

THE EFFECT OF WORK ENVIRONMENT AND COMPENSATION ON TEACHER'S JOB SATISFACTION AT STATE SENIOR HIGH SCHOOL 27 BANDUNG

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ABSTRACT

This study's objective is to determine the extent to which work environment and salary impact teacher job satisfaction at State Senior High School 27 Bandung. In this study, quantitative research methodologies are used with descriptive research techniques. This study's participants were all teachers at State Senior High School 27 Bandung. The sampling approach employed is the census method, therefore 73 individuals represent the whole population. Questionnaires were employed to collect primary data, and IBM SPSS Version 26 was utilized to analyze the questionnaire results. The findings of this study suggest that the work environment has only a marginal effect on job satisfaction. Compensation has a big impact on job satisfaction in part. The work environment and salary have a major impact on job satisfaction simultaneously.

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1. INTRODUCTION

The problems currently being faced by the Indonesian state are the low quality of education. Based on survey results from Good News from Indonesia (GNFI) with the Indonesian Public Opinion Discussion and Study Group survey agency (which are called Kedai KOPI) about the 10 main problems of Indonesia according to the young generation in 2022. According to the survey, 4% of respondents stated that the low quality of education is a problem that must be resolved in Indonesia. The current problem of education in Indonesia is that it cannot be said to be optimal in terms of system design. From these problems will have an impact especially on educators. They must be able to maximize their work with a system design that is not optimal.

Education is the most important thing in the development of human resources. Quoted from Mawei et al. (2014), states, "The company's employees are its most valuable asset. Humans are essential to an organization because of the skills, knowledge, and experience they bring to the table [1]. Thus, the role of educators certainly has a very big responsibility in developing the potential of human resources/students through education. Thus, educators or teachers are one of the most important human resources in the world of education. Therefore, human resources must be managed properly, cared for, and utilized as well as possible to increase the effectiveness and efficiency of the organization or company and so that company goals can be achieved.

The success of education can be evaluated by the professionalism and job happiness of teachers. Because instructors are intimately involved in classroom learning activities. Consequently, it is vital to focus on teacher job satisfaction in order to maximize the achievement of educational objectives in schools. According to Akmal & Tamini (2015) research on optimal job satisfaction, when a person is satisfied with his job, he will make every effort to perform his work responsibilities [2]. Thus, productivity and job outcomes will optimally enhance. Moreover, according to [3], job satisfaction might be a factor that drives increased teacher performance, which in turn contributes to improved school performance.

Job satisfaction, as defined by Slamet (2013), is a person's positive or negative emotional state in relation to his or her job [4]. Job satisfaction is a multifaceted emotional response that arises from the interplay between an individual's encouragement, desires, demands, and expectations of their work and the realities experienced by that individual, eliciting either feelings of pleasure, satisfaction, or dissatisfaction [5]. Specifically, we want to know how satisfied teachers at SHS 27 in Bandung, Indonesia, are with their work, then the authors conducted a pre-survey by distributing questionnaires regarding indicators of job satisfaction to measure how much the teacher's pursuit of satisfaction according to Slamet (2013).

Pre-Survey of Indicators of Teacher Job Satisfaction State Senior High School 27 Bandung shows that 87% of teachers answered that they did not agree with the statement that my work equipment was complete. As much as 80% of teachers disagree with the statement The conditions of my work room are interesting and fun in completing work. And 80% of teachers disagree with the statement that the incentives I receive are fair and worth the effort and hard work. From these results it shows that the problem with teacher job satisfaction at State Senior High School 27 Bandung is in the indicator of working conditions, due to dissatisfaction with the incomplete teacher work equipment and unattractive and unpleasant workspace conditions in completing work. Furthermore, on the salary indicator, due to dissatisfaction with receiving incentives received by teachers it is felt to be unfair and not commensurate with the efforts and hard work of teachers.

