



# The Effect Of Compensation, Motivation And Work Environment On Job Satisfaction With Employee Performance As A Moderating Variable In Pt Putra Marindo Utama (Partial Least Square (Pls) - Structural Equation Modeling (Sem)

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## ABSTRACT

In a company, human resources are an important factor for the progress of the company, it can be said that a company will progress if it has skilled human resources in its field. This researcher has a novelty, namely the existence of additional variables studied. This type of research is quantitative with a sample of 60 and the method nused to analyze is SEM (Structural Equation Modeling) with the Smart-PLS version 3.0 application. The test used is the Outer Model Test, Inner Model Test, Mediation Test, and Hypothesis Testing. based on the results of the Validity test, shows that the Loading Factor value > 0.7 and the AVE value > 0.5 are declared valid, in the reliability test the Composite Reliability and Cronbach's Alpha values > 0.7 are said to be reliable. It can be concluded that the Compensation Variable (X1) and Work Environment (X3) have a positive and significant effect on Job Satisfaction (Y). while motivation (X2) has no significant positive effect on job satisfaction (Y). From the Compensation Variable Mediation test (X1) on Job Satisfaction (Y) Mediated by Employee Performance (Z), it is said to be partial mediation. Motivation Variable (X2) Against Job Satisfaction (Y) Mediated Employee Performance (Z) is said to be Non- mediation. Work Environment Variable (X3) on Job Satisfaction (Y) Mediated by Employee Performance (Z) is said to be partial mediation.

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## 1. Introduction

In a company, human resources are an important factor for the progress of the company, it can be said that a company will progress if it has skilled human resources in their field. Existence Human resources can make it easier for companies to achieve their goals. Thus it can be said that the quality of human resources plays an important role in the success of a company in carrying out its operational activities. Basically the company wants every employee to work optimally in order to help the company to achieve its goals. Employee job satisfaction plays a very important role in increasing the resulting performance. performance as a result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with with the responsibilities given to him, According to Mangkunegara (2016: 67). One way to ensure the achievement of company goals is by providing compensation as a form of company attention. because by giving compensation it will create a reciprocal relationship between company with employees walking smoothly.

Compensation is something that is given by the company to employees, either in the form of money or goods. According to Marwansyah (2016: 269) compensation is a direct or indirect award or reward fair and proper direct to Not only Compensation, motivation can also affect employee performance with the indirect relationship of job satisfaction to work motivation. according to

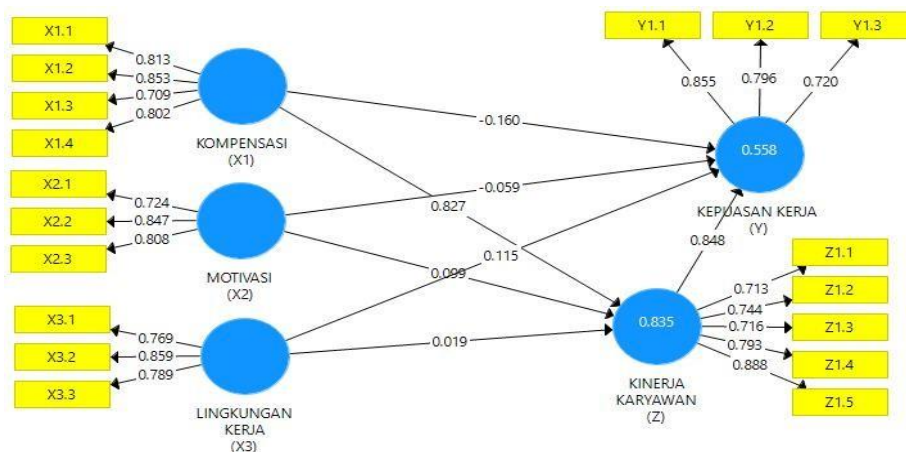
Wibowo (2017:13) is an encouragement to a series of processes of human behavior in achieving goals. while the elements contained in motivation include elements of generating, directing and showing identity that is continuous and has a purpose. In addition to compensation and motivation factors, the work environment can affect employee performance. The work environment according to Danang (2016: 43) is everything related to the activities of employees within the company that can have an effect on carrying out their duties. which are given.

