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# Compensation, workload affect job satisfaction at PT ISS Indonesia South Quarter.

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**Abstract.** This study aimed to examine the influence of compensation and workload on employee job satisfaction at PT ISS Indonesia South Quarter. A quantitative approach was employed using associative methods. The results indicated that compensation had a significant impact on employee job satisfaction (t-value: 8.826, *Sig.* value: 0.000 < 0.05), supporting H1. Similarly, workload also had a significant effect on employee job satisfaction (t-value: 6.901, *Sig.* value: 0.000 < 0.05), supporting H2. Furthermore, when considering both compensation and workload together, they jointly influenced employee job satisfaction (F-value: 63.265, p-value: 0.000 < 0.05), confirming H3. These findings demonstrate that compensation and workload are important factors in determining employee job satisfaction at PT ISS Indonesia South Quarter.

**Keywords:** Compensation; Workload; Quantitative Approach; Job Satisfaction and PT ISS Indonesia South Quarter

## A. INTRODUCTION

The service industry plays an important role in the economies of several countries. Multidimensional changes and global demand drive the service business to be highly competitive, which causes companies to be forced to reorganize their services and systems to improve service quality. Service quality is seen as an important strategy in achieving success and business continuity in a highly competitive market. Service quality is seen as a tool to gain competitive advantage benefits and not only allows it to become a market leader but also maintain it in the top position.

In the era of globalization,companies experience many obstacles to developing their companies. These obstacles can be in the form of external factors such as intense business competition, rapid development of science and technology. Every company certainly wants to be a leader in an industry; therefore every company has a strategy to face this competition. One of these strategies is the creation of competitive advantages in

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the internal environment. The good or bad performance of the company is determined by the quality of internal resources owned by the company. The good quality of internal resources owned by a company will direct the company towards good performance, and conversely the poor quality of internal resources will reduce company performance.

Based on the research background above, the formulation of the problem in this study are as follows:

1. Is there a partial influence between compensation on employee job satisfaction at PT ISS Indonesia South Quarter South Jakarta?
2. Is there a partial influence between workload on employee job satisfaction at PT ISS Indonesia South Quarter South Jakarta?
3. Is there a simultaneous influence between compensation and workload on employee job satisfaction at PT ISS Indonesia South Quarter South Jakarta?

Based on the formulation of the problem, the objectives to be achieved in this study are as follows:

1. To determine whether there is a partial influence between compensation on employee job satisfaction at PT ISS Indonesia South Quarter South Jakarta.
2. To determine whether there is a partial influence between workload on employee job satisfaction at PT ISS Indonesia South Quarter South Jakarta.
3. To determine whether there is a simultaneous influence between compensation and workload on employee job satisfaction at PT ISS Indonesia South Quarter South Jakarta

## B. LITERATURE REVIEW

### Management

The definition of management in general does have many points of view and perceptions. But in terms of vision and purpose, all of these definitions will narrow down to decision making. The definition of management is often heard in everyday life, actually meaning the art of managing and organizing. This art becomes important in order to maintain the stability of a business in a company or organization.

Management is the skill or ability to influence others to want to do something. Management has a very close relationship with the leader or leader. According to KBBI (Big Indonesian Dictionary), management is the effective use of resources to achieve goals or leaders who are responsible for the running of companies and organizations.

According to Robbins and Coutler (2014) stated in his book entitled "management" there are four interrelated functions, including:

a. Planning A management function that includes the process of defining goals, establishing strategies to achieve goals, and devising plans to integrate and coordinate all activities.
b. Organizing A management function that includes the process of determining the tasks to be performed, who does it, how to group the tasks, who reports to whom, and at what level decisions should be made.

### Human Resource Management

Humans are the most important element of all resources contained in an organization. Human resources play a role in planning, managing and Human resource management can be referred to as a process or as a policy.

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According to Werther and Davis in Dewi (2014: 4) "human resource management is an activity that tries to facilitate people in the organization to contribute to the achievement of the organization's strategic company plan".

According to Flippo in Hasibuan (2014: 24) there are two functions of human resource management, namely:
Management Function This function consists of:

1. Planning, meaning that management determines programs or plans that will support the achievement of the goals set by the company.
2. Organizing (Organizing), meaning the selection of the appropriate workforce to carry out the program that has been previously determined.

