THE EFFECT OF COMPENSATION AND WORK ENVIRONMENT ON EMPLOYEE WORK SATISFACTION IN. INDOMARCO ADI PRIMA OKU BRANCH EAST

Rr. Dimas Veronica Priharti* dan Fenti Ayu Saputri**
*Lecturer of Economic Faculty of Baturaja University
**Alumni of Economic Faculty of Baturaja University

ABSTRACT

The Influence of Compensation and Work Environment on Employees' Work Satisfaction at PT. Indomarco Adi Prima, OKU Timur Branch. This study aims to determine the influence of compensation and work environment on employees' work satisfaction at PT. Indomarco Adi Prima, OKU Timur Branch. The data used is primary data through questionnaires. The population in this study was 34 employees of PT. Indomarco Adi Prima, OKU Timur Branch. The analytical tool used is multiple linear regression, t test, F test, and analysis of the coefficient of determination. From the results of the data analysis results partially obtained that compensation has a significant influence on work Satisfaction with t-count 4.382> t-table 2.039, and the work environment has a significant influence on work Satisfaction with t-count 4.182> t-table 2.039. While simultaneous analysis obtained F count 23,596> F table 3.30, which means that compensation and work environment have a positive and significant influence together on work satisfaction. The magnitude of the coefficient of determination (R2) of the compensation variable and work environment together influence work satisfaction by 60.4% while the remaining 39.6% is influenced or varied by other variables such as leadership, work discipline and motivation.
Keywords: Compensation and Work Environment on Work Satisfaction.

PRELIMINARY

1.1. Background

One of the resources contained in an organization or company is human resources. Human resources are other resources that exist in organizations or companies. Human resources have reason, thoughts, feelings, desires, abilities, skills, knowledge, power, encouragement, work, innovation, creation and hope. The advantages possessed by human resources are a positive potential. The potential possessed by human resources affects the efforts of the organization or company in achieving its goals. Without human resources organizations or companies have no meaning, advanced technology, new and complete information, large capital, abundant raw materials, complete facilities and infrastructure are in vain without the human resources who run it.

According to (Wibowo, 2014: 289) Compensation is a counter presentation of the use of energy or services that have been provided by the workforce. Compensation as what is received by the job as an exchange for its contribution to the organization. In compensation there is an incentive

system that links compensation with performance. Compensation to workers is given an award based on performance and not based on seniority or the number of hours worked.

According to Sinambela (2016) defines that the work environment is everything that exists around workers who can influence themselves in carrying out the tasks that are given

According to Sinambela (2016: 302) Job satisfaction is a feeling of pleasure or relative displeasure. For example, the following statement: "I like to do a variety of tasks" is different from objective thinking: through "my work is complicated" statements and behavioral desires, such as the statement "I am planning not to do this work in three months". The three parts of the attitude help managers understand the employee's reaction to their work and predict its impact on future behavior.

In this study, researchers looked at the phenomenon that occurred in the company PT. Indomarco Adi Prima Branch OKU Timur related to compensation and work environment at the company. Supervisors give rights to employees every month in an orderly manner, but employees feel that there needs to be compensation in recognition of their performance if they meet the set targets. Compensation is very important for them as motivation for morale and job satisfaction. But it cannot be fulfilled by supervisors or companies so that employees feel dissatisfied with the absence of compensation or appreciation for their performance. The intended compensation does not have to be in the form of money (financial) but can be in the form of other awards such as awards as exemplary employees or other awards.

The work environment is divided into two, namely, the work environment physically and non-physically. Physically the work environment is at PT. The East OKU Branch of Indomarco Adi Prima is located in a warehouse filled with items to be distributed so that employees feel uncomfortable with the work environment because the conditions at which they work are filled with items to be distributed so that they are crowded with items other than there are competitor distributors both on the right and on the side such as Wings, Unilever and Mayora. While the non-physical working environment at the company is very uncomfortable for employees because of the lack of air ventilation so that it feels stuffy and hot. Then the lack of lighting in the room and the dusty work room makes employees feel uncomfortable working. Employees expect the company to provide a special office for employees so that the work environment can be created better and more comfortable for employees compared to working in warehouses that reduce concentration and comfort in work.

Based on the description that has been stated, the researcher is interested in researching about "The Effect of Compensation and Work Environment on Employee Job Satisfaction at PT. Branch of Indomarco Adi Prima OKU TIMUR "

LITERATURE REVIEW

2.1. Human Resource Management

2.1.1. Definition of Human Resource Management (HRM)

Human resource management development, assessment, service delivery, and management of individual members of organizations or groups of workers. HR management also involves job design, career management employee planning, compensation, work team development performance evaluation, until retirement.

