

The Influence of Compensation, Workload and Work Stress, on Employee Job Satisfaction, Case Study At PT Langgan Kita Bersama

Ester¹⁾

esterkimlie@gmail.com

Pujiarti²⁾

pujiarti.pujiarti@ubd.ac.id

^{1) 2)} Universitas Buddi Dharma

ABSTRACT

The purpose of this research is to determine the effect of compensation, workload and stress on employee job satisfaction, case study at PT Langgana Kita Bersama, both partially and simultaneously. This research is quantitative descriptive. The population of this research is employees of PT Langgana Kita Bersama. The sample for this research consisted of 31 respondents using interview data collection techniques. Data analysis methods include descriptive statistical analysis methods, validity and reliability tests, classical assumptions, statistical model tests, multiple linear regression analysis, T test, F test, coefficient of determination and slope in SPSS version 25. The research results show that the compensation variable has an effect on satisfaction employee work with a t_{count} score of 9.120 is greater than t_{table} 1.701, the workload variable has no effect on the job satisfaction of employees with a lower score. t_{count} value is -1.28 from t_{table} 1.701, the work stress variable has no effect on employee job satisfaction with a t_{count} value of 0.376 which is smaller than t_{table} 1.701, compensation, workload and work stress variables simultaneously influence employee job satisfaction with a f_{count} value of 30.394 , greater than t_{table} 2.96.

Keywords: Compensation, Workload, Job Stress, Job Satisfaction

INTRODUCTION

Companies in general really pay attention to their human resources. Every organization certainly has various goals to achieve (Andy, 2018). Human resource factors are the most important assets in a company (Irena Limnata & Diana Silaswara, 2022). Of course, companies really need human resources who have the experience, knowledge and skills to manage the company well, so that the work efficiency of human resources increases and has an impact on the company itself.

Compensation is an important thing for employees, because the amount of compensation that employees receive is the value of the work that has been calculated based on job analysis and job analysis that have been determined and mutually agreed between the company and the employee. The compensation given is a form of remuneration for employees who have given their energy, time and thoughts to the company. Many companies feel that by only providing salaries or wages, the company feels that it has met the needs of each employee, even though in reality this is not the case. Increasingly, the costs for living necessities are getting higher and of course this must be accompanied by a high income. With large demands from companies and providing good and optimal results from employees, companies should give more appreciation to employees, namely in the form of compensation. The greater a person's ability to produce, the greater the compensation they will receive (Pujiarti, 2019), whether in the form of salary, wages, commissions and allowances. This can make employees feel highly appreciated and cared for by the company, and when employees feel this of course this can also have an impact on the employee's own work efficiency which ultimately creates a sense of satisfaction in him, so that employees will be more loyal to the company and provide the best results for the company. Providing compensation is not only important for the recipient, namely the employee, but compensation is also important for the company. Compensation programs or plans are a way for companies to engage and retain employees. If the company does not plan well regarding compensation issues for employees, this can result in loss of human resources which are important assets in the company. When a company loses competent employees, it takes a long time to train and direct new workers who replace previous employees and It all costs money, so the company's expenses increase. Therefore, compensation must be carefully considered so that compensation can increase employee job satisfaction.

Workload within the company is one of the influences on employee job satisfaction. The result of excessive workload can cause stress within employees which causes less than optimal employee performance at work. Excessive workload will cause discomfort in the process of carrying out duties and responsibilities in the company, so the workload given to employees must be in accordance with the capacity of each employee. The differences between employees and each other are proof that the level of workload received by employees cannot be generalized. It must be adjusted to the educational background, skills and abilities of the employees themselves. With a workload that exceeds the employee's capacity, work stress will arise resulting from employee job dissatisfaction. Problems regarding work stress must be addressed immediately so that in the future it does not cause losses due to decreased employee interest in work. Work stress can arise due to pressure and company demands regarding tasks and work. The company's high expectations of employees can also be an influence on employee stress. In conditions like this, companies must really understand how to prevent stress in employees. The form of stress that can be caused by each individual in the company certainly varies according to the characteristics of the employee. Even though the stress experienced by employees is similar, each individual who feels work stress can respond differently.

This research took place at PT Langgan Kita Bersama, using sales data for 2022 - 2023. And from the sales results provided, it is known that sales have increased (data can be seen in the attachment). And based on the author's observations with HRD (Mrs. Rini) stated that the turnover rate in this

company is very low. Based on these observations, the author conducted research with the title "The Influence of Compensation, Workload, and Work Stress on Employee Job Satisfaction at PT Langgan Kita Bersama" .

COMPENSATION (X¹)

Based on (Pujiarti & Pujiarti, 2021) explain that Compensation is the result received by HR for the abilities and expertise provided to an organization.

Based on (Daniel Adam, 2023) explain that Compensation is the most important component of HR management, which helps determine a company's success by, usually, motivating people to produce the required results.

Based on Mondy (Yoyo Sudaryo, Agus Aribowo, 2018) explain that Compensation is the total of all rewards received by employees as compensation for the services they have provided.

Based on (Lijan Poltak Sinambela 2016, 218) mention there are several indicators on Compensation

- Wages
- Commission

WORKLOAD (X²)

Based on (Aknes & Silaswara, 2023, 2) stated that Workload is an important factor that can significantly influence employees to carry out their job responsibilities.

Based on Utomo (Ridho & Susanti, 2019, 175) stated that Workload is a collection of tasks that an organizational unit or job holder must do within a predetermined time frame.

Based on (Diana Silwara, 2021) stated that Workload is all the activities that each job must complete in one period.

