

THE INFLUENCE OF REWARDS AND WORK ENVIRONMENT ON JOB SATISFACTION OF BIREUEN DISTRICT LAND OFFICE EMPLOYEES

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ABSTRACT

This research aims to see the influence of rewards and work environment on job satisfaction of Bireuen Regency Land Office employees. The place for carrying out this research is at the Bireuen Regency Land Office located at Jl. Medan-Banda Aceh, Cot Gapu Village, Juang City District, Bireuen Regency. The population in this study was all employees of the Bireuen Regency Land Office, totaling 49 people. The samples taken in this research were all 48 employees of the Bireuen Regency Land Office. quantitative method and in this research is a multiple linear regression model using SPSS 20.0. The research results show that rewards and the work environment have a partial and simultaneous effect on job satisfaction of Bireuen Regency Land Office employees. The correlation coefficient (R) value of 0.649 indicates that there is a strong relationship between the independent variable and the dependent variable of 64.9%. The R² value is 0.422, this shows that the influence of the independent variables of appreciation and work environment has an influence on employee job satisfaction at the Bireuen Regency Land Office by 42.2% while the remaining 57.8% is explained by other variables outside this research.

Keywords: Job Satisfaction, Rewards, Work Environment.

INTRODUCTION

The rapid progress of organizations and industries today cannot be separated from the importance of the element of human resources in organizations and industries, because human resources are one of the factors involved in all activities in organizations and industries, apart from natural resources and equipment. That of all the resources available in an organization, both public and private organizations, human resources are the most important and very determining, because no matter how advanced technology, information development, availability of capital, and adequate materials, without reliable human resources then it will be difficult for organizations and industries to achieve their goals (Taufik Zaelani: 2014). Employees or employees are social creatures who become wealth or an important part of an organization and industry. Hasibuan (2011) stated that humans

always play an active role in every organizational activity, namely as planners, actors and determinants of the realization of organizational goals, thus making humans an asset whose efficiency and productivity must be increased. Kadarisman (2012) awards are what employees receive in return for the work they do. According to Robbins (2012) in Cholil and Riani (2013) job satisfaction is the employee's attitude towards their work. Robbin also reminded every organizational manager to really pay attention to how important it is to understand and fulfill job satisfaction which has an impact on productivity levels, absenteeism and workforce turnover.

METHODS

The approach used in this research is a quantitative approach. according to Sugiyono (2013) quantitative research methods are research methods in the form of numbers and analyzed using statistics. The population in this research is all 48 employees of the Bireuen Regency Land Office. The sample was 48 people.

RESULTS

Validity Test

The overall Pearson correlation value of the reward, work environment and job satisfaction variables shows a Pearson Correlation result of > 0.30 . It can be concluded that the independent indicators and dependent variables have passed the validity test.

Reliability Test

The Cronbach Alpha value for the independent variable and dependent variable has a value of > 0.60 . From the results of the data processed via SPSS, it can be concluded that all the variables studied are reliable.

Normality Test

According to Ghozali (2011) the way to detect it is by graphic analysis. One of the easiest ways to see residual normality is to look at a histogram graph.

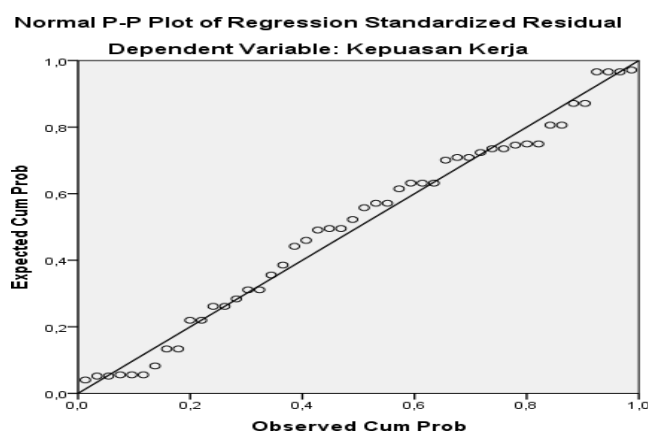


Figure 1. Normality Test

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

Normal P-Plot means that it can be concluded that the regression model meets the normality assumption because on the normal P-Plot graph you can see the points approaching the diagonal line and spreading around the diagonal line and showing very significant results.