Human resource management is the science and art of regulating relationships and the role of labor to be effective (goals achieved) and efficient (satisfying) to help realize the goals of the company, employees and society. HR functions consist of organizational planning, direction, control, compensation development, integration, maintenance, discipline and dismissal. (Hasibuan, 2005: 10).

2.1.2. Definition of Compensation

According to Sinambela (2016: 218). Compensation needs to be distinguished from salaries and wages because the concept of compensation is not the same as the concept of salary or wages. Salary and wages are one concrete form of compensation.

Organizations that are not able to provide adequate compensation for employees, and tend not to provide satisfaction for their employees will be prone to shocks because employees will work in a very lacey and fragile manner. In addition, the organization will be overshadowed by protests and demonstrations that may be carried out by employees so that the organization will be vulnerable to the stability of both production and service. Moreover, organizations that are not able to provide adequate compensation will be faced with high levels of employee absence from work and work stress. Furthermore, Rivai and Sagala (2011) define compensation as something that employees receive as a substitute for their service contribution to the company. They distinguish compensation from wages, namely fair and decent remuneration given to workers for their services in achieving organizational goals; salaries, which are remuneration in the form of money received by employees as someone who contributes to achieving organizational goals; incentives, namely in the form of payments associated with performance and gain sharing, as profit sharing for employees as a result of increased productivity due to cost savings. Nevertheless. In various other references, it is generally explained that wages, salaries, incentives, benefits and other components are part of compensation. Based on the sharing of the above definition, it can be synthesized that what is meant by compensation is the total of all awards given to employees as compensation for their services given to the organization. The overall objective is to compensate for attracting, retaining, and motivating employees. Direct financial compensation consists of payments received by people in the form of wages, salaries, commissions, and bonuses. Benefits (indirect financial compensation) consists of all financial rewards that are not covered by direct compensation.
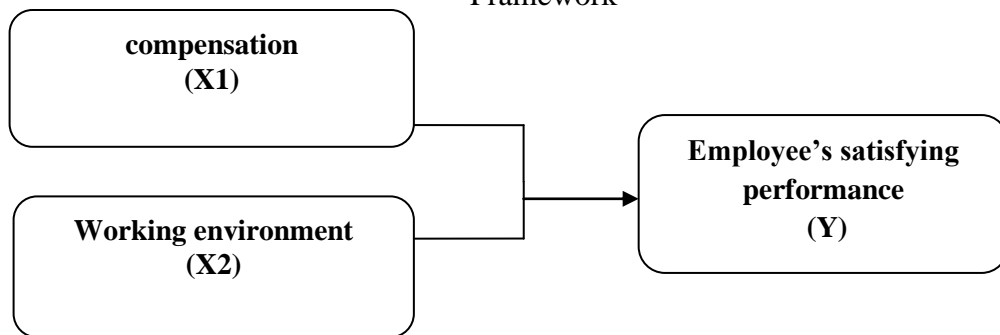
2.1.3. Understanding the Work Environment

According to Maulana (2018: 6) states that the work environment in an organization has an important meaning for the individuals who work in it, because this environment will affect directly or indirectly the people in it. the work environment in the organization will give an idea that someone working will produce good output if they match the organization and work. The definition of a work environment is everything that exists around workers who can influence themselves in carrying out their duties. Although the work environment is an important factor and can affect employee performance. but currently there are still many companies that pay less attention to the conditions of the work environment around their company. a working environment condition can be said to be good if the work environment is healthy, comfortable, safe and pleasant for employees in completing their work

2.1.4. Job satisfaction

Job satisfaction is an emotional attitude that is fun and loves its work. This attitude is reflected by work morale, discipline, and work performance of Hasibuan (2005). Job satisfaction is the difference between the number of rewards received by an employee and the amount of rewards that are believed to be accepted. Someone will feel satisfied if there is no difference between the amount they believe they should receive. Job satisfaction is a feeling of pleasure or relative displeasure. For example, the following statement: "I like to do a variety of tasks" that is different from objective thinking: through "my work is complicated" statement and behavioral desires, such as the statement "I am planning not to do this work in three months ..."

Picture 1

Framework

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┌─────────────────────┐
│    compensation     │
│        (X1)         │
└─────────────────────┘
                            ┌─────────────────────┐
                            │ Employee's satisfying│
                            │     performance      │
┌─────────────────────┐     │         (Y)          │
│ Working environment │     └─────────────────────┘
│        (X2)         │
└─────────────────────┘
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RESEARCH METHODOLOGY

3.1. The scope of research

The scope of this study is only limited to the variable Effect of Compensation and the work environment on employee job satisfaction at PT. Indomarco Adi Prima Branch of East OKU.

