

The Effect of Physical Work Environment and Compensation on Employee Job Satisfaction

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Abstract: *This research aims to determine the influence of the physical work environment and compensation on employee job satisfaction. This research is quantitative research with a descriptive approach. The sample in this research was 32 permanent employees at PT Bank Rakyat Indonesia (Persero) Tbk Bandar Lampung Branch. The data collection technique was carried out by distributing questionnaires. The data analysis technique used is multiple linear regression analysis using Statistical Product Service Solution (SPSS). The results of this research indicate that: 1) Physical work environment variables partially do not have a significant influence on employee job satisfaction at Bank Rakyat Indonesia (Persero) Tbk Bandar Lampung Branch, 2) Compensation variables have a positive and significant influence on employee job satisfaction at the Bank Rakyat Indonesia (Persero) Tbk Bandar Lampung Branch, 3) physical work environment variables and compensation simultaneously have a positive and significant influence on employee job satisfaction at Bank Rakyat Indonesia (Persero) Tbk Bandar Lampung Branch.*

INTRODUCTION

In the current era of globalization, companies are required to be able to work harder and develop even more in the face of increasingly fierce competition in the business world in order to be able to increase their competitiveness for the sake of company sustainability. To be able to survive in a competitive world, companies must have high quality human resources. Human resources are a very important element in determining the success of a company. As creatures who have certain thoughts, feelings, needs and hopes, human resources require special attention. The presence of these factors will influence work performance, dedication, loyalty and love for work and the company, as well as a high level of job satisfaction (Cahyani, 2020).

Job satisfaction is an emotional attitude that pleases and loves one's job. Job satisfaction is enjoyed at work, outside work, and a combination of inside and outside work (Hasibuan, 2001).

Job satisfaction is an individual's general attitude towards his work. Work requires interaction with colleagues, superiors, organizational regulations and policies, performance standards, working conditions, work environment, and so on. Someone with a high level of job satisfaction shows a positive attitude towards work, whereas someone who is dissatisfied with their job shows a negative attitude towards work. (Siagian & Sondang, 1983).

As one of the financial institutions under the auspices of State-Owned Enterprises (BUMN), Bank Rakyat Indonesia (BRI) has close links with the Indonesian government and plays a role in supporting national economic development and community empowerment, especially in the micro, small and medium (MSME). Bank BRI is one of the largest state-owned banks in Indonesia which is known as a bank that can be relied upon in providing safe and quality financial services. With a good reputation and extensive network, Bank BRI continues to act as an important pillar in the Indonesian banking sector, especially in supporting the economic growth of the wider community. Therefore, Bank BRI always strives to provide the best through efforts to improve the quality of its human resources, in this case employees.

One of the main keys to quality human resources is when they feel satisfied with their work. The physical work environment and compensation are two main keys that can influence the level of employee job satisfaction. According to Hasibuan (2001) factors that can influence job satisfaction include: (1) fair and appropriate remuneration, (2) appropriate placement and in accordance with one's skills, (3) the severity of the work, (4) atmosphere and environment work, (5) the leader's attitude in leading, (6) equipment that supports the implementation of the work, and (7) whether the nature of the work is monotonous or not. With a good and conducive work environment, it can provide motivation and support to employees so that they try to give their best in their work. Compensation refers to awards or rewards given to employees as a form of recognition for their dedication to their work and the place they work

Based on initial observations made by researchers, information was obtained that several problems occurred at Bank BRI Bandar Lampung Branch, namely work spaces that were too open could make employees feel uncomfortable. Where tables are too close together and minimal personal space interferes with employees' concentration and personal privacy, also because it is in the middle of the city of Bandar Lampung, it creates a lot of noise from outside, such as the sound of vehicles, which can be heard into the work space. Furthermore, employees feel that salaries and bonuses are considered inappropriate due to internal comparisons between an employee and other colleagues. But on the other hand, everyone has a different point of view regarding the physical work environment and ideal compensation. The specific aim of this research is to determine the influence of the physical work environment and compensation on employee job satisfaction at Bank BRI Bandar Lampung Branch.

METHOD

This research is quantitative research. The population of this research is customers of Bank BRI Bandar Lampung Branch. This research sample used 32 respondents. The data collection technique for this research uses a questionnaire. The data analysis technique for this research uses multiple linear regression with the help of SPSS.

Hypothesis:

H1: Work environment has a significant effect on employee job satisfaction.

H2: Compensation has a significant effect on employee job satisfaction.

RESULT AND DISCUSSION

Hypothesis testing

T Test (Partial)

**Table 1. T Test Results (Partial)
Coefficients^a**

Model		Undstandardized Coeffisients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,615	3,793		3,062	0,005
	Lingkungan Kerja Fisik	0,000	0,085	0,001	0,003	0,998
	Kompensasi	0,352	0,126	0,496	2,805	0,009

a. Dependent Variable: KEPUASAN KERJA

Through t-test statistics consisting of the physical work environment (X1) and compensation (X2), the influence on Job Satisfaction (Y) can be partially determined. Table 7 shows that the physical work environment variable has a significant level of 0.998, which is greater than 0.05. A coefficient value of 0.000 indicates that there is no influence on the dependent variable. This means that H1 is rejected and H0 is accepted, so it can be said that the physical work environment has no significant effect on employee job satisfaction.