Based on (Koesomowidjojo, 2017) mention there are several indicators on workload :

- Working conditions
- Use of working time
- Targets to be achieved

JOB STRESS (X³)

Based on (Dyanto & Sitorus, 2022) stated that Job stress is a feeling of pressure faced by employees to carry out their work. Keep doing this work reflected in unstable emotions, feeling restless, difficulty sleeping, likes to be alone, unable to relax, excessive smoking, nervousness, tension, anxiety, indigestion, or increased blood pressure.

Based on Herdian (Diana Silwara & Yuli, 2021, 3) stated that Work stress is a person's psychological response related to the situation of oneself and one's environment, which is exacerbated by a person's forced adaptation ability.

Based on (Fabian Pratana & Sutisna, N, 2022) stated that Job stress is a feeling of pressure faced by employees to carry out work.

Based on (Sugandha, 2019) mention there are several indicators on job stress :

- Environmental factor.
- Personal factors.

JOB SATISFACTION (Y)

Based on Sutrisno (Natus Rustandi & Sutisna, N, 2022, 4) stated that Job satisfaction means looking at an employee's attitude towards work and working conditions related to the employee.

Based on (Edy Sutrisno, 2019, 75) stated that Job satisfaction is an emotional state that is pleasant

or unpleasant for employees to view their work.

Based on Luthans Fred (Ridho & Susanti, 2019, 3) stated that Job satisfaction is a set of employees' feelings about whether their work is enjoyable or not, which shows the suitability between their work expectations and the benefits they receive in the company.

Based on Melayu S.P Hasibuan (Robith, 2019) mention there are several indicators on job satisfaction :

- Enjoy work
- Loves work
- Positive work morale
- Work discipline.

PROBLEM PORMULATION

Whether all independent variables have an effect on employee work satisfaction at PT Langgan Kita Bersama, either partially or simultaneously, is the issue at hand in this study?

RESEARCH METHOD

The type of research used in this research is descriptive research and quantitative research.

Based on (Muhammad Ramdhan, 2021, 6–7) stated that Descriptive research is research with methods to describe research results. As the name suggests, this type of descriptive research aims to provide descriptions, explanations and validation of the phenomenon being studied.

According to (Cindy Theresia, 2023, 5) stated that Quantitative research can be interpreted as a research method that uses data or numbers

POPULATION & SAMPLE

All of PT Langgan Kita Bersama's personnel made up the study's population, and 31 of them were also sampled.

RESULTS

1. Model Summary Table

Based on (Ghozali 2018, 98) states the F statistical test shows whether each independent or dependent variable included in the model has a relationship with other variables, whether dependent or unrelated.

Tabele. 1

<i>MODEL SUMMARY</i>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,878 ^a	,772	,746	3,73922
a. Predictors: (Constant), STRES KERJA, KOMPENSASI, BEBAN KERJA				

The Adjusted R Square value is 0.746 or 74.6%. This figure shows that the variables Compensation, Workload and Job Stress simultaneously influence Job Satisfaction by 74.6%, while 25.4% (100% - 74.6% = 25.4%) is influenced by other variables or in outside variables that are not studied.

2. Hypothesis Test Table

a. T test

Based on (Sugiyono 2017, 230), the t test compares the independent and dependent variables in part while assuming that the other variables are constant.

Tabele. 2

COEFFICIENTS ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,506	5,881		1,106	,278
	KOMPENSASI	,916	,100	,857	9,120	,000
	BEBAN KERJA	-,120	,107	-,113	-1,128	,269
	STERS KERJA	,053	,141	,038	,376	,710

a. Dependent Variable: KEPUASAN KERJA KARYAWAN

- 1) Because the t_{count} test result of 9.120 is greater than the t_{table} result of 1.701, it can be concluded that compensation has a significant effect on employee job satisfaction.
- 2) Since t_{count} -1.128 is less than t_{table} 1.701, it is known that workload has little effect on employee job satisfaction.
- 3) How stress at work affects workers' job satisfaction. It is known from the t test findings that t_{count} is 0.376, which is less than t_{table} 1.701, and that this indicates that Job Stress (X3) does not significantly affect Employee Job Satisfaction

b. F test

Based on (Ghozali 2018, 98), the F statistical test essentially demonstrates if every independent or independent variable present in the model has a combined impact on the dependent or related variable.

Tabele. 3

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1274,880	3	424,960	30,394	,000 ^b
	Residual	377,507	27	13,982		
	Total	1652,387	30			

a. Dependent Variable: KEPUASAN KERJA
 b. Predictors: (Constant), STRES KERJA, KOMPENSASI, BEBAN KERJA

With a significance level of 0.000 0.5, the F_{count} value of 30.394 is greater than the F_{table} value of 2.96 or $30.394 > 2.96$. It can be concluded that job satisfaction is influenced simultaneously by the F test on all variables of compensation, workload and work stress.

CONCLUSION

Based on data analysis and discussion. With the results of this research, it can be concluded regarding research on the Effect of Compensation, Workload and Work Stress on Employee Job Satisfaction, Case Study at PT. Our subscriptions together are as follows :

1. With a significant value of 0.000 0.05, the value of the hypothesis test, t_{count} 9.120, is higher than t_{table} 1.701. Employee job satisfaction is significantly influenced by the compensation variable.
2. T_{table} 1.701 workload is less than t_{count} -1.128 workload, with a significant value of $0.269 > 0.05$. Employee job satisfaction is not significantly impacted by the workload variable.

3. Job stress has a t_{count} of 0.376, which is lower than the t_{table} of 1.701 and has a significant value of $0.710 > 0.05$. Employee Job Satisfaction is not significantly impacted by the Job Stress variable.
4. F test for the Compensation, Workload and Work Stress variables with an F_{count} value of 30.394 which is greater than F_{table} 2.96 or $30.394 > 2.96$ with a significance level of $0.000 < 0.05$.

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