DETERMINATION OF EMPLOYEE WORK SATISFACTION

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Abstrak

Penelitian ini untuk mengetahui kompensasi, promosi, lingkungan kerja, dan kepuasan kerja di SMP dan SMA Deli Murni Bandar Baru serta pengaruh kepemimpinan, kompetensi dan kompensasi terhadap kepuasan kerja karyawan, baik secara simultan maupun Parsial. Metode yang digunakan adalah metode deskriptif dan verifikasi, maka metode penelitian yang digunakan adalah metode survei deskriptif dan metode survei eksplanatori. Jenis investigasi dalam penelitian ini adalah kausalitas. Unit analisis dalam penelitian ini adalah individu, yaitu semua karyawan di SMP dan SMA Deli Murni Bandar Baru yang berjumlah 58 orang menggunakan metode Sensus. Time Horizon Dalam penelitian ini adalah cross-sectional. Alat analisis yang digunakan adalah SPSS. Desain analisis data yang digunakan dalam penelitian ini adalah pendekatan analisis jalur, dengan desain tes yang dilakukan dalam penelitian ini adalah uji korelasi dan penentuan tes. Hasil dari penelitian ini adalah kepemimpinan dan pentation, dan kepuasan kerja di SMP dan SMA Deli Murni Bandar Baru sudah Good Thing, dan penilaian kompensasi karyawan sudah cukup. Namun masih membutuhkan perbaikan dan peningkatan. Kepemimpinan, kompetensi dan kompensasi secara simultan mempengaruhi kepuasan kerja. Kepemimpinan secara parsial berpengaruh, terhadap kepuasan kerja. Kompetensi secara parsial berpengaruh positif terhadap kepuasan kerja. Kompensasi memiliki efek positif parsial pada kepuasan kerja. Kompensasi memberikan pengaruh terbesar pada kepuasan kerja.

Kata kunci—Kepemimpinan, Kompetensi, Kompensasi, Kepuasan

Abstract

This research is to know the compensation, promotion, work environment, and job satisfaction in junior high School and high school Deli Murni Bandar Baru and influence of leadership, competence and compensation to employee work satisfaction, both simultaneously and Partial. Method used is a method of descriptive and verification, then the method of study used is the method of descriptive survey and method of explanatory survey. The type of investigation in this study is causality. The analysis Unit in this study is an individual, i.e. all employees in junior high school and high school Deli Murni Bandar Baru which amounted to 58 people using the Census method. Time Horizon In this study is cross-sectional. The analysis tool used is SPSS. The data analysis design used in this study is a pathway analysis approach, with the test design conducted in the study being a correlation test and test determination. Result of the research is leadership and the pentation, and job satisfaction in junior high School and high school Deli Murni Bandar Baru have already Good Thing, and employee valuation of compensation is sufficient. But still requires improvement and improvement. Leadership, competence and compensation simultaneously affect job satisfaction. Leadership is partially influential, towards job satisfaction. Competencies partially positively affect job satisfaction. Compensation has a partial positive effect on job satisfaction. Compensation provides the greatest influence on job satisfaction.
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Keywords— leadership, competence, compensation, work satisfaction.

PENDAHULUAN

Indonesia is the fourth most populace in the world, after China, India, and the United States. Therefore, if the quality of Indonesian human resources can be increased in line with other developed countries, then Indonesia will become the most developed country than other countries. This is what we certainly hope to be together, both by the Government of Indonesia and the Indonesian people in general.

One of the national problems facing the nation of Indonesia for now is in terms of human resource management. A lot of human resources, when used properly and properly can encourage development and development in our country, especially sustainable development. The number of human resources that exist today, must also be utilized optimally so that the people can enjoy the as a result of the independence of the Indonesian nation. One of the impacts of Indonesian independence, the community can enjoy a quality education, provision of facilities, and adequate employment. The deficiency in the provision of such facilities will lead to social unrest that will impact the welfare of the community. Education is one of the most instrumental in building Indonesian human resources to become a superior HUMAN resource. Education includes formal education from PAUD to college, as well as non-formal education that can be obtained from personal experience, other people, or training or courses maintained by the institutions Care about improving the quality of human resources in Indonesia.

