

THE EFFECT OF COMPENSATION AND WORK ENVIRONMENT ON EMPLOYEE SATISFACTION AT PT. VENETA INDONESIA

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Abstract: One of the factors that influence employee job satisfaction is the amount of compensation received by employees every month and a comfortable work environment. The purpose of this study was to analyze the influence of compensation and work environment in increasing employee job satisfaction at PT. Indonesian Veneta. The population in this study were all employees of PT. Veneta Indonesia as many as 63 people, using a census sampling technique where all of the population is used as a sample. Data analysis processing techniques used are descriptive analysis, data quality test, classical assumption test, multiple linear regression analysis, correlation coefficient analysis, and analysis of the coefficient of determination. Then the data is processed using multiple linear regression analysis and processed using SPSS version 22.0. The results of the study with a level of 5% found that Compensation has a positive and significant effect on Employee Job Satisfaction, Work Environment has a positive and significant effect on Employee Job Satisfaction, and Compensation and work environment simultaneously have a significant effect on Employee Job Satisfaction. The results of the study show that giving financial compensation on time and providing additional benefits which are of course in accordance with applicable regulations can increase employee job satisfaction.

Keywords: employee job satisfaction, compensation, work environment, veneta indonesia, multiple linear regression

Abstrak: Salah satu faktor yang memengaruhi kepuasan kerja karyawan adalah besarnya nilai kompensasi yang diterima oleh karyawan setiap bulannya dan lingkungan kerja yang nyaman. Tujuan penelitian ini adalah untuk menganalisis pengaruh kompensasi dan lingkungan kerja dalam meningkatkan kepuasan kerja karyawan pada PT. Veneta Indonesia. Populasi dalam penelitian ini adalah seluruh karyawan PT. Veneta Indonesia sebanyak 63 Orang yang, dengan menggunakan teknik sampling sensus yang semua populasinya digunakan sebagai sampel. Teknik pengolahan analisis data yang digunakan adalah analisis deskriptif, uji kualitas data, uji asumsi klasik, analisis regresi linier berganda, analisis koefisien korelasi, dan analisis koefisien determinasi. Kemudian data di proses menggunakan analisis regresi linier berganda dan diolah dengan menggunakan SPSS versi 22.0. Hasil penelitian dengan taraf 5% menemukan bahwa Kompensasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan, Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja Karyawan, dan Kompensasi dan Lingkungan kerja secara simultan berpengaruh signifikan terhadap Kepuasan Kerja Karyawan. Hasil penelitian menunjukkan pemberian kompensasi financial tepat waktu dan memberikan tambahan tunjangan yang tentunya sesuai dengan aturan yang berlaku dapat meningkatkan kepuasan kerja karyawan.

Kata kunci: kepuasan kerja karyawan, kompensasi, lingkungan kerja, veneta indonesia, regresi linear berganda

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INTRODUCTION

Human resources are the driving wheel for the company's operational activities. Therefore the company conditions the atmosphere that can create optimal human resource capabilities. To achieve these conditions can be done, among others, by increasing job satisfaction from human resources. There are many factors that contribute to increasing employee job satisfaction, including by providing the amount of compensation in accordance with the expectations and performance of employees and providing working conditions that are safe, comfortable and conducive for employees..

In fulfilling the needs of quality and competent human resources supported by creating aspects that support employee job satisfaction such as the availability of a safe, comfortable and conducive work environment, will make employees feel satisfied with their work (Mindari, 2018). Job satisfaction is an employee's attitude towards work related to work situations, cooperation between employees, rewards received at work, and matters related to physical (work environment) and psychological factors (Sutrisno, 2011).

PT. Veneta Indonesia is a company engaged in the sale of printer ink and printer ink refill services and was established in 2003. Ahmad and Zahro's research (2014) states that the absence of an employee from their duties and work is an outlet for a feeling of dissatisfaction with the work of employees who have one of which can be seen from PT Veneta Indonesia's employee attendance data for 2021 (Figure 1).

