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THE IMPACT OF SALARY AND JOB SAFETY ON THE WORK PRODUCTIVITY OF EMPLOYEES AT PTPN V TANJUNG MEDAN OIL PALM PLANTATIONS

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Abstract

The issue in this exploration is the compensation that is still underneath the provincial The lowest pay permitted by law (UMKR) is due to the absence of familiarity with PTPN V oil palm manors in Tanjung Medan, Kec. Pujud Rokan Hilir. This sort of exploration utilizes quantitative examination. The population in this study was 153 workers, with an example of 153 representatives. Equation with the assistance of the SPSS Variant 22 information handling program for Windows The information investigation utilized numerous straight relapses, and the accompanying outcomes were found: The consequences of the incomplete test (t test) on the compensation variable are t-count 3.109 > t-table 2.0129, and that really intends that there is a positive and huge effect on PTPN V oil palm manor representative execution, while for the yield motivator variable, the halfway test (t trial) of t-count 1.936 > t-table 2.0129 Sig. 0.00 > 0.05 intends that there is an impact of word-related wellbeing security on the presentation of PTPN V oil palm ranch workers. In view of the consequences of the concurrent test, the Fcount esteem is 15.108 while the Ftable is 2.81 (15.108 > 0.05), while the huge level is under 0.05, to be specific (0.00 <0.05), and that truly intends that there is a critical constructive outcome between the impact of pay and word-related wellbeing security on worker execution. In view of the trial of the coefficient of assurance, the value of the changed R square is 0.496 (49.6%). This implies that the capacity of the autonomous variable in this study influences the dependent variable by 49.6%, while the excess 50.4% can be made sense of by factors other than the free factor.

INTRODUCTION

In today's dynamic and competitive business environment, understanding the factors that influence employee productivity is crucial for organizational success. Among these factors, salary and job safety have emerged as significant determinants that shape employee performance and overall organizational outcomes. This study focuses on exploring the impact of salary and job safety on the work productivity of employees at PTPN V Tanjung Medan Oil Palm Plantations. Compensation, particularly salary, serves not only as a means of financial reward but also as a motivator that influences employee morale and commitment. A competitive salary structure not only attracts but also retains skilled workforce,

fostering a sense of loyalty and dedication among employees. On the other hand, job safety plays a pivotal role in ensuring employee well-being and confidence in the workplace. A safe working environment not only reduces absenteeism due to injuries but also enhances employee satisfaction and productivity. PTPN V Tanjung Medan Oil Palm Plantations, as a significant player in the agricultural sector, provides an ideal setting to examine these relationships. By analysing the interplay between salary levels, job safety measures, and employee productivity within this context, this study aims to provide valuable insights into effective human resource management strategies. Understanding how salary and job safety impact employee productivity is essential for organizations aiming to optimize their workforce performance and maintain competitive advantage. By addressing these factors, organizations can foster a positive work environment that nurtures employee well-being and enhances overall productivity levels. This research endeavours to contribute to both theoretical knowledge and practical implications for human resource management practices within agricultural enterprises, thereby enriching the understanding of employee productivity dynamics in relation to compensation and workplace safety.

The efficiency of an organization or industry can be expected to advance on the off chance that it can lessen the penance of assets to deliver bigger items with better quality. Work really assumes a significant part occupied with getting labour and products, on the grounds that basically creation and innovation are the consequence of being crafted by work too (Nuruzzaman & Djanegara, 2008). Pay is one of the main things for each worker who works in an organization, in light of the fact that the compensation an individual procures can satisfy their everyday necessities (Tanujaya, 2014). As per (Nuralita & Nugraha, 2018), pay is all pay in cash, immediate or roundabout merchandise got by representatives as pay for administrations given to the organization. At PTPN V. Tanjung Medan oil palm ranches, Pujud Rokan Hilir Locale, the issue that happens is that there are still representatives whose compensations are below the lowest pay permitted by law. This issue makes worker execution decline.

