

The Effect of Compensation and Work Stress on Employee Work Satisfaction at PT. Pelabuhan Indonesia Regional 1-Belawan Branch

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ABSTRACT

This study aims to determine the effect of compensation on job satisfaction, work stress on job satisfaction, compensation and work stress on job satisfaction at Pelabuhan Indonesia, Regional I, Belawan Branch. This type of research is associative. The population in this study are all employees at PT. Pelabuhan Indonesia-Regional I, Belawan Branch, totaling 164 people. Sampling in this study as many as 62 people. The data collection technique used is through a questionnaire. Data analysis techniques in this study using multiple regression, classical assumption test, hypothesis testing. The results of this study show $t_{count} 0.538 < t_{table} 2,001$, that means compensation has no effect on job satisfaction, $t_{count} 2,490 > t_{table} 2,001$ means work stress has a significant effect on job satisfaction and simultaneously $F_{count} 3.649 > F_{table} 3,15$ so that compensation and work stress have a significant effect on job satisfaction at PT. Pelabuhan Indonesia-Regional I Belawan Branch.

Keywords: Compensation, Job Stress and Job Satisfaction

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INTRODUCTION

Human resources are the most important asset for the organization, which functions to drive and control every activity in the company. An organization will be able to obtain the goals set, depending on the ability of the employees and the management team within it. There needs to be a condition created by management, in order to create good human resources, because they are the most important capital in planning, organizing, directing, and driving other factors of production in an organization. An organization can be said to be good if it has good human resources too.

To face competition in achieving performance, both among business groups, and with competitors outside the business, the management team will make various efforts so that employees are willing to follow the directions and road maps that have been made. Many factors are driven to achieve productivity and job satisfaction, but there are also factors that need to be aware of and avoided in order to achieve this performance.

One factor that is often discussed in every organization is compensation for employees. Compensation is often the two opposite sides. If compensation is too loose, it will affect the company's efficiency. However, if it is too tight, it will also affect the effectiveness of employees. This is where the role of management needs to make a breakthrough in order to achieve business efficiency and human resource effectiveness.

According to (Ramadhanty & Djastuti, 2020), compensation can serve as the main cause of employee satisfaction. At the moment. Compensation is the top priority for most employees at work because it relates to the form of company remuneration. Compensation also needs to look at how the payroll system, established regulations, and other compensation policies are based on performance or achievements.

PT. Pelindo Region 1 Belawan Branch, also tries to encourage employees to achieve job satisfaction by providing compensation for their employees. Various kinds of compensation are given such as 1) Salary, 2). Special allowances, 3. Performance allowances, 4) Position allowances and 5) Operational allowances. All of this is intended to motivate employees to be more enthusiastic.

Compensation may raise morale, but there are also other factors that will be the reason for employees to achieve job satisfaction, such as promotion and a harmonious work environment.

In addition to positive values that must be encouraged in an organization, there are also other factors that need to be avoided in an organization, such as work stress. It often happens, due to the high workload in order to achieve company targets, employees feel like they are being milked, causing stress and affecting job satisfaction.

Work stress is something that cannot be avoided because if every human being is unable to complete desires with existing conditions and work that has piled up and deadlines from superiors, other work has piled up so that this can affect employee productivity and decrease due to work stress (Massie et al. al., 2018).

Based on the above background, researchers are interested in conducting research with the title "The Effect of Compensation and Work Stress on Employee Work Satisfaction at PT. Pelabuhan Indonesia Regional 1 - Belawan Branch.

The formulation of the research problem can be stated as follows: 1) Is there any influence of compensation to employee work satisfaction? 2) Is there any influence of work stress on employee work satisfaction? 3) Is there any influence of compensation and work stress to employee work satisfaction?

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METHOD

The research method used in this research is using quantitative methods. This research was conducted at PT Pelabuhan Indonesia, Belawan Branch. The target population in this study are total employee work in Belawan Branch about 164 employees

Sampling using the form of proportional random sampling. The number of samples taken as many as 62 employees from all division and section on PT. Pelabuhan Indonesia, Belawan Branch. Data collection techniques using primary data sources obtained directly from the research site.

