
The Effect Of Compensation And Work Environment On Employee Performance At Tonjong Junior High School

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Abstarct

This study aims to determine the effect of compensation and work environment on job satisfaction at SMP Tonjong. This type of research is quantitative research. The population in this study were the employees and employees of Tonjong Junior High School, the analysis used a quantitative technique with a total sample of 10,000 respondents. The instrument in this study was in the form of a questionnaire. The test results of this research instrument with Multiple Regression Analysis Test. T test and F test which show that compensation and work environment have a significant effect on job satisfaction with the results of multiple regression analysis of $Y = 2.940 + 0.475 X_1 + 0.459 X_2$. The results of the compensation test were obtained at $t \text{ count } 4.214 > t \text{ table } 2.030$, which means that H_{01} is rejected and H_{a1} is accepted, where there is an influence between compensation on job satisfaction. While the work environment t test was obtained for $t \text{ count } 3.657 > t \text{ table } 2.030$ which means that H_{02} is rejected and H_{a2} is accepted, where there is an influence between the work environment on job satisfaction. And the results of the f test obtained are $f \text{ count } 21,913 > f \text{ table } 3.24$ meaning that H_{03} is rejected and H_{a3} is accepted, where there is a simultaneous effect on job satisfaction. Based on the results of this data, it can be said that: compensation and work environment have an effect on job satisfaction at Tonjong Middle School.

Keywords: Compensation, Work environment and Employee performance

Introduction

To achieve company goals, companies must be able to work together with their employees. Because the success or failure of a company depends on the people who work in it. The quality of human resources is the main factor determining the quality of the company. If resources are low it will hinder development and job satisfaction. The lack of compensation is one of the factors hindering company goals. Compensation refers to a person's skills and abilities in completing his duties/work and can also be seen how long he has worked in an agency/company. The more experience you have, the better your skills at work. According to Handoko in Itafia (2014) a person's work experience shows the types of work that someone has done that provides great opportunities for someone to do a better job for a certain period of time. Hasibuan (2010, p. 118) argues that remuneration is all income in the form of money, goods, received by employees directly or indirectly in return for services provided. Another factor that inhibits the achievement of good productivity is the lack of a work environment, the work environment is a desire to move employees, by providing work support. hard to achieve good work goals. Without a work environment, it will hinder job satisfaction, because there is no encouragement/support to move or work. Hasibuan in Heriyanto (2014) explains that the work environment is the provision of driving force that creates the excitement of a person's work so that they want to work together, work effectively and integrate with all their efforts. to achieve satisfaction. According to Sutrisno in Candra (2016). Productivity is generally defined as the relationship between output (goods or services) and input (labor, materials, money).

Research methods

In this study, the authors use quantitative data. Quantitative data is data obtained from survey results related to numbers and calculations using formulas. The data obtained from SMP Tonjong employees can be calculated, such as the number of employees and other data to support research. (Sugiyono, 2013:2)

Object of research

This research was carried out at Tonjong Middle School, located in Jl. Pelita1 tonjong No 12, Tonjong, Kec Tajurhalang, Kabupaten Bogor, west java

Data collection technique

To obtain the information data needed in this study, in this study the data collection techniques used were: According to Sugiyono (2013: 142) Questionnaire is a data collection method in asking questions in writing to employees as research subjects to obtain information. This questionnaire is used to reveal data about compensation and work environment which influences the job satisfaction of SMP Tonjong.

Table 1 : Skala Likert

Information	Weight
Totally Disagree (TD)	1
Don't Agree (DA)	2
Neutral (N)	3
Agree (A)	4
Strongly Agree (SA)	5

Result

Validity test

According to (Nusran et al., 2018) The validity value is indicated by the R-count value or Correted Item-Total Correlation value in the SPSS program. The results of the validity test on the variables X1, X2, and Y show the numbers are above 0.334 where these results are valid, because the value of r table with N = 38 at 5% significance in the distribution of the value of r table statistics is 0.312

It can be seen in the table above that the Cronbach's Alpha value is greater than 0.600, it can be concluded that the statements for each variable are reliable or acceptable.

Table 2 : reliability test

Variable	Reliability Statistics		Status
	Cronbach Alpha	N of Item	
Compensation	0,625	10	Reliable
Work environment	0,616	10	Reliable

Employee performance	0,624	10	Reliable
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Normality test

According to (Ghozali 2016) The data normality test aims to find out whether the distribution of a data follows or is close to the normal distribution. Un Normality can be said to be normal if $\text{sig} > 0.05$. Based on the test results, it shows that the Kolmogorov Smirnov test results are 0.200 with an explanation of the data results being $0.062 > 0.05$.

Multicollinearity Test

According to (Ghozali 2016) This test is intended to see if there are two or more linearly correlated independent variables.

Table 3 : Multicollinearity Test Results

Variable	Tolerance	VIF
Compensation	0,915	1,093
Work environment	0,915	1,093

Based on the results of the multicollinearity test above on the compensation variable (X1) and work environment (X2) the VIF results were $1.093 < 10$ and tolerance $0.915 > 0.1$, so multicollinearity did not occur.

Homogeneity test

According to (Becker et al. 2015) The homogeneity test is a data test regarding the same or not two or more distributions.

Table 4 : Homogeneity Test Results (X1)

Test of Homogeneity Variances

Compensation

Levene Statistics	df1	df2	Sig.
2,545	8	28	.055

The significance value of compensation (X) is $0.055 > 0.05$, so the kitchen is concluded in this homogeneity test as homogeneous.

Table 5 : Homogeneity test results (X2)

Test of Homogeneity Variances			
Work environment			
Levene Statistics	df1	df2	Sig.
1,578	8	29	.084

Multiple Linear Regression Test

- (1) The value of 2.940 is a constant, the variable advance of Compensation (XO) and Work Environment (X) results are equal to zero, then Job satisfaction (Y) is 2.940.
- (2) The positive regression coefficient value of compensation (X) is 0475, so if the compensation increases by one unit, then job satisfaction (Y) will increase by 0475
- (3) Work environment regression coefficient: (X) which is positive is 0.459, so if the work environment increases by one unit, then job satisfaction (Y) increases by 0.459.

T test

From the partial test results of the Compensation variable (X) obtained Tcount 4214 > Ttable 2030, then Ha1 is accepted and Ho1 is rejected

From the results of the t test on the work environment variable (X2) it is obtained Tcount 3.621 < Ttable 2030, then Ho2 is accepted and Ha2 is rejected

F test

Based on the results, it can be seen that the significant value of the effect of compensation (XI) and work environment (X2) simultaneously on employee performance variables (Y) with an f count value of 21,913 > 3.24 F table, can be interpreted that Ha3 is accepted and Ho3 is rejected. Thus there is a positive influence on the variable Compensation (XI) and work environment (X2) on the variable Job satisfaction (Y)

Conclusion

Based on the results of the explanation from the research on the Effect of Compensation and Work Environment on Job Satisfaction in Tonjong Middle School, the following conclusions can be drawn. The effect of Compensation (XI) on Job Satisfaction (Y) of Tonjong Middle School Employees is positive and significant between Compensation (XI) on Job Satisfaction (Y) Tonjong Middle School Employees The effect of work environment (X2) on job satisfaction (Y) Tonjong Middle School employees is positive Compensation Variable (X) and Work Environment (X2) are simultaneously positive and significant with the F value of the Compensation variable (X) 7385. and Fcount of Work Motivation (X) variable of 0.621

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