Effect Of Compensation And
Work Environment On Employee Job Satisfaction At Pt. Pg Rajawali Ii Unit Jatitujuh Majalengka

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Abstract

This study aims to analyze the effect of compensation and work environment on employee job satisfaction at PT. PG Rajawali II Unit Jati Tujuh Majalengka with a total sample of 64 employees. quantitative, which aims to determine the effect of two or more variables. The analysis technique used is multiple regression and hypothesis testing using t statistical tests to test the partial regression coefficients and f statistical tests to test the effect together with a level of significance of 5%. The variables in this study are Compensation (X1), Work Environment (X2), and Employee Job Satisfaction (Y). Data analysis using SPSS 21.0 for windows program. The results of this study indicate that there is a significant influence between compensation on job satisfaction of employees at PT. PG Rajawali II Unit Jati Tujuh, with a value of tcount > ttable 6, 463 > 1.9989. There is a significant influence between the work environment and employee job satisfaction at PT. PG Rajawali II Unit Jati Tujuh, with a value of tcount > ttable 2.109 > 1.9989. And there is a significant effect between compensation and work environment together on job satisfaction of employees of PT. PG Rajawali II Unit Jati Tujuh, this is obtained with a value of Fcount > Ftable, which is 33,639 > 3.15.

Keywords: Compensation, Work Environment, Employee Job Satisfaction

INTRODUCTION

Companies in the face of increasingly fierce competition certainly require the role of human resources as implementers for achieving organizational goals. To face competition, of course, companies must have quality human resources so that they have special skills to be able to face competition in the business world. The company has a goal to develop and progress in accordance with the targets set by the company, so that it can compete with other companies. Companies that are able to compete with their competitors are companies that have quality human resources. On the other hand, if human resources are low, the company's goals will be hampered.

Companies sometimes have a tendency to make employees dissatisfied at work. Employee dissatisfaction at work will result in an unfavorable situation both organizationally and individually. Dissatisfaction in work will lead to aggressive behavior, or vice versa will show an attitude of withdrawing from contact with the social environment. For example, by taking the attitude of quitting the company, truancy, and other behaviors that tend to avoid organizational activities. While the level of job satisfaction of employees in a company is the key to the spirit that supports the realization of company goals. One of the factors that affect job satisfaction can be seen from employee absenteeism and employee turnover. The following is the employee

turnover rate data at PT.

Table 1.1
Exit Permanent Employee Data
January-March 2021

Month	Number of Permanent Employees	Number of Exiting Employees
January	189	2
February	185	4
March	180	4
Total		10

Source: Personnel PT. PG Rajawali II Unit Jati07

Seen from table 1.1 of the turnover data in January to March there was a decrease of 10 employees, this depreciation occurred because the employee's working period had expired. This turnover can be used as a measure that is often used in measuring employee job satisfaction in the company. Job satisfaction is higher with low employee turnover, while dissatisfied employees usually have higher turnover.

Compensation is very important for employees, because with the provision of compensation in accordance with what is expected by employees, the level of employee job satisfaction increases. Every organization should strive to increase the job satisfaction of its employees by providing a fair and appropriate and competitive compensation program.

Compensation can be in the form of salary, wages or bonuses received by employees for the work that has been done. because the size of the compensation is a measure of employee job satisfaction, if the compensation system provided by the company is fair enough for employees, it will motivate employees to do their jobs better and be more responsible for each task assigned by the organization. Thus, every organization must be able to determine compensation appropriately, so that it can affect employee job satisfaction which will increase employee job satisfaction. Compensation at PT.

In addition to compensation, one that affects job satisfaction is the work environment. The work environment is very important in the implementation of employee work even though the work environment does not play a direct role in employee performance. A conducive and comfortable work environment has a direct effect on increasing employee job satisfaction. However, it will happen if the working environment is good and conducive. A working condition is said to be good if humans can carry out activities optimally, healthy, comfortable, and safe. Meanwhile, an unfavorable work environment can have long-term consequences, such as the amount of energy needed and inefficient work designs, and can affect employee morale in carrying out their duties. There are several types of work that cannot be carried out efficiently if the physical work environment and non-physical work environment are inadequate, for example, sufficient work space, air, noise, lack of security, disharmony in work relations or communication between employees, and so on. Even though many incentives are given for the accuracy of their work, employees will still make mistakes. Due to the poor availability of the physical work environment and the work relationship that is not harmonious between employees. If the physical work environment and non-physical work environment are available and their work relationships are well organized, then each employee will be able to increase their work effectiveness so that job satisfaction is obtained by