3.2. Population Research

3.2.1. Population

According to Sugiyono (2010: 80) the population is a set of objects or objects that have certain qualities and characteristics set by researchers to study and draw conclusions while according to Arikunto (2002) the population is a group of people or objects that have similarities in one or several things and form main problem. For populations with few members, research can be carried out on all members of the population. In this study the number of employees of PT. Indomarco Adi Prima Branch OKU Timur (34) employees (Data from PT Indomarco Adi Prima Employees in OKU Timur Branch).

3.3. Analysis Model

The analysis used in this study is quantitative quantitative analysis which is a tool that uses mathematical calculation models with results in the form of numbers which are then described or explained or interpreted in a description.

The analysis is calculated based on the results of the questionnaire derived from the answers from the respondents. Answers from respondents were given a score or value based on the Likert scale. According to (Kuncoro, 2009: 178) Likert scale is where the respondent states the level of agree or disagree regarding various statements, regarding behavior, objects, people or events usually the Likert scale is provided with five scale choices with formats such as: strongly agree, agree, less agree, disagree and strongly disagree. The opinion of the respondent is given a value.

3.3.1. Test Validity and Reliability

There are two important requirements that apply to a questionnaire, namely the need for a questionnaire to be tested for validity and reliability. Validity test to see the extent to which a measuring device measures what you want to measure, while reliability testing is done to see the extent to which a measurement result is relatively consistent if the measurement is repeated twice or more.

3.3.2. Classic assumption test

Classical assumption tests are carried out before conducting a regression analysis, in order to obtain unbiased thinking and be efficient there are several criteria for classical assumption requirements that must be met, namely:

a. Normality test

Normality test in the regression model is used to test whether the residual value generated from the regression is normally distributed or not. A good regression model is one that has a normally distributed residual value. The normality test method used is to look at the distribution of data on diagonal sources in the P-P Normal graph Plot of regression residual standardized, (Priyatno, 2011: 144). With the following criteria:

a. If the data spreads around the diagonal line and follows the diagonal direction, the regression model meets the assumption of normality.

b. If the data spreads far from the diagonal line or does not follow the diagonal direction,

c. then the regression model does not meet the assumptions of normality.

b. Multicollinearity Test

Multicollinearity test is a condition in which the regression model is found to have perfect or near perfect correlation between independent variables. In a good regression model there should not be perfect or near perfect correlation between independent variables (correlation 1 or close to 1). The multicollinearity test method in this study is to see the value of Tolerance and Infation Factor (VIF). To see whether there is a multicollinearity disorder or not. (Prayitno, 2012: 151)

a. If the tolerance value is below 0.1 means that it is free from multicollinearity disorders.

b. If the VIF number in the coefficient table is less than 10, it is free from multicollinearity problems.

c. Heteroscedacity test

According to (Prayitno, 2012: 158) Heterocedasticity is a condition in which the regression model occurs with a residual variance in one observation to another. a good regression model is not heterocadatisity. The method used in this study is by looking at the scatterplot graph between standardized predicted value (ZPRED) and studentized residuals (SRESID), the basis for decision making, namely:

- If there are certain patterns, such as the existing points form a certain pattern that is regular (wavy, widened and then narrowed), heterocadasticity occurs.

- If there is no clear pattern, such as points spread above and below the number 0 on the Y axis, heterocadasticity does not occur.

Analysis of Multiple Linear Regression

This analysis is used to find out how the dependent variable (predictable) can be predicted (predicted) through independent variables (free) partially or simultaneously (simultaneously).

Regression analysis can be used to decide whether to increase or decrease independent variables. Multiple regression can be analyzed because it is based on functional relationships or causal relationships (causal) of independent variables (X1) and (X2) on the dependent variable (Y).

Specifications of the Multiple Linear Regression Model

The Multiple linear regression equation is as follows:

$Y = a + bx1 + bx2 + e$

Information :

a = Constant

b = Regression coefficient

X1 = Compensation

X2 = Work Environment

Y = Job Satisfaction

e = Error term

Hypothesis testing

The testing of this research hypothesis will be carried out by the t-test. The steps of testing the hypothesis are as follows (Priyatno, 2011: 235):

Test individually (partially) with t-test

Testing the compensation hypothesis for job satisfaction:

Ho: $b\_1 = 0$ means that there is no compensation effect on job satisfaction in PT. Indomarco Adi Prima Branch of East OKU.

