ANALYSIS OF THE INFLUENCE OF THE WORK ENVIRONMENT AND COMPENSATION ON WORK PERFORMANCE WITH JOB SATISFACTION AS A MEDIATION VARIABLE
(Case Study SMAN 1 Margasari Tegal Regency)

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Abstract

Research aims to find out the influence of the work environment, compensation, and job satisfaction on Job Performance and know the influence that occurs indirectly on job satisfaction that acts as a mediator in SMAN 1 Margasari Tegal Regency. Quantitative descriptive research was used by researchers in this study. All Teachers and Staff Employees from SMAN 1 Margasari Tegal Regency became the object of this research. In the study, questionnaires became a data collection method used by researchers, with 52 respondents as sampling techniques.

Validity and reliability tests are utilized by researchers to check records high-quality, with information analysis strategies used, particularly classical assumption checks, multiple linear regression exams, hypothesis checks and sobel exams. based at the outcomes of studies that has been accomplished suggests that the work surroundings has a extensive positive impact on paintings performance, reimbursement does not have a widespread fine effect on paintings performance, work environment has a significant fine effect on job pleasure, activity delight has a significant nice effect on work performance, job satisfaction can mediate the paintings surroundings on performance. work, and job pleasure cannot mediate reimbursement for work performance.

Keywords: Work Environment, Compensation, Job Satisfaction, Job Performance

Introduction

Indonesia needs good enough human resources and great as the principle guide in development, human assets are a important issue within the control of an employer. In attaining its goals, an agency needs human assets as a gadget supervisor. equipped human assets with properly paintings overall performance, can assist business achievement. Conversely, incompetent human assets and bad work overall performance are competitive

issues that may put companies at a loss. reaching an corporation's dreams requires human resources as a machine supervisor. For this system to run of direction in its management ought to be aware of several vital elements including reimbursement, motivation, work surroundings, paintings struggle, work performance, task pleasure and different components. this will make human resource. Management one of the important indicators of achieving organizational goals effectively and efficiently. Human resources are the main key that must be considered, with all their needs in a company. Human resources is also the spearhead that will determine the successful implementation of the company's activities and is also a crisis factor that can determine the back and forth and death of a company (Kuncoro et al., n.d.)

Organization is a social unity that is consciously coordinated with a reactive boundary that can be identified working continuously to achieve goals. An organization cannot run if there are no humans in it therefore an organization is a group of people from different backgrounds whether personality, education, environment, economic status, and so on who are united in one common goal in one company. One of the things that may affect worker behavior to work extra excitedly and spur high performance is that compensation may be very essential for personnel, due to the fact the small quantity of reimbursement is a degree of worker's work performance, then if the repayment device furnished by the business enterprise is fair enough for personnel, it will inspire employees to be better at doing their jobs and extra responsible for every undertaking given via the company (Trang et al., 2015). The reason of reimbursement completed via the corporation, among others, is to appreciate employee achievements, make certain equity amongst personnel, preserve employees, get more qualified personnel, and the repayment device ought to be capable of inspire employees. consequently, reimbursement is an critical issue on the way to work greater productively and qualified (Wardani, 2009). similarly, job satisfaction also has an crucial meaning for worker self-actualization.

employees who do no longer get job pleasure will not reach mental adulthood. personnel who get excellent activity pleasure generally have a report of attendance, process turnover and proper task performance as compared to personnel who do now not get job satisfaction. task pride is described as a nice kingdom or tremendous emotion resulting from an assessment of 1's paintings or paintings enjoy. task pleasure consequences from personnel' perceptions of the way properly their paintings provides what is visible as critical. process pride has a totally crucial which means to provide a conducive state of affairs inside the agency environment. job satisfaction will be located due to the fact the advantages obtained, each for employees and for the enterprise, for employees are researched approximately the reasons and assets of process pride, as well as efforts which could boom process delight. primarily based on that heritage, so the writer performed a look at with the title "evaluation of the have an effect on of the work environment And repayment On task performance With process satisfaction as a Mediation Variable"