Test Heteroscedasticity

A good regression model is one with homoscedasticity or no heteroscedasticity, Ghozali (2011).

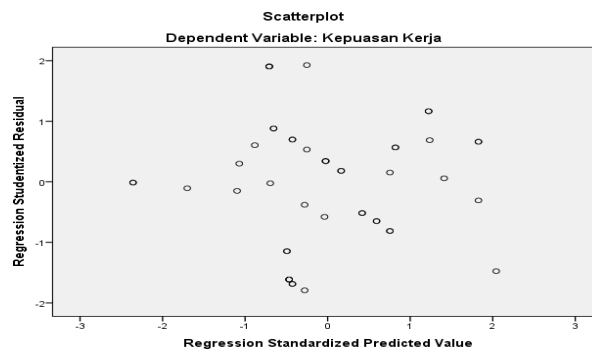


Figure 2. Heteroscedasticity Test

In the first structural model, it can be seen that the points are scattered in various directions, both above and below the number 0 on the Y axis and do not form a particular pattern. So it can be concluded that heteroscedasticity does not occur in the regression model.

Multicollinearity Test

The multicollinearity test aims to test that in the regression model there is a correlation between the independent variables. This test is carried out by looking at the Tolerance and Variance Inflation factor (VIF).

Table 1. Test Multicollinearity

Model	Collinearity Statistics	
	Tolerance	VIF
1		
	(Constant)	
	Awards (X1)	,940
	Working environment (X2)	,940
		1,064
		1,064

Source: processed data (2024)

In table 1, it is explained that the tolerance value of the three award variables is $0.940 > 0.10$. The work environment variable is $0.940 > 0.10$. Furthermore, the VIF value for the variable, namely reward, is $1.064 < 10$. The work environment variable is $1.064 < 10$, so it can be concluded that there is no multicollinearity in this research.

Multiple Linear Regression Analysis

Based on multiple linear regression analysis using the SPSS program, the results can be seen in the table below:

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Volume 2, Issue 1, 2024

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Table 2. Regression Results Linear Multiple

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	2,127	3,023	
Award	,366	,125	,341
Work environment	,390	,096	,475

Source: processed data (2024)

Based on table 2, the multiple linear regression equation is obtained as follows:

$$Y = 2.127 + 0.366X_1 + 0.390X_2 + e$$

1. From the regression equation it can be seen that the constant value is 2.127. This means that if the influence of rewards and the work environment is constant (value 0), then job satisfaction has a value of 2.127.
2. Reward regression coefficient (X1) of 0.366 indicates that an increase in the reward variable coefficient (X1) of 1 unit will cause job satisfaction to increase by 0.366.
3. Work environment regression coefficient (X2) of 0.390 indicates that an increase in the work environment variable coefficient (X2) of 1 unit will cause job satisfaction to increase by 0.390.

Simultaneous Testing (F Test)

The F test is used to see the influence of performance variables (reward and work environment) simultaneously or together.

Table 3. F Statistical Test

F Change	df1	df2	Sig. F Change
16,402	2	45	,000

Source: processed data (2024)

Based on table 3, the calculation results obtained in the table above, it can be seen that the value of Fcount > Ftable (16.402 > 3.92), and the significant value (sig) = 0.000 < 0.05. The results of the regression calculations show that the Ha3 hypothesis is accepted. This means that appreciation and the work environment have a simultaneous and significant effect on employee job satisfaction at the Bireuen Regency Land Office.

Partial Testing (t Test)

The t test was carried out with a confidence level of 95% and an analysis error rate (α) of 5%. The degree of freedom used was $df1 = nk$.