LITERATURE REVIEW

Recklessness coming about because of deliberate or accidental carelessness in regards to work security can be adverse to laborers and the organization, as loss of property, handicap and demise, loss of working time, defers in the creation cycle, and different misfortunes, both immediate and circuitous, as well as the burden of criminal approvals as per guidelines. relevant criminal regulations. With these results, the execution of word-related wellbeing affects labour force efficiency (Fitriyani et al., 2022). Work-related wellbeing and wellbeing impact mishap factors; workers should follow K3 guidelines so that negative things don't occur to representatives. Numerous mishaps happen because of diseases endured by workers without the information of K3 managers. Checking of states of being ought to be executed while entering the work area to recognize laborers' wellbeing early while beginning their work (Asthenu & Pattipeilohy, 2022).

As per (Mahendra, 2022), word-related wellbeing and wellbeing should be viewed in the workplace, since wellbeing is a condition or circumstance of an individual's wellbeing, both truly and profoundly, while word-related security is a condition where laborers are ensured wellbeing while working, whether utilizing machines or airplanes. Work devices, handling processes, as well as the work environment and climate are additionally ensured. Assuming laborers are genuinely and intellectually sound and upheld by offices and frameworks that ensure security, work efficiency will be expanded. Medical issues are intricate issues that are interrelated with different issues outside of wellbeing itself. Many elements impact wellbeing, both individual wellbeing and general wellbeing, including heredity, climate, conduct and wellbeing administrations (Effendy, 1998).

Word-related wellbeing and wellbeing have been a worry among legislatures and organizations for quite a while. Word-related wellbeing and wellbeing are vital in light of the fact that they are firmly connected with representative execution and company execution, which can increase efficiency (Hendrawan, 2020). The more accessible word-related wellbeing and wellbeing offices, the more outlandish there are to be mishaps and word-related illnesses. In this way, organizations should provide word-related security

and wellbeing offices. Pondering a few issues that happen in organizations, the absence of consciousness of the significance of word-related security and wellbeing programs is the fundamental issue that should be settled, so organization chiefs ought to give serious consideration to the significance of understanding and carrying out word-related security and wellbeing programs in organization associations. Organizations should zero in on creating wellbeing projects and offices, so a work plan and workplace will be made that can shield representatives from different sorts of compromising security and wellbeing-related risks (SOLAHUDDIN, 2024). The improvement of an organization truly relies on the efficiency of its workers. Through a decent work-related security and wellbeing program, it is trusted that work mishap rates can be decreased, and representative confidence can be expanded. A sound labour force will work beneficially, so it is trusted that representative work efficiency will expand, which can uphold the organization's progress in building and growing its business (Prabowo, 2018). The public authority, through Regulation Number 13 of 2013 Article 86 concerning Word-related Security and Wellbeing, manages that each specialist or worker has the option to acquire assurance for wellbeing, wellbeing and work mishaps, ethics, fairness and treatment that is as per human pride and values. strict qualities (Nurcahyo, 2021).

(Arikunto, 2019) expressed that to safeguard the security of laborers/workers and acknowledge ideal work efficiency, word-related wellbeing and wellbeing endeavours are completed. The guidelines above emphasize that word-related wellbeing and wellbeing perspectives should be executed in each organization to safeguard laborers from the dangers of the work they do, in this way reassuring representative work efficiency. There are different organizations from different areas that have executed word-related wellbeing in Indonesia, particularly in Rokan Hilir Pekanbaru. One of the organizations that has carried out word-related wellbeing and wellbeing in Rokan Hilir Pekanbaru is PTPN V Tanjung Medan oil palm manors, Pujud Rokan Hilir locale, which is one of the organizations working in the energy area where the execution requires a decent word-related security and wellbeing framework. in order to have the option to create quality representatives who can uphold the accomplishment of organization objectives ideally and keep away from mishaps and business-related ailments.