Deli Serdang one of the district in the province of North Sumatera. Based on the Central Statistics Agency's source, there are 800 school units in the district. The Catholic Education Foundation of Junior High School and High School Deli Murni Bandar Baru, is one of the schools in the district of Deli Serdang. By comparison ratio, 1:20 between teachers and students in the district, willing to say that it is still in the ideal comparison ratio. High School and High school Deli Murni Bandar Baru, is one of the educational institutions that play a role in creating a reliable human resources and have a competent in the future.

(Ibrar, Shafique, Ahmad, & Abbass, 2015) ,explaining that job satisfaction is a feeling of work done or other aspects related to the work; job satisfaction is influenced by several things such as: compensation, promotion, work environment, guarantee and number of working hours.

Table 1 Number of officers/teachers and students IN SMP-SMA Deli Murni Bandar Baru

Number	School year	Number of teachers	Number of students
1	2015 S/d 2016	58 people	315 people
2	2014 S/d 2015	60 people	305 people
3	2013 S/d 2014	57 people	299 people
4	2012 S/d 2013	55 people	230 people

In table 1 shows that, there was an admission of officers that occurred annually at the new Urban Catholic Education Foundation. This Data, as an initial observation by the author, as well as a reference for the leadership of the foundation to find out, there is a problem that, employees always experience *turn offer* (entrance and exit of staff).

Table 2 Initial survey on the job satisfaction of junior high school and high school Deli Murni Bandar Baru (n = 30)

No	Employee Work Satisfaction Indicators	Value
1	Satisfaction of working relationship with foundation leaders	106
2	Satisfaction of the awards given to the competence of the employees	98

3	Satisfaction of the social security given by the foundation	108
4	Satisfaction on the promotion given the foundation	110
5	Satisfaction of compensation given by the foundation	102
6	Satisfaction of the work environment in the foundation	115
	Total value	639
	Average value	106

Based on the results of the preliminary survey as presented in table 2, it is clear that there is an indication of the dissatisfaction of junior high school employees of Deli Murni Bandar Baru, especially for the leadership that has an average value, then respect for competency, and Compensation is still a temporary value below the average value. This can be seen from the low value of these three aspects.

According to (Sudarmanto, 2009), Competence illustrates the basic knowledge and standards of performance required in order to successfully complete a work or hold a position. This theory is in accordance with the state of the school, in connection with the satisfaction gained by the employees on the competencies that are owned in accordance with the position or office of the officer in the below average value.

Based on the explanation described above, it can be confirmed the importance of research on ' determination of the satisfaction of officers in junior and high school Deli Murni Bandar Baru.

Human Resource Management

According to (Malayu Hasibuan, 2007) Human resources are the integrated ability of the individual's mind and physical power. According to (Wirawan, 2009) SDM is a resource used to mobilize and to inertial other resources to achieve organizational objectives.

Leadership

Leadership according to (Edy Sutrisno, 2011) suggests that leadership is the ability to influence other parties, through direct or indirect communication with the intent to move people to Understanding, consciousness, and pleasure in willing to follow the will of the leader.

Competence

According to (Sudarmanto, 2009) Competence are characteristics related to superior performance and or effective in the work. According to (Sudarmanto, 2009) Competence illustrates the basic knowledge and standards of performance required in order to successfully complete a work or hold a position.

Compensation

(Fields, 2014) stating that compensation is an important instrument of recruiting and maintaining a dedicated and responsible employee of the organization. Compensation management aims to achieve long-term business objectives through recruiting, motivating, and retaining competent employees.

Job satisfaction

(Rizwan, 2012) explaining that job satisfaction is the feelings and minds of employees about their work and work environment. Job satisfaction aims to satisfy the needs of employees in work. Job satisfaction is influenced by several factors, namely: occupational substance, age, gender, education, work environment, location, co-worker, salary, and amount of working time (Rizwan, 2012).

METODE PENELITIAN

The methods of study used are *descriptive methods survey* and method *explanatory survey*. This research-Free variable is leadership (X1), competence (X2), compensation (X3). While the variable is tied from the research is employee satisfaction (Y). Measurement of

variables in this study by using interval scales. This interval scale is usually measured through a kuisoner instrument with a likert scale.

