

The Influence of Work Environment and Compensation on Employee Job Satisfaction at Al Syukro Universal Ciputat

*Determinant of
Employee Job
Satisfaction*

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ABSTRACT

This study aims to determine how much influence the work environment and compensation have on employee job satisfaction at Al Syukro Universal Islamic College Ciputat. This study was conducted at Al Syukro Universal Ciputat. This study uses a quantitative approach. The sampling technique, namely the random sampling method in this study is a technique for determining samples from the population carried out randomly without considering the strata in the population. The data collection technique uses observation in the form of a questionnaire. The data processing techniques used in this study are validity tests, reliability tests, multiple linear regression tests, determination coefficients, and simultaneous tests. The variables of the work environment (X1), compensation (X2), job satisfaction (Y), the results of the validity test have a CITC value greater than 0.30. The results of the study are a significant level of P-value (0.000) < 0.05, which means that there is an influence between the work environment and job satisfaction, which is 61.2%. Meanwhile, compensation for job satisfaction also has an influence of 46.5%, which means that there is an influence between the work environment and compensation, namely 66.8%, while the remaining 33.2% is influenced by other variables that were not examined in this study.

Keywords: Job Satisfaction; Compensation; Work Environment

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh lingkungan kerja dan kompensasi terhadap kepuasan kerja karyawan di Perguruan Tinggi Islam Al Syukro Universal Ciputat. Penelitian ini dilakukan di Perguruan Tinggi Islam Al Syukro Universal Ciputat. Penelitian ini menggunakan pendekatan kuantitatif. Teknik pengambilan sampel yaitu metode random sampling dalam penelitian ini merupakan teknik penentuan sampel dari populasi yang dilakukan secara acak tanpa mempertimbangkan strata dalam populasi tersebut. Teknik pengumpulan data menggunakan observasi berupa angket. Teknik pengolahan data yang digunakan dalam penelitian ini adalah uji validitas, uji reliabilitas, uji regresi linier berganda, koefisien determinasi, dan uji simultan. Variabel lingkungan kerja (X1), kompensasi (X2), kepuasan kerja (Y), hasil uji validitas memiliki nilai CITC lebih besar dari 0,30. Hasil penelitian diperoleh taraf signifikansi P-value (0,000) < 0,05 yang berarti terdapat pengaruh antara lingkungan kerja dengan kepuasan kerja yaitu sebesar 61,2%. Sementara itu kompensasi terhadap kepuasan kerja juga memiliki pengaruh sebesar 46,5% yang berarti terdapat pengaruh antara lingkungan

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Kata kunci: Kepuasan Kerja; Kompensasi; Lingkungan Kerja

INTRODUCTION

In an organization, human resources always have the most important position. Because of their role as planners, doers, and determinants of the realization of organizational goals, humans play an active and dominant role in every organizational activity. Although the organization has adequate facilities and infrastructure and sophisticated equipment, employee involvement is very important to achieve organizational goals.

Al Syukro Universal Islamic Education Foundation is engaged in education, which consists of kindergarten (TK), elementary school (SD), junior high school (SMP) and high school (SMA). Educators and education personnel are also employees. Based on Law Article 1 number 5 No. 20 of 2003, educators are professional energy who are tasked with planning and implementing the learning process, while education personnel are people who are appointed to support the implementation of education.

According to Ita Rahmawati et al. (2020: 7), the work environment includes everything that is around employees while they are working, both physically and non-physically. One of the important things that employees must consider when working is a good work environment. A healthy, safe and comfortable workplace will enable employees to perform their tasks optimally and achieve optimal results. Table 1 below shows the working environment conditions at Al Syukro Universal Islamic College:

Table 1: Working environment conditions at Al Syukro Universal Islamic College

No	Work environment	Information
1	Physique	- Lack of hygiene standards in toilets - There is a lot of noise because the Al Syukro mosque is under construction.
2	Non physical	- There is an attitude of envy between departments

Source: Data processed 2024

From table 1 above, it can be seen that there are several deficiencies in the physical and non-physical work environment at the Al Syukro Universal Foundation which cause a decrease in employee job satisfaction.