Among the several journals that published by Ali Waroy (2017) there are employees, as a reward or contribution to the achievement of company goals. With the compensation can increase the job satisfaction of employees of PT. Putra Marindo Utama which will affect the performance. 3 variables, namely work discipline, compensation and employee performance; Timoti Hendro (2018); there are 3 variables, namely compensation, job satisfaction and employee performance; Deflin Tresye Nanulaitta (2018) there are 3 variables, namely compensation, work environment and employee performance. From the journal above, there is a novelty in this study, namely in previous researchers using SPSS analysis. From this research, a novelty was made with 5 variables, namely compensation, motivation, work environment, job satisfaction and employee performance, which added a moderating variable as a link in influencing. And using Partial Least Square (PLS) - Structural Equation Modeling (SEM))

**2. Method**

The type of research used is quantitative research that uses a Likert scale and the population used is from employees of PT. Putra Marindo Utama with a total sample of 60. The method used to analyze is SEM using the smart-PLS version 3.0 tool. The tests used are the outer model test, the inner model test, the Mediation test and the Hypothesis test.

**3. Results and Discussion**



**Figure 1. Model Structural**

**R-Square**

R-Square is a test used for shows how far the influence of the relationship between variables X with variable Y. According to Ghozali, Imam (2016) if the R-Square value is 0.75 then it is said to be strong, the value 0.5 is said to be moderate and the value 0.25 is said to be weak.

Hypothesis 1: Compensation has a Positive and Significant Effect on

Job Satisfaction at PT.Putra Marindo Utama The results of the analysis in table 6 above show that the value of the Original Sample (Coefficient) is 0.659 > 0.000 with T-statistics > T-table (2.187 >

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1.96) and P-value  $0.024 < 0.05$ , then  $H_0$  is rejected and  $H_{a1}$  is accepted, meaning that the compensation variable has a positive and significant effect on the job satisfaction variable at PT.Putra Marindo Utama. The salary received is in accordance with what has been set by the government, the insurance program provided makes employees feel comfortable at work and the bonus given adjusts to the severity of the work. From this statement, it is supported by the research of Kresna, Y (2018) that there is a positive and significant effect of the compensation variable on job satisfaction in the case study at PT. Pawnsop Syariah Simpang Patal Palembang Branch Office

**Hypothesis 2: Motivation has a positive and insignificant effect on job satisfaction at PT.Putra Marindo Utama** The results of the analysis in table 6 above show that the value of the Original Sample (Coefficient) of  $0.143 < 0.000$  with T-statistics  $> T$ -table ( $2.031 > 1.96$ ) and P-value  $0.041 > 0.05$  then  $H_0$  is accepted and  $H_{a1}$  is rejected, meaning that the work motivation variable has a positive and insignificant effect on the variable job satisfaction of PT. The son of Marindo Utama. Employees have motivation good job but it only has a negative effect small on job satisfaction felt by the employee. From this statement, it is supported by research by Dyah, A (2021) that there is a positive and insignificant effect of the variable motivation on job satisfaction in studies hospital case. Orthopedics (RSO) Prof.Dr R.Soeharso, Sukoharjo district

#### **Hypothesis 3: Work Environment Affects**

**Positive and Significant to Job Satisfaction at PT.Putra Marindo Utama** The results of the analysis in table 5.15 above show that the value of the Original Sample (Coefficient) is  $0.133 > 0.000$  with T-statistics  $> T$ -table ( $2.16 > 1.96$ ) and P-value  $0.016 < 0.05$  then  $H_0$  is rejected and  $H_{a1}$  is accepted, meaning that the work environment variable has a positive and significant influence on the job satisfaction variable at PT.Putra Marindo Utama.

Employees are satisfied with their job positions and always complete their responsibilities. the existence of solidarity among fellow employees to be responsible for the quality of work. Communication relations with colleagues are rarely hampered, this has an impact on job satisfaction. From this statement, it is supported by research by Ade I, et al (2020) that there is a positive and significant effect of work environment variables on job satisfaction in a case study at the Department of Cooperatives and SMEs, Bima district.