Job dissatisfaction that occurs at PT Veneta Indonesia based on the level of employee attendance can be seen from the data on the level of attendance of employees of PT. Veneta Indonesia in 2020 is still below 90%, which means that the employee absentee level still does not meet the company's target. The reason for employees being absent was 11.6% due to illness, 6.58% for leave, 3.08% for permission, and 0.91% for absent employees without explanation. Employees feel that what has been contributed is not in accordance with what has been from the company. This feeling of injustice in the distribution of compensation is feared to have an impact on employee commitment.

In addition to the problem of work attendance levels, working conditions are also a factor causing employee job dissatisfaction, to provide an overview of employees' initial perceptions of the working conditions encountered in the company, a pre-research was conducted on 9 PT Veneta Indonesia employees consisting of one Finance person, two Purchasing people, 4 Staff Admin, and 2 Couriers. From the survey results of the 9 people (Figure 2).

Based on PT Veneta Indonesia employee satisfaction data, it indicates that the salaries and benefits provided are still considered unsatisfactory, this can be proven that the highest percentage results are 44% with unsatisfactory and quite satisfactory statements, for facilities obtaining 44% with unsatisfactory statements, and the percentage the highest was at the career level, namely 44.4% with unsatisfactory statements, then education and training obtained the highest results, namely 66.7% with quite satisfactory statements, while for communication and work relations, the highest results were 55.6% with quite satisfactory statements.