Problem Formula

1. Does the Work Environment affect Work Performance in SMAN 1 Margasari?
2. Does Compensation affect Work Performance in SMAN 1 Margasari?
3. Does the Work Environment affect SMAN 1 Margasari Job Satisfaction?
4. Does Compensation affect Job Satisfaction in SMAN 1 Margasari?
5. Does Job Satisfaction affect Job Performance in SMAN 1 Margasari?
6. Does Job Satisfaction mediate the Work Environment to Work Performance in SMAN 1 Margasari?
7. Does Job Satisfaction mediate Compensation for Work Performance at SMAN 1 Margasari?

Research Objectives

1. To find out the effect of the Work Environment on Work Performance on SMAN 1 Margasari
2. To find out the effect of Compensation on Work Performance on SMAN 1 Margasari
3. To find out the effect of the Work Environment on Job Satisfaction on SMAN 1 Margasari
4. To find out the effect of Compensation on Job Satisfaction on SMAN 1 Margasari
5. To find out the effect of Job Satisfaction on Job Performance on SMAN 1 Margasari
6. To find out if Job Satisfaction mediates the Work Environment to Work Performance in SMAN 1 Margasari
7. To find out if Job Satisfaction mediates Compensation for Work Performance in SMAN 1 Margasari

Research Methods

Nature of research

This technique in studies is a quantitative technique wherein studies facts inside the form of numbers and evaluation the use of facts. Quantitative procedures purpose to check theories, construct facts, show relationships between variables, offer statistical descriptions, estimate and forecast results. The data used in the study was obtained using two techniques that are expected to qualify, such as relevant, complete and detailed.

Sampling Techniques

This research data collection technique uses saturated sampling techniques, which are sampling techniques when all members of the population are used as samples. The population in this study is all Teachers and Staff from SMAN 1 Margasari Tegal Regency which numbers 52 people.

Data Collection Methods

The method of collecting data in this study is by spreading questionnaires or questionnaires. Conducted a questionnaire distribution to all teachers and staff employees at SMAN 1 Margasari with 52 people. The questionnaire contains questions or statements in writing and also contains a rating scale. Rating scale is a data collection tool in the form of a list that contains characteristics of behavior / traits that must be recorded in stages. This measurement scale consists of a series of labels with written descriptions. The set of labels in question is as follows: Strongly Agree (SS=4) Agree (S=3) Disagree (TS=2) Strongly Disagree (STS=1)

Definition Of Variables

Variables are a learned trait, a symbol or symbol to which a number or value is attached, distinguishable, has a variation in value or a difference in value. The variables in this study there are 4 variables, namely: Work Environment, Compensation, Work Performance, Job Satisfaction.

1. **Work performance**

   paintings performance is the consequences done with the aid of someone according to the measure relevant to the work in query. paintings performance as a person's achievement in carrying out a activity. With the boom in employee paintings performance, the productivity of the agency can growth. This increase in productivity is what is expected via all companies to achieve the organization's goals.. (Karim, 2013) said that work overall performance is a result of work performed with the aid of employees in carrying out responsibilities assigned to him based on capabilities, enjoy, and earnestness and time.

2. **Work Environment**

According to (Rohman et al., 2018) defines the paintings environment as "the entire manner of work infrastructure that surrounds personnel who are carrying out work that may have an effect on the work itself". despite the fact that the work surroundings is an critical aspect and may have an effect on employee performance, however nowadays there are nonetheless many groups that pay much less interest to the running surroundings conditions around the corporation. The paintings surroundings is everything this is across the workers and that could affect them in sporting out the obligations charged. for example cleanliness, song, and others (Nurhasanah, 2010).

3. **Compensation**

According to (Rohman et al., 2018) repayment is all profits within the shape of cash, direct or oblique goods obtained via employees as compensation for offerings provided to the corporation. The status quo of an powerful repayment gadget is an important part of human resource management as it facilitates appeal to and hold proficient jobs. in addition, the business enterprise's repayment gadget has an effect on strategic performance.