Ha: $b\_1 \neq 0$ means that there is an effect of compensation on job satisfaction in PT. Indomarco Adi Prima Branch of East OKU.

Test criteria are:

If tcount ≥ ttable or -thitung ≤ -ttable then, Ho is rejected significant meaning.

If tcount ≤ ttable or -titung ≥ -ttable then, Ho is accepted as meaning not significant.

The results of t count are compared with t table at the confidence level of 95% and a significant level of 5%.

Testing the hypothesis of the work environment on job satisfaction:

Ho: $b_2 = 0$ means that there is no influence of the work environment on job satisfaction at PT. Indomarco Adi Prima Branch of East OKU.

Ha: $b_2 \neq 0$ means that there is an influence of the work environment on job satisfaction in PT. Indomarco Adi Prima Branch of East OKU.

Test criteria are:

If tcount ≥ ttable or -thitung ≤ -ttable then, Ho is rejected significant meaning.

If tcount ≤ ttable or -titung ≥ -ttable then, Ho is accepted as meaning not significant.

The results of t count are compared with t table at the confidence level of 95% and a significant level of 5%.

Test simultaneously (whole)

In this study, the F-test was used to determine the significance level of the effect of compensation and the work environment together (simultaneous) on job satisfaction. The hypothesis used in the overall test (simultaneous) with this F-test is:

Ho: $b_1, b_2 = 0$ There is no effect of compensation and work environment on job satisfaction in PT. Indomarco Adi Prima Branch of East OKU.

Ha: $b_1, b_2 \neq 0$ There is an influence of compensation and work environment on job satisfaction on Employee Performance of PT. Indomarco Adi Prima Branch of East OKU.

Testing Criteria

If F count ≤ F table then Ho is accepted

If F count> F table then Ho is rejected

Specifies F table

can be seen in the statistical table (attachment) at the significance level of 0.05 with df 1 (number of variables-1), and df 2 (nk-1) n is the amount of data and k is the number of independent variables, (Prayitno, 2012: 138) .

Determination Coefficient Analysis (R2)

According to (Priyatno, 2011: 251) The coefficient of determination R Square (R2) is basically used to measure the ability of variable X in explaining the variable Y with the following equation:

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

Information

KP = Value of the coefficient of determination

R = Correlation Coefficient Value

ANALYSIS RESULTS AND DISCUSSION

Analysis Results

Characteristics of Respondents

The respondents' characteristics in this study were based on age, gender and education, the number of 34 respondents taken from the questionnaire.

5.2 Test Validity and Reliability

Before analyzing data on the results of data obtained from primary data, it is necessary to test the validity and reliability of the questionnaire used in this study, the tests are:

Validity test

According to (Ridwan and Sunarto, 2007) Validity is a measure that shows the level of validity or validity of an instrument. A valid instrument has high validity and vice versa if the instrument level is low then the instrument is less valid. An instrument is said to be valid if it is able to measure what it wants to measure / want. An instrument is said to be valid if it can reveal data from the variables under study. The validity of the instrument is divided into internal validity (validity construct / constract validity and content validity and external / empirical validity. To determine the level of validity note the numbers on Corrected Item-Total Correlation which is a correlation between item scores and total item scores (r count value) compared to r table by means of α = 0.05; n = 34, then we get r table 0.339. If the value of r count is greater than r table or the value of r count> value of r table, then the item is valid. In order for the results to be more accurate and faster, this validity test was carried out with the help of SPSS and the results can be seen in Table 1 as follows:

Table 1
Validity Test Results

Questions	r-COunt	r-table $\alpha = 0{,}05; n = 34.$	Note
Compensation (X_1)			
Questions 1	0,851	>0,339	Valid
Questions 2	0,892	>0,339	Valid
Questions 3	0,707	>0,339	Valid
Questions 4	0,826	>0,339	Valid
Questions 5	0,722	>0,339	Valid
Questions 6	0,591	>0,339	Valid
Questions 7	0,781	>0,339	Valid
Questions 8	0,656	>0,339	Valid
Questions 9	0,851	>0,339	Valid
Questions 10	0,892	>0,339	Valid
Questions 11	0,840	>0,339	Valid
Questions 12	0,826	>0,339	Valid
Working Environment(X_2)			
Questions 1	0,503	>0,339	Valid
Questions 2	0,707	>0,339	Valid
Questions 3	0,630	>0,339	Valid
Questions 4	0,666	>0,339	Valid
Questions 5	0,644	>0,339	Valid
Questions 6	0,702	>0,339	Valid
Kepuasan Kerja (Y)			
Questions 1	0,694	>0,339	Valid
Questions 2	0,677	>0,339	Valid
Questions 3	0,626	>0,339	Valid
Questions 4	0,820	>0,339	Valid
Questions 5	0,850	>0,339	Valid
Questions 6	0,734	>0,339	Valid