**Hypothesis Development**

According to Sugiyono (2017: 134), "the hypothesis is a temporary answer to the formulation of the problem, where the research formulation has been stated in the form of a statement sentence". It is said to be temporary because the answers given are only based on relevant theories, not yet based on empirical facts obtained through data collection. Based on the subject matter and problem boundaries regarding supervision and motivation to the work productivity of Mercure Jakarta Simatupang Hotel employees, the researcher can draw temporary conclusions or provide hypotheses as follows:

## C. RESEARCH METHODOLOGY

**Operational Research Variables**

Operational definitions are scientific information that is very helpful for other researchers who want to conduct research using the same variables. Because based on this information, he will know how to measure variables that are built on the same concept. Thus, he can determine whether to continue using the same measurement procedures or whether new measurements are needed.

According to Sugiyono (2015: 38) "Research variables are attributes or properties or values of people, objects, or activities that have certain variations set by researchers to study and then draw conclusions".

In this study all instruments used a *Likert scale* with 5 value scales, namely: Strongly Disagree (STS) with a value of 1, Disagree (TS) with a value of 2, Disagree (KS) with a value of 3, Agree (S) with a value of 4 and Strongly Agree (SS) with a value of 5.

**Variable X (free)**

Independent variables are often also called stimulus variables, independent variables are variables that affect or cause changes or the emergence of dependent variables. In this study, the independent variables are Compensation (X1) and Workload (X2).

**Variable Y (bound)**

The dependent variable is often also called the *output variable, the* dependent variable is the variable that is affected or becomes the result of the independent variable. The dependent variable in this study is Employee Job Satisfaction.

**Classical Assumption Test**

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The classic assumption test is used to determine the accuracy of a data. According to Santoso (2015: 342) argues "a regression model will be used for forecasting a good model is a model with the minimum possible forecasting error. Therefore, a model before use should fulfill several assumptions, which are commonly called classical assumptions".

**Normality Test**

The normality test is used to test whether in a regression model, the dependent variable, the independent variable, or both have a normal distribution or not. According to Ghozali (2017: 160) argues "a good regression model is normally distributed or close to normal". So the normality test is not carried out on each variable but on the residual value. Thus this test is to check whether the data coming from the population is normally distributed or not.

In this test, SPSS *software* version 26 was used. There are more than two methods in the normality test, including:

a. *One Sample Kolmogorov Smirnov* Test Method. According to Ghozali (2017: 161) explains that the normality test can be tested with *Kolmogorov Smirnov* with the following conditions:
   1) If the significance value is <0.05, then the data is not normally distributed.
   2) If the significance value is > 0.05, then the data is normally distributed.

b. Graph Method

   The normality test can also be detected by looking at the spread (points) on the diagonal axis on the *Probability Plot* graph. According to Ghozali (2017: 164) the basis for decision making is as follows:
   1) If the data spreads around the diagonal line and follows the direction of the diagonal line, the regression model fulfills normality.
   2) If the data spreads far from the diagonal line and does not follow the direction of the
   3) diagonal line, then the regression model does not fulfil normality.

**Multicollinearity Test**

This *Multicollinearity* test aims to test whether the regression model found a correlation between independent variables. According to Ghozali (2017: 105), argues that "the multicollinearity test aims to test whether the regression model finds a correlation between independent variables". A good regression model should not have a correlation between the independent variables. If the independent variables are correlated, then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between fellow independent variables is equal to zero.

**Heteroskesdasticity Test**

According to Ghozali (2017: 139) argues "the *heteroscedasticity* test aims to determine whether in the regression model there is an inequality of variance from an observation residual to another observation". How to predict the presence or absence of heteroskesdastsitas can be done with several, namely:

a. *Glejser* Test

   To determine whether or not *heteroscedasticity* can use the *Glejser* test. The formula used is as follows:

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$$Ln = (\varepsilon_i^2) = \beta_o + LnX_i + \mu_i$$

*Source: Ghozali (2017: 125-126)*

Description:
*Ln* = Regression
$\varepsilon^2$ = Squared value *undstandarized residuals* from regression test βo= Regression constant

*βln(X1)* = Independent variable regression constant

*μi= Test residual*

**Descriptive Analysis**

Descriptive method is data used by collecting and analyzing data so that a description, description or phenomenon under study is obtained.

1. ***Likert* Scale Creation**

In this study, to weigh the data, researchers used a measurement scale. According to Sugiyono (2017: 92), the measurement scale is an agreement that is used as a reference to determine the length of the interval in the measuring instrument so that when used it will produce quantitative data.

