

# *Effect of Compensasi to Employee Satisfaction at a Detention Class II B City School River City Full*

Anggara Bratama

<sup>1</sup> Student of the Master's Degree Program in Administrasion Public,  
Faculty of Social Sciences,  
State University of Padang, Indonesia



**Abstract**— Compensation is also an award given to employees either directly or indirectly, a financial or non financial yan fair to employees or their contribution in achieving its goals of the organization, so that compensation is needed by any organization to improve employee satisfaction. The purpose of this study was to determine the effect of compensation on employee satisfaction at a detention class II b town full river.to determine the influence of compensation to employee satisfaction at a detention class II b city full river. The respondent in this research were as many as thirty eight people. This study uses data collection techniques are fieldwork and research libraries. Compensation significant influence on job satisfaction in a detention class II b city full river. From the results of calculations using the formula pearson product moment correlation r value is 0.4150, this means that compensation (variable x) has an influence on job satisfaction (variable y) on the detention class II b city full river. From the calculation of the coefficient of determination values obtained 17,22 % while the by 17,22 % while the remaining 82,78 % is explained by other factors not exmined in this study or not an indicator. Compensation significant influence on job satisfaction in a detention class II b city full river. of  $t > t$  table is  $3,921 > 2,028$ .

**Keywords**— Compensasi, Employee Satisfaction.

## I. INTRODUCTION

An organization was founded because it has goals to be achieved. In achieving its goals, every organization is influenced by the behavior and attitudes of people in the organization. The success of an organization to achieve these goals depends on the ability of employees to operate work units in the organization, because the organization's goals can be achieved only because of the efforts of the actors in each organization.

An organization is a system that influences one another, if one of the sub-systems is damaged, it will affect other sub-systems. The system can run properly if the individuals in it are obliged to manage it, which means that as long as members or individuals still like and carry out the responsibilities as they should then the organization will run well.

A professional employee cannot escape from the fact that they are individuals who also have the needs, desires, and expectations of their place of work. The desire to meet these needs will affect the work motivation that exists in each individual to do everything better than others in carrying out activities to achieve goals.

For some employees, the hope of earning money is the only reason to work, but others argue that money is only one of many needs that are met through work. Someone who works will feel more valued by the surrounding community, compared to not working. To ensure the achievement of harmony in objectives, leaders can pay attention by providing compensation, because compensation is part of the reciprocal relationship between the organization and human resources.

According to Hasibuan (2001: 153) Compensation is all income in the form of money, direct or indirect goods received

by employees in return for services rendered to the organization. The purpose of providing compensation, among others, is as a bond of cooperation, job satisfaction, effective procurement, employee stability. Compensation is also an award given to employees both directly and indirectly, financially and non-financially equitable to employees or their contribution in achieving organizational goals, so that compensation is needed by any organization to increase employee satisfaction.

Therefore, one of the best ways to increase employee satisfaction capacity is to link compensation with employee development. If the compensation program is felt to be fair and competitive by employees, the organization will be easier to attract potential employees.

The Penitentiary State Class II B Penitentiary Institution of Sungai Penuh City as one of the institutions responsible for implementing bureaucratic reform through the penal system under the auspices of the Ministry of Law and Human Rights (Kemenkumham) which receives remuneration and compensation is expected to reinforce the mechanism of reward and punishment.

Job satisfaction felt by employees greatly affects the appearance of work. This is in accordance with what was stated by Rivai and Sagala (2011: 856) Job satisfaction is an evaluation that illustrates someone's feelings of being happy or not happy, satisfied or dissatisfied at work.

Based on preliminary observations made by the author at the Penitentiary Institution of Class II B State Detention Centers in Sungai Penuh City, it appears that the compensation provided is not optimal. This can be seen in employees who feel that the benefits received are not yet related to the work they have done, the employee feels that the lack of appreciation given by the leadership to the employee's work, the benefits paid are not in accordance with the workload of the employee and the benefits provided are not according to the schedule has been established.

Based on the description above, the reality in the field of the effect of compensation on employee job satisfaction is not optimal in its implementation. This is what underlies the need to conduct research under the title "Effect of compensation on Employee Job Satisfaction in Class II B State Detention Centers Sungai Penuh"

## II. LITERARY REVIEW AND HYPOTHESIS DEVELOPMENT

### 2.1 Definition of Administration

From an etymological point of view, according to the big Indonesian dictionary, administrative words come from the word administration (English) which historically comes from the Latin language, namely Ad- and Ministrare, which means To Serve, serve or serve. Understanding Administration can be seen in the broad and narrow sense including; According to The Liang Gie in Sahya anggara (2012: 21) Administration is a series of implementation arrangements in each cooperative effort of a group of people to achieve certain goals.