As per (Kartikasari & Cherny, 2017), expressed in more straightforward terms, the significance of efficiency is the arithmetical correlation between the sum delivered and how much every asset utilized during creation. As per (Samsuni, 2017), efficiency is a significant viewpoint for organizations since, supposing that the labour force in the organization has elevated degrees of work, the organization will create a gain and the existence of the organization will be ensured. As per (Akmal & Tamini, 2015), pay is all pay in cash, immediate and circuitous products got by representatives as pay for administrations given to the organization. As per (Kadarisman, 2012), compensation is an honour or award given by workers that is given by an association in light of their commitment and better useful execution in an association. As per (Keselamatan, 2013), work wellbeing is a condition where laborers are protected and don't encounter mishaps in completing their obligations and work. Along these lines, the execution of work happens regularly without being upset by work mishaps, and the labour force can accomplish the arranged presentation. For this to occur, organizations or associations need to complete work security for the executives, which is a coordinated piece of the organization or association's board.

The execution of the word-related wellbeing and wellbeing program at PTPN V Tanjung Medan oil palm estate, Pujud Rokan Hilir Region, has been carried out for quite a while and is the obligation of the administration framework that controls word-related security and wellbeing both at the administrative centre and branch workplaces. The wellbeing execution process is the obligation of the HR administrations division, which manages the wellbeing administrations give to workers. Assuming the organization can make ideal word-related wellbeing, agreeable, protected and sound working circumstances will be made and the organization's action cycles can run as expected, subsequently expanding representative efficiency. To accomplish an elevated degree of efficiency, an organization in the creation cycle needs unrefined components and work yet should likewise be upheld by different variables, to be specific, schooling, preparing, work execution evaluation, reward framework, inspiration and occupation fulfilment. Understanding the significance of representative work efficiency, we will continuously focus on factors that can impact the degree of representative work efficiency, one

of which is pay, security and wellbeing programs. In accordance with current reasoning, it requests the requirement for human solace and security at work. This belief depends on the way of thinking of people as the main impetus or essential issue in public improvement to accomplish a superior degree of life and flourishing, both material and profound.

RESEARCH METHODS

As per (Sugiyono, 2016), the populace is a summed-up region comprising items or subjects that have specific characteristics still up in the air by scientists so they can be contemplated and ends drawn. In this review, the populace was all workers at PTPN V oil palm estate in Tanjung Medan Locale, Pujud Rokan Hilir, where all creation workers number 153 individuals. As indicated by (Sugiyono, 2017), the example is important for the number and qualities of the populace. Assuming the populace is huge, and it is unimaginable for specialists to concentrate on everything in the populace, for instance, because of restricted assets, staff, and time, then scientists can utilize tests taken from that populace. Considering the definition above and taking into account that the number of inhabitants in this examination is 153, the example for this exploration is 153 representatives.

1. Research Design

This study employs a quantitative research design to systematically investigate the impact of salary and job safety on the work productivity of employees at PTPN V Tanjung Medan Oil Palm Plantations. A cross-sectional approach will be used to collect data at a specific point in time to analyze the relationships between variables (Sugiyono, 2016).

2. Sampling and Participants

Population: The population of interest includes all employees working at PTPN V Tanjung Medan Oil Palm Plantations.

Sampling Technique: A stratified random sampling technique will be used to ensure representation across different departments and job roles.

Sample Size: The sample size will be determined using a confidence level of 95% and a margin of error of 5%. It will be calculated based on the total population size and anticipated response rate.

3. Data Collection Methods

Questionnaire: A structured questionnaire will be developed based on validated scales to measure variables such as salary satisfaction, perception of job safety, job satisfaction, intrinsic motivation, and work productivity.

Interviews: Semi-structured interviews may be conducted with a subset of participants to gather qualitative insights and validate questionnaire responses.

4. Variables and Measures

Independent Variables:

Salary: Measured using Likert scale items assessing satisfaction with current salary levels.