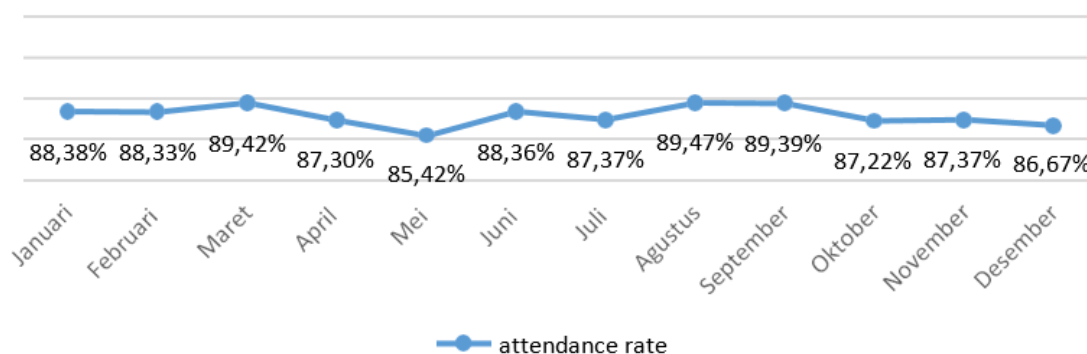


Figure 1. PT Veneta Indonesia Employee Attendance Data for 2021

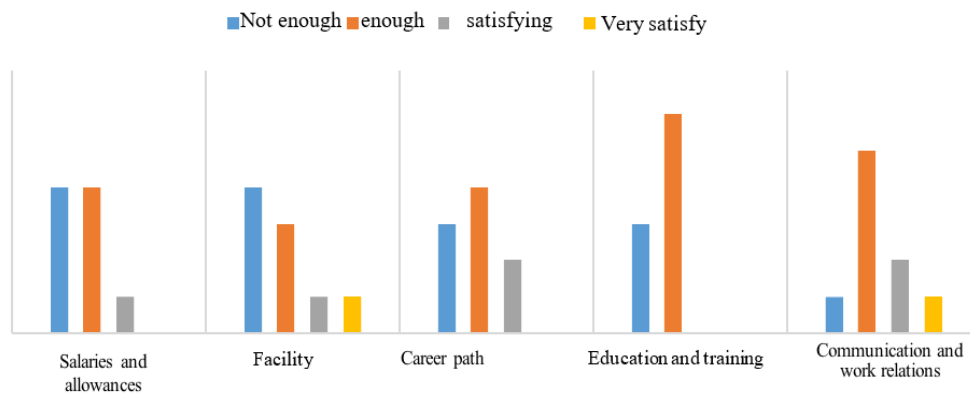


Figure 2. Employee satisfaction of pt veneta indonesia

Employees will carry out activities well, if the working environment conditions are suitable. Munasip (2019) states that a poor work environment can require workers to have longer time and do not support efficient work system design. Dissatisfaction with the work environment is indicated by employees' opinions about the physical work environment including small and less clean toilets, equipment whose productivity has begun to decline thereby hindering the work of employees. While the non-physical work environment, namely the relationship between superiors and subordinates who are less harmonious because those who are close to superiors will be more easily promoted and promoted compared to employees who are not close to superiors, there is unhealthy competition among fellow employees to attract the attention of leaders, for employees Those who are not satisfied will move to another company. This makes employees feel dissatisfied, so some of them cannot work optimally.

Further research regarding perceptions of compensation and the work environment on job satisfaction has previous research on compensation, such as research conducted by Ardianti et al. (2018), Permadi et al. (2017), Mulyah et al. (2020), Andriany (2019) states that compensation has a positive and significant effect on employee job satisfaction. Unlike the research conducted by Pioh and Tawas (2016), Jufri (2019) where compensation has no significant effect on employee job satisfaction.

Whereas in the work environment variable according to research by Fauzi (2017), Atmaja and Maryatni (2019), Fillipo (2021), and Pratomo (2021) which states that the work environment has a positive and significant effect on employee job satisfaction. However, according to research conducted by Afiyah et al. (2017), Wongkar et al. (2018) shows that the work environment has no

significant positive effect on employee job satisfaction. This research is the background for conducting this research with the aim of knowing partially and simultaneously the effect of compensation and the work environment on employee job satisfaction at PT. Indonesian Veneta.

METHODS

The population of this study is all employees of PT Veneta Indonesia who are at Jalan Mangga Dua Abdad No. Rt. 7 RW. 7, Mangga Dua Selatan, Sawah Besar District, Central Jakarta for the 2020-2021 period. Types and sources of data using primary data, namely by using the survey method. And secondary data in the form of literature review. This study uses two research variables, namely the independent variables including Compensation (X1) and Work Environment (X2), as well as the dependent variable, namely Employee Job Satisfaction (Y). The object of research is all employees who work at PT. Veneta Indonesia.

This study used a survey method, while the data collection process was carried out using a questionnaire technique, the results of which were measured using a Likert scale. The collected data will be processed using SPSS 22.0 for further analysis using several stages. The first stage is the classical assumption test with the normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test. Then performed multiple linear regression analysis and hypothesis testing with the t test and f test. The final analysis stage is the analysis of the correlation coefficient, descriptive statistical analysis, and analysis of the coefficient of determination (R²). The hypothesis used in this study are:

- H₁: There is an effect of compensation on job satisfaction of employees of PT. Indonesian Veneta
H₂: There is an influence of the work environment on job satisfaction of employees of PT. Indonesian Veneta
H₃: There is an influence of compensation and work environment on job satisfaction of employees of PT.Indonesian Veneta

RESULTS

Overview of Research Objects and Characteristics of Respondents

PT. Veneta Indonesia, founded in 2003, is a network engaged in the sale of printer ink and printer ink refill services. In this study there were 63 employees who were sampled with an overview of the characteristics described in Table 1.

Table 1. Characteristics of Respondents

Characteristics	Number of People	(%)
Gender		
Man	38	60,3
Woman	25	39,7
Age		
< 20 Years	2	3,2
20-25 Years	14	22,2
26-30 Years	26	41,3
> 30 Years	21	33,3
Years of Service		
< 1 Years	3	4,8
1-5 Years	23	36,5
5-10 Years	27	42,8
> 10 Years	10	15,9
Education		
High School/Equivalent	28	44,4
Diploma Education (D3)	16	25,4
Bachelor Degree (S1)	19	30,2