The data analysis technique used in this study is quantitative, namely testing and analyzing by calculating numbers and then drawing conclusions from the test. The test uses multiple linear regression analysis techniques, classical assumption test, reliability test, hypothesis testing and coefficient of determination.

RESULT AND DISCUSSION

To find out whether there is a high correlation between the independent variables in the regression model, a multicollinearity test was carried out with the following results:

Table 1. Multicollinearity Test

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Compensation	.961	1.040
	Work Stress	.961	1.040
a. Dependent Variable: Work Satisfaction			

Source : SPSS Data Processing Results

from the table above, it can be seen that the Variance Inflation Factor (VIF) value for the Compensation (X1) is 1,040 and the Work Stress variable (X2) is 1,040. Each independent variable has a value less than 10. Likewise, the Tolerance value for the Compensation variable (X1) is 0.961 and the Work stress variable (X2) is 0.961. From each variable, the tolerance value of each independent variable is greater than 0.1 and the VIF value is less than 10.

Furthermore, hypothesis testing is carried out, using multiple regression tests. This can be seen from the results of the multiple linear regression test with the following data :

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Table 2. Multiple Linear Regression Analysis Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.305	4.388		3.488	.001
	Compensation	.063	.117	.067	.538	.593
	Work Stress	.212	.085	.312	2.490	.016
a. Dependent Variable: Work Satisfaction						

Source : SPSS Data Processing Results

It is known that the t-test criteria were carried out at the level of $\alpha = 5\%$ in two directions (0.05). The t table value for $n=62$ is 2,001. The results of statistical tests show that compensation, individually has no significant relationship to work satisfaction, where the value of t_{count} is 0,538 $>$ t_{tab} is 2,001. Meanwhile, individually, work stress testing on work satisfaction shows a significant relationship, where t_{count} 2,490 $>$ t_{table} 2,001.

The results of the ANOVA (Analysis of Variance) test regarding the effect of Compensation and Work Stress on Work Satisfaction obtained F_{count} 3,649 $>$ F_{table} 3.15, and simultaneously had a significant effect.

Table 3. ANOVA Test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	190.172	2	95.086	3.649	.032 ^b
	Residual	1537.522	59	26.060		
	Total	1727.694	61			
a. Dependent Variable: Work Satisfaction						
b. Predictors: (Constant), Compensation, Work Stress						

Source : SPSS Data Processing Results

Adjusted R Square value reached 0.080 which means 8% of work satisfaction of employee at PT. Pelabuhan Indonesia, can be explained by Compensation and Work Stress, while 92% can be explained by other factors. This can be seen from the following table.

Table 4. Coefficient of Determination

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.332 ^a	.110	.080	5.10487	2.165
a. Predictors: (Constant), Work Stress, Compensation					
b. Dependent Variable: Work Satisfaction					

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Source : SPSS Data Processing Results

DISCUSSION

Based on the results of the research above, the effect of compensation to work satisfaction at PT. Pelabuhan Indonesia, the t_{count} value is 0,538, while the effect of work stress to work satisfaction, the t_{count} value is 2,940. So it can be said that the most dominant influence is work stress, because the influence of work stress to work satisfaction is higher than the effect of compensation at PT. Pelabuhan Indonesia.

IMPLICATION

In essence, companies do not need to pay too much attention to compensation issues. Excessive compensation burden will make the organization less efficient, but conversely, indifference to compensation will also make employees less productive.

Management needs to make further observations on matters related to other internal company conditions, so as to achieve a harmonious working atmosphere and foster job satisfaction

CONCLUSION

To achieve job satisfaction, many things must be observed by managers. Compensation and stress factors only account for 8% of the existing influence. This means, there are still many other factors that must be considered carefully, so that organizational goals can be achieved in accordance with what is aspired to.

Many assume that the compensation given is the main factor that will make employees achieve job satisfaction, but this research shows that compensation is not a significant thing so that employees are more productive and able to achieve job satisfaction.

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