Numerous factors, both internal and external, significantly influence job happiness. According to Herzberg, the factors that determine job satisfaction are remuneration, promotion, physical environment, non-physical environment, and job qualities, as stated in Rahayuningsih et al., (2016) [6]. The authors distributed a questionnaire to 15 teachers at State Senior High School 27 Bandung in order to determine the causes of declining job satisfaction.

According to the results of the questionnaire about the elements that influence teacher job satisfaction at State Senior High School 27 Bandung, the variables with the highest average value are the work environment variable and the salary variable. The work environment variable is 100% and the compensation variable is 60%. From the results of the pre-survey, each respondent chose 2 factors from the 4 available answer options. Multiple interviews with educators corroborated this finding, showing that working conditions and pay are major sources of dissatisfaction for educators.

So, the first factor that influences teacher job satisfaction at State Senior High School 27 Bandung is the work environment factor. From the results of the interviews it was found that the teacher's workspace was still inadequate, such as the teacher's room, administration room, vice principal's room, bk/bp room, and continued with several classrooms not yet available, such as the lab room. Physics, Language lab, and work equipment for the learning process are inadequate, such as equipment and support in the lab. Biology and lab. Chemical. This makes the teacher feel dissatisfied with his work. According to Lismeida (2017) argues that "Employees will be able to carry out activities properly, so that an optimal result is achieved if the working environmental conditions are suitable, one of the factors that must be considered by the company, namely, the work environment because it is very closely related to the level of employee job satisfaction" [5]. This hypothesis accords with the findings of a study by Dhermawan et al. (2012), who found that factors related to the office setting had an effect on workers' happiness on the job [3]. This is in line with findings of Pawirosumarto (2016), who found that workers' happiness on the job was significantly correlated with their perception of their workplace [7].

Furthermore, the factor that influences teacher job satisfaction at State Senior High School 27 Bandung is the compensation factor. From the interview results it is known that there is a delay in the provision of salary at the end of each year, the salary received is not in accordance with the workload, and the incentives received are not in accordance with the workload. This causes a feeling of dissatisfaction with his work. According to Hasibuan (2020), the objective of pay is to foster cooperation, job satisfaction, efficient procurement, motivation, staff stability, and work discipline [8]. According to research conducted by Nugroho and Kunartinah (2012), remuneration has a favorable and significant effect on job satisfaction [9]. This theory is consistent with these findings. Likewise, according to the findings of Veriyani and Prasetyo (2018) research, remuneration has a strong beneficial effect on job satisfaction [10].

Based on the background described above, it can be seen that the work environment and compensation are thought to be able to influence job satisfaction, so the researcher is interested in conducting research with the title "The Effect of Work Environment and Compensation on Teacher's Job Satisfaction at State Senior High School 27 Bandung."

Based on the description above that has been submitted, the authors formulate the hypothesis in this study, namely as follows:

- H₁ : Work Environment has a significant effect on Teacher Job Satisfaction at State Senior High School 27 Bandung.
- H₂: Compensation has a significant effect on Teacher Job Satisfaction at State Senior High School 27 Bandung.
- H₃ : Work Environment and Compensation have a significant effect on Teacher Job Satisfaction at State Senior High School 27 Bandung.

2. METHOD

This study employs data analysis in the form of quantitative research employing descriptive research techniques. According to Sugiyono (2017), a descriptive approach is a technique used to evaluate data by summarizing or describing the obtained data as it is, without the intention of drawing commonly accepted conclusions or generalizations [11]. The purpose of descriptive analysis is to determine whether the work environment and salary have an effect on teacher job satisfaction.

This study's population consisted of 73 instructors from State Senior High School 27 in Bandung. The sample methodology employed is census sampling or saturation sampling. Thus, the entire population serves as the sample for research. This study uses surveys, interviews, and questionnaires to acquire primary data as its technique of data collecting. The questionnaire's responses will be analyzed using IBM SPSS version 26 software. In the meantime, secondary data is collected via the media.