Table 2. Reliability test results

Variable	Cronbach's Alpha	Standar Reliabilitas	Results
Compensation	0,928	0,60	Reliable
Work environment	0,859	0,60	Reliable
Employee Job Satisfaction	0,893	0,60	Reliable

Data Quality Test Results

The results of data quality tests using validity tests and reliability tests were carried out on each research variable. In the SPSS 22.0 validity test, it was found that all questionnaire items on the three variables had $r_{count} > r_{table}$ (Sig. 0.05 of 0.2480) so that all questionnaire items were declared valid and could be used as research. Based on the results of the reliability test described in Table 2. Based on Table 2, it is known that the Cronbach's Alpha value of the three variables is > 0.60 so that it can be said that the questionnaire can be said to be reliable or can be trusted as a variable measuring tool.

Classical Assumption Test Results

The classical assumption test is carried out with several stages of testing. In the normality test, the results show that the P-Plot of Regression Standardized Residual shows a pattern of distribution of points around and follows the direction of the diagonal line, while in the histogram curve the shape of the curve obtained does not deviate, so it can be said that the regression model meets the normality requirements. Furthermore, the results of the multicollinearity test are described in Table 3.

Based on Table 3, it is known that the tolerance for compensation and work environment variables is 0.658 (> 0.10), while the VIF value for compensation and work environment variables is 1.519 (< 10.00). So it can be stated that there is no multicollinearity between the independent variables. The next test, namely the heteroscedasticity test, obtained the result that there was no heteroscedasticity because there was no clear pattern and the points spread above and below the number 0 on the Y axis, so the regression model was said to be suitable for use. The last test is the autocorrelation test with the results described in Table 4.

Based on Table 4, it is known that Durbin-Watson obtained a value of 1.906. When compared with table values, using a significance of 5% for a total sample of 63 (n=63) and 2 independent variables 2 (k=2) then the dL value (lower limit) = 1.527 and the dU value (upper limit) = 1.658 as for the criteria which has been determined by the autocorrelation test, namely $dU < d < 4 - dU$ or $(1.658 < 1.906 < 4 - 1.658)$. Based on these criteria, the Durbin-Watson results are at $1.658 < 1.906 < 4 - 1.658$, and it can be interpreted that there is no autocorrelation.

Results of Descriptive Statistical Analysis

Based on the results of descriptive statistical analysis based on the Table 5 shows that:

1. Compensation variable (X1) with a total sample (n) of 63 shows an average (mean) respondent's answer is 46.56 with a standard deviation value of 9.346.
2. The work environment variable (X2) with a total sample (n) of 63 shows an average (mean) respondent's answer is 27.83 with a standard deviation value of 4.030.
3. The employee job satisfaction variable (Y) with a total sample of (n) 63 shows an average (mean) respondent's answer is 43.10 with a standard deviation value of 6.438.

Based on Table 6, It is known that the relative strength of the compensation indicator is in the 3rd point statement with an average of 4.05, it can be concluded that the salary received by employees is said to be good because it is always given on time, while the relative weakness is in the point statement 2nd with an average of 2.68 so that it can be concluded that the salary received by employees is still considered insufficient to meet their daily needs. Respondents' responses as a whole seen from the average respondent's answer is 68.00% which (in the interval 52.01% -68.00%) it can be concluded that the compensation provided by PT. Veneta Indonesia to employees can be stated quite well.

Based on Table 7, It is known that the relative strength of the work environment indicator is in point 1 statement with an average of 4.19, it can be concluded that the physical work environment is said to be good by providing comfortable working space conditions, while the relative weakness is in the statement point 4 with an average of 3.70 so that it can be concluded that there is still a lack of transportation facilities that support employees to get to work. Respondents' responses as a whole seen from the average respondent's answer were 79.50% which (in the interval 68.01.01% -84.00%) it can be concluded that the work environment provided by PT. Veneta Indonesia to employees can declared good.