In statistical science, many types of scales are studied and used both for the benefit of academics and the interests of practitioners. Of the many types of scales that have been developed, in this study the authors used the *Likert* Scale in the form of data obtained.

Quantitative analysis is research to assess the condition of the value of influence, and the significance of that influence. According to Sugiyono (2017: 55) argues "the verification method is research that aims to determine the relationship between 2 (two) or more variables. Thus the results of this analysis will provide The initial answer to the problem formulation regarding the effect of the independent variable on the dependent variable. The stages of the analysis carried out are:

2. **Simple Linear Regression Analysis**

According to Sugiyono (2018: 300) simple regression is based on a functional or causal relationship between one independent variable and one dependent variable. The general equation for simple *linear* regression is:

Y = a + bX

Where:

Y = dependent variable (predicted variable)
a= Y price when X = 0 (constant price)

3. **Multiple Linear Regression Analysis**

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According to Sugiyono (2018: 307) multiple regression analysis is used by researchers, when researchers intends to predict how the state (ups and downs) of the dependent variable (criterion), if two or more independent variables as predictive factors are manipulated (increased and decreased in value). predicted factors are manipulated (increased or decreased in value). So the multiple regression analysis will be performed when the number of independent variables is at least 2. This relationship model is organized in a multiple regression function or equation as follows:

$$Y = a + b\,X11 + b\,X22$$

*Source: Sugiyono (2018: 308)*

Description:
a= A constant number
Y= Dependent variable
$b_{1,2}$ = Regression coefficient of each variable
$X_{1,2}$ = Independent Variable

## 4. Correlation Coefficient Analysis

According to Sugiyono (2016: 180), the main function of correlation analysis is to determine how close the relationship is between one variable and another. Correlation analysis in this study is to determine how much the relationship is between the independent variable and the dependent variable. To provide an interpretation of the strength or weakness of the influence of the independent variable and the dependent variable. dependent, then used guidelines as follows:

**Table 3.6**
**Guidelines for Interpreting the Correlation Coefficient**

| Coefficient interval | Relationsh ip Level |
|---|---|
| 0,00-0.199 | Very low |
| 0,20-0,399 | Low |
| 0,40-0,599 | Medium |
| 0,60-0,799 | Strong |
| 0,80-1,000 | Very strong |

*Source: Sugiyono (2012: 184)*

## 5. Coefficient of Determination Analysis

Thecoefficient of determination analysis is intended to determine the magnitude of the influence between the independent variable on the dependent variable both partially and simultaneously. According to Supangat (2015: 350) argues "the coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percent" Based on this understanding, the coefficient of determination is part of the total diversity of the dependent variable which can be accounted for by the diversity of the independent variables calculated by the coefficient of determination with the basic assumption that other factors outside the variable are considered constant.

## 6. Hypothesis Testing

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Hypothesis testing is intended to determine whether a hypothesis should be accepted or rejected. According to Sugiyono (2017: 213) argues "the hypothesis is a temporary answer to the formulation of research problems; therefore the formulation of research problems is usually arranged in the form of a question sentence." Thus the research hypothesis can be interpreted as a temporary answer to research problems, until proven through the data collected and must be tested empirically. Then hypothesis testing is done through:

**7. Partial Hypothesis Test (t test)**

According to Ghozali (2016) t test The partial t test aims to test the partial or individual effect of one independent variable on the dependent variable by holding the other independent variables constant. To test the hypothesis of this study, you must know the basis for decision making in the partial t test. In this case, the reference that can be used as the basis for decision making is by looking at the significance value (sig).

a) If the Significance value (*Sig.*) <0.05, it can be concluded that the independent variable has a significant effect on the dependent variable or the hypothesis is accepted.
b) If the Significance value (*Sig.*) > 0.05, it can be concluded that the independent variable has no significant effect on the dependent variable or the hypothesis is rejected.

**8. Simultaneous Hypothesis Test (F Test)**

According to Ghozali (2016) "the F test aims to test whether all independent variables included in the model have a joint influence on the dependent variable". There is a way that can be used as a reference to test the hypothesis in this F test, namely comparing the significance value (*Sig.*) or the probability value of the anova *output* results, namely:

1) If the Significance value (*Sig.*) <0.05, it can be concluded that the independent variable simultaneously affects the dependent variable or the hypothesis is accepted.
2) If the Significance value (*Sig.*) > 0.05, it can be concluded that the independent variables simultaneously have no significant effect on the dependent variable, or the hypothesis is rejected.