The amount of compensation received by workers is an additional component that determines the level of employee satisfaction, in addition to the work environment. According to Hasibuan in Edi Winata (2022:15), compensation is all money, direct or indirect goods, received by employees in return for the services they provide to the company. Companies sometimes do not qualify for compensation because they do not meet the workload, education, and work performance in accordance with applicable laws in Indonesia. The following table shows the important location of employee compensation:

Table 2: Types of Compensation Provision by AL Syukro Universal Islamic School

No	Compensation	Information
1	Wages	Diberikan setiap tanggal 25 (belum sesuai dengan upah minimum regional kota Tangerang Selatan
2	Incentive	Insentif kehadiran diberikan bersama gaji pokok sejumlah hari kerja, bonus diberikan ketika kahir tahun
	- presence	
	- Bonus	

3	Allowance	Meal allowance is given in the form of money. Health allowance is given in the form of BPJS installments.
-	Makan	Employment allowance is given in the form of BPJS employment.
-	Health	Position allowance is given according to duties and responsibilities at work.
-	Employment	Holiday allowance is given during Eid al-Fitr.
-	Position	JHT allowance is given when retiring
-	National Mourning Day	
-	Pension plan	

Source: Data processed 2024

From table 2 above, it can be seen that the compensation program has interests for all parties. In general, compensation is intended for the benefit of the company, employees, society and government. In order for the goals, vision and mission to be achieved and provide satisfaction for all parties, the compensation program should be determined based on fair and reasonable principles, in accordance with the laws currently in force.

Table 3: List of salaries of employees of Al Syukro Universal Islamic College

No	Level/Position	Average Basic Salary	regional minimum wage Tangsel 2024
1	Executor	Rp2.253.591	Rp. 4.670.791
2	Staff (Operational)	Rp3.023.536	Rp. 4.670.791
3	Staff (Education)	Rp3.259.818	Rp. 4.670.791
4	Supervisor (Operational)	Rp3.896.299	Rp. 4.670.791
5	Supervisor (Education)	Rp4.077.375	Rp. 4.670.791
6	Manager (Operational)	Rp4.453.383	Rp. 4.670.791
7	Manager (Education)	Rp4.654.735	Rp. 4.670.791
8	Board of Directors	Rp7.327.167	Rp. 4.670.791

Source: Data processed 2024

From table 3, the salaries received by Al Syukro Universal Foundation employees do not match the regional minimum wage of South Tangerang City, which has led to a decrease in employee job satisfaction.

Table 4: Attendance data for employees of Al Syukro Universal Islamic College

Month	Year											
	2022						2023					
Effect ive Work ing Day	%	Late	Leave/ Permissio n	Sick	No Informatio n	Effective Working Day	%	Late	Leave/Perm ission	Sick	No Informatio n	
January	2303	2199	677	52	22	30	2662	2531	390	44	38	49
February	2882	2747	444	44	0	91	2976	2852	387	28	36	60
March	2430	2285	439	52	19	74	2892	2713	437	34	23	64
April	2578	2493	727	29	15	41	2483	2340	238	44	18	30
May	1866	1748	612	45	10	63	1942	1835	189	12	18	38
June	2571	2479	535	10	12	70	2560	2447	412	25	21	39
July	1811	1690	634	38	43	40	2345	2203	556	32	12	53
August	3259	3098	492	18	34	109	2989	2880	313	15	19	75
Septemb er	2850	2704	226	47	31	68	2947	2837	265	15	39	56
October	3129	2952	184	46	43	88	2224	2127	162	30	34	33
Novemb er	3244	3114	239	38	50	42	2320	2188	170	42	20	70
Decembe r	2832	2703	193	34	55	24	2692	2621	274	20	19	32

Source: Data processed 2024

From the data in table 4, it can be seen that employees of Al Syukro Universal Islamic College are less responsible for their duties in carrying out operational educational activities, which of course will take up energy and time in the smooth running of activities and achieving the vision and mission. Therefore, it is necessary to pay attention to the work environment and employee compensation in order to encourage the creation of continuous job satisfaction to achieve good targets.

Based on the background description above, this study can be identified as follows:

- a. Lack of toilet cleanliness standards.
- b. There is noise in the workplace area.
- c. There is an attitude of envy between departments
- d. Lack of salary received by employees.

LITERATURE REVIEW

Work Environment on Job Satisfaction

According to Sedarmayanti (2021), the work environment is defined as all the tools and materials faced, the surrounding environment where a person works, their work methods, and their work arrangements either as individuals or groups. A comfortable work environment for employees will create job satisfaction for their employees so that the company's goals can be achieved properly.