The compensation variable has a significant level of 0.009, which is smaller than 0.05. The coefficient value is 0.352 indicating that the influence given is positive on the dependent variable. This means that H2 is accepted and Ho is rejected, so it can be said that compensation has a positive and significant effect on employee job satisfaction.

F Test (Simultaneous)

**Table 2. F Test Results (Simultaneous)
ANOVA^a**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	16,661	2	8,330	4,732	0,017 ^b
	Residual	51,058	29	1,761		
	Total	67,719	31			

a. Dependent Variable:KEPUASAN KERJA

b. Predictors: (Constant), KOMPENSASI, LINGKUNGAN KERJA FISIK

Table 2 above shows that the significance level of 0.017 is smaller than 0.05. This means that H3 is accepted and Ho is rejected so it can be said that the physical work environment and compensation simultaneously (together) have an influence on employee job satisfaction with probability 0.05. Because the probability is much smaller than the significant value of 0.017, the regression model can be used to predict employee job satisfaction.

Discussion

From the results of hypothesis testing in this research, it was found that there was no influence on physical work environment variables on employee job satisfaction at Bank

Rakyat Indonesia (Persero) Tbk. Bandar Lampung Branch. The beta coefficient value for the physical work environment variable is 0.000, which indicates that the physical work environment does not have a direct relationship with job satisfaction. This is in line with research conducted by Sandi Marta (2019) which examined the possibility that the work environment has no effect on job satisfaction. , which later from the research results proved that the work environment does not have a significant effect on job satisfaction. Then the results of this research are also supported by the results of research conducted by Agida Ulya et al (2020) which shows that the work environment does not have a significant influence on employee job satisfaction. That is, this shows that whether the work environment is good or not does not really influence and have an impact on job satisfaction. The high level of physical work environment in an agency or company is not the main basis for an employee to have a high level of job satisfaction. Some employees have assumed that a physical work environment condition is a very common standard in work so that the physical work environment no longer has an influence on the level of employee job satisfaction at their workplace.

This research explains that compensation has a positive and significant effect on job satisfaction. Meanwhile, compensation has a positive effect on employee job satisfaction at Bank Rakyat Indonesia (Persero) Tbk. Bandar Lampung Branch, the results of the multiple linear regression test, compensation for X1 is 0.352. It is known that the compensation level is one point, the job satisfaction of employees at Bank Rakyat Indonesia (Persero) Tbk. The Bandar Lampung branch will experience an increase of 0.352. The compensation variable has a significant level of 0.009, which is smaller than 0.05. The coefficient value is 0.352, indicating that the influence given is positive on the job satisfaction variable. This shows that compensation has a significant effect on employee job satisfaction. Compensation is one aspect that has a strong influence on employee job satisfaction at Bank BRI (Persero) Tbk. Bandar Lampung Branch. This explanation is strengthened and supported by the results of previous research conducted by Prawira (2020) which also shows that compensation partially influences the level of employee job satisfaction.

Based on the results of the hypothesis test, it was found that the physical work environment and compensation variables together had a positive and significant influence on the job satisfaction of BRI (Persero) Tbk bank employees. Bandar Lampung Branch. This is proven by the calculated F value $>$ F table, namely $43.289 > 3.20$ and a significant value of 0.017. This means that if employees of Bank BRI (Persero) Tbk. The Bandar Lampung Branch wants to have optimal job satisfaction, so employees must be in a good physical work environment with a good compensation system. Physical work environment conditions and compensation must go hand in hand to increase employee job satisfaction. By establishing a balanced relationship between the conditions of the physical work environment and compensation, this will have a big influence on employee job satisfaction. By having a good physical work environment, quality and quantity can be improved, in this case it will have an impact on improving employee work well. And a good compensation system will provide benefits for employees and the agency. In other words, the physical work environment and compensation must always be improved together to support high levels of employee job satisfaction.

CONCLUSION

This research aims to determine the influence of the physical work environment and compensation on employee job satisfaction at PT Bank Rakyat Indonesia (Persero) Tbk. Bandar Lampung Branch. Based on the results of hypothesis testing using multiple linear regression analysis, it can be concluded that:

1. Work environment on employee job satisfaction at PT Bank Rakyat Indonesia (Persero) Tbk. Bandar Lampung Branch. Whether the condition of the physical work environment is good or not is not the main factor that influences the level of employee job satisfaction.
2. There is a positive and significant influence on compensation on employee job satisfaction at PT Bank Rakyat Indonesia (Persero) Tbk. Bandar Lampung Branch. If compensation increases, employee job satisfaction will also increase.
3. There is a positive and significant influence of the physical work environment and compensation together on the job satisfaction of PT Bank Rakyat Indonesia (Persero) Tbk employees. Bandar Lampung Branch. If there is an improvement in the physical work environment and compensation together, employee job satisfaction will also increase.

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