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## D. RESULTS AND DISCUSSION

1. Descriptive Analysis of Respondent Characteristics

The description of the characteristics of respondents includes gender, age, education and tenure. The characteristics of respondents can be presented in the table below:

### a. Characteristics Respondents Based on Gender

**Table 4.1**
**Characteristics of Respondents Based on Gender**
**Type Gender**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Male | 65 | 70.7 | 70.7 | 70.7 |
| | Female | 27 | 29.3 | 29.3 | 100.0 |
| Total | | 92 | 100.0 | 100.0 | |

*Source: SPSS 26*

Based on the data above, 65 respondents were male or 70.7%, while 27 respondents were female or 29.3%.
There are more male employees than female employees in facility services, such as cleaning services.

### b. Characteristics Respondents by Age

**Table 4.2**
**Characteristics of Respondents Based on Age**

| | | Frequency | Percent | Valid Percents | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 20-30 Year | 65 | 70.7 | 70.7 | 70.7 |
| | 31-40 Year | 18 | 19.6 | 19.6 | 90.2 |
| | 41-50 Year | 9 | 9.8 | 9.8 | 100.0 |
| | Total | 92 | 100.0 | 100.0 | |

*Source: SPSS 26*

The data above, respondents aged between 20-30 years were 68 people or 70.7%, aged between 31-40 years were 18 people or 19.6% and employees aged between 41-50 years were 9 people or 9.8%.

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**c. Characteristics Respondents Based on Education**

**Table 4.3**
**Characteristics of Respondents Based on Education**
**Last_Education**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | SMA/SMK | 79 | 85.9 | 85.9 | 85.9 |
| | D3 | 2 | 2.2 | 2.2 | 88.0 |
| | S1 | 11 | 12.0 | 12.0 | 100.0 |
| | Total | 92 | 100.0 | 100.0 | |

*Source: SPSS 26*

Based on the data above, 79 respondents or 85.9% have a high school / vocational high school education, 2 people or 2.2% have a D3 education and 11 people or 12% have a Bachelor's degree. Because the company provides opportunities for high school graduates so that they can work as well as experience seekers for them, because in this company what is needed is a high willingness to work.

**d. Characteristics Respondents Based on Tenure**

**Table 4.4**
**Characteristics of Respondents Based on Period of Work**
**Work_Period**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | <1 Year | 20 | 21.7 | 21.7 | 21.7 |
| | 2-4 Year | 30 | 32.6 | 32.6 | 54.3 |
| | >5 Year | 42 | 45.7 | 45.7 | 100.0 |
| | Total | 92 | 100.0 | 100.0 | |

*Source: SPSS 26*

Data above, respondents with tenure <1 year as many as 20 people or 21.7%, tenure between 2-4 years as many as 30 people or 32.6%, and tenure >5 years as many as 42 people or 45.7%.

**Research Instrument Test**

Data instrument testing is needed to determine that the variables under study have a function as a means of proof including validity and reliability tests.

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**1. Validity Test**

The validity test is intended to test whether the statement on each question item on the questionnaire is valid or not. To process the validity test, researchers used SPSS Version 26 software with the following criteria:

1) If the value of r count> r table, then the instrument is valid
2) If the value of r count < r table, then the instrument is invalid

**2. Reliability Test**

TestingReliability testing is intended to test a reliable or reliable questionnaire or not. According to Ghozali (2017: 47) "Reliability test is a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if someone's answer to a statement is consistent or stable over time ". As for the criteria or provisions in deciding whether the statement is reliable or not, here are the provisions:

1) If the Cronbatch Alpha value> 0.60, then the instrument is reliable.
2) If the Cronbatch Alpha value <0.60, the instrument is not reliable.

**Classical Assumption Test**

The classic assumption test is used to determine the accuracy of the data, or the meaningfulness of the relationship between the independent variables.with the dependent variable so that the results of the analysis can be interpreted more accurately, efficiently, and avoid weaknesses that occur due to the symptoms of classical assumptions or whether or not the data used is continued as research data. Testing was carried out using the *SPSS Version 26* program.

In this study, the classical assumption test carried out consists of normality test, multicollinearity test, autocorrelation test, and heteroscedasticity test.