4. **Job Satisfaction**

(Orthop, 2012) defines job pride as a standard mind-set of an person towards his or her task, the distinction among the amount of rewards a worker gets and the amount they trust they must obtain. task pride is determined by numerous elements, specifically mentally tough paintings situations, supportive running situations, supportive coworkers, and personality-to-work suitability. task pride is basically something that is character. every individual has a exceptional stage of pleasure according to the fee device that applies to him

Research Hypothesis

1. Relationship Between Work Environment and Work Performance
2. Relationship Between Compensation and Ker's Achievements
3. Relationship Between Work Environment and Job Satisfaction
4. Relationship Between Employee Compensation and Job Satisfaction
5. Relationship Between Job Satisfaction and Employee Performance
6. Job Satisfaction Mediates Work Environment Against Work Performance
7. Job Satisfaction Mediates Compensation For Work Performance

Results And Discussions

Multicollinearity Test

Multicollinearity test is a regression model test tool to find correlations between independent variables. A good regression model should not be a correlation between independent variables. Multicollinearity test can be done with regression test, with benchmark value VIF (Variance Inflation Factor) and Tolerance value (Kusumah, 2016). Kriterika used that is if the value of VIF < 10 and Collinearity Tolerance > 0.1, then it can be inferred data free from symptoms of multicollinearity.

Multicollinarity Test Equation I

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	15,815	5,601		2,824	,007		
	LINGKUNGAN KERJA	,357	,186	,266	1,923	,060	,864	1,157
	KOMPENSASI	,288	,153	,261	1,888	,065	,864	1,157

[a]. Dependent Variable: KEPUASAN KERJA

Source: data processed SPSS 24, 2022

Based on the results of multicollinearity tests it can be concluded that the regression model in this study does not occur multicolinarity, if viewed from the VIF value of 1,157 smaller than 10, meaning that the regression model does not occur multicolinierity.

Multicollinarity Test Equation II

Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	8,456	3,827		2,210	,032		
	LINGKUNGAN KERJA	,241	,122	,261	1,975	,054	,804	1,244
	KOMPENSASI	-,076	,100	-,100	-,758	,452	,806	1,241
	KEPUASAN KERJA	,318	,091	,462	3,512	,001	,810	1,235

[a]. Dependent Variable: PRESTASI KERJA

Source: data processed SPSS 24, 2022

Based on the results of multicollinearity tests it can be concluded that the regression model in this study does not occur multicolinarity, if viewed from the VIF value of each variable which is 1,244, 1,241, 1.235 smaller than 10, meaning that the regression model does not occur multicollinearity.

Normality Test

The normality test is intended to show that there are samples taken from normal distributed populations. A good model is to have a normal or near-normal data distribution. There are two ways to detect whether residuals have a normal distribution or not, namely by graph analysis and statistical tests (Janie, 2012).

Test Equation Graph I

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: KEPUASAN KERJA
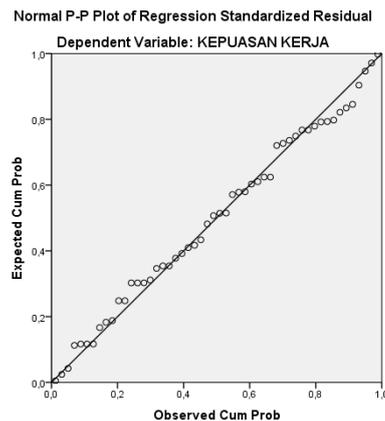
Source: data processed SPSS 24, 2022

Based on the graph of equation I above it can be known that the spread of points on the diagonal axis of the P-P Graph Plot of work environment variables and compensation for job satisfaction is close to that line/ axis. So it can be concluded that the data is distributed normal.

