The effect of awarding and work environment on employee job satisfaction of PT Angkasa Pura II Halim Perdana Kusuma Airport

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Article Info	ABSTRACT
Keywords: Rewards, Work Environtment, Job Satisfaction	The purpose of this research is to determine and explain the influence of giving awards on employee job satisfaction and to examine the influence of the work environment on employee job satisfaction at PT Angkasa Pura II Halim Perdana Kusuma Airport. The sample in this research was employees of PT Angkasa Pura II Halim Perdana Kusuma Airport in 2022, totaling 42 people. The data collection method used in this research is a questionnaire. This type of research uses quantitative methods, using descriptive and inferential data analysis techniques with determinant coefficient analysis. The data in this study were analyzed using multiple regression analysis. The findings in this research are that giving awards and the work environment have a significant and positive effect on the job satisfaction of PT Angkasa Pura employees, both partially and simultaneously.
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INTRODUCTION

The rapid progress of an organization today cannot be separated from the importance of Human Resources (HR) in the organization, because HR is the perpetrator of the activities in an organization. In this case, employees become their own wealth in the organization, they become planners, implementers and controllers who always play an active role in realizing the organization's goals. Employees as supporters of achieving goals can influence their attitudes towards their work and determine their love for their work.

PT. Angkasa Pura II is a State-Owned Enterprise (BUMN) company that provides air traffic services and airport business in Indonesia which focuses on services in the western part of Indonesia. Currently, this air transportation service-based company has grown and developed in Indonesia, overseeing 13 airports. PT. Angkasa Pura II is increasingly strengthening its position in providing the best service. PT. Angkasa Pura II is confident that it can do its best by providing international standard security, safety and comfort services for flight service users[1].

In this research, researchers focus on human resource management (HRDM) at Halim Perdana Kusuma Airport. When compared to other airports managed by Angkasa Pura II, Halim Perdana Kusuma Airport is an airport that accommodates the transfer of some private commercial flight routes from Indonesia's largest airport in Cengkareng as well as private jet flight activities, sending and returning Hajj pilgrims, as well as the presence of

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dozens of schools. private aviation. Halim Perdana Kusuma Airport is also an international airport. Airport managers have an obligation to provide fast and accurate service to airport service users.

This research discusses the human resource management strategy of Halim Perdana Kusuma Airport, because for an airport manager the only aspect that is sold is the services it provides, and this is definitely related to services to its users. The services provided by Halim Perdana Kusuma Airport which provide comfort and a sense of security clearly have a huge impact on the success of the airport itself, because it is influenced by the human resources involved in managing the airport.

To maintain and improve the performance of the Angkasa Pura II management company in general and Halim Perdana Kusuma Airport in particular, Angkasa Pura II always strives to provide awards according to the performance of each employee, both material and immaterial. It is hoped that this award can increase employee productivity in carrying out tasks according to the function of each employee from the worker level to the manager level. For this reason, research was conducted entitled the effect of awards and the work environment on employee job satisfaction at PT. Angkasa Pura II Halim Perdana Kusuma Airport Branch.

Research conducted by Castana in 2021 concerns the job satisfaction of PT employees. Angkasa Pura II Halim Perdana Kusuma Airport shows that there has been a decline in employee performance caused by a decrease in employee job satisfaction. This is also characterized by a decrease in job satisfaction as a result of the quantity of income equivalent to the Regional Minimum Wage, working environments in closed spaces at airports, standard work facilities that are not even equivalent to the facilities at Soekarno Hatta airport, as well as different working environmental conditions as a result of employee transfers at least once every two years. In connection with low employee job satisfaction which has an impact on employee performance, of course this cannot be separated from the responsibility as an employee who is required to work optimally. This can hinder and slow down performance, so a solution is needed to overcome it.

According to [2] rewards are benefits that arise from carrying out tasks, carrying out services, or taking responsibility. In principle, awards are a mandatory company program that expects its employees to excel and be able to work beyond company targets/achievements [3]. So it is clear that organizational rewards are everything that is valued and desired by human resources who are able and willing, which are given by the company in exchange for the contributions provided by those human resources.