employees. disharmony in working relationships or communication between employees, and so on. Even though many incentives are given for the accuracy of their work, employees will still make mistakes. Due to the poor availability of the physical work environment and the work relationship that is not harmonious between employees. If the physical work environment and non-physical work environment are available and their work relationships are well organized, then each employee will be able to increase their work effectiveness so that job satisfaction is obtained by employees. disharmony in working relationships or communication between employees, and so on. Even though many incentives are given for the accuracy of their work, employees will still make mistakes. Due to the poor availability of the physical work environment and the work relationship that is not harmonious between employees. If the physical work environment and non-physical work environment are available and their work relationships are well organized, then each employee will be able to increase their work effectiveness so that job satisfaction is obtained by employees.

Table 1.2
Facilities at PT. PG Rajawali II Unit Jati07

No	Facility	Amount
1	Clinic	1
2	Canteen	1
3	parking area	2
44	prayer room	1
5	Toilet	4
6	Security posts	2

Source: Personnel PT. PG Rajawali II Unit Jati07

Based on table 1.2 facilities and infrastructure at PT. PG Rajawali II Unit Jati Tujuh is quite good but there are other problems such as poor air circulation which makes employees uncomfortable while working, lack of lighting levels in the factory, and noise that occurs because production equipment is very distracting for employees. If this is allowed, then their satisfaction will be difficult to achieve and will have an impact on employee dissatisfaction with the phenomenon that occurs, namely declining attendance. With a safe and comfortable atmosphere when work takes place, it will certainly create satisfaction for employees, because they feel more secure and comfortable during the work process.

The importance of a sense of satisfaction at work can affect employee morale, companies are required to pay attention to the level of employee satisfaction at work such as in terms of providing proper and fair compensation and a safe and comfortable work environment. The problem formulation of this research is:

1. *How is the effect of compensation on employee job satisfaction at PT. PG Rajawali II Unit Jati Tujuh Majalengka.*
2. *How does the influence of the work environment on employee job satisfaction at PT. PG Rajawali II Unit Jati Tujuh Majalengka.*
3. *How is the effect of compensation and work environment simultaneously on employee job satisfaction at PT. PG Rajawali II Unit Jati Tujuh Majalengka.*

A study needs to have clear objectives so that the research process runs according to the right flow, here are the objectives of this research:

1. *To determine and analyze the effect of compensation on job satisfaction of employees of PT. PG Rajawali II Unit Jati Tujuh Majalengka.*
2. *To determine and analyze the influence of the work environment on job satisfaction of employees of PT. PG Rajawali II Unit Jati Tujuh Majalengka.*
3. *To find out and analyze the compensation and work environment simultaneously on the job satisfaction of employees of PT. PG Rajawali II Unit Jati Tujuh Majalengka.*

RESEARCH METHODS

Research methods

The type of research applied by the researcher is the type of associative research (relationship). Where this researcher examines the relationship between compensation and work environment on job satisfaction. The unit of analysis used to analyze these variables are employees of PT. Rajawali II Unit Jati Tujuh Majalengka. In this study, the method used by the researcher is a quantitative research method.

The data used in this study are primary data, namely data collected directly from the object under study, initiated and recorded for the first time, and secondary data, namely data obtained from sources that are not original or obtained from other parties.

Population And Sample

In this study, the population is employees of PT. PG Rajawali II Unit Jati Tujuh Majalengka with a number of permanent employees of 180 people.

Sugiyono (2018:121) "Probability sampling is a sampling technique that provides equal opportunities for each element (member) of the population to be selected as a sample member".

Sugiyono (2018:122) states that: "Simple random sampling (simple) is taking sample members from the population at random without paying attention to the strata that exist in the population".

This study used a sample Probability Sampling with the type of sample is Simple Random Sampling. The sample in this study is PT. PG Rajawali II Unit Jatiseven. To determine the number of samples with the slovin formula as follows:

$$n = \frac{N}{1+N(e)^2}$$

In this study, researchers are expected to take a sample of 64 people, which had previously been calculated using the Slovin formula.