Test Equation Graph I
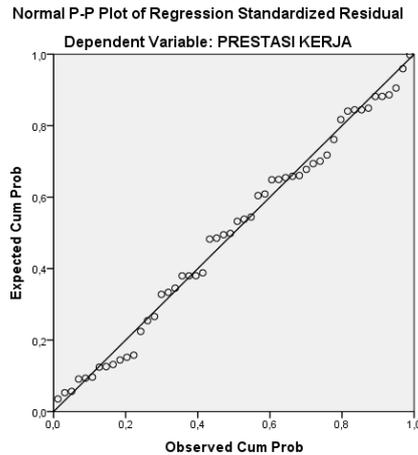

Source: data processed SPSS 24, 2022

Based on the graph of equation II above it can be known that the spread of points on the diagonal axis of the P-P graph Plots variables of the work environment, compensation, and job satisfaction to work performance approach the line / axis. So it can be concluded that the data is normal distribution**.**

Heteroskedasticity Test

Heterocedasticity test is a regression model test tool to determine the inequality of variance from residual one observation to another observation. The heteroskedasticity test in this study was to use SPEARMAN RHO with a significant degree ⊚ = 0.05. If the probability value of sig > 0.05 then it can be stated that the data does not occur symptoms of heteroskedastisity, conversely if the probability of sig < 0.05 then it can be stated that the data occurs symptoms of heteroskedastisity.

Heteroskedasticity Test Equation I

Correlations

			X1	X2	Unstandardized Residual
Spearman's rho	X1	Correlation Coefficient	1,000	,288 *	,111
		Sig. (2-tailed)	.	,039	,434
		N	52	52	52
	X2	Correlation Coefficient	,288 *	1,000	,103
		Sig. (2-tailed)	,039	.	,466
		N	52	52	52
	Unstandardized Residual	Correlation Coefficient	,111	,103	1,000
		Sig. (2-tailed)	,434	,466	.
		N	52	52	52

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

Source: data processed SPSS 24, 2022

From the results of the Spearman Rho test table the equation I found that all independent variable values have probability values greater than the significant levels of 0.05, namely 0.434 and 0.466. So it can be concluded that in regression equation I there are no symptoms of heteroskedasticity.

Heteroskedasticity Test Equation II

Correlations

			X1	X2	Z	Unstandardized Residual
Spearman's rho	X1	Correlation Coefficient	1,000	,288 *	,385 **	,013
		Sig. (2-tailed)	.	,039	,005	,927
		N	52	52	52	52
	X2	Correlation Coefficient	,288 *	1,000	,348 *	,041
		Sig. (2-tailed)	,039	.	,011	,775
		N	52	52	52	52
	Z	Correlation Coefficient	,385 **	,348 *	1,000	,186
		Sig. (2-tailed)	,005	,011	.	,187
		N	52	52	52	52
	Unstandardized Residual	Correlation Coefficient	,013	,041	,186	1,000
		Sig. (2-tailed)	,927	,775	,187	.
		N	52	52	52	52

*. Correlation is significant at the 0.05 level (2-tailed).
**. Correlation is significant at the 0.01 level (2-tailed).

Source: data processed SPSS 24, 2022

From the results of the Spearman Rho equation II test table it is found that all independent variable values have probability values greater than the significant levels of 0.05, namely 0.927, 0.775, and 0.187. So it can be concluded that in regression equation II there are no symptoms of heteroskedasticity.

Coefficient of Determination

The coefficient of determination (R^2) is the proportion or percentage of the total variation of Y described by the regression line. The coefficient of determination is the square of the correlation coefficient. The results of the coefficient of determination (R^2) can be seen in the following table:

Equation Determination Coefficient Test I (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,436 [a]	,190	,157	3,491

a. Predictors: (Constant), X2, X1

Source: data processed SPSS 24, 2022

Based on the table above, the coefficient of determination (R^2) is 0.157 or 15.7%. This shows the variable Job Satisfaction (Z) in SMAN 1 Margasari is influenced by the work environment (X1), Compensation (X2). While 84.3% were affected by other variables that were not present in the study.