The work environment is a very important component for employees in carrying out work activities. A work environment condition can be interpreted as good if the work environment is healthy, comfortable, safe and enjoyable for employees/staff in completing their work. According to [4], the definition of the work environment is the totality of tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as an individual and in a group.

[5] defines job satisfaction as an employee's emotional state that occurs or does not support the employee's self-reliance related to his or her work or condition. or there is no

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meeting point between the value of compensation for employee work and the company or organization with the level of value of compensation that is actually needed by the employee concerned.

METHODS

Literature Review

Awards are defined as rewards given to motivate employees/staff to achieve high productivity [6]. Awards are incentives that link payment on the basis of increasing the productivity of employees/staff in order to achieve competitive advantage [7]. According to [8] rewards are benefits that arise from carrying out tasks, carrying out services, or taking responsibility. [9] argue that rewards can take the form of money, attention and praise or a combination of both. Group performance relates to a scheme for rewarding a group or team of employees with cash payments for achieving agreed targets. Meanwhile [10] views rewards as a system that contributes to performance by linking employee interests to those from the team and organization, thereby increasing effort and performance. From the various literature, awards have an understanding of the awards/rewards given by an organization to its members, whether financial material, non-financial material or non-material.

The work environment is a very important component for employees in carrying out work activities. By paying attention to a good work environment or creating working conditions that can motivate employees to work, they can have an influence on employee morale. A work environment condition can be interpreted as good if the work environment is healthy, comfortable, safe and enjoyable for employees/staff in completing their work. According to [11], the definition of the work environment is the totality of tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as an individual and in a group.

[12] defines job satisfaction as an employee's emotional state that occurs or does not occur at a meeting point between the value of remuneration for the employee's work and the company or organization with the level of value of remuneration that is truly needed by the employee concerned. Therefore, job satisfaction can also be said to be a feeling that supports or does not support an employee's self in relation to his or her work or personal condition. Feelings related to work involving aspects such as salary/wages received, career development opportunities, relationships with other employees, type of work, company organizational structure, quality of supervision. Meanwhile, feelings related to oneself are age, health condition, ability and education.

[13] in conducting research in the Detail Part Manufacturing Division of the Production Directorate of PT. Dirgantara Indonesia (Persero), the results of the research show that there is a positive influence from employee performance variables. It can be concluded that the work environment really influences employee job satisfaction. [14] in conducting research at ITS, Surabaya. The research results show that there is a significant influence between work motivation, competence, compensation and job satisfaction on the performance of educational staff. Likewise, work motivation and compensation have a

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significant effect on job satisfaction. The effect of compensation on job satisfaction is not significant.

Research Methods

The method used in this research is a quantitative method. The population and sample in this study were all employees at PT Angkasa Pura II Halim Perdana Kusuma Airport in 2022, while the sample taken was 42 respondents. Meanwhile, the method for collecting data is by distributing questionnaires to respondents. who is an employee at PT Angkasa Pura II Halim Perdana Kusuma Airport. The sampling technique in this research uses a probability sampling technique. The variables in this research are awards (X1), work environment (X2) and job satisfaction (Y). The data analysis used by researchers to process the data in this research was by using the Statistical Package for Social Science (SPSS).

RESULTS AND DISCUSSION

The results of data analysis in this research, there are several stages carried out to test the quality of the data in this research. The stage in data processing in this research is validity and reliability testing, which aims to ensure that the data instruments processed are valid and can be used. Next, classic assumption tests are carried out, such as the normality test to see whether the variables used meet the normality assumption, the heteroscedasticity test to test whether there is an inequality of variance from the residuals of one observation to another in a regression model, and the multicollinearity test to check the relationship between independent variables. Next, hypothesis testing is carried out through the t test and F test. The results of this analysis can be interpreted so as to provide a clearer understanding of the relationship between the variables studied.

Validity test

This validity test is obtained in this way using Peorson correlation. Specifically, it calculates the correlation between the scores for each item in the question and the overall score. If the correlation between the score of each question item and the overall score has a significance level of less than 0.05, then it can be said that the instrument or question items have a significant correlation with the total score (valid).