**1. Normality Test**

The normality test is carried out to test whether in the regression model, the dependent variable and the independent variable are normally distributed or abnormally distributed. A good regression model is normal or near normal data distribution. To ensure the assumption that the equation is normally distributed, it is done through the measuring instrument approach

**Table 4.13**
**Normality Test Results with *Kolmogorov-Smirnov Test***
**One-Sample Kolmogorov-Smirnov Test**

| | | |
|---|---|---|
| N | | 92 |
| Normal Parameters[a,b] | Mean | .0000000 |
| | Std. Deviation | 5.24875468 |
| Most Extreme Differences | Absolute | .055 |
| | Positive | .055 |
| | Negative | -.053 |
| Test Statistic | | .055 |
| Asymp. *Sig.* (2-tailed) | | .200[c,d] |

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

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*Source: SPSS 26*

**2. Multicollinearity Test**

The quinticol linearity test is conducted to ensure that between independent variables does not have multicollinearity or does not have a correlation relationship between the independent variables. A good regression model should not have a correlation between the independent variables. This test can be done by looking at the Tolerance Value and Variance Inflation Factor (VIF) values. The prerequisites are as follows:

1) If the VIF value> 10 and the tolerance value> 1 then there are symptoms of multicollinearity
2) If the VIF value < 10 and the tolerance value < 1, there are no symptoms of multicollinearity.

The test results using SPSS Version 26 are as follows:

Table 4.14
Multicollinearity Test Results

**Coefficients[a]**

| Model | | Collinearity Statistics | |
|---|---|---|---|
| | | Tolerance | VIF |
| 1 | Compensation | .849 | 1.178 |
| | Work Load | .849 | 1.178 |

a. Dependent Variable: Job Satisfaction
Source: SPSS 26

Based on the results of multicollinearity testing in the table above, the tolerance value of the Compensation variable is 0.849 and Workload is 0.849, where both values are less than 1, and the Variance Inflation Factor (VIF) value of the Work Compensation variable is 1.178 and Workload is 1.178 where the value is less than 10. Thus this regression model does not occur symptoms of multicollinearity.

**3. Heteroscedasticity Test**

Heteroscedasticity testing is intended to test whether in a regression model there is inequality of residual variances. One way to detect whether there is or not heteroscedasticity is the Glejser test where the results of this test can be seen whether in the regression model there an inequality of variance from one residual observation to another is. The provisions for the occurrence and non-occurrence of heteroscedasticity disorders are as follows:

a. If the independent variable (X) has a significance value (*Sig.*) <0.NN05, then there is a heteroscedasticity disorder.
b. b. If the independent variable (X) has a significance value (*Sig.*) > 0.05, then there is no heteroscedasticity disorder. heteroscedasticity disorder.

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**Table 4.15**
**Heteroscedasticity Test Results with Glejser Test**
**Coefficients[a]**

| Model | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | t | *Sig.* |
| 1 (Constant) | .916 | .293 | | 3.122 | .002 |
| Compensation | -.006 | .005 | -.142 | -1.252 | .214 |
| Load Work | -.001 | .007 | -.009 | -.07 | .940 |

a. Dependent Variable: Job Satisfaction
*Source: SPSS 26*

**1. Simple Linear Regression Test**

This regression test is intended to determine how much influence the variables X1 and X2 have on variable Y. In this study, Compensation (X1 ) and Workload (X2 ) on Employee Job Satisfaction (Y) partially. The following regression processing results with SPSS Version 26 can be seen in the following table:

**Tabel 4.16**
**Simple Linear Regression Test Results Compensation Variables (X1) on Employee Job Satisfaction (Y) Coefficients[a]**

| Model | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | t | *Sig.* |
| 1 (Constant) | 21.536 | 3.357 | | 6.416 | .000 |
| Compensation | .571 | .065 | .681 | 8.826 | .000 |

Dependent Variable: Job Satisfaction
*Source: SPSS 26*

2. Multiple Linear Regression Test

This regression test is intended to determine how much influence the variables X1 and X2 have on variable Y. In this study, Compensation (X1 ) and Workload (X2 ) on Employee Job Satisfaction (Y) both simultaneously. The following regression processing results with SPSS Version 26 can be seen in the following table:

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**Table 4.18**
**Multiple Linear Regression Test Results Compensation (X1) and Workload (X2) Variables on Employee Job Satisfaction (Y)**

