muhammad, A. (2019), it is very important to implement a Health, Safety, and Work Safety (K3K) program. This is one of the preventive measures to avoid work accidents and illnesses that can arise due to the effects of the work environment. Prevention can be done by identifying things that have the potential to cause work accidents so that companies can think of anticipatory measures in case an accident occurs at work. Providing guarantees for employee health and implementing work safety and security procedures will have an impact on workers' activities in performing their jobs. This is certainly closely related to the employment system and human resources in order to improve social security and worker welfare.

Work Facilities

According to Nurhadian (2019), supporting facilities are needed by humans to support their activities. Not only internal support such as having good abilities and skills, as well as being supported by mastery of science and technology, but this also relates to the external sphere such as the environment in the form of available resources. Nurhadian (2019) states that work facilities can take the form of tools and materials needed to support work in the sphere where the person performs their work. This will facilitate work methods and workflow management, both individually and in groups.

Family Factors

Nursiani (2021) stated that that potential on source Power optimal human being can become determinant something organization good for business both business and non-business become successful. However there is aspects that can influence performance workers inside organization business especially those that exist relation with regarding in life personal for example family. There is an increase demands economy that results in somebody must Work For sufficient need family like education child or employees who have married people often have two commitments main inside his life namely in family and work. This often become a dilemma for employees. Rafique et al., (2019) revealed a number of indicator related with factor family that is:

- a. Importance support from family
- b. Desire For help family
- c. Desire hold role direct in family
- d. There is an interest For do Good for family

Work Environment

Suprpto (2023) argues that the work environment encompasses all the tools and materials used by an individual in performing their work, which serve to assist the work process and coordinate their work as an individual or even in a group. It can therefore be concluded that within the work environment, employees are influenced by several components, both physical and non-physical, directly and indirectly. According to Nurhadian (2019), there are two types of work environments, namely physical work environments and non-physical work environments. A physical work environment is a physical condition that exists around the work location and has a direct and indirect influence on employees.

Work Experience

Riyadi (2015) defines work experience as the experience that a person has when doing a job. This also includes the scope of work and how long the employee has been doing the job. An individual's work experience is considered important for a company even though there are more modern facilities and infrastructure supported by advanced technology. This is certainly inseparable from the role of humans as the driving force. Therefore, without the help of human resources and their work experience, the company will not be able to operate optimally to achieve its ultimate goal (Riyadi, 2015).