Table 4. Statistical Test t

Variable	tcount	ttable	Sig.
Award	2,916	1,696	,006
Work environment	4,061	1,696	,000

Source: processed data (2024)

1. The results of the regression calculations show that the hypothesis Ha1 is accepted, this means that awards have a partial effect on employee job satisfaction at the Bireuen

Proceeding 2nd Medan International Economics and Business

Volume 2, Issue 1, 2024

“Human Resource Transformation and Collaborative Innovation to Build Independent and Competitive Business in the Digital Era”

Regency Land Office. This is indicated by the value of $t_{count} > t_{table}$ at the 5% level ($2.916 > 1.696$) and a significant value of $0.006 < 0.05$.

2. The results of the regression calculations show that the H_{a2} hypothesis is accepted, this means that the work environment has a partial effect on employee job satisfaction at the Bireuen Regency Land Office. This is indicated by the value of $t_{count} > t_{table}$ at the 5% level ($4.061 > 1.696$) and a significant value of $0.000 < 0.05$.

Correlation Coefficient Analysis and Determination Coefficient Analysis (R²)

Results correlation and the coefficient of determination can be seen in the table below:

Table 5. Determination and Correlation Coefficients

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,649a	,422	,396	2.17574

Source: processed data (2024)

Based on the table above, it is known that the correlation coefficient (R) value is 0.649, indicating that there is a strong relationship between the independent variable and the dependent variable of 64.9%. The R² value is 0.422, this shows that the influence of the independent variables of appreciation and work environment has an influence on employee job satisfaction at the Bireuen Regency Land Office by 42.2% while the remaining 57.8% is explained by other variables outside this research.

DISCUSSION

The Effect of Rewards on Job Satisfaction

In this research, the reward variable has a positive effect on employee job satisfaction at the Bireuen Regency Land Office. A positive coefficient value explains that the better the rewards given by the organization to workers, the higher the job satisfaction. The results of this research are in line with research conducted by Maulina & Suryalena, (2022) and Foenay et al., (2020) explaining that rewards have a positive and significant effect on job satisfaction. This means that when the existing reward system increases, employee job satisfaction also increases.

The Influence of the Work Environment on Job Satisfaction

In this research, work environment variables have a positive effect on employee job satisfaction at the Bireuen Regency Land Office. A positive estimate value explains that the better the work environment, the better the performance of organizational members. This shows how important the role of the work environment is on job satisfaction; how individuals respond, maintain balance, and manage their work environment can have a major impact on their job satisfaction. The results of this research are in line with research conducted by Muliana et al., (2020) and Christina (2015). Based on the results of this research, it can be concluded that there is a positive relationship between the work environment and employee job satisfaction.

The Influence of Rewards and Work Environment on Job Satisfaction

The results of the regression calculations show that the Ha3 hypothesis is accepted. This means that appreciation and the work environment have a simultaneous and significant effect on employee job satisfaction at the Bireuen Regency Land Office. This explains that rewards and the work environment interact with each other and influence a person's job satisfaction. For example, rewards given fairly and transparently can increase employee motivation and feelings of appreciation, which in turn can increase their job satisfaction. Likewise, a positive work environment with strong social support and opportunities for growth and development can improve employees' psychological well-being, which also contributes to their job satisfaction.

CONCLUSION

Awards have a partial effect on employee job satisfaction at the Bireuen Regency Land Office. This is indicated by the value of $t_{count} > t_{table}$ at the 5% level ($2.916 > 1.696$) and a significant value of $0.006 < 0.05$. The work environment has a partial effect on employee job satisfaction at the Bireuen Regency Land Office. This is indicated by the value of $t_{count} > t_{table}$ at the 5% level ($4.061 > 1.696$) and a significant value of $0.000 < 0.05$. Rewards and work environment simultaneously and significantly influence employee job satisfaction at the Bireuen Regency Land Office. This is shown by the calculation results obtained in the table above. It can be seen that the value of $F_{count} > F_{table}$ ($16.402 > 3.92$), and the significant value (sig) = $0.000 < 0.05$. The correlation coefficient (R) of 0.649 indicates that there is a relationship between the independent variables and the dependent variable is 64.9%. The R^2 value is 0.422, this shows that the influence of the independent variables of appreciation and work environment has an influence on employee job satisfaction at the Bireuen Regency Land Office by 42.2% while the remaining 57.8% is explained by other variables outside this research.

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