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | *Sig.* |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 10.361 | 3.672 | | 2.822 | .006 |
| | Compensation | .447 | .062 | .533 | 7.207 | .000 |
| | Load Work | .466 | .090 | .381 | 5.1 | .000 |

Dependent Variable: Job Satisfaction
*Source: SPSS 26*

**Correlation Coefficient Test (r)**

correlation coefficient test is intended to determine the strength of the relationship between the independent variable and the dependent variable. To interpret the results of the correlation coefficient, you can be guided by the following table:

**Table 4.19**
**Interpretation Guidelines for the Correlation Coefficient (r)**

| Correlation Coefficient Value | Relations hip Level |
|---|---|
| 0,000 - 0,199 | Very Low |
| 0,200 - 0,399 | Low |
| 0,400 - 0,599 | Medium |
| 0,600 - 0,799 | Strong |

*Source: Sugiyono (2017: 184)*

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**Table 4.20**
**Correlation Coefficient Test Results Between Compensation (X1) and Employee Job Satisfaction (Y) Model Summary[b]**

| Model | R | R Square | Adjust ed R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .681[a] | .464 | .458 | 6.013 |

a. Predictors: (Constant), Compensation
b. Dependent Variable: Job Satisfaction
*Source: SPSS 26*

Based on the test results of the correlation coefficient analysis (r) in the table above, the correlation coefficient R value is 0.681 where the value is in the interval 0.600 - 0.799, meaning that the Compensation variable has a strong level of relationship to Employee Job Satisfaction.

**Coefficient of Determination Analysis (R Square)**

The coefficient of determination analysis is intended to determine the percentage of the strength of the influence between the independent variable and the dependent variable simultaneously, in this study the variables of Work Compensation (X1 ) and Workload (X2 ) on Employee Job Satisfaction (Y). The following are the results of the calculation of the coefficient of determination processed with the SPSS Version 26 program, as follows:

**Table 4.23**
**Results of the Determination Coefficient Test Between Compensation (X1) and Employee Job Satisfaction (Y)**
**Model Summary[b]**

| Model | R | R Square | Adjust ed R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .681[a] | .464 | .458 | 6.013 |

a. Predictors: (Constant), Compensation
b. Dependent Variable: Job Satisfaction
*Source: SPSS 26*

Based on the test results in the table above, the R Square value is obtained amounting to 0.464, it can be concluded that the Compensation variable affects the Employee Job Satisfaction variable by 46.4% while the remaining (100 - 46.4%) = 53.6% is influenced by other factors not carried out in this study.

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**Hypothesis Test**

**1. Partial Hypothesis Test (t test)**

Hypothesis testing of Compensation (X1 ) and Workload (X2) variables on Employee Job Satisfaction (Y) is done by t test (partial test). In this study, a significance criterion of 5% (0.05) was used by comparing the calculated t value with ttabel which is as follows:

a. If the $_{calculated}$ t value < $t_{tabel}$ : means $H_0$ is accepted and $H_1$ is rejected
b. If the value of t>$T_{tabel}$ : means $H_0$ rejected and $H_1$ accepted

**Table 4.26**
**Partial Hypothesis Test Results (t Test) Compensation Variable (X1)**

**To Employee Job Satisfaction (Y)**
**Coefficients[a]**

| Model | Unstandardized Coefficients | | Standardized Coefficients | | |
|---|---|---|---|---|---|
| | B | Std. Error | Beta | t | *Sig.* |
| 1 (Constant) | 21.536 | 3.357 | | 6.416 | .000 |
| Compensation | .571 | .065 | .681 | 8.826 | .000 |

a. Dependent Variable: Job Satisfaction

*Source: SPSS 26*

Based on the test results in the table above, the value of t count> $t_{tabel}$ or (8.826> 1.98667) This is also reinforced by the *Sig.* value <0.05 or (0.000 <0.05). Thus, $H_0$ is rejected and $H_1$ is accepted, this shows that partially the Compensation variable has a significant effect on Employee Job Satisfaction at PT ISS Indonesia South Quarter South Jakarta.

