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The Effect of Compensation, Work Discipline and Work Environment on Employee Job Satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing

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Abstract: The purpose of this study was to determine the effect of compensation, work discipline, and work environment on Employee Job Satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing both partially and simultaneously. The population in this study were employees in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Housing, totaling 35 employees. The sample Work Environment technique used in this study is a non-probability sample Work Environment technique. The method used in this research is Quantitative Method with data collection techniques used are interviews and distributing questionnaires to respondents. The data analysis technique used is multiple linear regression with the SPSS program. The results of the study concluded that: (1) Compensation has a significant positive effect on job satisfaction. (2) work discipline has a significant effect on job satisfaction. (3) the work environment has a positive and significant effect on job satisfaction. (4) In testing simultaneously compensation, work discipline, and work environment have a positive and significant influence on employee job satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing. The magnitude of the influence of Compensation, Work Discipline, and Work Environment is indicated by the Adjusted R Square value of 78.3% and the remaining 21.3% is influenced by other variables not examined in this study.

Keyword: Compensation, Discipline, Work Environment, Job Satisfaction

INTRODUCTION

One of the most important aspects of modern organizational management is human resource management. The business world must use its human resources effectively in the context of globalization and increased corporate competition to achieve its strategic goals. Of course, in order for these human resources to be highly competitive and productive, management must manage them properly. Together with effective management, employee job

satisfaction plays an important role in creating a productive work environment. In the era of globalization and increasingly fierce business competition, one of the key aspects in maintaining employee productivity and welfare is job satisfaction.

Job satisfaction is known as the pleasant attitude that employees have towards their jobs, and develops as a result of evaluations of the work environment. One's job may have to undergo appraisal; this is done as a form of gratitude for achieving key values in the workplace (Afandi, 2018). A person's personal well-being can be improved by increasing job satisfaction, which can also help the organization achieve its goals. Employee job satisfaction can be caused by several things, one of which is the way the organization assesses the work done by its employees.

Compensation refers to any form of reward, whether in the form of money or otherwise, which is given properly and appropriately to employees in return for their efforts in achieving organizational goals (Sutrisno, 2019: 187). Employee compensation is the benefit they receive from the company or organization in return for their work. If workers believe that the salary they receive is commensurate with the effort they put into the workplace, then they will be satisfied with their work.

Work discipline is another factor that affects job satisfaction besides compensation. Discipline, in the words of Hasibuan (2017: 193), is the awareness and willingness of the Work Environment to comply with all relevant social norms and rules. Discipline is a state of mind manifested in the conduct or behavior of people, organizations, or society as a whole. This can take the form of following government regulations or obeying morals, customs, and laws relevant to society for specific reasons.

Another factor that affects job satisfaction is the work environment. Afandi (2018: 46) defines the work environment as everything that surrounds workers or employees and has the potential to affect their job satisfaction. The work environment includes work spaces that assist workers in completing the tasks assigned to them in order to increase worker productivity in a company. Companies that provide a friendly and comfortable work environment will certainly see increased job satisfaction and increased productivity from their staff.

Employee job satisfaction is not easily achieved due to several influencing factors. Therefore, both companies and workers must respect the rights of their workers and fulfill their responsibilities, including coordinating efforts to achieve company goals. Based on the description of the phenomena and problems above, the authors are interested in conducting research with the title "The Effect of Compensation, Work Discipline and Work Environment on Employee Job Satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing" Ministry of Public Works and Public Housing".

METHOD

Methods Used

This research uses quantitative methodology. Sugiyono (2018: 23) defines quantitative methods as research techniques based on positivist ideology that are applied to research certain populations or samples. Research instruments are used to collect data, and quantitative or statistical methods are used to analyze the findings. The main objective is to characterize and evaluate previously developed hypotheses.

In this study using quantitative methods with descriptive and verification approaches, because the research process uses descriptive, namely in the form of sentences arranged in a questionnaire or interview results with informatics, the purpose of this study is to determine the effectiveness of research on compensation, work discipline, and work environment on employee job satisfaction in the Security Section at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.

Variable Operationalization

The main problems studied are Compensation (X1), Work Discipline (X2), and Work Environment (X3) as independent variables, Job Satisfaction as the dependent variable (Y).

Data Source/Method

The data sources used in this study are: (1) Primary data obtained from the results of filling out the Work Environment questionnaire regarding Compensation, Work Discipline, Work Environment, and Job Satisfaction filled out by employees in the Security Division at the Directorate of Settlement and Housing Engineering. Ministry of Public Works and Public Housing; (2) Secondary data obtained from literature and journal sources and the results of previous studies related to Compensation, Work Discipline, and Work Environment on Job Satisfaction.