**Hypothesis 4: Compensation has a positive and significant effect on employee performance at PT. Marindo Utama's son** The results of the analysis in table 5.15 above show that the value of the Original Sample (Coefficient) of  $0.874 > 0.000$  with T-statistics  $> T$ -table ( $4.943 > 1.96$ ) and P-value  $0.000 < 0.05$  then  $H_0$  is rejected and  $H_{a1}$  is accepted, meaning that the Compensation variable has a positive and significant influence on the employee performance variable at PT. The son of Marindo Utama. compensation in the form of salaries, incentives, bonuses, allowances are important factors to influence an increase in employee performance. The greater the compensation given by the company employees, the higher the efforts of employees to improve their performance. From this statement, it is supported by research by Gravy, D (2015) that there is an influence positive and significant compensation variable on employee performance case study at PT. Hasjrat Abadi Vabang Manado.

#### **Hypothesis 5: Motivation Positively And Significantly Affects Performance**

**Employees at PT. Marindo Utama's son** The results of the analysis in table above show that the value of the Original Sample (Coefficient) is  $0.154 > 0.000$  with T-statistics  $> T$ -table ( $0.553 > 1.96$ ) and P-value  $0.015 < 0.05$  then  $H_0$  is rejected and  $H_1$  is accepted, meaning that the motivation variable has a positive and significant influence on the performance of PT.Putra Marindo Utama employees. A motivated employee will have job satisfaction and high performance, and have a strong desire to succeed. From the following statement supported by Rani's research, K (2018) states that there is a positive and significant influence on the motivation variable on the performance of the case study employees at the Jakarta Telecommunication Company.

#### Hypothesis 6: Work Environment Affects Positively

And Significant to Employee Performance PT.Putra Marindo Utama The results of the analysis in tab above show that the value of Original Sample (Coefficient) of  $0.011 > 0.000$  with T-statistics  $> T$ -table ( $2.016 > 1.96$ ) and P-value  $0.081 > 0.05$  then  $H_0$  is rejected and  $H_1$  is accepted, meaning that the work environment variable has a positive influence and significant to the variable employee performance of PT. The son of Marindo Utama. Every employee always expects a comfortable and mutually supportive work environment. a comfortable work environment leads to high levels of Employee concentration at work increases, and this condition causes the level of employee productivity to increase. From the following statement, it is supported by research by Lyta L, et al (2017) states that there is a positive and significant effect of work environment variables on the performance of the case study employees at PT. Indonesian Aerospace.

#### Hypothesis 7: Employee Performance Positively and Significantly Affects Job Satisfaction at PT.Putra Marindo Utama

The results of the analysis in table 5.15 above show that the value of the Original Sample (Coefficient) of  $0.348 > 0.000$  with T-statistics  $> T$ -table ( $4.178 > 1.96$ ) and P-value  $0.000 < 0.05$  then  $H_0$  is rejected and  $H_1$  is accepted, meaning that the employee performance variable has a positive and significant influence on the job satisfaction variable at PT.Putra Marindo Utama. The company where the respondent works provides job satisfaction that is in accordance with what the employee wants on their skills and abilities. From the following statement, it is supported by research by Elizabeth F, et al (2021) stating that there is a positive and significant influence on the variable employee performance on job satisfaction case study at PT.XYZ

#### 4. Conclusion

Measurement Model (Outer Model) In the test of the validity of the compensation variable (X1), motivation (X2), work environment (X3), employee performance (Z) and job satisfaction (Y) are stated valid and reliable because all values are above 0.7. Structural Model (Inner Model) In the R-Square test the compensation variable (X1), Motivation (X2), Work Environment (X3) on Job Satisfaction (Y) were stated to be Moderate because the Ry-Square value was at 0.5 Mediation Test On the compensation variable (X1) on the satisfaction variable work (Y) mediated by employee performance variable (Z) is called partial mediation. The motivation variable (X2) on the job satisfaction variable (Y) is mediated by the employee performance variable (Z) called Non-mediation.

On variable Work environment (X3) on variable job satisfaction (Y) mediated by employee performance variable (Z) is called partial mediation. Hypothesis Test Compensation effect positively and significant to job satisfaction Influential Motivation Influential Work Environment Positively and Significantly on Job Satisfaction The Work Environment Is Influential Positive and Significant to Job Satisfaction Compensation Affects Positively and Significant to Employee Performance

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