The influence of compensation and work environment on employee job satisfaction

Denda Arni Hidayah[1], Siti Nurmayanti[2]
[1,2] Management Department, Mataram Universitasity

INFO ARTIKEL	Abstract
	This research examines the effect of compensation and work environment on the job satisfaction of Penimbung Community Health Center employees. Aims to determine the effect of compensation and work environment on job satisfaction. The type of research used is associative with a quantitative approach. The population in this study was 40 contract employees. The data collection method used is the census method, namely the entire population is sampled. The data analysis technique used in this research is using the classical assumption test and multiple linear regression. The results of this research show that the compensation variable, work environment, has a positive and significant effect on job satisfaction of contract employees. Research findings indicate that compensation is a factor that can influence job satisfaction. The existence of work environment variables plays an important role in increasing the job satisfaction of contract employees, because the work environment is the condition around the workplace that is able to provide a feeling of comfort and safety. The implication of this research provides a warning note that compensation and work environment should be improved to increase job satisfaction of contract employees.

✉ Corresponden Author
(*) Author
Email:
dendaranihidayah83351@gmail.com

INTRODUCTION

Labor is a factor that drives all activities within an organizational entity.Therefore, organizations must be able to create and create conditions that can increase employee competence. Efficiently, organizations can increase employee satisfaction in order to achieve the desired conditions. Many elements can influence employee satisfaction, including providing salaries that are in line with their expectations, as well as creating a work atmosphere that is safe, enjoyable, and encourages them to achieve the best performance. The current sources of competitive advantage are innovation and creativity (Safrizal, 2023).

As a form of effort to fulfill the need for quality human resources and improve performance, it needs to be supported by efforts to create factors that strengthen employee job satisfaction, such as providing compensation that is appropriate and

in accordance with the tasks carried out, and ensuring a safe and comfortable work environment, By fulfilling these two things, employees feel satisfied with their work. Human resources are by far the most important asset for an organization (Safrizal et al. 2020).

This research was conducted at the Penimbung Community Health Center which is involved in the public health service sector in Gunungsari District. Human Activity Recognition has been researched for the past few years (Victoria, et al., 2022). The problem that occurs at the Penimbung Community Health Center is related to the job satisfaction of contract employees, namely that there are differences between contract employees and permanent employees which causes contract employees to tend to feel less satisfied, because contract employees and permanent employees have the same working hours, the workload is the same but the compensation received by the employees contracts are certainly less than permanent employees. In terms of financial and non-financial rewards received by contract employees in the form of salaries, incentives, allowances and work carried out in accordance with their field.Apart from that, there are problems regarding the work environment, for example the physical work environment is problematic with noise which can disturb employees. Economic growth is the process of increasing output per capita in the long term (Wildan et al., 2020). Companies must ensure quality for sustainability (Wildan, 2020).

According to Robbins and Judge in 2015, job satisfaction is defined as a positive response to work, which arises from the evaluation and characteristics of the job. Individuals with high levels of satisfaction tend to have a positive view of their work, while those with low levels of satisfaction tend to feel the opposite.Luthans (2008) believes that job satisfaction is the emotional condition of employees who have the potential to or cannot achieve harmony between employee service expectations and the level of appreciation, both in financial and non-financial forms. Organizations with more satisfied employees tend to be more effective and productive (Safrizal et al.,2020). Focus on technologies that enable MCS to be implemented in smart cities, such as task management, data collection, incentive systems, monitoring, and cost-saving tools (Wildan et al., 2023). As'ad (2008) Recognizes a number of factors that influence job satisfaction including psychological aspects, social aspects, physical aspects and other financial factors.

Compensation refers to all income in the form of compensation in the form of cash, goods, or other indirect benefits given to employees as compensation for services provided in recognition of employees for their contribution to achieving organizational targets.According to Marwansyah (quoted in Mujanah, 2019), this compensation is recognition or reward, both in the form of financial and non-financial rewards, rewards that are given fairly and appropriately to employees as appreciation for the role they play in achieving organizational goals. Along with increasingly sharp competition due to rapid technological changes and drastic environmental changes in every aspect of human life, every organization needs human resources who have the competence to be able to provide excellent and valuable services (Faidal & Anshori, 2011).

Busro (2018) states that the work environment includes various elements in an organization, including the physical, social and digital environment. Likewise, according to Sedarmayanti in 2001, the work environment involves all the equipment and materials used, which can be used to improve employee performance and the sustainable success of the company, the conditions surrounding the work location, work procedures, and work organization, both in individual situations and in group dynamics. Online shopping refers to the transaction process that occurs between a seller and a buyer on a website (Wantara & Suryato, 2023). One of the elements that plays an important role in development is the social capital owned by the

community (Rasyid et al., 2023). Marketing strategies have a strategic role in the success of a product in reaching consumers (Fathor & Fatmariyah, 2023).

Based on the previous explanation and several previous studies, the variables of interest in this research focus on two independent variables, namely compensation (X1) and work environment (X2), while the variable that is influenced by changes in the independent variables is job satisfaction (Y). The relationship between the independent variable and the dependent variable is tested through multiple linear regression analysis.Previous research results show that compensation has a positive and significant impact on job satisfaction (Kurniawan and Heryanda, 2022), and the work environment also has a positive and significant impact on job satisfaction (Pangestu, 2017).

Based on several research results. Based on the previous description, the hypothesis in this research is sourced in the following way .

H_1 Compensation has a useful and important effect on job satisfaction. Penimbung Community Health Center employees .