Data Collection Technique

The techniques used to collect data in this study are as follows:

1. Interviews, conducted by interviewing managers and employees regarding matters relating to the problem under study and the object of research.
2. Questionnaires, carried out by asking questions about Compensation, Work Discipline, Work Environment, and Job Satisfaction that have been prepared in writing by distributing questionnaires and filled in by employees in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.
3. Documentation, collecting documents from trusted sources and gathering information derived from important records from the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Housing.

RESULTS AND DISCUSSION

Results

Multiple Linear Regression Analysis Results

Multiple linear regression analysis is used to see the effect of compensation, work discipline and work environment on job satisfaction of Security Division employees at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Housing. The results of multiple linear regression analysis in this study processed using the SPSS 26 software program are as follows:

Table 1.Results of Multiple Linear Regression Analysis

Model		Coefficient				Collinearity Statistics		
		Nonstandard Coefficient	Std. Error	Standardized Coefficient	T	Signature	Tolerance	VIF
1	(Constant)	-7.086	6.045		-1.172	0,250		
	Compensation	0,231	0,073	-0,306	3.175	0,003	0,493	2.029
	Work Discipline	0,708	0,131	0,607	5.399	0,000	0,362	2.765
	Work environment	0,629	0,103	0,594	6.111	0,000	0,485	2.060

A. Dependent Variable: Job Satisfaction

Source: Primary Data (2024)

Based on the table above, it can be seen that the multiple linear regression equation is as follows:

$$Y = -7.086 + 0.231 X1 + 0.708 X2 + 0.629 X3 + e$$

1. Constant value = -7.086

The constant value shows that if the independent variable (Compensation, Work Discipline and Work Environment) is considered zero, then the dependent variable (Job Satisfaction) is worth -7.086.

2. Coefficient value (b1) = 0.231

The coefficient value shows that the Compensation variable has a very large positive effect compared to the others and is significant, meaning that if Compensation is reduced by 1 unit, Job Satisfaction will increase by 0.231 units.

3. Coefficient value (b2) = 0.708

The coefficient value shows that the Work Discipline variable has a positive and significant effect, meaning that if Work Discipline is reduced by 1 unit, Job Satisfaction will increase by 0.708 units.

4. Coefficient value (b3) = 0.629

The coefficient value shows that the Work Environment variable has a positive and significant second effect, which means that if the Work Environment increases by 1 unit, Job Satisfaction will increase by 0.629 units.

Coefficient of determination (R2)

The coefficient of determination is used to measure or determine part of the many changes that occur in the dependent variable which are explained or determined by the independent variable. The results of the coefficient of determination in this study can be seen in the table as follows:

Table 2. Results of the coefficient of determination

Model Summary ^b										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				Signaturre. F	Durbin-Watson
					R Box Change	F Change	df1	df2		
1	0,926a	0,858	0,844	2,9387	0,858	62,446	3	31	0,000	1,824

A. Predictors : (Constant), Work Environment, Compensation, Work Discipline

B. Dependent Variable: Job Satisfaction

Source: Primary Data (2024)

Based on the top table 2, it can be seen that the coefficient of determination shows the Adusjted R Square number of 0.844, this means that the effect can be explained by the independent variable (Compensation, Work Discipline, and Work Environment) on the dependent variable (Job Satisfaction) is 84.4%. The remaining 15.6% is explained by variables not examined in this study.

T test

Hypothesis testing in this study was carried out at a significant level of 0.05 or 5% and the t table value was calculated using the formula $df = nk-1$, namely $df = 35-4-1 = 30$ so that the table is 1.697.

Table 3. T-test Results
Coefficient

Model	Nonstandard Coefficient		Standardized Coefficient		Collinearity Statistics		
	B	Std. Error	Beta	T	Signature.	Tolerance	VIF
(Constant)	-7.086	6.045		-1.172	0,250		
Compensation	0,231	0,073	-0,306	3.175	0,003	0,493	2.029
Work Discipline	0,708	0,131	0,607	5.399	0,000	0,362	2.765
Work environment	0,629	0,103	0,594	6.111	0,000	0,485	2.060

A. Dependent Variable: Job Satisfaction

Source: Primary Data (2024)

Based on table 3 above, the following conclusions can be drawn:

1. First Hypothesis

Hypothesis testing of the variable Compensation (X1) on Job Satisfaction (Y) through the results of calculations that have been obtained that $t \text{ count} < t \text{ table}$ ($3.175 > 1.697$) and with a significant level of 0.05, namely ($0.003 < 0.05$) This states that the compensation variable partially has a very positive and very significant effect on employees in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.