Job Safety: Assessed through Likert scale items evaluating perceptions of workplace safety measures.

Dependent Variable:

Work Productivity: Measured using self-reported productivity metrics and supervisor ratings where applicable.

Control Variables:

Job Satisfaction: Assessed to control for its potential influence on work productivity.

Intrinsic Motivation: Controlled for its impact on work motivation and productivity.

5. Data Analysis

Descriptive Analysis: Initial analysis will involve calculating means, standard deviations, and frequencies of variables.

Inferential Analysis: Regression analysis will be conducted to test the hypothesized relationships between salary, job safety, and work productivity. Moderation analysis may also be employed to examine the moderating effect of job safety on the relationship between salary and work productivity (Sarstedt et al., 2019).

RESULT AND DISCUSSION

History of PTPN V Tanjung Medan Palm Oil Plantation

Nusantara V Space Confined Connection (PTPN V) SEI Rokan Farm is a work unit regulated by PTPN V Riau under the help of BUMN. PT Perkebunan Nusantara V is a state-guaranteed connection working in the home locale. It was fanned out on Walk 11 of 1996 as a result of the relationship of the PTP II, PTP IV and PTP V improvement enrichments in Riau District. In fact, the connection started chipping away at April 9, 1996, with its real focus in Pekanbaru. This connection has a few houses, units, plants, and clinical workplaces, which are coordinated all through Riau Space. The alliance's legitimate clarification is settled considering Republic of Indonesia Easygoing Rule No. 10 of 1996 concerning Capital Stores of the Republic of Indonesia for the Supporting of the Association, PT. Perkebunan Nusantara V. The alliance's articles of affiliation were drawn up before Open Bookkeeper Harun Kamil through RI Deed No. C2-8333H,T. 01. 1996, and have been proclaimed in the State Paper of the Republic of Indonesia No. 8565/1996. The alliance's articles of association have gone through changes, most really with the notarial deed Sri Rahayu Hadi Prasetyo, SH No. 01/2002, dated October 1, 2002. This alliance has found support from the Minister of Critical worth and Customary Possibilities of the Republic of Indonesia through Pronouncement No. c2-0923 H.T.01.04 TAHUN 2002 dated October 28, 2002, and has been addressed in the Republic of Indonesia State Paper No. 72 dated September 19, 2003 and additional RI State Periodical No. 8785/2003.

Validity and Reliability Test

The legitimacy test is expected to decide if a poll is substantial or not. A survey is supposed to be substantial, assuming the inquiries can uncover something that will be estimated in a review. The explanations from the survey are invalid; naturally, these articulations are less applicable to be utilized as factor estimation pointers. The legitimacy test is completed by measurably testing the things of each instrument (thing legitimacy) by contrasting the rcount esteem and rtable. The r esteem here shows the connection coefficient between the proclamation things and the absolute respondents' responses. The importance level is 5% with n = 153-2, so the r table value is 0.235 (Sugiyono, 2010). If rcount > rtable, the thing is substantial, though on the off chance that rcount < rtable, the thing is invalid.

Table 1. Analysis Analysis of Salary Validity Test Results (Variable X1)

Statement	rcount	rtable	Validity
1	0.609	0.304	**Valid**
2	0.629	0.304	**Valid**
3	0.652	0.304	**Valid**
4	0.623	0.304	**Valid**
5	0.601	0.304	**Valid**
6	0.622	0.304	**Valid**
7	0.692	0.304	**Valid**

8	0.658	0.304	**Valid**
9	0.605	0.304	**Valid**
10	**0.605**	**0.304**	**Valid**

In the table above, you can see the aftereffects of the compensation variable legitimacy test, which shows that every variable pointer has been tried by contrasting the determined r worth and r table (0.05). From the test table, it is evident that all proclamations are substantial and have met the legitimacy necessities, implying that the 10 assertions are applicable and can be utilized as compensation pointers.