Analysis Model

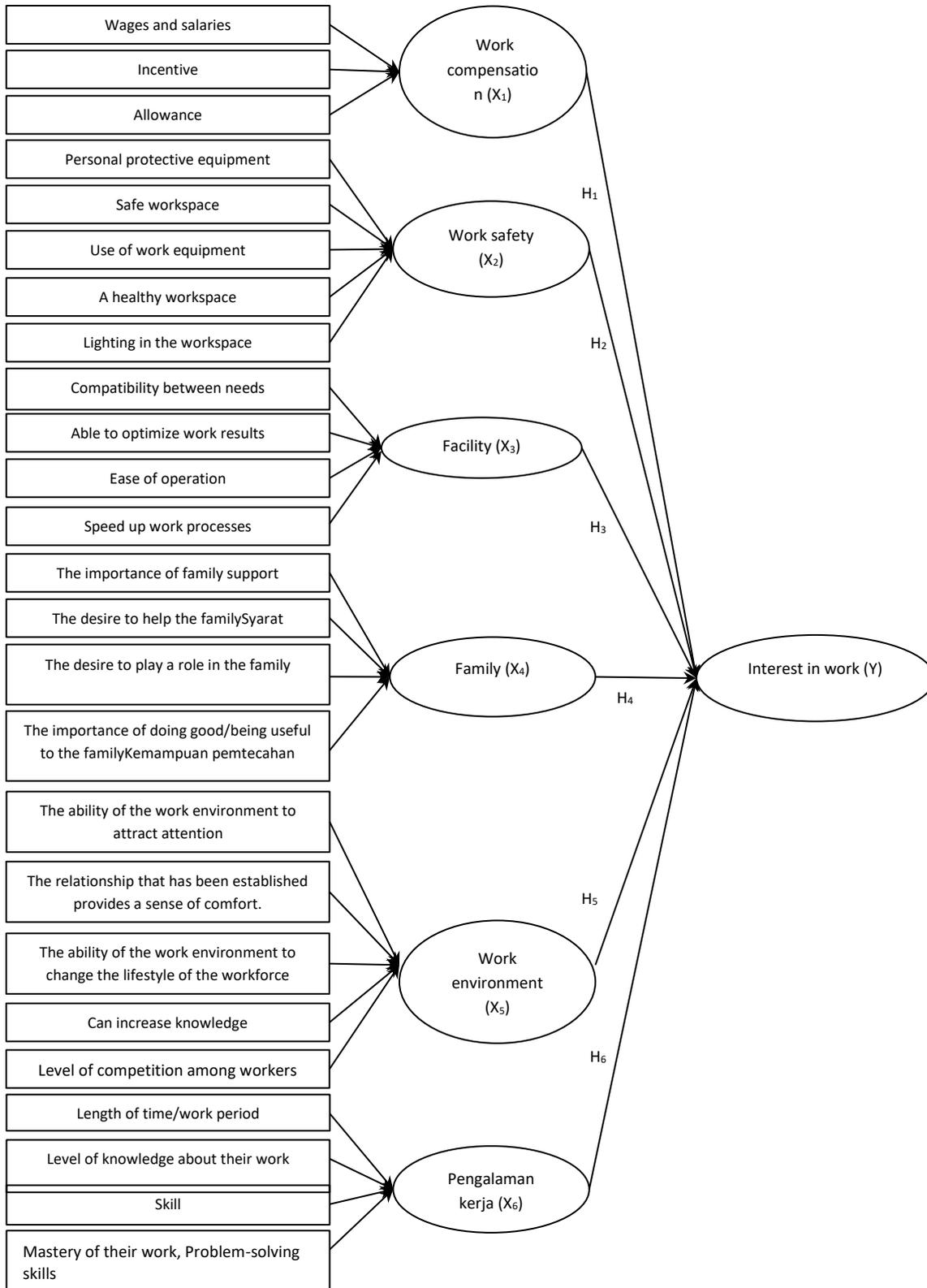


Figure 2.1 Analysis Model

RESEARCH METHODS

Referring to the background the back that has been there is above, description problem as well as objectives and benefits research, then in the research This use approach exploratory research nature quantitative. Use approach This referring to the goal study that is for explore interest worker for works at PT Adi Daya Lestari, Wasior, West Papua. Referring to Jufrisen Rahmadhani. (2020), with use approach exploratory so will explain connection because consequence on a number of factors that will form latent variables in research. Selection location study is in the Adi Daya Lestari company which operates in the field construction located in the district Wasior, Regency Bay Wondama, West Papua Province. Research This ongoing from October 2021 to June 2024 starting from consultation, dissemination questionnaires, data analysis, to get conclusion from study.

In research This writer take it all over power PT ADL is work originating from from other areas as population from research, namely as many as 30 people. Research sample taken use technique sample saturated, in other word, namely use all over population study so that obtained as many as 30 people as respondents research. Data analysis in research This use Exploratory Factor Analysis (EFA) approach which will analyze use tool SPSS. Research This has 6 factors and 1 variable tied. Sixth factor the that is compensation work, security work, facilities work, family, environment work and experience work. Meanwhile for variables tied that is interest power work. Here the definition operational factors in This research:

Table 3.1 Definitions Operational Factors

Factor	Definition Operational	Indicator
Compensation Work	Compensation is policies provided by the company for its employees in frame increase welfare they.	1.Wages and salaries 2.Incentive 3.Allowance
Peace work	Security Work is one of the effort prevention for avoid accident work and diseases that can arise consequence existence effect from environment around field work (Muhammad, 2019)	1.Tools protector work 2.Safe workspace 3.Standard Operational Procedure deep use equipment work 4.Healthy workspace 5.Lighting in the room work
Facilities	Facility is means support provided company for support activity work (Fatim <i>et al.</i> , 2021)	1.Compliance between need 2.Able to optimize results Work 3.Convenience in operation Speed up the work process
Family	There is support family for readiness employee in Work For fulfil roles and responsibilities answer on existing demands in his life	1.Importance support from family 2.There is a desire for help family 3.Desire For hold role in family there is interest do good/useful for family
Environment Work	Environment Work describe something condition in a way overall in form physical and non-physical so that can influence power Work moment do his work (Nurhadian, 2019).	1.Ability environment Work For interesting attention 2.The relationship that is established capable provide a sense of comfort 3.Ability environment Work For change style life power Work 4.Can add knowledge knowledge Level of competition between power Work
Experience Work	Experience Work is situations that have ever experienced by the workforce Work moment operate work certain ones that have been become series work to be done done and duration do work (Riyadi, 2015)	1.Length of time /period of work 2.Level of knowledge about his job 3.Skills Mastery to his job

Source: processed data, 2024

RESULTS AND DISCUSSION

Validity and Reliability Instrument

Validation of questionnaire items use SPSS *software* can see through mark significance of each item. The size its value must more small of 0.05. While For reliability from questionnaire items can see through Cronbach Alpha value, where its value must show bigger from 0.6. Here This is validity and reliability test results from questionnaire this study.

Validity Test Results Instrument

Table 4.1 Validity Test Results Instrument

Item	Pearson Correlation	Sig.
X12	.958	.000
X13	.962	.000
X21	.964	.000
X22	.962	.000
X25	.544	.000
X31	.962	.000
X32	.932	.000
X33	.885	.000
X34	.928	.000
X42	.920	.000
X43	.946	.000
X44	.595	.000
X51	.806	.000
X52	.901	.000
X53	.758	.000
X54	.746	.000
X55	.789	.000
X62	.909	.000
X64	.939	.000

Source: SPSS data processing, 2024

Table 4.1 shows mark significance obtained instruments in questionnaire study more small from 0.05. So can taken conclusion all over the instruments in Table 4.1 are said to be valid. Therefore that, questionnaire can analyze more.

Reliability Test Results Instrument

Table 4.2 Reliability Test Results Instrument

Variables	Cronbach Alpha	Indicator	Cronbach Alpha if item deleted
X1	.915	X12	
		X13	
X2	.922	X21	
		X22	
X3	.940	X31	.899
		X32	.927
		X33	.939
		X34	.921
X4	.844	X42	
		X43	

X5	.857	X51	.825
		X52	.785
		X53	.842
		X54	.841
		X55	.839
X6	.821	X62	
		X64	

Source: SPSS data processing, 2024

Table 4.2 shows Cronbach Alpha value of each instrument in study more big from 0.6. This means that the instruments the can it is said reliable so that can done analysis more carry on.

Calculation Correlation Indicator

Kaiser Meyer Olkin (KMO) test

Stages beginning from the analysis test factor exploratory can done with do calculation correlation indicators that can see through testing Kaiser Meyer Olkin (KMO). In addition, researchers will also look at the results Bartlett's Test Sphericity, as well as mark from Measure of Sampling Adequacy (MSA). This matter can showing through this table following:

Table 4.3 Kaiser Meyer Olkin (KMO) Test Results

Kaiser-Meyer-Olkin Measure of Sampling Adequacy	.670
---	------

Source: SPSS data processing, 2024

Table 4.3 is Kaiser Meyer Olkin test results showed mark of 0.670 where results the in accordance with standard reference from Widardjono (2015) who revealed the exact KMO value and said worthy when own mark bigger from 0.5.