### 2.2 State Administration

The term State administration is translated from "public administration". This term was coincided with the birth of the State Administration Institution (LAN) in around 1956. If the term Public Administration was described etymologically, then "Public" comes from the Latin "poplicus" or "People" in English, which means people. "Administration" also comes from Latin which consists of the word "ad" meaning intensive and "ministrate" means to serve, so etymologically administration means to serve intensively.

#### 2.2.1 Human Resources

According to Hasibuan (2005: 244) Human resources are integrated capabilities of the power of thought and physical power possessed by individuals. Meanwhile, according to Mangkuprawira (2003: 51) Human resources are a unique element of production compared to other elements of production.

Human resources are one of the assets of an organization which is the backbone of an organization in carrying out its activities and greatly influences the performance and progress of the organization. According to Nawawi in Dadang (2000: 3) human resources are people who work in an organizational environment, also called personnel, labor, employees or employees. From the explanation above, it can be concluded that human resources are a place where potential can be developed for the production process in an organization.

### 2.3 Compensation

#### 2.3.1. Definition of Compensation

According to Rachmawati (2008: 146) compensation is the total remuneration received by employees as compensation from the implementation of work in the organization in the form of money or other, which can be in the form of salaries, wages, bonuses, incentives, and benefits, such as health

benefits, day benefits highway, food allowance, leave and others. Rivai and Sagala (2011: 741), compensation is something that is received by employees as a substitute for the contribution of their services to the organization. The provision of compensation is one of the implementation of HRM functions that relate to all types of individual awards in exchange for carrying out organizational tasks.

## 2.4 Types of compensation

Rivai and Sagala (2011: 741) financial compensation consists of indirect and direct compensation. Direct compensation consists of paying employees in the form of wages, salaries, bonuses, or commissions. Indirect compensation or benefits, consisting of all payments that are not covered by direct financial compensation which includes vacations, various kinds of insurance, services such as child care and others. Non-financial rewards such as praise, self-respect and recognition that can affect employee work motivation, productivity and satisfaction.

## 2.5 Job satisfaction

### 2.5.1. Definition of Employee Job Satisfaction

According to Danang (2012: 210) argues that job satisfaction is a pleasant or unpleasant emotional state in which employees view their work. Greenberg and Baron in Wibowo (2007: 299) describe job satisfaction as a positive or negative attitude carried out by individuals towards their work. In similar terms, Schermerharn, et al (2005: 143) argue that job satisfaction is the level of positive or negative feelings a person has towards his work. This is in accordance with the physical and social conditions at work.

## 2.6 Factors Affecting Job Satisfaction

An employee's job satisfaction with his work is the accumulation of various elements related to the work he does. In connection with factors that can affect job satisfaction, Robbins (2006: 190) mentions 9 (nine factors that affect job satisfaction, namely: 1) type or type of work, 2) coworkers, 3) compensation, 4) respectful treatment and fair, 5) leadership, 6) opportunities for developing ideas, 7) work environment, 8) recognition of work performance and 9) opportunities for progress.

## III. RESEARCH METHOD

### 3.1 Research Approaches Used

The research approach method used in this research is the quantitative descriptive method. Quantitative descriptive method is a tool to analyze by calculating the level of influence of organizational culture and leadership on employee

performance in the General Section of the Kerinci Regency Regional Secretariat.

## 3.2 Population and Sample

### 3.2.1. Population

Understanding manipulation in this study are all units of analysis that will be examined in research, both institutions and institutions, as well as in human form, as suggested by Sugiono (2006: 57) population is a generalization area consisting of objects / subjects that have certain qualities and characteristics which are determined by researchers to be studied and then conclusions drawn. The population in this study were all Civil Servants who were directly bound to this study, amounting to 33 people. The population in the study area can be seen in the following table.

### 3.2.2. Sample

According to Sugiyono (2006: 23) Samples are small groups that are observed and are part of the population so that the nature and characteristics of the population are also owned by the sample. The sample in this study was taken from the population to be used as a sample or saturated sample method. This is in accordance with Arikunto (1996: 76) which states that if the object is less than 100 then the population can be taken directly to be sampled. Referring to the opinion above, this study is used by all populations, this is because the number of Civil Servants in the General Section of the Kerinci Regional Secretariat is less than 100 people, 42 people.

## 3.3. Respondents

Respondents in the study were 42 people who were employees of the General Section of the Kerinci Regency Regional Secretariat.