Sumber: primer data, 2018(processed)

Based on the results of the validity test for 34 responses contained attached to $\alpha = 0.05$; n = 34. It is known that the value of the correlation coefficient r-count each question from the independent variable is greater than r-table so it can be concluded that each statement used is valid.

b. Reliability Test

Reliability test is used to determine whether the instrument in this case the questionnaire can be used more than once. The test results for each variable can be seen in table 2 below:

Table 2
Reliability Test Results

Variabel	Cronbach Alpha	Note
1. compensation (X1)	0,957	Reliable
2. working environment (X2)	0,853	Reliable
3. working satisfying (Y)	0,896	Reliable

Source: Primary data, 2018 (processed)

Based on the reliability test results shown in table 5.5, it can be concluded that the instrument in the questionnaire can be used more than once because the instrument is considered good. This can be seen from the results of the reliability coefficient of less than 0.6 is not good, while 0.7 is acceptable and above 0.8 is good. (Priyatno, 2011: 69).

5.3. Classic assumption test

1. Normality Test

Normality test in the regression model is used to test whether the residual value generated from the regression is normally distributed or not. A good regression model is one that has a normally distributed residual value. The normality test method used is to look at the distribution of data on diagonal sources in the Normal P-P chart Plot of regression standardized residuals. l, (Priyatno, 2011). with the following criteria:

a. If the data spreads around the diagonal line and follows the diagonal direction, the regression model meets the assumption of normality.

b. If the data spreads far from the diagonal line or does not follow the diagonal direction, then the regression model does not meet the assumption of normality.

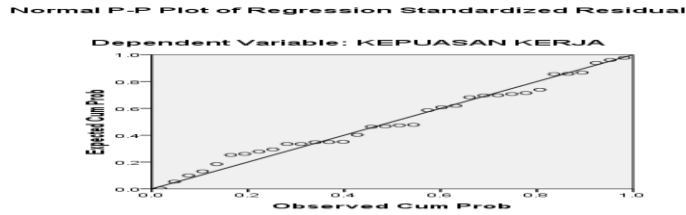 The results of the normality test can be seen in Figure 2 below:

Figure 2

Test the Normality of the P-P Probability Plot

Based on Figure 2 in the P-P probability normality test the plot shows that the regression model meets the assumption of normality because the data spread around the diagonal line and the spread of data in the direction of the diagonal line.

2. Multicollinearity Test

Multicollinearity test is a condition in which the regression model is found to have perfect or near perfect correlation between independent variables. In a good regression model there should not be perfect or near perfect correlation between independent variables (correlation 1 or close to 1). The multicollinearity test method in this study is to see the value of Tolerance and Infation Factor (VIF). To see whether or not there is a multicollinearity disorder that is considered (Priyatno, 2011: 288)

c. If the tolerance value is above 0.1 means that it is free from multicollinearity disorders.

d. If the VIF number in the coefficient table is less than 10, it is free from multicollinearity problems.

In this discussion Multicollinearity test will be carried out by looking at Inflation factor (VIF) from the calculation results can be seen in table 3 below.

Tabel 3
Uji Multikolinearitas
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-,390	3,411		-.114	.910		
	KOMPENSASI	.248	.057	.508	4.382	.000	.950	1.052
	LINGKUNGAN KERJA	.483	.116	.485	4.182	.000	.950	1.052

a. Dependent Variable: KEPUASAN KERJA

Sumber: Primer Data, 2018(processed)

Based on Table 3 VIF Coefficientsa (Inflation Factor), each compensation (X1) is 1.052 and the work environment (X2) is 1.052. Therefore, it can be concluded that in this model there is no multicollinearity problem between independent variables because the tolerance value is above 0.1 and the VIF value is less than 10.

3. Heterocedasticity test

According to (Prayitno, 2012: 158) heteroscedasticity is a condition in which the regression model occurs inequality of variants of residuals in one observation to another observation. a good regression model is not heterocadatisity. The method used in this study is by looking at the scatterplot graph between standardized predicted value (ZPRED) and studentized residuals (SRESID), the basis for decision making, namely:

- If there are certain patterns, such as the existing points form a certain pattern that is regular (wavy, widened and then narrowed), heterocadasticity occurs.