The dimensions of measurement for leadership are conceptual capabilities, human relations, managerial, profession, and engineering. The dimensions of compensation are salary or wages, incentives, leave, social security and education. Dimensional competence of skills, knowledge, self-concept, motive and nature. Job satisfaction indicators are job pleasures, work outcomes, occupational conditions, and quality of life.

Data collection is obtained by the interview method, through a questionnaire instrument that is distributed to the population of all junior high school officers and the Deli Murni Bandar Baru, amounting to 58 people. Data analysis to determine the influence of independent variables (leadership, competence, and compensation) of dependent variables (employee satisfaction) approaches in modeling as well as engineering solutions used as an analytical tool in This research is to use *path* analysis and SPSS software.

HASIL DAN PEMBAHASAN

A. Descriptive analysis

After the data collection is obtained, the result of descriptive analysis of compensation can be seen in more detail in table 3.

Table 3 leadership of SMP and high school Deli Pure New Town (N = 58)

Poll Code	Leadership indicators	Value
K1	Leader in decision making	221
K2	Problem solving	221
K3	Disciplinary	231
K4	Responsibilities of Leaders	238
K5	Have a lot of relationships	226
K6	Provide freedom in work	214
K7	Have a good social life	201
K8	Provide motivation	233
K9	Provide opportunities in learning	235
K10	Providing Solutions	222
Total value		2242
Average value		224.2

Acquired that the total leadership variable value reaches 2242; With the highest value range is 5 x 10 x 58 = 2900, and the lowest value is 1 x10 x 58 = 580. The classification of the respondent's response value to the compensation variable can be described in the value weighted stage with a value range of 46.4 as follows:
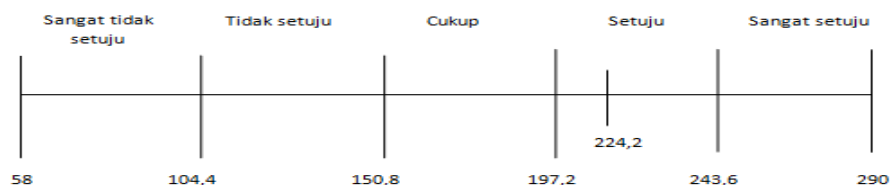
Terse that the leadership of junior high School in Deli Murni Bandar Baru has an average of 224.2 values that are in the fourth grade interval value (197.2 – 243.6). This indicates that in

general the leadership in the SMP and high school Deli pure New Town has been well-made by employees.

Competency Descriptive analysis results can be seen in table 4

Table 4 Competency of Junior high school and high school Deli Pure New Town (N = 58)

Poll Code	Competency Indicator	Value
K01	Good communication	243
K02	Socializing Life	233
K03	Pedagogy of employees	247
K04	Pedagogic officers	222
K05	Attending training	251
K06	Competent officers	215
K07	Ready to be judged	217
K08	Creative	217
K09	Like to discuss	227
K010	Participants	243
Total value		2315
Average value		231.5

According to table 4, it is found that the total competency variable value reaches 2315; with the highest value range being 5 x 10 x 58 = 2900, and the lowest value is 1 x10 x 58 = 580. The classification of the respondent's response value to the competency variable can be described in the value weighted stage with a value range of 46.4 as follows:
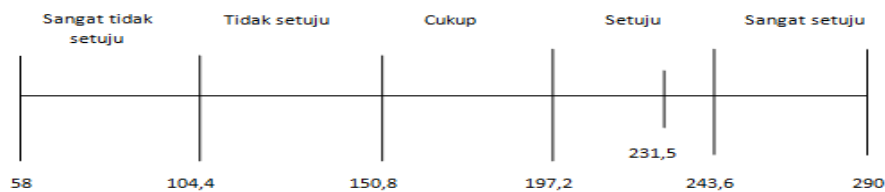
It is seen that the competence in junior high School and Deli Murni Bandar Baru has an average value of 231.5 which is in the fourth-grade interval value (197.2 – 243.6).
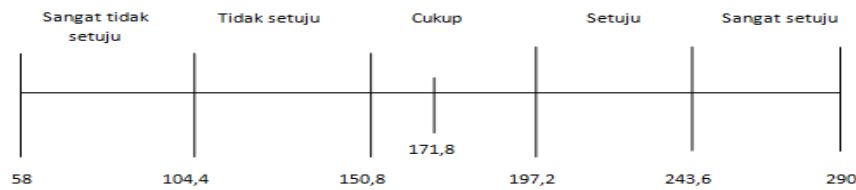
The results of the descriptive analysis of the combination can be seen in table 5