## IV. ANALYSIS AND DISCUSSION

### 4.1 Pearson Product Moment Correlation Analysis (PPM)

To determine the effect of compensation on job satisfaction in Class II B State Detention Centers in Sungai Penuh City, the Pearson Product Moment formula is used, below:

$$r_{xy} = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{\{n.\sum X^2 - (\sum X)^2\}.\{n.\sum Y^2 - (\sum Y)^2\}}}$$

Where :

rx y = Pearson Product Moment Correlation (PPM)

n = Number of Samples

X = Compensation  
Y = Job satisfaction  
 $r_{xy} = 11700.78$   
 $r_{xy} = 0.4150$

From the calculation above regarding the effect of compensation on employee job satisfaction in Class II B State Detention Centers in Sungai Penuh City, a correlation coefficient of 0.4150 is obtained, so there is a significant effect between compensation on job satisfaction.

#### 4.2 Determinant Coefficient

To find out the effect of compensation of variable X on job satisfaction of variable Y.

Then the coefficient of determination is calculated using the formula:

$K_d = r_{xy}^2 \times 100\%$   
It is known that the price of  $r_{xy} = 0.4150$ , then  
 $K_d = r_{xy}^2 \times 100\%$   
 $K_d = (0.4150)^2 \times 100\%$   
 $K_d = 0.1722 \times 100\%$   
 $K_d = 17.22\%$

From the results of the above calculation it can be interpreted that the effect of compensation on job satisfaction in Class II B State Detention Centers in Sungai Penuh City is 17.22%, meaning 17.22% compensation for job satisfaction on the effect of compensation on job satisfaction in State Detention Centers Class II B Sungai Penuh City while the remaining 82.78% is influenced by other factors not discussed in this paper.

#### 4.3 Hypothesis testing

Significance tests were carried out on the correlation coefficient, which is useful for finding hypothesis testing by comparing the values of t arithmetic to t tables, with the formula :

$t = (r\sqrt{n-2}) / \sqrt{1-r^2}$   
 $t = (0.4150\sqrt{38-2}) / \sqrt{1-[(0.4150)^2]}$   
 $t = (0.4150 \times (6)) / \sqrt{1-0.1722}$   
 $t = 2.49 / 0.8278$   
 $t = 3.008$

With a significant level of 5%, and the number of respondents 38 people, by conducting a two-way test, the obtained t table price is  $df = n-2$  ( $38 - 2 = 36$ ), so that t table = 2.028 is obtained

The results show that t count > from t table which is  $3.008 > 2.028$ . Thus, based on the significant test criteria,  $H_a$  is

accepted and  $H_o$  is rejected, meaning that the effect of compensation on employee job satisfaction in Class II B State Detention Centers in Sungai Penuh City.

Testing Rules:

If t arithmetic  $\geq$  from t table, it is significant.  
If t arithmetic  $\leq$  from t table, it is not significant.

From the above calculation, the calculated value of t is 3,921 while the t table, with an error rate  $\alpha = 0,05$   $db = n-2 = 38 - 2 = 36$  is 2,028 so that it is obtained t table = 2.028. Thus the t count > t table is  $3.008 > 2.028$  so that  $H_a$  is accepted and  $H_o$  is rejected. This means that compensation has a significant effect on employee job satisfaction in Class II B State Detention Homes Sungai Penuh Sungai Penuh City.

### V. CONCLUSION

#### 4.1 Conclusion

Based on the results of research on the effect of compensation on employee job satisfaction in Class II B Detention Centers in Sungai Penuh City. Then it can be concluded as follows:

Based on the calculation of the Pearson Product Moment obtained a correlation coefficient of 0.4150 then there is a significant effect between compensation for employee job satisfaction at Class II B State Detention Centers in Sungai Penuh City.

The magnitude of the effect of compensation on employee job satisfaction in Class II B State Detention Centers in Sungai Penuh City is 17.22%, while the remaining 82.78% is determined by other variables.

There is an effect of compensation on employee job satisfaction in Class II B State Detention Centers, Sungai Penuh City, as evidenced by  $t_{count} > t_{table}$  or  $3.008 > 2.028$ , then  $H_o$  is rejected and  $H_a$  is accepted, meaning there is a significant effect between compensation for employee job satisfaction at the State Detention House Class II B Sungai Penuh City.

#### 4.2 Suggestion

Leaders are expected to pay more attention to the compensation given to employees, both financial and non-financial compensation.

Leaders should continue to maintain and increase compensation and apply rewards so that organizational success can be achieved. However, the study of human resource development and the application of rewards is

deepened by taking into account the impact of human relations, especially social jealousy among employees.

An employee should also be pro-active and help each other in carrying out tasks with a full sense of responsibility with the tasks that have been given. It is hoped that further researchers will examine more deeply the factors that influence job satisfaction.

Examination on financial capacity of parent region that submit proliferation region in order to prevent any other unsuccessful new autonomous regions.

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