- If there is no clear pattern, such as points spread above and below the number 0 on the Y axis, heterocadasticity does not occur.

Heterocedasticity test results can be seen in the picture below:
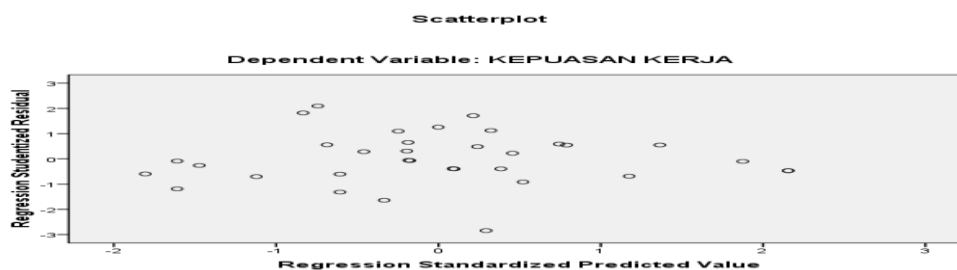

Figure 3

Heterocedasticity test

In Figure 3, it can be seen that the points do not form a clear pattern. The points spread above and below the number 0 on the Y axis. So it can be concluded that there is no problem of heterocedasticity in the regression model.

5.4. Multiple Linear Regression Analysis

5.4.1. Data Transformation

Data from respondents' answers are ordinal, the requirement to be able to use regression analysis is at least the scale of the data must be raised to the interval scale, through the Method of Successive Interval (MSI). Interval scale determines differences, sequences and similarities in the magnitude of differences in variables, therefore interval scale is stronger than nominal and ordinal scale (Riduan and Sunarto, 2007) in converting ordinal data into intervals, the author uses the help of the Excel For Windows program. The results of data transformation from ordinal data to interval data can be seen in the attachment.

5.4.2. Results of Multiple Linear Regression Analysis

Regression equation is used to see the effect of each independent variable (X) on the dependent variable (Y). Calculation with multiple linear regression models is done using program assistance. The summary of the results of multiple linear regression calculations can be seen in table 4 as follows;

Table 4

Multiple Linear Regression

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-,390	3,411		-.114	.910		
	KOMPENSASI	.248	.057	.508	4.382	.000	.950	1.052
	LINGKUNGAN KERJA	.483	.116	.485	4.182	.000	.950	1.052

a. Dependent Variable: Working Satisfying

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Based on table 4 above, the multiple linear regression equation is as follows:

Y = -0.390 + 0.248 X1 + 0.483X2

The regression equation above can be described as follows:

1. The constant value is negative at -390, indicating that if there is no variable X1 (compensation), X2 (work environment) then Y (job satisfaction) is a constant value of -390

2. Regression coefficient X1 (compensation) 0.248 is positive, meaning that if the variable X1 (compensation) increases by one unit, then the variable Y (job satisfaction) will increase by

0.248 with the provisions of other variables whose value is fixed.

3. The regression coefficient X2 (work environment) is positive for 0.483 means if the variable X2 (work environment) increases by one unit, then the variable Y (job satisfaction) will increase by 0.483 with the provisions of other variables whose value is fixed

5.4.3. Hypothesis testing

1. Partial Test (t test)

Partial testing is used to test partially whether each compensation variable and work environment has a significant influence on employee performance. The testing of the influence of each independent variable on the dependent variable can be seen in Table 5 below:

Table 5

Partial test results (t-test)

Dependent Variable	t-count	t-table	Sig	note
Compensation	4, 382	2,039	0,000	Significant
Working satisfying	4,182	2,039	0,003	Significant

Source: Primary data, 2018 (processed)

Based on the results of data processing, the coefficient of compensation variable (X1) is obtained at 4.382 and the work environment variable (X2) is 4.182. With t-table equal to 2.039 (0.05 / 2 = 0.025, df: 34-2-1 = 31) which means that each variable X has an effect on job satisfaction. The testing of the effect of each independent variable on the dependent variable can be explained as follows:

a. Compensation (X1) on job satisfaction.

Ho: b1 = 0 there is no inter-compensation effect on job satisfaction.