Bartlett's Sphericity Test

Table 4.4 Results of Bartlett's Test of Sphericity

Bartlett's Test of Sphericity	Approx. Chi-Square	434,199
	Df	136
	Sig.	.000

Source: SPSS data processing, 2024

Next, it is done Bartlett's Test of Sphericity shown through mark significance below 0.05. This is can interpreted that the data obtained can used for analysis factors.

Uji Measure of Sampling Adequacy (MSA)

Stages next to be continued with look for know mark correlation between variables shown through results table *Anti-Image Matrices*. Widardjono (2015) revealed that in see which factors are considered worthy for become factor so need strong correlation. This is can see through higher MSA value big from 0.5 then factor former in variables the can called valid and not own reduced factor. The magnitude of mark of MSA which is between 0 and 1 has criteria as following :

1. $MSA = 1$, then can said item can predicted without error by another item
2. $MSA > 0.5$, then can said item can predicted and analyzed more carry on
3. $MSA < 0.5$, then can said item no can predicted so that No can done analysis more carry on

MSA test results in this study shown through table following:

Table 4.5 Measure of Sampling Adequacy (MSA) Values

Variables	Indicator	MSA Value
X1	X12	.505
	X13	.525

X2	X21	.824
	X22	.693
X3	X31	.794
	X32	.803
	X33	.823
	X34	.873
X4	X42	.236
	X43	.432
X5	X51	.759
	X52	.762
	X53	.747
	X54	.819
	X55	.692
X6	X62	.391
	X64	.525

Source: SPSS data processing, 2024

Based on Table 4.5, it shows that indicators X42, X43, X62 and X64 have MSA value is higher small from 0.5. So the four items reduced from this study.

Exploratory Factor Analysis

Stages the necessary beginning done deep research this is test analysis factor Exploratory (EFA). Use method this works for group factors new that forms interest energy work immigrants in the field construction in West Papua.

Factor Extraction

Extraction method factor obtained with see amount factors that are formed in research. This is can known through the *Total Variance Explained* Table in the results *running* SPSS as following:

Tabel 4.6 Tabel Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative%	Total	% of Variance	Cumulative %
1	7.014	41.259	41.259	7.014	41.259	41.259
2	3.116	18.327	59.586	3.116	18.327	59.586
3	1.922	11.306	70.892	1.922	11.306	70.892
4	1.282	7.540	78.432	1.282	7.540	78.432
5	.969	5.703	84.135			
6	.675	3.971	88.105			
7	.524	3.080	91.186			
8	.359	2.112	93.297			
9	.316	1.859	95.156			
10	.199	1.170	96.326			
11	.186	1.093	97.419			
12	.132	.774	98.193			
13	.103	.607	98.800			
14	.090	.527	99.327			

15	.058	.341	99.668
16	.034	.201	99.869
17	.022	.131	100.000

Source: SPSS data processing, 2024

In the *Total Variance Explained Table* show components that can become something factor if each component the own mark *Eigenvalue* more big from 1. This is shown through *components* 1-4 with mark as following

1. Magnitude mark variants factor First namely 7,014
2. Magnitude mark variants factor second namely 3,116
3. Magnitude mark variants factor third namely 1,922
4. Magnitude mark variants factor fourth namely 1,282

Based on information that has been described previously can taken conclusion that this study formed four factors. All factors that have been formed own mark variance that can explain amounting to 78.432% variability of the 17 existing indicators. Validation study This show that seventh twelve existing factors can is said to be valid. This is means each statement item in questionnaire can represent fourth interesting factors interest power newcomers Work. Stages next thing you need done after know amount factor formed is ensure members who enter each of the existing factors. This can known with see table *Rotated Component Matrix* under:

Table 4.7 Rotated Component Matrix

	Rotated Component Matrix ^a			
	Component			
	1	2	3	4
X31	.909			
X34	.893			
X21	.885			
X33	.880			
X22	.845			
X32	.839			
X55		.812		
X54		.750		.312
X52	.424	.719		
X62		.712		
X53	.499	.669		
X64		.620	.562	
X51	.399	.597		
X42			.912	
X43			.871	
X13	.378			.879
X12				.863