Table 3. Multicollinearity test results

Model	Coefficients ^a				Collinearity Statistics		
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Tolerance	VIF
	B	Std. Error	Beta				
(Constant)	7.911	3.326		2.379	.021		
Compensation	.333	.062	.483	5.363	.000	.658	1.519
Work environment	.708	.144	.443	4.923	.000	.658	1.519

a. Dependent Variable: employee job satisfaction

Table 4. Autocorrelation test results

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.825 ^a	.680	.669	3.703	1.906

a. Predictors: (Constant), work environment, compensation

b. Dependent Variable: employee job satisfactions

Table 5. Descriptive statistics results

	Descriptive Statistics		
	N	Mean	Std. Deviation
Compensation	63	46.56	9.346
Work environment	63	27.83	4.030
Employee job satisfaction	63	43.10	6.438
Valid N (listwise)	63		

Table 6. Employee Perceptions of Compensation (X1)

No	Statement	Amount	Average
1	I feel that the salary given is in accordance with the role of my position in the company	188	2,98
2	The company where I work, in providing a salary every month has been able to meet the daily needs of employees	169	2,68
3	I feel the incentives provided are in line with expectations	179	2,84
4	The incentives provided by the company where I work so far can increase enthusiasm at work	188	2,98
5	The company I work for always gives incentives on time	237	3,76
6	The company I work for has given bonuses fairly to employees	197	3,13
7	The bonus given by the company is proportional to the overtime	178	2,83
8	Giving bonuses to all employees is always given on time	222	3,52
9	I feel protected by the existence of health insurance while working at the company	230	3,65
10	Holiday Allowance received in accordance with expectations	205	3,25
11	The amount of work accident insurance is in accordance with the risk of work	227	3,60
12	The company pays attention to meeting the needs and facilities of office equipment and employees	233	3,70
13	I feel the facilities that have been provided by the company in accordance with my work	225	3,57
	Amount	2933	3,32

Table 7. Employee perceptions of the work environment (X2)

No	Statement	Amount	Average
1	The air condition of the work room makes me comfortable while working	264	4,19
2	The work equipment that I need for work is adequate	246	3,90
3	The facilities provided by the company are in accordance with the work I do	256	4,06
4	Availability of transportation facilities that support employees to get to the workplace	233	3,70
5	I have a good relationship with the employees	263	4,17
6	I feel valued by my superiors for the skills I have	240	3,81
7	I have an open attitude so that I can work with anyone in a team/group	251	3,98
	Amount	1753	3,97

Based on Table 8, It is known that the relative strength of the employee job satisfaction indicator is found in the 11th point statement with an average of 3.94, it can be concluded that employee job satisfaction is good enough with the closeness between coworkers with one another, while Relative weakness is found in the 6th point statement with an average of 3.14 so that it can be concluded that employee job satisfaction

is still relatively low because the socialization of the promotion policy that has been implemented has not satisfied employees. Respondents' responses as a whole seen from the average respondent's answer is 71.82% which (in the interval 68.01.01% -84.00%) it can be concluded that employee job satisfaction is given by PT. Veneta Indonesia to employees can be said to be good.

Table 8. Employee perceptions of employee job satisfaction (Y)

No	Statement	Amount	Average
1	I like this job, so it encourages me to work seriously and diligently	227	3.60
2	I am satisfied with the position/position in the company so that able to complete the task / work that is my responsibility	216	3.43
3	I feel satisfied because I am able to work and finish the job well according to the creativity I have	231	3.67
4	I can develop my potential	212	3.37
5	All employees in the company are given the same opportunity for promotion	199	3.16
6	Implementation of socialization promotion policies imposed by the company in accordance with the regulations	198	3.14
7	The supervisor is always willing to take the time to help if I have difficulty getting the job done	234	3.71
8	Supervisors provide support to employees when getting along with co-workers at work	245	3.89
9	Supervisors provide clear direction in achieving the set targets	228	3.62
10	The ability of colleagues to work together in achieving targets	240	3.81
11	The closeness of my co-workers is quite close to one another	248	3.94
12	Compete in a sporting manner with my co-workers to achieve targets	237	3.76
Amount		2715	3.59

Results of Multiple Linear Analysis and Hypothesis Testing

The regression (Table 3) equation is $Y = 7.911 + 0.333 \text{ Compensation} + \text{Work Environment}$ so that: 1) if the value of Compensation and Work Environment = zero, then the value of employee job satisfaction is 7.911; 2) if the compensation increases by 1 score with the assumption of a permanent work environment, it will cause an increase in employee job satisfaction by 0.333 at a constant of 7.911; and 3) if the work environment increases by 1 score assuming constant compensation it will cause an increase in employee job satisfaction by 0.708 at a constant of 7.911.