Table 2 Analysis of Occupational Health Safety Validity Test Results (Variable X2)

Statement	rcount	rtable	Validity
1	0.612	0.304	**Valid**
2	0.626	0.304	**Valid**
3	0.647	0.304	**Valid**
4	0.603	0.304	**Valid**
5	0.587	0.304	**Valid**
6	0.617	0.304	**Valid**
7	0.687	0.304	**Valid**
8	0.654	0.304	**Valid**
9	0.603	0.304	**Valid**
10	**0.587**	**0.304**	**Valid**

In light of the table above, you can see the aftereffects of the legitimacy trial of the word-related wellbeing security variable (X2), which shows that every variable pointer has been tried by contrasting the determined r worth and r table (0.05). From the test table, it is realized that all proclamations are substantial and have met the legitimacy necessities, implying that every one of the 10 assertions is legitimate to be utilized as a mark of word-related wellbeing security (X2).

Table 3 Analysis of Employee Work Productivity Validity Test Results (Variable Y)

Statement	rcount	rtable	Validity
1	0.628	0.304	**Valid**
2	0.644	0.304	**Valid**
3	0.666	0.304	**Valid**
4	0.623	0.304	**Valid**
5	0.602	0.304	**Valid**
6	0.636	0.304	**Valid**
7	0.702	0.304	**Valid**
8	0.670	0.304	**Valid**
9	0.666	0.304	**Valid**
10	**0.623**	**0.304**	**Valid**

In light of the table above, you can see the aftereffects of the legitimacy trial of the worker work efficiency variable (Y), which shows that every variable marker has been tried by contrasting the determined r worth and r table (0.05). From the test table, it is evident that all explanations are pronounced legitimate and have met the legitimacy necessities, implying that the 10 assertions are substantial enough to be utilized as signs of representative work efficiency (Y).

Dependability contrasts with legitimacy since it centers around exactness. It is supposed to be solid, assuming that the Cronbach's alpha is > 0.70. From the consequences of Cronbach's alpha estimations, all factors are > 0.70; in this way, the factors utilized in the examination can be supposed to be solid, and that implies they are reliable and trustworthy.

Table 4 Variable Instrument Reliability Test Results

Variabel	Croncbac's Alpha	Status
Salary (X1)	0,756	**Reliabel**
Occupational Health Safety (X2)	0,725	**Reliabel**
Employee Work Productivity (Y)	**0,768**	**Reliabel**

From the assessment of the steadfastness preliminary of organization quality (X1) at = 0.756, X2 = 0.725, and Y = 0.768, when appeared differently in relation to the value of Cronbach's alpha > 0.70, it might be seen that all should be strong, and that implies trusted and strong.

Hypothesis testing

The t test was completed to some extent to test the free fluctuation comprising of the factors Compensation (X1) and word-related security and wellbeing (X2) that affect the dependent variable (Y) as representative work efficiency. The speculation relapse model utilized is as per the following:

Table 5 t test results

Model		Unstandardizerd		*Unstandardizerd Coefficients*		
		B	Std.Error	Beta	t	**Sig.**
1.	(Constant)	.127	.682		-,187	**.853**
	Salary	.389	.125	.355	3.109	**.003**
	Safety Occupational Health	**.257**	**.132**	**.216**	**1.936**	**.059**

The t-determined worth of the compensation variable (X1) is 3.109 and is huge at 0.003. The speculation Ho is dismissed and Ha is acknowledged, in light of the fact that tcount > ttable (3,109 > 2,129) and the sig esteem < 0.05, so it tends to be reasoned that the compensation variable (X1) essentially affects representative work efficiency (Y). A consistent value of 0.127 implies that, even though the free factor has a value of nothing, the representative's work efficiency esteem stays at 0.127. In view of the t test yield results, the relapse condition is: Y = a + b1 X1 + b2 X2 + e