Can be seen from Table 4.7 shows four factors that are formed. Then it can based on the results of the rotated component matrix test show member from each factor as following:

- a. Factor 1: X31, X34, X21, X33, X22
- b. Factor 2: X55, X54, X52, X62, X53, X64, X51
- c. Factor 3: X42, X43
- d. Factor 4: X13, X12

Because items X42, X43, X62, and X64 have MSA value is below 0.5, then the four items issued from factors that have been formed. So that remaining three factor with each of its components as following :

- a. Factor 1: X31, X34, X21, X33, X22
- b. Factor 2: X55, X54, X52, X53, X51
- c. Factor 3: X13, X12

Discussion

This Study own objective for know factors that form interest power Work For working in the field construction in West Papua. After do distribution questionnaire against 30 respondents and analysis factors at the stage First to the results obtained so obtained results factors that are formed as many as 4 factors with 16 constructs. After that, continued with filtering stage second with see MSA value of each item and its results show There are 4 constructs that have mark below 0.5. So that identified arrangement new from interesting factors interest power Work newcomers for works at PT Adi Daya Lestari, Wasior, West Papua.

Facility

Table 4.8 Component Analysis 1

Item	Construct	Keywords	Naming Variables
X31	Facilities provided to i in accordance with my need	Facility	
X34	Facilities provided i can help speed up the work my process	Facility	
X21	The company provides tool protection For do activity Work	Provide tool protection	Facility
X33	The facilities that I have accept own convenience in operation	Facility	
X22	Room work owned by the company felt comfortable	Room Work	

Source: SPSS data processing, 2024

Table 4.8 shows component constructs that compose factor 1 has keywords facilities and provide tool protection. Therefore that, keyword the made into reference for determining the name of the new factor. So that giving a suitable name for factor 1 is facilities. If you look at from percent of variance shows mark of 41.259% which means factor facility this play a role by 41.259% for interesting interest work power. So that matter the give description that facility considered as the most important factor in interesting interest power Work newcomers for working at PT. ADL. This naming factors facility supported by research from Nuhardian (2019) who stated facility become means support needed by the workforce Work For support activities owned. As for the facilities Work This covering overall tools and materials needed, methods work, and settings Work Good in a way individual and as group.

Connection between factor facility in interesting interest power Work expressed by Sartika *et al.* (2023) where provision facility adequate work will make performance employees also increased in a way as a whole. So that important for something company for consider facilities that will be given to its employees for create good productivity, efficient, and as tool support motivation employee in do his job. Therefore, PT. ADL needs notice importance provision facility adequate work for employees. See from results descriptive respondents, where majority worker originate from outside area Wasior, so that company need for give a number of facilities. Provision facility such as mess, food and *laundry* done for interesting employees to work at PT. ADL with make an effort sufficient need the primary during in the field. In addition, the company also facilitates equipment security during in area project for prevent occurrence accident job. Needs the facilities provided, of course adapt with condition in the field. This is done with method company do survey and inventory between facilities that have been owned and expected facilities in the future. Survey the used as a medium of delivery option facility certain things that can support performance work employees. This Investment good facilities expected can give results positive so that employee will feel more appreciated and supported in operate his duties.

Environment Work

Table 4.9 Component Analysis 2

Items	Construct	Keywords	Naming Variable
X55	Environment me able to grow soul competitive deep self me	Environment	Environment work

X54	I get addition knowledge from environment in Work	Environment Work
X52	Connection relationship to place to work create a sense of comfort for do activity work	Place Work
X53	Environment Work I Enough Good For repair mylifestyle	Environment

Source: SPSS data processing, 2024

Table 4.9 shows component constructs that compose factor 2 has keywords environment. Therefore that, keyword the made into reference for determining the name of the second factor. So that giving a suitable name for factor 2 is environment work. If you look at from percent of variance show mark of 18.327% which means factor environment plays a role of 18.327% in interesting interest power work. This Research results give description that environment work is also considered as important factors in interesting interest power Work newcomers for working at PT ADL. Naming factors environment Work This support study from Suprpto (2023). In his journal mentioned that environment that becomes place for do work covers all something that is around employees. This is can shaped in a way physique and non-physical so that will own impact in a way direct and indirect direct moment somebody do his job.