Based on Table 9, it is known that partially compensation with employee job satisfaction is obtained tcount 5.363. With a sample size of 60 (n-3) and α 0.05, ttable = 2.000 is obtained. so that the tcount value is $5.363 > \text{ttable } 2.000$ and the significance value is $0.000 < 0.05$. Then H1 is accepted, which means that there is a significant influence between compensation on employee job satisfaction partially. Partial test between work environment and employee job satisfaction obtained tcount 4.923. With a sample size of 60 (n-3) and α 0.05, ttable = 2.000 is obtained. so that the tcount value is $4.923 > \text{ttable } 2.000$ and the significance value is $0.000 < 0.05$. Then H2 is accepted, which means that there is a significant influence between the work environment on employee job satisfaction partially.

Based on Table 10, it is known that the variable compensation (X1), work environment (X2) on employee job satisfaction (Y) has an Fcount of 63.701, and $F_{\text{table } 0.05 (2:60)} = 3.15$. So it can be seen that the Fcount value is $63.701 > F_{\text{table } 3.15}$ and a significant value of $0.000 < 0.05$. This means that compensation (X1) and work environment (X2) together (simultaneously) have a significant effect on employee job satisfaction (Y). Then H3 is accepted and H0 is rejected (Ghozali, 2018).

Correlation Coefficient Analysis Results

The value of the partial correlation coefficient of compensation (X1) and employee job satisfaction (Y) is 0.569 (significance $0.000 < 0.05$) (Table 11). It can be concluded that there is a positive and significant relationship between compensation and employee job satisfaction. There is a moderate or not too strong relationship (because the significance of 0.000 is in the interval 0.40–0.599). The partial correlation coefficient of work environment (X2) and employee satisfaction (Y) is 0.536 (significance $0.000 < 0.05$). It can be concluded that there is a positive and significant relationship between the work environment and employee job satisfaction. There is a moderate or not too strong relationship (because a significance of 0.000 is in the interval 0.40–0.599).

Table 9. T Test Results (Partial)

Model	Coefficients ^a			T	Sig.	
	Unstandardized	Coefficients				Standardized Coefficients
	B	Std. Error	Beta			
1 (Constant)	7.911	3.326		2.379	.021	
Compensation	.333	.062	.483	5.363	.000	
Work environment	.708	.144	.443	4.923	.000	

a. Dependent Variable: employee job satisfaction

Table 10. f Test Results (Simultaneous)

Model		ANOVA ^a				Sig.
		Sum of Squares	df	Mean Square	F	
1	Regression	1746.780	2	873.390	63.701	.000 ^b
	Residual	822.649	60	13.711		
	Total	2569.429	62			

a. Dependent Variable: employee job satisfaction

b. Predictors: (Constant), work environment, compensation

Table 11. Partial correlation coefficient results

Control Variables		Correlations		
		Compensation	Employee job satisfaciton	
Work environment	Compensation	Correlation	1.000	.569
		Significance (2-tailed)	.	.000
		df	0	60
	Employee job satisfaction	Correlation	.569	1.000
		Significance (2-tailed)	.000	.
		df	60	0
Compensation	Work environment	Correlation	1.000	.536
		Significance (2-tailed)	.	.000
		df	0	60
	Employee job satisfaction	Correlation	.536	1.000
		Significance (2-tailed)	.000	.
		df	60	0

It was found that the Adjusted R Square result was 0.669, and the significant value of F Change was 0.000. Based on these results, it can be concluded that there is also a positive significant relationship between compensation and work environment variables on employee job satisfaction and the level of the relationship is in the strong category (found in the interval 0.60-0.799).