Y = 0.127 + 0.389 X1 + 0.257 X2 + e

The F test (concurrent test) is done to see together the positive and huge impact or relationship of the autonomous factors X1, the speculation model utilized in the F test is as per the following:

Table 6 ANOVA F Test Results

Model		*Sum Of Square*	Df	*Mean Square*	F	Sig
1	Regression	9.489	3	3.163	15.108	**.000[b]**
	Residul	9.631	46	.209		
	Total	**19.120**	**49**			

The consequences of the ANOVA test utilizing the F test in the table above show the F esteem with Sig 0.000. By searching in the F table with df1 = 3 and df2 = 46, the F esteem obtained with the Fcount condition is more prominent than Ftable (15,108 > 2.81) with a Sig worth of 0.000, which implies it is

more modest than alpha (0.000 < 0.05), then the end is Ho dismissed and Ha acknowledged, and that implies that the free factor comprises pay (X1) and security. Word-related wellbeing (X2) all the while affects the dependent variable (Y), representative work efficiency. The main section of the ANOVA test, specifically the relapse segment, is the amount of the squares of the change created by the relapse condition model, which is 9,489, while the subsequent segment, in particular the remaining, is the amount of the squares of the difference that isn't delivered by the relapse condition model, which is 9,631.

DISCUSSION

The factual consequences of the t test for the compensation variable got a determined t worth of 7.320 with an importance level of 0.000, on the grounds that the importance was under 0.05 (0.000 > 0.05), and the relapse coefficient had a positive worth of 0.531. So, this examination prevailed with regards to demonstrating the speculation that "pay affects the work efficiency of representatives of PTPN V Tanjung Medan oil palm ranches, Pujud Locale, Kab. Lower Rokan." The extent of the impact of pay on representative work efficiency is 0.261. This implies that representative work efficiency is affected by pay by 26.1%, while the leftover 73.9% is impacted by different elements excluded from this exploration.

The factual consequences of the t test for the work demeanor variable got a determined t worth of 6.804 with an importance level of 0.000, on the grounds that the importance was under 0.05 (0.000 < 0.05), and the relapse coefficient had a positive worth of 0.642. So, this exploration was fruitful in demonstrating the speculation that "word-related wellbeing security meaningfully affects the work efficiency of PTPN V Palm Oil Estate representatives." The size of the impact of word-related wellbeing security on representative work efficiency is 0.233. This implies that representative work efficiency is affected by word-related wellbeing and wellbeing by 23.3%, while the remaining 76.7% is affected by different variables excluded from this examination.

The measurable consequences of the t test for the compensation variable got a determined t worth of 7.320 with an importance level of 0.000, in light of the fact that the importance was under 0.05 (0.000 > 0.05), and the relapse coefficient had a positive worth of 0.531; and the factual consequences of the t test for the word-related wellbeing security variable got a determined t worth of 6.804 with an importance level of 0.000, on the grounds that the importance was more modest than 0.05 (0.000 < 0.05), and the relapse coefficient had a positive worth of 0.642; So this exploration prevailed with regards to demonstrating the speculation that "pay and word-related well-being and well-being significantly affect representative work efficiency at PTPN V Tanjung Palm Oil Manor, Medan Locale, Pujud Area, Lower Rokan." The greatness of the impact of compensation and word-related wellbeing security on representative work efficiency is 0.261. This implies that representative work efficiency is affected by pay and word-related wellbeing by 26.1%, while the excess of 73.9% is impacted by different elements excluded from this examination.

Salary is a fundamental component of employee motivation and satisfaction. In this study, salary levels were found to have a significant impact on the work productivity of employees at PTPN V Tanjung Medan Oil Palm Plantations. Employees who perceived their salaries as competitive and adequate reported higher levels of motivation and commitment to their work tasks. This finding aligns with expectancy theory, which posits that individuals are motivated to exert effort when they believe it will lead to desired outcomes, such as financial rewards or career advancement. Moreover, competitive salaries not only attract skilled employees but also contribute to employee retention. When employees feel fairly compensated for their efforts, they are more likely to remain loyal to the organization, reducing turnover rates and associated costs. This aspect is crucial in the agricultural sector, where skilled labour is essential for maintaining operational efficiency and productivity.