Connection between environment Work in interesting interest power Work expressed by Fernando *et al.* (2021) where employee will notice environment Work organization from office place they work. This Environment Work can shape safety work, environment pleasant physical, working hours flexible, load suitable work, and friendliness between staff. Environment good job Of course created alone, because existence bond relation Good between worker with superior and between workers. When the environment the in conducive conditions, then expected can grow soul competitive in a way positive in self employees. This is will impact on employee comfort in do activity the job you have. So that capable companies create environment good job, then will can interesting interest from power Work For own commitment work at a company. Therefore, PT. ADL must provide clear targets along with with guidance and motivation steps that must be taken done its employees. This is need done for create atmosphere comfortable and beneficial competition for its workers.

Compensation Work

Table 4.10 Component Analysis 3

Items	Construct	Keywords	Naming Variable
X13	Allowances given to me can guarantee mylife	Allowance	Compensation Work
X12	The company provides incentive as form appreciation	Incentive	

Source: SPSS data processing, 2024

Table 4.10 shows component constructs that compose factor third have keywords allowances and incentives. Therefore, keyword the made into reference for determining the name of the third factor. So that giving a suitable name for factor third This is compensation work. If you look at from percent of variance shows mark of 11.306% which means factor compensation Work own role by 11.306% in interesting interest power work. This research results give description that compensation work is also considered as important factors in interesting interest power Work newcomers for working at PT ADL. This Naming factors compensation Work supported by research conducted Suprpto (2023). In his journal mentioned that compensation Work is all income in the form of money given Good in a way direct and not directly. There is compensation that given with based on policies that have been made by the company. In this research, form capable compensation interesting interest power Work is allowances and incentives. Where are the allowances This normal provided by the company in form insurance, pension programs, or holiday.

Work Connection compensation in interesting interest power Work expressed by Ekhsan *et al.* (2021) where compensation This be one of function management for weave connection with its employees in form reply service on performance that has been achieved. The hope of giving compensation This made for increase satisfaction on achievement performance from each employee. Provision compensation this is also intended for give enthusiasm and motivation for workers give performance in a way maximum in operate his job. So that good compensation will

capable interesting interest power Work as candidate power work in a company. In this case, PT. ADL provides a number of allowed like accommodation and health benefits, this beneficial for give guarantee for each worker along with the nuclear family that is owned. So that in the future company will increase allowance other like education and training, establish system more incentives clear and tailored with performance targets as well as contribution. As for the form other appreciation given to the employees owned that is in the form of THR (Holiday Allowance), final bonus year, and final bonus projects that have been customized with company profits.

CONCLUSIONS AND IMPLICATION

Conclusions

The results that have been obtained in this research can concluded that interesting factors interest of the workforce Work newcomers for working at PT Adi Daya Lestari, Wasior, West Papua is factor facilities, environment work and work compensation.

Implications

At the moment PT ADL company has apply some related benefits facilities and compensation provided for every force his work. Therefore in the future, the company will try give facility in a way *custom*. This Naturally customization need opinion from employees owned so that their benefits in accordance with individual needs. Companies also need to for evaluate in a way periodically about facility the so that relevance to every development job held Still in scope equivalent. Then in the section environment work, PT ADL at the moment This Already try create good environment for company. This is naturally become reflection from values applied by the company. So that For In the future, PT ADL will still give more guides organized and written so that it can be become help for employee in achieve the intended target. In addition, company will provide activity social and recreational activities to foster a sense of family in office as well as provide facility support for entertainment moment for employees owned such as gym, canteen comfortable food, recreation area or relax. Lastly, the factor compensation moment This PT ADL has give allowance for employees owned like Health benefits and allowances hilyday. So that in the future, the company will plan giving other compensation in form education/training for development self skills related with job held. In addition, determination system incentive will communicated in a way open about How method for get and time incentive the will accepted.