3. RESULT AND DISCUSSION

In this research, the analysis of the data test used is the classical assumption test and the hypothesis test. The results of data analysis can be seen as follows:

Data Normality Test

The normality test is used to determine if the distributions of the independent and dependent variables are normal. The Kolmogorov-Smirnov test can be utilized with IBM SPSS version 26 to detect whether or not the data is normally distributed. The Asymp value serves as the decision-making criterion for this test. Significance > 0.05 indicates that residuals are regularly distributed. The Asymptote Sig. 0.05, residuals are deemed to not be normally distributed.

Table 1. Data Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		73
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.33801267
Most Extreme Differences	Absolute	.070
	Positive	.070
	Negative	-.070
Test Statistic		.070
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Based on the data presented in Table 1, the results of the Kolmogorov-Smirnov normality test indicate a significance value (Asymp. Sig. (2-tailed)) of 0.200. Therefore, if the Asymp. Sig value is more than 0.05, it is possible to deduce that the residuals have a normal distribution.

Multicollinearity Test

The multicollinearity test looks for evidence of correlation between independent variables in a regression model (Imam Ghozali, 2013). When there is a correlation of 0.90 or higher between the independent variables, we say that multicollinearity exists. Multicollinearity is also visible in the tolerance value and the Variance Inflation Factor (VIF). There is no multicollinearity if the tolerance value is larger than 0.10 and the VIF value is less than 10. Additionally, multicollinearity emerges if the tolerance is less than 0.10 and the VIF value is greater than 10.

Table 2. Data Multicollinearity Test
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.	Collinearity Statistics	
	B	Std. Error	Beta	t		Tolerance	VIF
1 (Constant)	25.071	4.395		5.704	.000		
Work environment	.133	.156	.091	.854	.396	.962	1.040

Compensation	.677	.158	.457	4.280	.000	.962	1.040
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a. Dependent Variable: Job satisfaction

As shown in the data table 2 above. Tolerance values determined from the two independent variables are $0.962 > 0.10$ and the VIF value > 10 as shown in the table above. This disproves the existence of multicollinearity, or even a substantial correlation, between the independent variables, so that the multicollinearity assumption of the data is met.

Heteroscedasticity Test

The graph plot can be analyzed for signs of heteroscedasticity. Heteroscedasticity occurs in a graph when there is a clear pattern, such as a series of dots that widens and narrows in a predictable way. In contrast, heteroscedasticity is not present if the data points are randomly dispersed above and below 0 on the Y axis (Imam Ghozali, 2013).

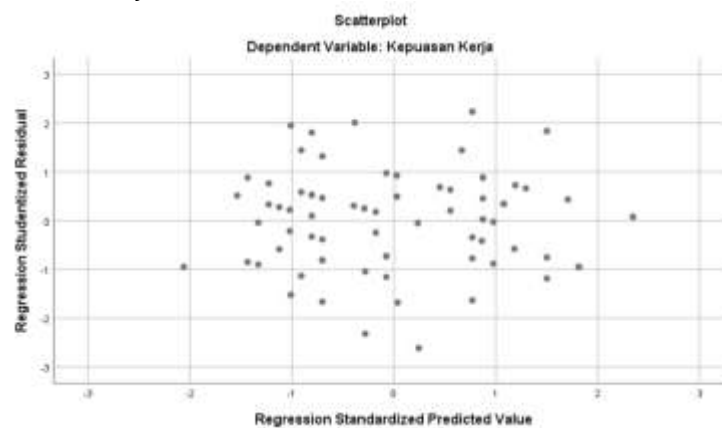


Figure 1 Scatterplot Heteroscedasticity Test

According to the data shown in Figure 1, there is no discernible pattern, and the dots are scattered above and below 0 on the Y axis. So it can be stated that heteroscedasticity does not exist.

Multiple Linear Analysis

This multiple linear regression analysis is conducted to examine the link between Work Environment (X1), Compensation (X2), and Job Satisfaction (Y). Version 26 of the IBM SPSS program was utilized to process data.