Table 1. Validity Test Results

Variable	Statement Items	Person Correlation (r-count)	r-table	Information
Effect of Awards (X1)	A1	0.801	0.316	Valid
	A2	0.724	0.316	Valid
	B1	0.814	0.316	Valid
	B2	0.768	0.316	Valid
	C1	0.579	0.316	Valid
	C2	0.601	0.316	Valid
	D1	0.805	0.316	Valid
	D2	0.835	0.316	Valid

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Variable	Statement Items	Person Correlation (r-count)	r-table	Information
Work Environment (X2)	X2-1	0.824	0.316	Valid
	X2-2	0.717	0.316	Valid
Job Satisfaction (Y)	Y1	0.817	0.664	Valid
	Y2	0.886	0.640	Valid
	Y3	0.739	0.743	Valid

From the validity results above, it can be concluded that all items in each variable have Sig. 2-tailed is smaller than 0.05, so it can be concluded that all items in each variable are valid.

Reliability Test

The reliability test is used to determine whether each statement in this case can be used many times by the same respondent. If the Cronbach's Alpha value is above 0.60, the questionnaire is said to be reliable.

Table 2. Reality Test Results

No	Variable	Cronbach's Alpha	Information
1	Effect of Awards (X1)	0.764	Reliable
2	Work Environment (X2)	0.696	Reliable
3	Job Satisfaction (Y)	0.745	Reliable

Based on the reliability results above, it can be seen that all variables have a Cronbach's alpha value greater than 0.6, so it can be concluded that all variables are reliable.

Normality test

This test is carried out on each variable with the condition that if individually each variable meets the normality assumption, then simultaneously the variable can be declared to meet the normality assumption. The normality test was carried out using the Kolmogrorov Smirnov Test.

Table 3. Normality Test Results

		Unstandardized Residuals
N		42
Normal Parameters, b	Mean	10.7619
	Std. Deviation	2.37681
Most Extreme Differences	Absolute	.135
	Positive	.111
	Negative	-.135
Statistical Tests		0.294
Asymp. Sig. (2-tailed)		.052c

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Based on the table above, it shows that the results of the Kolmogorov Smirnov normality test obtained a value of 0.052 or greater than 0.05, so it can be concluded that the data obtained in the regression model, the independent variables (motivation, work environment, compensation), the dependent variable (employee performance) are normally distributed.

Heteroscedasticity Test

The heteroscedasticity test is carried out with the aim of testing whether there is an inequality of variance from the residuals of one observation to another in a regression model. Based on the processing output, the significance value obtained between independent variables with a significance value greater than 0.05 can be concluded that there is no heteroscedasticity problem in the data.

Multicollinearity Test

Multicollinearity test with the aim of testing whether there is a correlation between independent variables in a regression model. Based on the multicollinearity test above, the tolerance value for each variable is greater than 0.1 and the VIF value for each variable is smaller than 10, so it can be concluded that the data is free from multicollinearity problems.

Multiple Linear Regression Analysis

Multiple linear regression is used to predict the value of the dependent variable with more than one independent variable. The multiple linear regression analysis in this research is analyzing the influence of rewarding variables and the work environment on employee job satisfaction.

Table 4. Results of Multiple Linear Regression Analysis

	Mode 1	Unstandardized Coefficients	
		B	Std. error
1	(Constant)	3,173	1,516
	Award	1,752	,602
	Work environment	,865	,193

From the results of the calculations in the table above, the multiple regression equation is obtained as follows:

$$Y = 3.173 + 1.752\ X1 + 0.865\ X2$$

Hypothesis test

t test

This t test was carried out to determine the extent of the influence of individual independent variables in explaining the dependent variable.

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Table 5. t test results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. error	Beta		
1 (Constant)	3,173	1,516		2,093	,043
Award	1,752	,602	,345	2,908	,006
Work environment	,865	,193	,531	4,476	,000

Dependent Variable: Y

From the test results from table 5, it can be concluded as follows:
1. The reward variable (X1) has a significant effect on employee performance (Y), because the calculated t value is greater than the t table.
2. The work environment variable (X2) has a significant effect on employee performance (Y) because it has a calculated t value that is greater than the t table.