Table 5 compensation IN SMP and high school Deli Pure New Town (N = 58)

Poll Code	Compensation indicators	Value
KS1	Income/Salary	188
KS2	Money Tutoring/Extras	184
KS3	Achieve target/work-based	188
KS4	Jht	146
KS5	Bpjs	214
KS6	Loan	196

KS7	Monthly/Weekly Holiday	145
KS8	Award	145
KS9	Training	174
KS10	Education Scholarship	138
Total value		1718
Average value		171.8

According to table 5, it is found that the total compensation variable value reaches 1718; with the highest value range being 5 x 10 x 58 = 2900, and the lowest value is 1 x10 x 58 = 580. The classification of the respondent's response value to the compensation variable can be described in the value weighted stage with a value range of 46.4 as follows:


Based on table 5, it is seen that the compensation in junior high School and Deli pure New Town has an average value of 171.8 which resides on third class interval value (150,8-197,2).

The results of a descriptive work satisfaction analysis from the reasearch can be seen in more detail in table 6

Table 6 Job satisfaction in junior high School and SMADeli Pure New Town (N = 58)

Poll Code	Compensation indicators	Value
KK1	Enjoy the job	227
KK2	High spirits	223
KK3	Good communication	230
KK4	Can work in team	220
KK5	Appreciation from the leadership	156
KK6	Results that exceed expectations	238
KK7	Results that meet expectations	239
KK8	Decline/Displin Attendance	209
KK9	Increased rewards	206
KK10	Increasingly challenging work	196
Total value		2144
Average value		214.4

According to table 6, it is found that the total compensation variable value reaches 2144; With the highest value range is 5 x 10 x 58 = 2900, and the lowest value is 1 x10 x 58 = 580. The classification of the respondent's response value to the compensation variable can be described in the value weighted stage with a value range of 46.4 as follows:
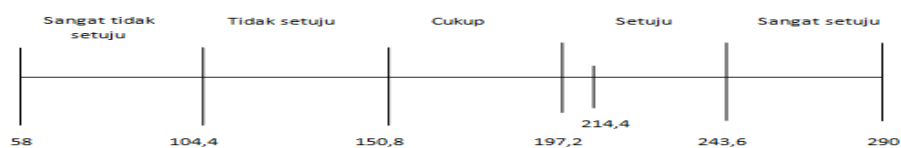
Based on table 6, it appears that the job satisfaction in junior high School and Deli pure New Town has an average value of 214.4 which resides on the fourth class of the interval value (197.2 – 243.6).

B. Track analysis

Table 7 Results Test determinations

Model Summary

| Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	, 872ᵃ	, 760	, 747	2.787

A. predictors: (Constant), leadership, competence,compensation

Table 8 Results Test influence independent **variables against dependent variables**

		Leadership	KOMPE TENSI	KOMPE NSASI	JOB SATISFACTI ON
Leadership	Correlation	1	, 643**	, 689**	, 799**
	Sig. (2-tailed)		,000	,000	,000
	N	58	58	58	58
Competence	Correlation	, 643**	1	, 299*	, 682**
	Sig. (2-tailed)	,000		,023	,000
	N	58	58	58	58
Compensation	Correlation	, 689**	, 299*	1	, 699**
	Sig. (2-tailed)	,000	,023		,000
	N	58	58	58	58
KEPUASAN_KERJA	Correlation	, 799**	, 682**	, 699**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	58	58	58	58