REFERENCES

- Fatimah, S., Kusniawati, A., & Kader, MA (2021). The Influence of Company Reputation and Compensation on Job Application Interest (A Study at PT. Gojek Indonesia, Tasikmalaya Branch). *Business Management and Entrepreneurship Journal*, 3(2), 40–55.
- Hardiyanto, L. (2018). Motivation Students Become Digital Startup Entrepreneurs (Technopreneurship). *Journal Educational Sciences (JIP) STKIP Kusuma Negara*, 10(1), 1–15.
- Hastanti, BW, Kuswandi, R., & Noya, J. (2018). Development strategy results forest No Masoi wood (NTFP) in Bintuni Bay, West Papua with SWOT analysis. *WASIAN Journal* , 5(1), 43–56.
- Jufrizen, & Rahmadhani, KN (2020). Influence culture organization to performance employee with environment Work as variables moderation. *JMD: Dewantara Journal of Management & Business Research*, 3(1), 66–79. <https://doi.org/10.26533/jmd.v3i1.561>
- Kamila, SN (2023). Upasa grow motivation learning among students at Al-Ihsan Middle School, Bekasi City. *Journal Scientific Psychology Humanity*, 8(2), 24–28.
- Kristyono, & Hendarti , Y. (2021). The Influence Motivation Work and Work Environment on Employee Performance (A Study of Teachers and Employees at SMK Negeri 1 Karanganyar). *Journal Smoothing*, 19(2), 115–120.

Magfiroh, U. (2017). Influence exploration career, vocational identity and values Work to suitability perception employee Young (Case study: PT. Angkasa Pura I (Persero) Juanda International Airport). UOL Library Repository. <http://repository.its.ac.id/id/eprint/45356>

Mahendra, MAR, Nurcholis, G., & Arya, L. (2022). Organizational Climate, Quality Life Work and Turnover Intention of Employees of PT. PAL Indonesia (Persero) Surabaya. *Journal Poseidon Psychology*, 5(1), 40–58. <https://doi.org/10.30649/jpp.v5i1.66>

Nurhadian, AF (2019). The Influence Facility Work On Employee Performance. *Business and Science and Technology*, 12(1), 1–9.

Rafique, T., Rehman, N. ur., & Afridi, J.R. (2019). Job Performance Dependence on Family Motivation for Energizing Efforts and Reducing Stress. *The Journal of Humanities and Social Sciences*, 27(2), 182–200.

Riyadi, BA (2016). The Influence experience Work to performance employees at the Semar Gold Shop, Nganjuk. *Equilibrium Journal*, 3(1), 49-61.

Ruing, MAD (2022). The Influence decision taking concentration management source Power man to interest become a human resource development in a company (Empirical study on Management Study Program students at Sarjanawiyata University Tamansiswa). *Journal Elementary Education and Social Humanities*, 1(7), 1347-1354.

Sujarwanto, A. (2023). The influence of scholars and mui fatwas about prohibition of interest on interest society deep choose a Syariah Bank in Kota Bekasi. *Journal of Social Humanities and Education*, 2(2), 76-82.

Supardi, E., Difinubun, MI, & Muhamad, S. (2023). Analysis policy: Development business sector fisheries in the area economy Sorong special. *Journal Governance, Budget Politics and Public Administration*, 2(1), 10-22.

Suprpto, E., Mahaputra, MR, & Mahaputra, MR (2023). The Influence Environment Work, Motivation to Productivity Work Employees at PT REMCO Jambi. *Ulmi Multidisciplinary Journal*, 1(4), 948–955.

Syairifulloh, F. & Hoetoro, A. (2016). Analysis of Factors Influencing Indonesian Female Workers Working Abroad (Case Study in Banyuwangi Regency). *Journal Scientific FEB Students, Brawijaya University*, 4(1).