H_2 Work environmental factors have a positive and significant impact on the level of employee job satisfaction at the Penimbung Community Health Center.

RESEARCH METHODS

This study was carried out at the Penimbung Community Health Center, Gunungsari.Regency. West Lombok is located at Jl Raya Mambalan, Mambalan Village . This type of research is included in the associative research category.In this context, associative research is a type of study that aims to reveal the relationship between one variable and another variable or how one variable influences another variable, with a focus on investigating the relationship between independent variables, namely compensation and work environment, on the dependent variable, namely job satisfaction. .This study uses the census method in data collection.Census method is a sampling method where all individuals in the population are used as samples (Sugiyono, 2012).This approach is implemented through distributing questionnaires to respondents.The entire population in this study involved 40 contract employees at the Penimbung Community Health Center as respondents.The data collection tool used in this research was a questionnaire.The data approach used in this research is a quantitative approach, which involves data in the form of values obtained from answers to questionnaires filled out by respondents. This score data will be processed using SPSS for Windows software to carry out data analysis.

Researchers conducted surveys and distributed questionnaires as research instruments to obtain the data needed to achieve research objectives as a tool for collecting information by providing a number of written questions to respondents (Sugiyono, 2014).

In the framework of this investigation, the data analysis method applied is multiple linear regression analysis.This approach aims to explore and describe the relationship between the variables involved in compensation and working conditions on job satisfaction. The information collected through the questionnaire will be processed using SPSS version 25 software. This program was chosen to make it easier for researchers in the data analysis process and produce more precise findings.

RESULTS AND DISCUSSION

Before starting the analysis in multiple linear regression, the first step that needs to be taken is to check the classical assumptions.This check involves three stages, including normality checking, multicollinearity checking, and heteroscedasticity checking.

1. Normality test

The results of the normality test using the Kolmogorov-Smirnov method show that the significance value is 0.200, which exceeds the value of 0.05.thus , it can be suggested that the residual follows normal distribution.

2. Multicollinearity Test

The test results of the multicollinearity test reveal that the tolerance value for independent variables, such as compensation (0.987) and work environment (0.987), exceeds the threshold of 0.10 and the variance inflation factor (VIF) value for both (1.013) is also below 10. Thus, it can concluded Indicates that there is no significant correlation between the independent variables, or in other words, no multicollinearity problems were detected in this study.

3. Heteroscedasticity Test

The results of the heteroscedasticity test show that the data does not show special patterns or non-uniformity in variance such as circles or other non-random patterns.The data also does not show a random distribution.Therefore, it can be concluded that there is no evidence of heteroscedasticity, and the regression model can be considered appropriate and appropriate.

4. Multiple Linear Regression Analysis

Based on the results of multiple linear regression analysis in the SPSS program, it was found that:

Independent Variable	Coefficient	Sig.
Compensation	0.084	0.007
Work environment	0.087	0.017
Constanta	2,676	
Sig.F	0,000	
R	0.760	
Adjusted R2	0.665	

Source: Data from Multiple Linear Regression Analysis using SPSS 25.0 for Windows

Explanation of the results of the following is the expression of the multiple linear regression equation:

1. Constant value (α)

From the multiple linear regression expression above, the constant value (α) is estimated to be around 2.676.This indicates that compensation and work environment factors do not show any influence or impact on the level of job satisfaction. Penimbung Community Health Center contract employees are around 2,676.

2. The value of the beta coefficient 1 (β_1) = 0.084

In the context of the multiple linear regression equation, the coefficient for the compensation variable (X1) has a positive coefficient of around 0.084 in this analysis. This indicates that every one unit increase in the compensation variable is estimated to result in an increase of around 0.084 in the level of job satisfaction of contract employees at the Penimbung Community Health Center, assuming other variables remain constant. In other words, increasing compensation will have a positive effect on increasing job satisfaction for contract employees at the Penimbung Community Health Center.

3. Beta 2 coefficient value (β_2) = 0.087

Based on the results of multiple linear regression, the coefficient for the work environment variable (X2) has a positive influence of 0.087. This indicates that each increase in work environment variables will contribute to an increase in job satisfaction for contract employees at the Penimbung Community Health Center by around 0.087, assuming that other factors remain constant. In other words, improvements in working environmental conditions have the potential to have a positive influence on the level of job satisfaction of contract employees at the Penimbung Community Health Center.

The results of this research clearly support the first hypothesis (H1) which implies that the positive and meaningful impact of compensation on the job satisfaction of contract employees at the Penimbung Community Health Center is confirmed.This shows that when employees receive compensation, contracts deemed adequate, job satisfaction tends to increase.Conversely, if job satisfaction shows a decline, this may be caused by inadequate compensation.

The findings of this research have validated the second hypothesis (H2) which states that this indicates that working environmental conditions significantly have a positive influence on the level of job satisfaction of contract employees at the Penimbung Community Health Center.This shows that when the comfort of the work environment increases, contract employees tend to experience an increase.On the other hand, if job satisfaction decreases, this may be caused by the level of suitability of the work environment conditions.which also decreased.

CONCLUSION

Compensation has an impact. A positive and significant impact on the level of job satisfaction is visible.This shows that the more suitable the compensation received by contract employees, the higher the level of job satisfaction generated at the Penimbung Community Health Center.Meanwhile, the work environment has an impactWith a positive and significant impact on the level of job satisfaction, this shows that the more comfortable the work environment is, the higher the level of job satisfaction achieved by high contract employees at the Penimbung Community Health Center.

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