Ha: b1 ≠ 0 there is an inter-compensation effect on job satisfaction.

t-count (4,382)> t table (2,039) then Ho is rejected and Ha is accepted It means that compensation (X1) has an influence on job satisfaction and can be described as t-count X1 as follows:

0,05/2=0,025   **0,05/2=0,025**

Daerah menerima

-2,039   Ho   2,039
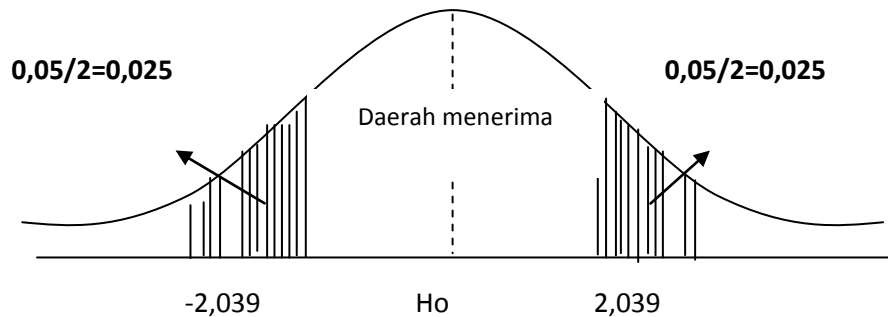
b. Effect of work environment (X2) on job satisfaction (Y)

Ho: b1 = 0 there is no influence of the work environment on job satisfaction.

Ha: b1 ≠ 0 there is an influence of the work environment on job satisfaction.

t-count (4,182)> t table (2,039) then Ho is rejected and Ha is accepted It means that the work environment (X2) has a significant influence on employee performance (Y). Based on the results of the t test above, it can be concluded that the work environment variable has an influence on job satisfaction. Graphically the hypothesis can be seen in the picture.

0,05/2=0,025   **0,05/2=0,025**

Daerah menerima

-2,039   Ho   2,039
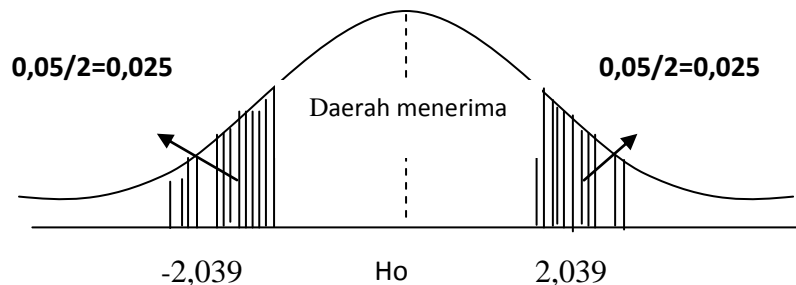
2. Test together (F-test)

The F test is used to test whether compensation and work environment together have a significant effect on job satisfaction. The F test is done by comparing the F value with F table.

Ho: b_1, b_2 = 0 There is no influence of the Effect of Compensation and Work Environment on Employee Satisfaction at PT. Indomarco Adi Prima Branch of East OKU.

Ha: b_1, b_2 ≠ 0 There is an influence of the Compensation Ability Ability and Work Environment on Employee Job Satisfaction at PT. Indomarco Adi Prima Branch of East OKU.

Testing Criteria

If F count ≤ F table then Ho is accepted

If F count> F table then Ho is rejected

Determining F table can be seen in the statistical table (attachment) at the significance level of 0.05 with df 1 (number of variables-1) = 2, and df 2 (n-k-1) = 34 n is the amount of data and k is the number of independent variables. (Prayitno, 2012: 138).

The results of the calculation of the F Test can be seen in Table 6.

Table 6

Test together (F-test)

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	393.244	2	196.622	23.596	.000[a]
	Residual	258.315	31	8.333		
	Total	651.559	33			

a. Predictors: (Constant), Working environment, Compensation

b. Dependent Variable: Working Satisfying

Source: Primary data, 2018 (processed)

Based on the results of multiple regression from table 6 above, it shows F count> F table (23,596> 3,30, so Ho is rejected. So it can be concluded that compensation (X1), work environment (X2) jointly influence job satisfaction (Y) Graphically, the hypothesis can be seen in Figure 4 below:

Figure 4

Distribution f at a confidence level of 95%

5.5. Determination Test (R2)

The coefficient of determination shows the contribution of the independent variables on the dependent variable. The results of the coefficient of determination analysis can be seen in the following table.

Table 7

Determination Test (R2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.777ᵃ	.604	.578	2.887	.604	23.596	2	31	.000

a. Predictors: (Constant), Working Experience, Compensation

b. Dependent Variable: Working
Satisfying

Source: Primary data, 2018 (processed)

Based on the results of data processing obtained the coefficient of determination (R2) of 0.604. This means that 60.4% of job satisfaction can be explained by compensation variables and work environment while the remaining 39.6% can be explained by other variables not included in this study, namely leadership, work discipline and motivation.