2. Second Hypothesis.

Hypothesis testing of the Work Discipline variable (X2) on Job Satisfaction (Y) through the calculation results obtained that $t \text{ count} > t \text{ table}$ ($5.399 > 1.697$) and with a significant level of 0.05, namely ($0.000 > 0.05$) It is stated that the Work Discipline Variable has a positive and significant effect on Employees in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.

3. Third Hypothesis

Hypothesis Testing Work Environment Variables (X3) on Job Satisfaction (Y) through the calculation results obtained that $t \text{ count} > t \text{ table}$ ($6.111 > 1.697$) and with a significant level of 0.05, namely ($0.000 < 0.05$) This states that the Work Environment variable has a positive and significant effect on Employees in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.

F test

In this study, the F test was carried out by comparing the calculated F value with the F table value at a significance value of 0.05 (= 5%).

Table 4.F Test Results

ANOVAa						
Model		Sum of Squares	df	Means Square	F	Signature.
1	Regression	1.617.830	3	539.277	62.446	0,000b
	Remaining	267.713	31	8.636		
	Total	1.885.543	34			

A. Dependent Variable: Job Satisfaction

B. Predictor : (Constant), Work Environment, Compensation, Work Discipline

Source: Primary Data (2023)

Based on the table above, it can be seen that the calculated F value is 62.446. F table with $df1 = 3$ and the denominator level is 31, then the F table is 2.91, meaning that $F \text{ count} > F$

table, namely $62.446 > 2.91$. The important value of $0.000 < 0.05$, then in the F test can the Fourth Hypothesis in the study, namely Compensation, Work Discipline, and Work Environment simultaneously on Employee job satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Housing.

1. The Effect of Compensation on Job Satisfaction in Security Section Employees at the Directorate of Building Settlements and Housing of the Ministry of Public Works and Public Housing

Based on the results of research conducted by testing, the variable compensation tested partially the product table t value is $3.175 > 1.697$ and with a significant level of 0.05, namely $0.003 < 0.05$. It is stated that the compensation variable has a positive and significant effect on employee job satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing. This states that the compensation variable has a positive and significant effect on employees in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.

The results of this study support the results of previous research conducted by Veriyani & Prasetyo (2018) entitled The Effect of Compensation on Job Satisfaction of Production Division Employees of PT Soljer Abadi which states that compensation has a significant positive effect on job satisfaction which means that the compensation provided by PT Soljer Abadi is good and can increase job satisfaction.

2. The Effect of Work Discipline on Employee Job Satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing

Based on the results of research conducted by testing, the Work Discipline variable which was tested partially resulted in the value of t count $>$ t table, namely $5.399 > 1.697$ and with a significance level of 0.05, namely $0.000 < 0.05$. This states that the Work Discipline variable has a positive and significant effect on employee job satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing. Stating that the Work Discipline variable partially has a positive and significant influence on Employees in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.

This research is different from previous research conducted by Azhar, et al (2020) with the title The Effect of Work Discipline and Compensation on Job Satisfaction shows that work discipline has a positive and significant effect on job satisfaction.

3. The Effect of Work Environment on Employee Job Satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.

Based on the results of research conducted by testing, the Work Environment variable that was tested partially resulted in the value of t count $>$ t table, namely $6.111 > 1.697$ and with a significance level of 0.05, namely $0.000 < 0.05$. This states that the Work Environment variable partially has a positive and significant effect on job satisfaction in employees in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.

The results of this study are in line with previous research conducted by Irma and Yusuf (2020) entitled The Effect of Work Environment on Employee Satisfaction at the Office of Cooperatives and UKM of Bima Regency where the Work Environment has a positive and

significant influence there is a significant influence between the Work Environment on Employee Job Satisfaction at the Office of Cooperatives and UMKM of Bima Regency.

4. The Effect of Compensation, Work Discipline and Work Environment on Employee Job Satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing

Based on the results of the F test conducted in this study, the calculated F value is $F_{count} > F_{table}$, namely $62.446 > 2.91$ with a significance value of $0.000 < 0.05$. So it can be concluded that Compensation, Work Discipline, and Work Environment simultaneously affect Employee Job Satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.

CONCLUSION

Based on the results of the research that has been conducted, the following conclusions can be drawn:

1. There is a positive and significant effect of compensation on job satisfaction in employees in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing where compensation has a significant level of comparison variables studied by researchers.
2. There is a significant influence between work discipline on employee job satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.
3. There is a positive and significant influence of the work environment on employee job satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing, this is due to several factors, namely a pleasant work environment. organizational culture among employees who make the work environment affect job satisfaction.
4. There is a positive and significant influence of Compensation, Work Discipline, and Work Environment on Employee Job Satisfaction in the Security Division at the Directorate of Settlement Engineering and Housing of the Ministry of Public Works and Public Housing.

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