Instrument Test

The research instrument was carried out to measure the value of the variable to be studied. This instrument was not tested on respondents before the questionnaire was used, considering the limited time of the study. This questionnaire will be directly distributed to all selected respondents. So this questionnaire is considered as if it is valid, however, after the data is collected all the data must be tested for validity.

Validity test

The validity test is useful to find out whether there are questions on the questionnaire that must be discarded or replaced because they are considered irrelevant. Validity shows the extent to which a measuring instrument used to obtain the data has high validity, that is, it can reveal data from the variables studied appropriately.

Umar (2014:166) states that "To calculate the correlation between data in each statement with a total score, we use the product moment correlation formula."

Reliability Test

The reliability test is used to determine the consistency of the measuring instrument in its use. In other words, the measuring instrument has consistent results when used many times at different times. This is the same as what was expressed by Umar (2014: 168): "Reliability testing is useful for determining whether the existing instruments in this case the questionnaire can be used more than once, at least by the same respondent". If s. Cronbach's Alpha > 0.70 then it is said to be reliable.

Classic assumption test

The process of testing classical statistical assumptions is carried out together with regression testing, so that the steps taken in testing classical statistical assumptions use the same work box media as the SPSS regression test. The classical statistical assumption test in this chapter deals with the outputs generated by regression analysis.

Normality test

Ghozali (2016:154) said that "The normality test aims to test whether in the regression model, the confounding variable or residual has a normal distribution". As it is known that the t and f tests assume that the residual value follows a normal distribution, if the assumption is violated, the statistical test becomes invalid for a small number of samples.

Multicollinearity Test

Ghozali (2016:103) said that "The multicollinearity test aims to test whether the regression model found a correlation between the independent variables (independent). A good regression model should not have a correlation between the independent variables. To detect the presence or absence of multicollinearity in the regression model, it can be seen from:

1. *If the value of Variance Inflation Factor (VIF) > 10 and the value of Tolerance < 0.10, it can be said that there is no multicollinearity.*
2. *If the value of Variance Inflation Factor (VIF) < 10 and the value of Tolerance > 0.10, it can be said that there is multicollinearity.*

Multiple Linear Regression Analysis

Multiple linear analysis was used to determine the effect of Compensation and Work Environment on Job Satisfaction. Multiple linear analysis will be carried out if the number of independent variables is at least 2.

$$Y = a + b1\ X1 + b2\ X2$$

Where :
Y= Subject in dependent variable
a = Regression constant
b1= Compensation variable regression coefficient
b2= Work Environment variable regression coefficient
X1= Compensation Variable
X2= Work Environment Variable

Coefficient of Determination

The coefficient of determination (R2) is essentially used to measure how far the model's ability to explain the dependent variable (dependent). In this multiple linear regression model, the magnitude of the contribution of the independent variable to the dependent variable will be seen by looking at the magnitude of the coefficient of total determination. If the coefficient of determination (R2) obtained is close to 1, it can be said that the model is stronger in explaining the relationship between the independent variable and the dependent variable. Conversely, if (R2) is getting closer to 0 then the influence of the independent variable on the dependent variable will be weaker.

Hypothesis testing

Using the t-test to test how far the influence of one explanatory/independent variable individually in explaining the variation of the dependent variable (Ghozali, 2009). In the t test the alpha value is 5% (0.05) with the decision criteria if the value is sig. <0.05 means Ho is rejected and Ha is accepted, meaning that the independent variable individually affects the dependent variable, while if the sig value > 0.05 means Ho is accepted and Ha is rejected. F test to test the effect of independent variables together on the dependent variable. The decision making criteria is if the value of sig. <0.05 means Ho is rejected and Ha is accepted, meaning that the independent variable individually affects the dependent variable, while if the sig value > 0.05 means Ho is accepted and Ha is rejected.

RESULTS

Validity and Reliability Test

A valid instrument is the measuring instrument used is able to reveal whether the variable is feasible or not in the study. By using the number of respondents 64, then the value of rtable can be obtained. Where to obtain rtable using the calculation df = n - 2 = 64 - 2 = 62 and = 0.05. Based on the correlation coefficient table r Product Moment, it is obtained rcount > rtable = 0.2461.