5. 6. Discussion

The results of this study indicate partially there is the effect of compensation (X1), work environment (X2) on job satisfaction (Y) at PT. Indomarco Adi Prima Branch of East OKU. On the calculation results of the value of the compensation variable is 4,382 and the work environment is 4,182 if compared with the value of t-table of 2,039. This proves that the compensation variable (X1) and work environment (X2) affect job satisfaction (Y) By looking at t-count, which is greater than t table. This is in accordance with the existing hypothesis and the hypothesis in this study is proven or accepted.

Simultaneously both variables, compensation (X1) and work environment (X2) are very influential in increasing job satisfaction (Y). This can be seen from the ANOVA table showing the value of Fcount> Ftable or (23.596> 3.30) then Ho is rejected, meaning that there is an influence between the variable compensation (X1) and

variavel work environment (X2) is very influential in increasing Employee Satisfaction at PT. Indomarco Adi Prima East OKU Branch. From this research it is known that job satisfaction can be seen through compensation and work environment. Thus, the two things have a relationship and a strong influence in increasing employee job satisfaction, so that to achieve job satisfaction can be done by increasing the quality of work and encouragement from within a person to do a job.

Based on the results of data processing obtained the coefficient of determination (R2) of 0.604. This means that 60.4% of job satisfaction can be explained by compensation variables and work

environment while the remaining 39.6% can be explained by other variables not included in this study, namely leadership, work discipline and motivation.

According to Sinambela (2016: 218). Compensation needs to be distinguished from salaries and wages because the concept of compensation is not the same as the concept of salary or wages. Salary and wages are one concrete form of compensation.

According to Maulana (2018) states that the work environment in an organization has an important meaning for the individuals who work in it, because this environment will affect directly or indirectly the people in it. the work environment in the organization will give an idea that someone working will produce good output if they match the organization and work.

Job satisfaction is an emotional attitude that is fun and loves its work. This attitude is reflected by work morale, discipline, and work performance of Hasibuan (2005).

The results of this study are also supported by previous research conducted by Muttaqiyathun (2011) with the title: "the effect of compensation and work environment on employee job satisfaction (case study at PT. Shintia Daya Rural Bank)". The data analysis tool used is multiple linear regression with the results of the hypothesis test t-test, for the compensation variable (X1) the value of t count> t table = 2.179> 1.960, so the decision from the results t explains that the compensation variable significantly influences job satisfaction. In this case the test t hypothesis, for the work environment variable (X2) the value of t count> t table = 6.716> 1.960, so that the decision from the results of the t test explains that the work environment variable has a significant effect on job satisfaction. In this case the first hypothesis is proven.

Mustofa (2018) with the title: "the effect of compensation and work discipline on job satisfaction and its implications for the performance of lecturers in Bandung tourism high schools". The results of the study show that: (1) The level of compensation at the Bandung Tourism College is included in the fairly good category with an average score of 3.34. (2) The level of work discipline is in a fairly good category with an average score of 3, 22 (3) The level of job satisfaction is in a fairly good category with an average score of 3.46 (4) The state of performance of lecturers at the Bandung Tourism College is in a fairly good category with an average score of 2.67, and (5) influence: (a) compensation for job satisfaction by 61.34%, (b) work discipline on job satisfaction by 10.76%, (c) compensation and work discipline on job satisfaction by 72.10%, (d) job satisfaction on lecturer performance by 81.72%, and the remaining 18.28% is a variable that was not examined in this study that affects the performance of lecturers.

CONCLUSIONS AND RECOMMENDATIONS

6.1. Conclusion

Based on calculations and elaboration on the results and discussion it can be concluded that there is a relationship between compensation to job satisfaction as follows:

a. The results of the T test and F compensation test and work environment have an influence on job satisfaction at PT. Indomarco Adi Prima Branch of OKU Timur both partially and simultaneously.

b. R Square determination coefficient (R2) of 0.604 produces 60.4% job satisfaction can be explained by compensation variables and work environment while the remaining 39.6% can be explained by other variables not included in this study, namely leadership, work discipline and motivation.

6.1 Suggestions

Based on the conclusions above, suggestions can be given as follows:

1. Employees of PT. Indomarco Adi Prima of the East OKU Branch felt that it was not valued by the company, therefore the company should have more respect for the employee contributions that have been given as long as employees work for the company. That is by giving a bonus beyond the compensation that the employee has received. Because with things like that not only employees will feel quite valued but the company will indirectly motivate employee performance to be better for the company.

2. Head of PT. Indomarco Adi Prima East OKU Branch can further improve compensation and a better environment so that it will produce maximum employee job satisfaction.

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