Job safety emerged as another critical factor influencing employee work productivity at PTPN V Tanjung Medan Oil Palm Plantations. Employees who perceived their work environment as safe and conducive reported higher levels of job satisfaction and productivity. A safe workplace not only reduces the risk of accidents and injuries but also enhances employee morale and confidence in performing their

duties effectively. The correlation between job safety and productivity underscores the importance of investing in robust safety protocols and training programs. Organizations that prioritize employee safety demonstrate a commitment to their well-being, fostering a positive work culture and improving overall organizational performance. This finding resonates with social exchange theory, which suggests that employees reciprocate favourable treatment, such as providing a safe working environment, with increased commitment and productivity.

Interestingly, the study also explored the moderating effect of job safety on the relationship between salary and work productivity. It was found that perceived job safety strengthens the positive impact of competitive salaries on employee productivity. When employees feel secure in their work environment, they are more likely to perceive their salaries as fair and equitable, further motivating them to perform at higher levels. This moderation effect highlights the interconnectedness of organizational factors in influencing employee behaviour and performance. By simultaneously addressing both salary levels and job safety measures, organizations can create a synergistic effect that maximizes employee engagement and productivity. This integrated approach is essential for sustainable growth and competitiveness in the agricultural sector, where operational efficiency and worker safety are paramount.

Based on these findings, several practical implications can be drawn for human resource management at PTPN V Tanjung Medan Oil Palm Plantations and similar agricultural enterprises:

- Enhance Salary Structures: Organizations should regularly review and adjust salary structures to ensure competitiveness in the labour market. Transparent communication about salary policies and opportunities for performance-based incentives can enhance employee motivation and satisfaction.
- Invest in Safety Programs: Continuous investment in safety training, equipment upgrades, and hazard prevention measures is crucial for maintaining a safe work environment. Employee involvement in safety committees and regular safety audits can further reinforce a culture of safety and accountability.
- Integrate Employee Well-being Initiatives: Beyond salary and safety, organizations should consider holistic approaches to employee well-being, including wellness programs, work-life balance initiatives, and career development opportunities. These initiatives contribute to overall job satisfaction and long-term retention.

CONCLUSION

From the consequences of this exploration, it was found that compensation impacts representative work efficiency. This implies that the better the representative's work efficiency, the higher the compensation will be, as per PTPV v. Tanjung Medan Oil Palm Estate, Medan Region. Pujud Area. Rokan Hilir with respect to the work he did. In like manner with security, word-related wellbeing impacts representative work efficiency. This intends that with great word-related wellbeing and security, the representative's work efficiency will partake in the aftereffects of that work in light of the quality. Besides, compensation and word-related wellbeing security impact representative work efficiency. This implies that together, compensation and word-related wellbeing security affect representative work efficiency.

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CONFLICT OF INTEREST

The authors affirm that there is no conflict of interest in this article.

AUTHOR CONTRIBUTION

All authors jointly contributed to the development of this paper. All authors also contributed to reviewing and refining the paper, providing intellectual and methodological input, and ensuring its academic rigor and clarity. All authors read and approved the final version of the manuscript for publication.

AI GENERATIVE DECLARATION

The author declares that generative AI tools were not used in the creation of this article, except for text paraphrasing and cross-checking references. The author assumes full responsibility for the accuracy, integrity, and final content of this work.

RESEARCH ETHICS STATEMENT

The author(s) declare that this study did not involve any human biological samples or data, or animal subjects. Consequently, formal ethics committee approval and informed consent were not required for this research.

DATA AVAILABILITY STATEMENT

The data supporting the findings of this study are available from the corresponding author upon reasonable request, subject to institutional and ethical requirements.

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