Job Compensation on Job Satisfaction

According to Novi Yanti (2022) compensation is a reward or remuneration given by a company/organization to an employee for his efforts and hard work working professionally according to his performance. If the compensation is in accordance with the duties and position of the employee, it will create and increase employee job satisfaction.

Work Environment and Work Compensation on Job Satisfaction

According to Hasibuan (2020) job satisfaction is an emotional attitude that is pleasant and loves one's job. This behavior is reflected in discipline, work morale, and work performance. Employee job satisfaction that is always considered will increase performance and create work performance in achieving all company goals.

METHODS

According to Muhammad Ramadhan (2021) The research method is basically a scientific way to obtain data with certain purposes and uses. The research in this thesis uses a quantitative method, namely comparing theoretical knowledge related to the research object and the research results obtained from filling out the questionnaire by the sample, namely employees of the Al Syukro Universal Islamic College.

According to Sugiyono in Eddy Roflin et al. (2021) Population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are determined by the researcher to be studied and then conclusions drawn. The population of this study was all employees of the PT Al Syukro Universal Islamic College.

According to Sugiyono (2020) states that a sample is part of the number and characteristics possessed by the population. If the population is large, and the researcher cannot study everything in the population, then the researcher will take a sample from that population. What is learned from the sample, the conclusion will be applied to the population. The sample in this study was 86 employees of Al Syukro Universal Islamic College.

Data collection techniques, there are two things that must be considered, namely the method and with the explanation above, this study uses the following data collection techniques:

- a. Observation

Data collection techniques carried out by direct observation of the subject or object of research. This technique is carried out objectively. In conducting observations, the author carefully observes the situation of the research object and notes and records all

things in the research object related to the information to be obtained from the research object.

b. Unstructured interviews

According to Sugiyono (2020: 140) Unstructured interviews are free interviews where researchers do not use interview guidelines that have been systematically and completely arranged for data collection.

c. Questionnaires

According to Sugiyono (2020: 142) Questionnaires are data collection techniques carried out by giving a set of written questions or statements to respondents to answer. Some principles of questionnaire research as data collection techniques are the principles of measurement research and physical appearance. In filling out the questionnaire, the way to answer is simply by putting a checklist in the column provided. From the questionnaire answers, the author will get the research results. The distribution of this questionnaire is designated according to the population (Employees of Al Syukro Universal Islamic College).

After data collection by distributing questionnaires to respondents to measure attitudes, the data processing technique that will be used is the Likert scale. According to Sugiyono (2020:93) the Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. With a Likert scale, the variables to be measured are described into variable indicators. Then the indicators are used as measuring points to calculate instrument items which can be in the form of statements or questions.

Table 6. Likert Scale Model

Indicator	Value
Very Agree	5
Agree	4
Neutral	3
Disagree	2
Very disagree	1

Source: Sugiyono (2020)

If the collected data has been processed using a Likert scale, it will then be tested and analyzed using descriptive statistics, data quality tests, classical assumption tests and hypothesis tests on the data processing instruments used.

Validity test

According to Sugiyono (2020) A valid instrument means that the measuring instrument used to obtain data (measure) is valid. Validity test. The instrument used is content validity with item analysis, which is done by calculating the correlation between the instrument item score and the total score. If the correlation value is above 0.30, the item is said to be valid, conversely, if the correlation value is below 0.30, the item is said to be invalid. A questionnaire can be said to be valid if all indicators in the study have a value above 0.30 compared to the values in the corrected item - total correlation (CITC) column with the following provisions:

CITC > 0,30 valid

CITC < 0,30 unvalid

Reliability test

According to Sugiyono in Evi Noviani, Indri Guslina & Retno Pratiwi (2024) reliability test to determine whether the data collection tool can show the level of accuracy, level of accuracy, stability or consistency in revealing certain symptoms. A reliable instrument is an instrument that when used several times to measure the same object, will produce the same number. Reliability testing in this study was measured using the cornbach alpha coefficient of each question item in a variable. An instrument is said to be reliable if the cornbach alpha value is greater than 0.60 so it is said to be reliable.