F test

The F test is called variance analysis. The F test was carried out to see the joint influence on the dependent variable significantly.

Table 6. F Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	132,633	2	66,316	26,128	,000b
Residual	98,986	39	2,538		
Total	231,619	41			

a. Dependent Variable: Y
b. Predictors: (Constant), X1, X2

From the ANOVA table above, the calculated F value is 26.128. This value is greater than the F table value (3.238), so it can be concluded that the independent variables namely rewards (X1) and work environment (X2) together / simultaneously influence the dependent variable, namely employee performance (Y). So it can be said Ho is rejected. Ha is accepted.

RESULT AND DISCUSSION

The Effect of Awards on Employee Job Satisfaction at PT Angkasa Pura Halim Perdana Kusuma

Based on previous Table 5, it can be seen that the level of significance of the influence of awards on employee performance at PT Angkasa Pura Halim Perdana Kusuma is known.

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The significance level between these variables is 0.006. So it can be seen that the significant value is 0.006 < 0.05, which means that awards influence employee job satisfaction at PT Angkasa Pura Halim Perdana Kusuma.

The results of this research are also in line with research [15-21] which states that awards simultaneously have a positive and significant effect on employee job satisfaction. Likewise, [22-25] who conducted research at CV. Indra Daya Sakti resulted that giving awards had a positive and significant effect on employee job satisfaction, however this was not in line with research conducted by Risky Nur Adha et al (2019) who said that awards have no effect on employee job satisfaction.

The Influence of the Work Environment on Employee Job Satisfaction at PT Angkasa Pura Halim Perdana Kusuma

Based on table 5, it can be seen the level of significance of the influence of the work environment on employee job satisfaction at PT Angkasa Pura Halim Perdana Kusuma. The significance level between these variables is 0.000. The results of this research are in line with previous research, namely research [25-30] where the results of their research say that the influence of the work environment on employee job satisfaction has a positive effect. Likewise with the results of research [31-35] on PT employees. MNC Securities stated that the work environment has a positive and significant effect on employee job satisfaction.

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Based on the analysis test results, it is known that the significant value for X1 X2 is 0.000, Ftable is 3.238 and Fcount is 26.128. This shows that the value of Fcount > Ftable and sig. F test < 0.05. So it can be concluded that the independent variables, namely X1 and X2, together/simultaneously influence the dependent variable, namely Y.

The results of this research are supported by research by [36-44] entitled the influence of financial compensation, work environment and work motivation on employee job satisfaction. Together they influence employee job satisfaction with the Fcount test results known to be 26.669 > Ftable of 2.74. This is similar to research [44-50] entitled the influence of the work environment, work compensation, and work motivation on the job satisfaction of economics/accounting teachers in Wonosobo District Public High Schools where the results of the research show that the work environment is 16.65%, work compensation is 21. .25% and work motivation 31.92% have a positive effect both simultaneously and partially on teacher job satisfaction.

CONCLUSION

Based on the results of research conducted by the author, the following conclusions were obtained: 1) Giving awards has a positive and significant effect on job satisfaction of PT employees. Angkasa Pura II Halim Perdana Kusuma Airport. 2) The work environment also has a positive and significant influence on the job satisfaction of PT employees. Angkasa Pura II Halim Perdana Kusuma Airport. 3) The influence of giving rewards and the environment together/simultaneously has a positive and significant effect on the job

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satisfaction of PT employees. Angkasa Pura II Halim Perdana Kusuma Airport. Furthermore, the author provides suggestions to obtain in-depth results as follows: 1) For the Company: PT Angkas Pura Halim Perdana Kusuma Airport to pay more attention to providing awards in the form of salaries, allowances and incentives and creating a work environment in the form of good workplace buildings and facilities for its employees. to encourage employees to be more enthusiastic and productive at work. 2) For Academics: In future research, researchers are advised to add other independent variables so they can find out what variables can influence employee performance in a company or institution.

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