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Table 9 Results test correlation between variables *Correlation*
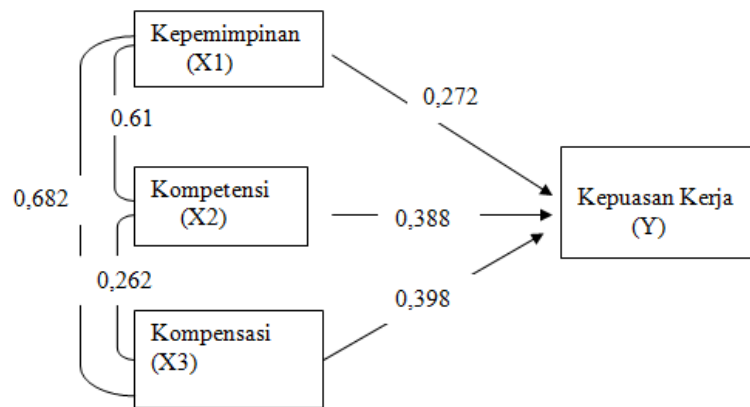
Figure 1 Diagram structure of Leadership path analysis, competence and compensation for job satisfaction

In Figure 1. Can be seen the influence of variable leadership, competence, and compensation to the work satisfaction of junior high school and high school Deli pure Bandar Baru and can be seen also the correlation coefficient between the variable leadership, the competition, and the compensation.

C. Hypothesis Test

In order to determine whether the influence of leadership variables, competencies and compensation for work satisfaction variables simultaneously, it is necessary to know simultaneous test results.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	Q	Sig.
1	Constant	3.635	2.055		1.769	, 083
	X1	, 217	, 096	, 272	2.269	,027
	X2	, 348	, 083	, 388	4.211	,000
	X3	, 329	, 081	, 398	4.063	,000

a. Dependent Variable: Y

Based on the results obtained in Table 8 and table 9. Then sketch analysis can be illustrated as follows:

Table 10 simultaneous test results ANOVAᵇ

Model		*Sum of Squares*	Df	*Mean Square*	F	Sig.
1	*Regression*	1185.933	3	395.311	50.024	,000ᵃ
	Residual	418.830	53	7.902		
	Total	1604.763	56			

A. Predictors: (Constant), X3, X2, X1

B. Dependent Variable: Y

To determine whether the influence of leadership variables, competencies and compensation for partial work satisfaction variables, it is necessary to know partial test results.

Table 11 Coefficientsᵃ partial test result

Model		Q	Sig.
1	Constant	1.769	, 083
	X1	2.269	,027
	X2	4.211	,000
	X3	4.063	,000

Dependent Variable: Y

D. Discussion

Based on the results of a descriptive analysis conducted on the leadership variables, competencies, and compensation and job satisfaction in the junior high school and high school Deli Murni Bandar Baru, it can be concluded that employees generally have perceived Leadership, and competence, on work satisfaction in junior high school and high school Deli Murni Bandar Baru is good, and variable compensation to job satisfaction is assessed by employees enough.

Based on the results of the analysis and testing of variables that have been done, it can be concluded that the variable leadership, competence, and compensation of employees simultaneously correlates positively to the work satisfaction of junior high school employees Deli Murni Bandar Baru.

The results of the hypotheses test analysis simultaneously concluded that the variable leadership, competence and compensation simultaneously affected the work satisfaction variables of junior high school employees and high school Deli Murni Bandar Baru.

The results of a partial hypothesis test analysis also concluded that the compensation variables were partially influential, and significant to the work satisfaction of junior high school officers and the Deli pure Bandar Baru.

SIMPULAN

Leadership, competence in junior high school and high school Deli Murni Bandar Baru has been perceived by both employees, own leadership in terms of responsibility of leaders, competence especially in the element pedagogy, Good communication, and also participants in school activities. Compensation in junior high School and the Deli pure Bandar Baru has been perceived enough by employees, especially in the provision of insurance and salary or income received, as well as employment-based incentives.

Job satisfaction in junior high school and high school Deli Murni Bandar Baru has been perceived by both employees, especially in terms of the results of the exceeding expectations. Leadership, competence and compensation simultaneously affect the work satisfaction of junior high school employees and the Deli Murni Bandar Baru.

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