Regression

Simple linear regression

According to Dewi Sri Susanti et al. (2019:8). Simple Linear Regression is a statistical method used to explain the relationship between one independent variable and one response variable (dependent), where the relationship between the independent variable and the response variable is considered "linear". The simple linear regression equation is as follows:

$$Y = a + bx$$

Y = Subjects in the predicted dependent variable

a = Constant

b = Coefficient of variable Independet

x = Variabel independent

Multiple linear regression

This analysis is used to determine the direction of the relationship between the independent variable and the dependent variable, whether each independent variable is positively or negatively related and to predict the value of the dependent variable if the value of the dependent variable increases or decreases (Zulaika Matondang et al. 2021:17). The form of the multiple linear regression model equation in this study is as follows:

$$Y = a + b X_1 + b X_2 + e$$

Y = Dependent variable employee job satisfaction

X₁ = Independent variable of work environment

X₂ = Independent variable work compensation

a = Multiple linear regression constant

b = Regression coefficient on each independent variable

e = Error level

Correlation

The correlation test is used to determine the strength or weakness of the relationship between the independent variable and the dependent variable which can be calculated using the correlation coefficient. The PPM (Person Product Moment) correlation is symbolized (r) with the provision that the r value is not more than the price (-1 ≤ r ≤ +1). If the r value = -1 means a perfect negative correlation, the r value = 0 means there is no correlation and the r value = 1 means a very strong correlation. The meaning of the r price will be consulted with the following value interpretation table:

Table 7. Interpretation of correlation coefficients

No	Interval Coefficient	Level
----	-------------------------	-------

1	0,00 – 0,199	Very Low
2	0,20 – 0,399	Low
3	0,40 – 0,599	Medium
4	0,60 – 0,799	Strength
5	0,80 – 1,000	Very Strength

Source : Sugiyono (2020)

T test

The t-test is conducted with the aim of partially testing whether the dependent variable (X) has an influence on the independent variable (Y). The tester uses a significance value of 0.05 (5%). Kriteria pengujian ditentukan sebagai berikut:

- If the sig value < 0.05 then it can be said to be significant, where H0 is rejected and H1 is accepted, meaning that the independent variable has a significant effect on the dependent variable.
- If the sig value > 0.05 then it can be said to be insignificant, where H0 is accepted and H1 is rejected. So there is no influence of the independent variable on the dependent variable. (Ghozali in Syarif Hidayatulloh, et al. 2023:103).

F test

The F statistical test shows whether all independent or free variables entered into the model have a joint influence on the dependent or bound variable. The F statistical test is used to determine all independent variables entered into the regression model together on the dependent variable tested at a significance level of 0.05. (Ghozali in Syarif Hidayatulloh, et al. 2023:103). Based on the significance value (Sig) of the ANOVA output.

- Sig value < 0.05, then the hypothesis is accepted. This means that the Work Environment (X1) and Job Stress (X2) simultaneously influence Job Satisfaction (Y).
- Sig value > 0.05, then the hypothesis is rejected. This means that the Work Environment (X1) and Job Stress (X2) simultaneously do not affect Job Satisfaction (Y).

Coefficient determination test

If the correlation coefficient is squared, it will become the determining coefficient (Kp) or determination coefficient (Kd). This means that the cause of changes in variable Y comes from variable X as much as the square of its correlation coefficient. The determination coefficient is used to find out how much influence variable X (Work Environment. Compensation) has on variable Y (Employee Job Satisfaction). To see how much influence variable X1. X2 (Independent Variable) has on variable Y (Dependent Variable), it is usually expressed in the form of a percentage (%).

The formula for the coefficient of determination is as follows:

$$Kp = r^2 \times 100\%$$

Kp = determining coefficient

R2 = Multiple correlation coefficient

RESULTS AND DISCUSSION

Result

From table 8, it can be seen that All Hypothesis result the p-value (Sig) = 0.000 < 0.05, so from these results it can be said that Hypothesis null is rejected and Hypothesis 1 is accepted so that there is an influence between the work environment variable (X1) and compensation on job satisfaction (Y).