Results of Analysis of the Coefficient of Determination (R^2)

It is obtained that the coefficient of determination of compensation and work environment variables on employee job satisfaction (Adjusted R Square) = 0.669 (Table 13), so it can be concluded that the effect of compensation and work environment on employee job satisfaction is 66.9%, while the remaining 33.3% is influenced by factors others outside the research.

Table 13. Determination Coefficient Test Results (R2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.825 ^a	.680	.669	3.703

a. Predictors: (Constant), work environment, compensation

Effect of Compensation on Employee Job Satisfaction

The results of the t test show that the value of tcount is $5.363 > t_{table}$ is worth 2.000 with a significance value of 0.000 which is smaller than the error tolerance $\alpha = 0.05$. From the research results it is known that there is an influence between compensation on employee job satisfaction. The resulting influence is positive and significant, this indicates that the compensation felt by employees has an impact on job satisfaction. These results are consistent with research by Ardianti et al. (2018) and Permadi and Suana (2017) who argue that the greater the value of the compensation received by employees of PT. Veneta Indonesia, the greater the perceived job satisfaction.

The Influence of the Work Environment on Employee Job Satisfaction

The results of the t test show that the value of tcount is $4.923 > t_{table}$ is worth 2.000 with a significance value of 0.000 which is smaller than the error $\alpha = 0.05$. From the research results it is known that there is an influence between the work environment on employee job satisfaction. The resulting influence is positive and significant, this indicates that the work environment felt by employees has an impact on job satisfaction. The more comfortable work environment created by the Management that can be felt by employees of PT. Indonesian Veneta. These results are consistent with the research of Andriany (2019) and Pratomo (2021) which argue that a good work environment according to employees will also have a good impact on job satisfaction. Santoni's et al. research (2021) also states that in order for employees to have high commitment to the company and suppress their desire to quit where they work, their job satisfaction must be increased through adaptive and transformative leadership models as well as a comfortable and conducive work environment.

The Effect of Compensation and Work Environment on Employee Job Satisfaction

The results of the F test show that the value of Fcount is $63.701 > F_{table}$ is worth 3.15 with a significance value of 0.000 which is smaller than the error $\alpha = 0.05$. Based on the research results, it is known that there is an effect of compensation and work environment on employee job satisfaction. The resulting influence is positive and significant, meaning that the better the compensation and work environment carried out by employees of PT. Veneta Indonesia, job satisfaction will be even higher. The results of this study are in line with research conducted by Mulyah et al. (2020) which shows that there is a positive effect of compensation and the work environment on employee job satisfaction.

Management Implications

Efforts to improve must be carried out by the HR division in order to get job satisfaction by employees through the application of a work environment which is defined as the whole tools faced, the surrounding environment in which a person works, his work methods, and the influence of his work both as individuals and as a group. Companies can improve a good work environment by paying attention to the quality and cleanliness of the most important public facilities such as toilets, pantries, by adding cleaning services so that cleanliness can be maintained properly, besides that for rooms within the company, room expansion can be carried out. As well as improvements in terms of providing timely financial compensation and providing additional benefits which are of course in accordance with applicable regulations and in accordance with the sacrifices and skills of employees for the company. As well as improving health insurance facilities in improving health care for employees' families.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Partial compensation has a positive and significant effect on employee job satisfaction, the environment partially has a positive and significant effect on employee job satisfaction, and simultaneously (together) compensation and work environment have a positive and significant effect on employee job satisfaction by 66.9%.

Recommendations

Based on the results that have been described, it can be suggested for companies to pay attention to the compensation given must be in accordance with the efforts of employees or must be in accordance with the workload given to employees and rearrangement of bonuses in line with increasing company profits besides that it is also recommended for companies to complete facilities in equipment and employee equipment in carrying out a comfortable and pleasant work environment so that employee job satisfaction can be further increased.

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