Table 3. Results of Multiple Linear Regression Equations

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	25.071	4.395		5.704	.000
Work environment	.133	.156	.091	.854	.396
Compensation	.677	.158	.457	4.280	.000

a. Dependent Variable: Job satisfaction

Based on the results in table 4.18 above, an a value of 25.071 is obtained, a β_1 value is 0.133 and a β_2 value is 0.677. Thus, the multiple linear regression equation formed is $Y = 25.071 + 0.133X_1 + 0.677X_2$. From the results of these equations, each variable can be interpreted as follows:

- The constant value is 25.071, this shows that when the two independent variables are 0 and there is no change, job satisfaction is predicted to be worth 25.071 times.
- Variable X1, namely the work environment has a regression coefficient value of 0.133, this indicates that when the work environment increases, it is predicted to decrease job satisfaction by 0.133 times.

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- c. Variable X2, namely compensation, has a regression coefficient value of 0.677, this indicates that when compensation increases, it is predicted that it will decrease job satisfaction by 0.677 times.

Determination Coefficient Test

Ghozali (2013) states that this function is employed to ascertain the closeness or closeness of associations between variables, and more precisely between independent variables and the dependent variable. The value of the coefficient of determination R² indicates the reliability of a regression test for a given dependent variable (Ghozali, 2013). Coefficient of determination values range from 0 (zero) to 1 (one).

Table 4. Determination Correlation

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.483 ^a	.233	.211	2.371

a. Predictors: (Constant), Compensation, Work Environment

b. Dependent Variable: Job satisfaction

Table 4 above shows these calculations, yielding a R Square of 0.233. Findings indicate that teachers' job satisfaction (Y) at State Senior High School 27 Bandung is influenced by a combination of factors, 23.3% of which can be attributed to work environment (X1) and salary (X2) and the rest 76.7% to other factors.

Model Feasibility Test (F test)

The model feasibility test, often known as the F test, demonstrates whether or not all independent variables included in the model have a combined effect on the dependent variable (Ghozali, 2013). The F test is performed to test the hypothesis or verify the viability of the developed regression model. The conditions for the test are derived by comparing F_{count} to F_{table}. If F_{count} > F_{table} by less than or equal to 5%, then H₀ is rejected and H_a is approved (effect). H₀ is allowed however H_a is refused if F_{count} ≤ F_{table} at α = 5% (no effect).

Table 5. Hypothesis Testing

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	119.741	2	59.871	10.648	.000 ^b
Residual	393.574	70	5.622		
Total	513.315	72			

a. Dependent Variable: Job satisfaction

b. Predictors: (Constant), Compensation, Work Environment

Table 5 shows that the simultaneous regression model yields a significant value of 0.000, indicating a value of 0.000 < 0.05. The numerical value of F_{count} was found to be 10.648, whereas F_{table} was found to be 3.13. F_{count} > F_{table}, or 10.648 > 3.13, so we can reject H₀ and accept H_a, which means that both the work environment variables and compensation together or concurrently have a significant effect on job satisfaction.

Regression Coefficient Test (t test)

The t test is used to determine how much variation in a dependent variable can be attributed to changes in a single independent variable (Ghozali, 2016). The t-test was used to analyze how the two independent variables—work environment and partial compensation—affected the dependent variable—job satisfaction. From these numerical data, it is clear that t has a statistically significant value in this test. Each independent variable affects the dependent variable if the Sig.t value is less than .05. If the Sig.t value is larger than 0.05, then the independent factors do not affect the dependent variable.