Equation Determination Coefficient Test II (R^2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,571 [a]	,327	,285	2,21198

a. Predictors: (Constant), TOTALZ, TOTALX2, TOTALX1

Source: data processed SPSS 24, 2022

Based on the table above, the coefficient of determination (R^2) is 0.285 or 28.5%. This shows the variable Work Performance (Y) in SMAN 1 Margasari is influenced by the Work

Environment (X1), Compensation (X2) and Job Satisfaction (Z). While 71.5% were affected by other variables that were not present in the study.

Test t (Partial Test)

Hypothesis one test uses the test value t, which is performed to partially look at the influence of independent variables on dependent variables in both work environment (X1), compensation (X2) on job satisfaction (Z), and work environment (X1), compensation (X2), job satisfaction (Z) on job performance (Y). The t test is performed by comparing the t-count value with the t-table at a significant level of 0.05.

Test t (Partial Test) Equation I

Coefficients ᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15,815	5,601		2,824	,007
	X1	,357	,186	,266	1,923	,060
	X2	,288	,153	,261	1,888	,065

a. Dependent Variable: Z

Source: data processed SPSS 24, 2022

H0: Varies work environment, partial compensation has no effect on job satisfaction variables
Ha: Work Environment Variables, Partial compensation has an effect on the Job Satisfaction variable.
The t test is performed by comparing the calculated t value obtained at the table above with the significance rate of 0.05 with the degree of freedom (df) = n-k-1 = 52-3-1 with the condition of t table amount (1.674) with the conclusion in the t calculation test is as follows:

1. Work Environment
Based on the results of the test t in the table above it is known that the value of t calculates the Work Environment (X1) of 1,923 greater than t table 1,674 thus H0 is rejected and Ha is accepted meaning that the Work Environment partially has an effect on Job Satisfaction (Z) on Sman 1 Margasari

2. Compensation
Based on the results of the test t in the table above it is known that the value of t calculate Compensation (X2) of 1.888 is greater than t table 1,674 thus H0 is rejected and Ha is accepted meaning Compensation (X2) partially has an effect on Job Satisfaction (Z) in Sman 1 Margasari.

Test t (Partial Test) Equation II

Coefficients ᵃ

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,456	3,827		2,210	,032
	TOTALX1	,241	,122	,261	1,975	,054
	TOTALX2	-,076	,100	-,100	-,758	,452
	TOTALZ	,318	,091	,462	3,512	,001

a. Dependent Variable: TOTALY

Source: data processed SPSS 24, 2022

H0: The variable Work Environment, Compensation and Job Satisfaction partially have no effect on the variables of Job Performance.

Ha: Variables of Work Environment, Compensation, and Job Satisfaction partially have an effect on the variables of Work Performance. The t test is performed by comparing the calculated t value obtained at the table above with a significance rate of 0.05 with the degree of freedom (df) = n-k-1 = 52-4-1 with the condition of t table of (1.674) with the conclusion in the t calculation test is as follows:

1. Work Environment,

    Based on the results of the test t on the table above it is known that the value of t calculated work environment (X1) of 1,975 greater than t table 1,674 thus H0 is rejected and ha accepted means that the work environment partially has an influence on work performance (Y) on Sman 1 Margasari.

2. Compensation,

    Based on the results of the t test on the table above it is known that the value of t calculate Compensation (X2) of -0.758 is small from t table 1,674 thus H0 is accepted and Ha is rejected meaning compensation (X2) partially has no effect on Work Performance (Y) in Sman 1 Margasari.