From the results of the SPSS calculation that the compensation variable has a Cronbach's alpha value > 0.70 or 0.817 > 0.70, which means that compensation is declared reliable because it has a value > 0.70 so that the compensation variable is reliable.

The work environment variable has Cronbach's alpha value > 0.70 or 0.853 > 0.70 which means that the work environment is declared reliable because it has a value > 0.70 so that the work environment variable is reliable.

And the job satisfaction variable has a value of Cronbach's alpha > 0.70 or 0.896 > 0.70 which means that job satisfaction is declared reliable because it has a value > 0.70 so that the job satisfaction variable is reliable.

Normality test

Graph 1.1
PP Plot Analysis Results
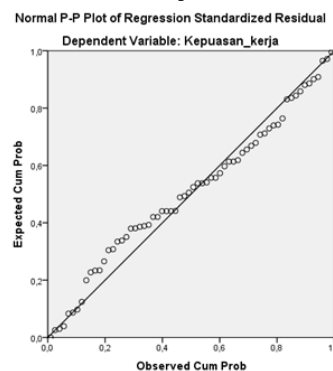
If seen from graph 1.1, it can be seen that the data spreads around the diagonal line and follows the direction of the diagonal line, then the data is said to be normally

distributed and the regression line model is feasible to use for the regression model because it meets the normality assumption test.

Multicollinearity Test

Table 1.3
Multicollinearity Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,642	3,702		,444	,659		
	Compensation	,660	,102	,620	6,463	,000	,846	1.182
	Work environment	,185	,088	,202	2,109	,039	,846	1.182

a. Dependent Variable: Job Satisfaction

Source: Data processed

Based on table 1.3, it can be seen from the VIF value in the Collinearity Statistics column, which is 1.182, which means the VIF value is < 10.00 and the Tolerance number is 0.846 > 0.10. Thus, it can be concluded that the model formed does not have any symptoms of multicollinearity between independent variables in the regression model.

Multiple Linear Regression Analysis

$$Y = 1.642 + 0.660 + 0.185$$

The linear regression equation above shows the direction of each independent variable on the dependent variable and can be described as follows:

1. The constant value is 1.642. This means that the value of compensation and work environment is 0 then job satisfaction will increase by 1.642.
2. The regression coefficient of the compensation variable is 0.660, which means it shows a positive (unidirectional) relationship between compensation and job satisfaction. This means that for every increase in the compensation variable by 1, job satisfaction will increase by 0.660.
3. The correlation coefficient of the work environment variable is 0.185, which means it shows a positive (unidirectional) relationship between the work environment and job satisfaction. This means that for every increase in the work environment variable by 1, job satisfaction will increase by 0.185.

Coefficient of Determination

Table 1.4
Coefficient of Determination Results

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,724a	,524	,509	4.046

a. Predictors: (Constant), Work_environment, Compensation
b. Dependent Variable: Job Satisfaction

Source: Processed Data.

Based on table 1.4, it can be seen that the coefficient of determination R2 (Adjust R Square) is 0.509, meaning that the contribution of compensation and the work environment together to job satisfaction is 50.9% and the remaining 49.1% is influenced by other factors outside the study.

t test (Partial)

Table 1.5
Hypothesis Test Results of Each Independent Variable

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,642	3,702		,444	,659
	Compensation	,660	,102	,620	6,463	,000
	Work environment	,185	,088	,202	2,109	,039

a. Dependent Variable: Job Satisfaction
Source: Processed Data.

Based on the data above, the variables have significant results, namely the significance value <0.05 (0.000 <0.05), it can be interpreted that the three variables have a significant effect on the employee job satisfaction variable, Ho is rejected and Ha is accepted.

F Test (Simultaneous)

Table 1.6
Anova Results

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1101.124	2	550.562	33,639	,000b
	Residual	998,361	61	16,367		
	Total	2099,484	63			

a. Dependent Variable: Job Satisfaction
b. Predictors: (Constant), Work_environment, Compensation
Source: Processed Data.

Based on the results of table 1.6, it can be seen that compensation and work environment have an effect on employee job satisfaction. This can be proven by the value of p-value (sig) < 0.05 < i.e. 0.000 < 0.05 and the value of Fcount > Ftable which is 33.639 > 3.15 meaning Ha is accepted and Ho is rejected which means that the compensation and work environment variables together have an influence. which is positive and significant to employee job satisfaction.

