

THE EFFECT OF COMPENSATION AND JOB CHARACTERISTICS OF WORK EMPLOYEE SATISFACTION IN LAMTANJONG ACEH BESAR DEER PARK

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ABSTRACT

The purpose of this study was to determine simultaneously the compensation and job characteristics on job satisfaction of employees at the Deer Park Lamtanjong Aceh Besar and the influence of compensation and job characteristics partially on the performance of employees at the Deer Park Lamtanjong Aceh Besar. This research was conducted in the village of Lamtanjong Aceh Besar the object of research about the influence of compensation and job characteristics on the performance of employees, while the subject of this study were all employees at the Deer Park Lamtanjong Aceh Besar, with a number of selected respondents as many as 90 people. Results based on test results-F (simultaneously) indicates that the variable compensation and job characteristics have a significant influence on employee performance improvement at the Deer Park Lamtanjong Aceh Besar with the value of $F > F_{table}$, at a significance level $\alpha = 5\%$. While the results of research based on the results of the t-test (partially) variable compensation and job characteristics also have a significant influence on employee performance at the Deer Park Lamtanjong Aceh Besar. To increase the effectiveness of employee performance better leadership should also pay attention to other factors apart from compensation and job characteristics such as labor discipline, environmental organizations and kepemimpinan factors as well as career development.

Keywords: Compensation, Job characteristics, and Satisfaction

1. INTRODUCTION

All companies certainly require management with regard to efforts to achieve specific objectives for the company. Not only in the private sector, the public sector also requires good management in order to provide services to the public or people who need well too. Job satisfaction is an issue that is quite interesting and important, because it is very beneficial both the interests of individuals, industry and society. Individual interest, research on the causes and sources of job satisfaction possibility of measures to increase happiness in their lives.

People who are the first time they are working in a company or they would have to do whatever is desired by them, but after an employee or already have the ability then they must learn discipline and appreciate the time and they had to follow all the rules in the Company. Deer Park is located in the village of Lamtanjong, Sibreh, Aceh Besar, approximately 20 minutes drive from the city of Banda Aceh. This place could be an alternative as a place for recreation with friends or family at the weekend. After officially opened appeared to have many invites visitors to come to the Deer Park. There are a few rides in the park area of 3 hectares is like a swimming pool, a duck pond, fishing pond, biking area. Equipped with a coffee shop, mosque, and the toilet of course. In addition, visitors can walk around using a

horse cart or odong-odong designed so funny. Many employees required for serving all customers in the Deer Park.

On the phenomena that appear in the Deer Park Lamtanjong, that employee productivity is still unsatisfactory, especially the performance of the services provided to consumers with respect to information. The low performance of employees because of the poor administration of the benefits given by the deer park lamtanjong to employees. In the form of financial benefits granted to employees still felt inadequate to the workload to be borne by the employee in performing their duties. Employees only get a monthly salary and allowances perceived little still less to meet the needs of employees and their families.

Based on the above phenomenon the authors were interested in examining the issue with the title "The Effect of Compensation and Job Characteristic of Work Employee Satisfaction in Lamtanjong Aceh Besar Deer Park.

1.1. Formulation of the Problem

- a) Is the compensation and job characteristics simultaneously affect the job satisfaction of employees at the Deer Park Lamtanjong Aceh Besar.
- b) Is the compensation effect on employee job satisfaction at the Deer Park Lamtanjong Aceh Besar
- c) Is the job characteristics affect the job satisfaction of employees at the Deer Park Lamtanjong Aceh Besar.

II. REVIEW REFERENCES

Compensation is something received by employees as remuneration for their work. A good compensation is one thing that is very important for the organization and employees. If compensation is given properly and regularly, the commitment of employees to work better in order to achieve the goals or objectives of the organization. According to Griffin (2004: 432) Compensation (compensation) is a financial remuneration provided by the organization to its employees as a reward for their work.

Refer to Jackson and Schuler (2003: 403) states that the forms of compensation consists of monetary and non-monetary compensation. Monetary compensation includes direct payments such as salaries, wages, bonuses and indirect payments to insurance protection. Whereas non-monetary compensation include in social income and psychologically as the recognition and respect of others, convenience in work, career opportunities and others.

Robbins (2007: 313), there are five dimensions of the core work (skill variety, task identity, a sense of duty, autonomy, and feedback of work) is positively related to the person and the work (business motivation, quality outcomes, satisfaction with work , lower turnover and absenteeism). Most of the job characteristics can make the task becomes meaningful and encouraging individuals like to work alone.

Refer to Allen (2006: 146), says: "The human element plays an important role in the process of a job, he declared that no matter how perfect the plans, organization, and supervision as well as research, if they are unable to perform their duties with interest and joy

then a the company will not achieve as much as the actual results could be achieved ". Basically the job satisfaction is individual, each individual will have a level of satisfaction varies in accordance with the values that apply to him. There is the differences of each individual, many aspects of the work in accordance with the individual's intentions, the higher the level of satisfaction obtained, and will receive low levels of satisfaction if the opposite happened. Strauss and Sayles (2006: 6), says: "Employees who do not get job satisfaction will never achieve psychological in maturity and in turn will become frustrated, because employees as said would often daydream, have morale is so low, tired and bored, emotionally unstable, often seek out and perform activity which has nothing to do with the work that is often done ".