Table 6. Partial Hypothesis Testing

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	25.071	4.395		5.704	.000

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Work environment	.133	.156	.091	.854	.396
Compensation	.677	.158	.457	4.280	.000

a. Dependent Variable: Job satisfaction

Based on the results in table 6 above, the following significant values are obtained::

1. The significance value of the work environment variable is $0.396 > 0.05$. And the tcount value is 0.854 while the ttable is 1.993. From the test results it can be seen that $tcount < ttable$ is $0.854 < 1.993$, it can be concluded that H_0 accepts and H_a is rejected, meaning that partially the work environment variable does not have a significant effect on job satisfaction..
2. The significant value of the compensation variable is $0.000 < 0.05$. And the tcount value is 4.280 while the ttable is 1.993. From the test results it can be seen that $tcount > ttable$, namely $4.280 > 1.993$, it can be concluded that H_0 is rejected and H_a is accepted, meaning that partially the compensation variable has a significant effect on job satisfaction.

Discussion

The Effect of the Work Environment on Job Satisfaction

According to the derived t test statistical values, the Work Environment (X1) variable has a Sig.t value of $0.396 > 0.05$ and the tcount ttable is 0.854 1.993, hence H_0 accepts and H_a is rejected. At State Senior High School 27 Bandung, the Work Environment variable (X1) has no significant effect on the Job Satisfaction variable (Y). According to research conducted by Slamet (2013), the workplace environment has no substantial effect on employee job satisfaction [4].

The Effect of Compensation on Job Satisfaction

In considering the fact that the Compensation variable (X2) has a Sig.t value of 0.000 0.05 and tcount $> ttable$, i.e., $4.280 > 1.993$, it can be argued that H_0 is rejected and H_a is approved. Thus, the Compensation variable (X2) influences the Job Satisfaction variable (Y) at State Senior High School 27 Bandung significantly. According to research conducted by Sari (2013), remuneration has a positive and statistically significant effect on job satisfaction [12]. Teachers at State Senior High School 27 in Bandung are thus more satisfied with their jobs as their salary increases.

The Effect of Work Environment and Compensation on Job Satisfaction

Based on the acquired F test statistical values, which indicate that the work environment variable (X1) and compensation (X2) have a Sig.t value of 0.000 0.05 and the Fcount value $> Ftable$ is $10.648 > 3.13$, H_0 is rejected and H_a is acceptable. Job satisfaction (Y) at State Senior High School 27 Bandung is heavily influenced by both the work environment and the salary. According to Syaripat et al., (2020) research, both pay and working conditions are major factors in how content an employee is with their current position [13]. Teachers at State Senior High School 27 Bandung are more likely to report high levels of job satisfaction if they are provided with a positive working environment and competitive salaries.

4. CONCLUSION

Based on the results of the research and discussion on "The Influence of the Work Environment and Compensation on Teacher Job Satisfaction at State Senior High School 27 Bandung", several conclusions and answers can be drawn from the formulation of the problem in this study: 1) Based on the lowest average score of the Work Environment item, which is 2.37, most teachers disagree with the statement that my work equipment is sufficient for the learning process. The lowest average value of the Compensation item is 2.53 that most teachers disagree with the statement that I always receive my salary on time. And the lowest average score of the Job Satisfaction item, which is 2.53, means that most teachers disagree with the statement that the conditions of my workspace are interesting and fun in completing work; 2) Teachers at State Senior High School 27 Bandung are generally happy with their working conditions. The t test indicated a Sig.t of $0.396 > 0.05$ and a tcount ttable of 0.854 1.993. Therefore, H_0 accepts and H_a is rejected, partially stating that the work environment has no substantial effect on job happiness; 3) Compensation has a significant effect on Teacher Job Satisfaction at State Senior High School 27 Bandung. The t test indicates a significance level of 0.000 0.05, with $tcount > ttable = 4.280 > 1.993$. Teachers' job satisfaction at State Senior High School 27 Bandung is significantly influenced by their working conditions, thus we reject H_0 and support H_a , which asserts partially that salary has a substantial effect on teacher job satisfaction. The f test indicates a significance level of 0.000 0.05, with $fcount > ftable = 10.648 > 3.13$. For

this reason, we find that the joint or simultaneous influence of the Work Environment and Compensation on Job Satisfaction is considerable, rejecting H_0 and accepting H_a .

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