DISCUSSION

Based on the table data, the F test coefficient regarding the compensation and work environment variables on job satisfaction has a value of Fcount > Ftable, which is 33,639 > 3.15 and a significance value of 0.000 < 0.05, which means that the compensation and work environment variables together have a positive and significant effect on job satisfaction. employee work.

Based on Adjust R Square (R2) of 0.509 or 50.9%, which means that the compensation and work environment variables on employee job satisfaction are able to explain the job satisfaction variable 50.9% and the remaining 49.1% is influenced by other factors outside the research.

The results of this study are in line with research by Novianto and Yuniati (2016) with the title The Effect of Compensation and Environment on Job Satisfaction at PT. Galang Kreasi Sempurna which states that the results "compensation and work environment simultaneously have a significant effect on employee job satisfaction".

Effect of Compensation (X1) on Employee Job Satisfaction (Y)

Based on the results of the first hypothesis, which is about the compensation variable on job satisfaction with a value of tcount > ttable, which is 6.463 > 1.9989 and has a significant value greater than the significant level of 0.05 or 0.000 > 0.05, which means Ha is accepted, this states that compensation positive and significant effect on job satisfaction of employees of PT. PG Rajawali II Unit Jati Tujuh Majalengka. This is because compensation is very important for employees who work for their survival. With the provision of good compensation from the company, it will make employees feel satisfied and even more active at work so as to increase employee job satisfaction at PT. PG Rajawali II Unit Jati Tujuh Majalengka.

The results of this study are in line with the research of Dwijayanti and Kartika Dewi (2015) with the title The Effect of Compensation and Work Environment on Employee Job Satisfaction at the Regional Water Company of Tirta Mangutama Badung which states that "simultaneous and partial compensation has a significant effect on employee job satisfaction at PDAM Tirta. Mangutama Badung". This research is also supported by research by Nugraha and Surya (2016) with the title The Effect of Compensation, Work Environment and Position Promotion on Employee Job Satisfaction at PT. Telkom Indonesia South Bali Region which states the results that "compensation has a positive and significant effect on employee job satisfaction".

Effect of Work Environment (X2) on Employee Job Satisfaction (Y)

Based on the second hypothesis, namely regarding the work environment variable on job satisfaction with a value of tcount > ttable which is 2.109 > 1.9989 and has a significant value greater than the significant level of 0.05 or 0.039 > 0.05, which means Ha is accepted, this states that the environment work has a positive and significant effect on job satisfaction of employees of PT. PG Rajawali II Unit Jati Tujuh Majalengka. This is because a good and conducive work environment will support employees in carrying out their activities in the company, the better the company's environmental conditions, the better the job satisfaction of employees at PT. PG Rajawali II Unit Jati Tujuh Majalengka.

This research is in line with previous research conducted by Husni, Said Musnadi, Faisal (2018) in their research showing that the work environment has an influence on increasing employee job satisfaction. The work environment at PT. PG Rajawali II Unit Jati Tujuh Majalengka needs to be repaired. This is evidenced by the data obtained through distributing questionnaires to 64 respondents that the better the work environment in the company, the better the job satisfaction of its employees. The work environment is needed by employees to increase job satisfaction.

CONCLUSION

Based on the results of data analysis regarding the effect of compensation (X1) and work environment (X2) on job satisfaction (Y) at PT. PG Rajawali II Unit Jati Tujuh by testing three studies, it can be concluded as follows:

1. *Compensation has a positive and significant effect on job satisfaction of employees of PT. PG Rajawali II Unit Jati Tujuh Majalengka. This means that the better the compensation provided by the company to employees, it will be able to increase employee job satisfaction.*

2. *The work environment has a positive and significant effect on job satisfaction of PT. PG Rajawali II Unit Jati Tujuh Majalengka. This means that the better and more conducive environmental conditions of a company, it will increase employee job satisfaction.*

3. *Compensation and work environment together (simultaneously) have a positive and significant influence on job satisfaction of employees of PT. PG Rajawali II Unit Jati Tujuh Majalengka. This means that the better the compensation provided by the company and a comfortable and conducive work environment, the two variables will have an impact on increasing employee job satisfaction.*

THANK-YOU NOTE

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