III. METHODS

Researchers conduct direct research on the Deer Park is located Sibreh Lamtanjong Aceh Besar. The object of this study is the Employee Satisfaction Employee Deer Park Lamtanjong Aceh Besar. The sample is part of the population which is considered to represent the population that has a characteristic or a particular situation to be studied. Total population in this study were 90 employees of the Deer Park Lamtanjong Aceh Besar. To obtain data on job satisfaction data collection using the questionnaire.

The data obtained from the organization concerned, the author will be analyzed using qualitative and quantitative methods. To find out how much the relationship of compensation and job characteristics and job satisfaction of employees use multiple linear regression equipment, Rangkuti, (2002).

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Where:

- Y = Job Satisfaction
- A = Constant
- b₁, b₂ = regression coefficients for the variables X₁, X₁
- X₁ = Compensation
- X₂ = Job Characteristics
- e = Term error

IV. RESULTS AND DISCUSSION

Tests carried out by the internal consistency reliability or the degree of accuracy of answers. For this test used Statistical Packaged for Social Sciences (SPSS). After conducting reliability testing to determine the consistency of the results of an answer about the respondents.

Table 5.1. Test Reability Study Variable (Alpha)

No.	Variable	Average	Variabel Items	Alpha Value	Reliability
1.	Compensation (X_1)	3.557	6	0.883	Realible
2.	Job Characteristics (X_2)	4.013	6	0.765	Realible
3.	job satisfaction (Y)	4.135	6	0.771	Realible

Source: Primary Data, 2015 (proessed)

Based on reliability analysis showed that alpha for each variable can be viewed from several variables, variable compensation (X_1) obtained an alpha value of 88.3 per cent, variable job characteristics (X_2) obtained an alpha value of 76.5 percent, and job satisfaction variables (Y) alpha values obtained for 77.1 percent. Thus the reliability of measurement to variable reliability study showed that measurements which meet the credibility Cronbach Alpha value Alpha alpha greater than 0.60 percent.

Employee performance achieved is a matter that is very important in ensuring the survival of the organization. In achieving high performance several factors, triggers whether high or low employee performance. job satisfaction is an unpleasant feeling is the result of the perception of the individual in order to accomplish a task or satisfy his need to obtain value - the value of work is important to her. In this research will discuss about the influence of compensation and job characteristics on job satisfaction in the Deer Park Lamtanjong Aceh Besar

In order to improve employee satisfaction at the Deer Park Lamtanjong, it is necessary to see the variables that influence employee satisfaction Lamtanjong Deer Park, to determine the influence of independent variables are compensated (X_1), job characteristics (X_2), against (Y). The influence of each independent variable on the dependent variable in detail can be seen in Table 4.1 below:

Table 5.2. Influence Variables The Effectiveness Employee Performance at the Deer Park Lamtanjong Aceh Besar

Variabel	B	Standar Error	t_{hitung}	t_{table}	Sig
Konstanta (a)	2.527	0.108	23.357	1.987	0.000
Compentation (X_1)	0.190	0.042	4.558	1.987	0.000
Job Characteristic (X_2)	0.168	0.042	3.969	1.987	0.000

Source: Primary Data, 2015 (proessed)

Based on the statistical test either simultaneously (F-test statistic), or it may be partially attributed to a conclusion that the hypothesis is stated:

1. The compensation and job characteristics significantly influence employee satisfaction Deer Park Lamtanjong with values obtained $F_{calcuete}$ 76.183 and F_{table} of 3.101 thus $F_{hitung} > F_{table}$, then the hypothesis received.
2. Partially the dominant variables that influence employee satisfaction Deer Park Lamtanjong compensation is variable with values obtained regression coefficient of 0.190.

Thus the high compensation that is applied by all employees at the Deer Park Lamtanjong will be able to increase employee satisfaction significantly, while the characteristics of high employment of employees also have a significant influence on employee satisfaction Deer Park Lamtanjong, it is given the compensation and job characteristics is one factor that can support an increase in employee satisfaction Lamtanjong Deer Park.

V. CONCLUSION

Based on test results, tabulation, and data analysis has been done, it can be concluded as follows:

1. Results based on test results-F (simultaneously) indicates that the variable compensation and job characteristics have a significant influence on the increase in employee satisfaction at the Deer Park Lamtanjong with a value of $F > F_{table}$, at a significance level $\alpha = 5\%$.
2. The results in partial compensation affect the increase in employee satisfaction at the Deer Park Lamtanjong.
3. While the research results partially on job characteristics variables affect the increase in employee satisfaction at the Deer Park Lamtanjong.

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