Table 8 Hypothesis Testing

Hypothesis	Estimate	p-value	Decision
Hypothesis 1	< 0,005	0.000	Accepted
Hypothesis 2	< 0,005	0.000	Accepted
Hypothesis 3	< 0,005	0.000	Accepted

Source: Data processed (2024)

Table 9 Coefficient determination test

Hypothesis	Estimate	Coefficient Determination test	Decision
Hypothesis 1	0.500	.612	Positive Significant
Hypothesis 2	Significant	.465	Positive insignificant
Hypothesis 3	0.500	.668	Positive Significant
	Significant		
	0.500		
	Significant		

Source: Data processed (2024)

From table 9, Hypothesis 1 result Coefficient determination 0,612, so from these results it can be said that Hypothesis is Positive Significant, Hypothesis 2 result Coefficient determination 0,465, so from these results it can be said that Hypothesis is Positive insignificant. Hypothesis 3 result Coefficient determination 0,668, so from these results it can be said that Hypothesis is Positive Significant

The purpose of this study is to explore Work Environment and compensation on Job Satisfaction. In the Work Environment variable (X1), the validity test results have a CITC value greater than 0.03 and an alpha value of 0.887 > 0.60 is obtained, therefore it can be concluded that all statement items for the independent variable Work Environment (X1) are valid and reliable. In the Compensation variable (X2), the validity test results have a CITC value greater than 0.30 and an Alpha value of 0.890 > 0.60 is obtained, therefore it can be concluded that all statement items for the independent variable Compensation (X2) are valid and reliable. In the Job Satisfaction variable (Y), the validity test results have a CITC value greater than 0.30 and an alpha value of 0.885 > 0.60 is obtained, therefore it can be concluded that all statement items for the independent variable Job Satisfaction (Y) are valid and reliable. That in testing the Work Environment variable (X1) on Job Satisfaction (Y) at Al Syukro Universal Islamic College according to the calculation results of the significant level P-value (sig) 0.000 < 0.05 or H0 is rejected and H1 is accepted. Thus it can be concluded that there is an influence of the Work Environment (X1) of 61.2% on Job Satisfaction (Y), according to the calculation of the coefficient of determination R square (r²) = 0.612 or 61.2% which shows the level of relationship/correlation (r) of 0.782 or strong and the remaining 38.8% is influenced by other factors. That in testing the Compensation variable (X2) on Job Satisfaction (Y) at Al Syukro Universal Islamic College according to the calculation results of the significance level P-value (sig) 0.000 < 0.05 or H0 is rejected and H2 is accepted, thus it can be concluded that there is an influence of Compensation (X2) of 46.5% on Job Satisfaction (Y), according to the calculation of the coefficient of determination R square (r²) = 0.465 or 46.5% which shows the level of relationship/correlation (r) of 0.682 or strong and the remaining 53.5% is influenced by other factors. That in testing the variables of Work Environment (X1) and Compensation (X2) on Job Satisfaction (Y) at Al Syukro Universal Islamic College according to the calculation results, the value of f = 83.484, the level of significance P-value (sig) 0.000 < 0.05 or H0 is rejected and H3 is accepted, thus it can be concluded that there is an influence of Work Environment (X1) and

Compensation (X2) 66.8% on Job Satisfaction (Y), according to the calculation of the coefficient of determination R square (r^2) = 0.668 or 66.8% which shows the level of relationship/correlation (r) of 0.817 or very strong and the remaining 33.2% is influenced by other factors.

CONCLUSION

This study suggests that all hypotheses tested in this study have been successfully proven. There is an influence of work environment, compensation, and work satisfaction among Al Syukro Workers.

The management of the foundation must pay more attention to issues related to the physical and non-physical work environment, such as repairs to damaged facilities, procurement of work facilities that have not been met, maintaining and preserving good relations between employees, immediately resolving if there are indications of problems in work relations, so as to create a comfortable atmosphere and provide satisfaction to employees.

The management of the foundation must pay more attention to the provision of compensation to employees, both basic salary, allowances, incentives and bonuses so that employees are prosperous and increase job satisfaction in employees.

The management of the foundation must pay more attention to issues related to employee job satisfaction, such as proper placement and in accordance with expertise, work atmosphere and environment, equipment that supports the implementation of work, leadership attitudes in leading and fair and appropriate compensation, maintaining job satisfaction in employees will improve employee performance, so that operational activities can run well and the goals of the foundation can be achieved.

This research can be used as a reference for further research for variables that are not studied in this research, because from the results of the research that has been conducted, there is still a percentage of the influence of other variables outside the variables of this research, perhaps such as organizational culture variables, leadership style and others.

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