3. Job Satisfaction

    Based on the results of the t test on the table above it is known that the value of t calculates Job Satisfaction (Z) of 3,512 greater than t table 1,674 thus H0 is rejected and Ha is accepted meaning that Job Satisfaction partially has an influence on Work Performance (Y) in Sman 1 Margasari

Sobel Test

The sobel test is a test to find out whether a relationship through a mediation variable is significantly capable of being a mediator in the relationship. Here is the calculation using the sobel test:

Equation Sobel Test I

Input:		Test statistic:	Std. Error:	p-value:
a	0.354	Sobel test: 2.14205497	0.10626338	0.03218906
b	0.643	Aroian test: 2.08954097	0.10893397	0.03665905
s_a	0.131	Goodman test: 2.19873832	0.10352392	0.02789653
s_b	0.183	Reset all	Calculate	

Source: data processed SPSS 24, 2022

From the results of the equation sobel test I in the table above, the Work Environment on Work Performance through Job Satisfaction has a Test Statistic of 2.1420 which is greater than the table's T value of 1.6746. It can then be concluded that Job Satisfaction (Z) is able to mediate the Work Environment (X1) to Work Performance (Y).

Equation Sobel Test I

Input:		Test statistic:	Std. Error:	p-value:
a	0.016	Sobel test: 0.14939748	0.06886328	0.88124
b	0.643	Aroian test: 0.14370108	0.07159306	0.88573652
s_a	0.107	Goodman test: 0.15582987	0.06602072	0.87616713
s_b	0.183	Reset all	Calculate	

Source: data processed SPSS 24, 2022

From the results of the equation sobel test II in the table above, Compensation for Work Performance through Job Satisfaction has a Test Statistic value of 1.4939 where the value is smaller than the table's T value of 1.6746. It can then be concluded that Job Satisfaction (Z) is unable to mediate Compensation (X2) to Work Performance (Y)

Conclusion

Based on the research that has been done, it can be concluded as follows:

1. The work environment has a positive and significant effect on Job Satisfaction in SMAN 1 Margasari as evidenced by the results of the T test where the result of t counted 1,923 is greater than t table 1,674
2. Compensation has a positive and significant effect on Job Satisfaction in SMAN 1 Margasari as evidenced by the results of the T test where the result of t counted 1,888 is greater than t table 1,674
3. Work Environment positive and significant effect on Work Performance in SMAN 1 Margasari evidenced by the results of the T test where the result of t count 1,975 is greater than t table 1,674
4. Compensation has no positive and significant effect on Work Performance in SMAN 1 Margasari as evidenced by the results of the t test where the t count result of 0.758 is smaller than t table 1,674
5. Job Satisfaction has a positive and significant effect on Work Performance in SMAN 1 Margasari as evidenced by the results of the T test where the t count result of 3,512 is greater than t table 1,674
6. Job Satisfaction is able to mediate the Work Environment to Work Performance in SMAN 1 Margasari evidenced by the results of the statistical test on the sobel test of 2.1420 greater than t table 1.6746.
7. Job satisfaction is not able to mediate Compensation for Work Performance in SMAN 1 Margasari evidenced by the results of the test statistic on the sobel test of 1.4939 where the value is smaller than the value of T table which is 1.6746.

Suggestion

A. SMAN 1 Margasari Tegal Regency to maintain or improve the quality of the Work Environment so as to make Teachers and Staff work comfortably and calmly because based on the results of Work Environment research has an influence on Work Performance in Teachers and Staff at SMAN 1 Margasari with a test result of T of 1,975 where the value is greater than the T table.
B. SMAN 1 Margasari Tegal Regency to maintain or improve Job Satisfaction in Teachers and Staffing Staff because based on the results of job satisfaction research has an influence on work performance in Teachers and Staffing Staff at SMAN 1 Margasari with a T test result of 3,512 where the value is greater than the T table.
C. In order for work performance to be maintained and even increased, the agency should pay attention to the needs of teachers and staffing staff at SMAN 1 Margasari in work.
D. To improve work performance, the head of SMAN 1 Margasari needs to provide a safe workplace in order to be expected to improve the work capabilities of teachers and staffing staff. It is also expected to be able to improve the quality of work and work together to help agencies in achieving goals.

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