3. Simultaneous Hypothesis Test (F Test)

To test the effect of Compensation and Workload variables simultaneously on Employee Job Satisfaction, the F statistical test (simultaneous test) was carried out with a significance of 5%. In this study, a significance criterion of 5% (0.05) was used, namely comparing the calculated F value with $F_{tabel}$ with the following conditions:

1) If the $_{calculated}$ F value < $F_{tabel}$ : means $H_0$ is accepted and $H_3$ is rejected
2) If the value of F $_{count}$ > $F_{tabel}$ : means $H_0$ is rejected and $H_3$ is accepted

is said to be significant if the F value
$_{count}$ > $Ft_{abel}$ or ρ *value* < *Sig.*0.05.

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**Table 4.28**
**Simultaneous Hypothesis Test Results**
**(F Test)**
**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 3564.165 | 2 | 1782.083 | 63.265 | .000[b] |
| | Residual | 2506.998 | 89 | 28.169 | | |
| | Total | 6071.163 | 91 | | | |

a. Dependent Variable: Kepuasan Kerja
b. Predictors: (Constant), Beban Kerja, Kompensasi
*Source: SPSS 26*

Based on the test results in the table above, the value of Fcount> Ftabel or (63.265> 3.10) is obtained, this is also reinforced by ρ value < *Sig.* 0.05 or (0,000 < 0,05). Thus, H0 is rejected and H3 is accepted, this shows that simultaneously the Compensation and Workload variables have a significant effect on Employee Job Satisfaction at PT ISS Indonesia South Quarter South Jakarta.

## E. CONCLUSIONS AND SUGGESTIONS

### Conclusion

Based on the research results obtained, the researcher can conclude as follows:

1. Based on the results of hypothesis 1 test, *the value* of t value> $t_{tabel}$ or (8.826> 1.98667) This is also reinforced by the Sig. value <0.05 or (0.000 <0.05). Thus, $H_0$ is rejected and $H_1$ is accepted, this shows that partially the Compensation variable has a significant effect on Employee Job Satisfaction at PT ISS Indonesia South Quarter South Jakarta.
2. Based on the results of hypothesis 2 testing, the value of $t_{count}$> $t_{tabel}$ or (6.901>1.98667) This is also reinforced by the *Sig.* value <0.05 or (0.000 <0.05). Thus, $H_0$ is rejected and $H_2$ is accepted, this shows that partially the Workload variable has a significant effect on Employee Job Satisfaction at PT ISS Indonesia South Quarter South Jakarta.
3. Based on the results of hypothesis 3 test, the value of $F_{count}$> Ftabel or (63.265> 3.10), this is also reinforced by ρ value < *Sig*. 0.05 or (0.000 < 0.05). Thus, $H_0$ is rejected and $H_3$ is accepted, this is shows that simultaneously the variables of Compensation and Workload have a significant influence on Employee Job Satisfaction at PT ISS Indonesia South Quarter South Jakarta.

### Research Limitations

This research has been attempted to be carried out in accordance with scientific procedures, but still has limitations that can be used by future researchers as a reference in order to obtain better results. The following are the limitations in this study, namely:

1. In the process of collecting data, the information provided by respondents through questionnaires sometimes does not show the actual opinions of respondents, this happens because sometimes there are different thoughts, assumptions and understandings of each respondent, as well as other factors such as honesty in filling in the opinions of respondents in their questionnaires.

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2. The sample size of only 92 people is certainly still insufficient to describe the real situation.

**Advice**

Based on the conclusions described above, the authors propose several suggestions that may be useful for the object of research including:

1. Based on the assessment results, taking into account the total value of the Price variable at PT ISS Indonesia South Quarter Jakarta, the indicator that has the lowest average value, namely supporting incentives contained in statement No. 6, namely "Providing incentives in accordance with my position" the score is 4.02%, while the highest average value is in the appropriate insurance indicator contained in statement No. 8, namely "The company provides employment insurance for employees" the score is 4.53%.
2. Based on the results of the assessment, taking into account the total value of the Product Quality variable at PT ISS Indonesia South Quarter Jakarta, the indicator that has the lowest average value of the use of working time is in statement No. 5, namely "The work I do is never on time" the score is 2.77%, while the highest average value is in the work environment indicator in statement No. 10, namely "All employees always maintain a relationship with each other". harmonious work" score is 4.35%.
3. Based on the assessment results, by paying attention to the total value of the work purchase decision variable at PT ISS Indonesia South Quarter Jakarta, the indicator that has the lowest average value challenging work is found in statement No. 1, namely "The work given makes me feel mentally challenged" the score is 3.93%, while the highest average value is in the indicator of supportive coworkers found in statement No. 12, namely "I work with responsible people" the score is 4.39%.

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