EFFECT OF WORK ENVIRONMENT, COMPENSATION AND COMPETENCY ON EMPLOYEE JOB SATISFACTION OF TRISAKTI SCHOOL OF MULTIMEDIA

1st Riri Rismayanti Rusliana, 2nd Drs. Sumitro, M.Sc

Department

Institution

City, Country

ririrismayanti13@gmail.com; sumitrosgm@stei.ac.id

Abstract- This study aims to determine the effect of work environment, compensation, and competence on job satisfaction of employees of the Trisakti School of Communication Media. The method used in this research is quantitative and analyzed by analysis of the coefficient of determination with the help of SPSS 24.0. The data in this study were obtained from distributing questionnaires to 37 employees of the Trisakti School of Communication Media. In this study it was found that the work environment, compensation, and competence have an influence on job satisfaction of employees of the Trisakti School of Communication Media. These results indicate that the better the work environment, compensation, and competence that employees perceive at their workplace, the better employee job satisfaction in the workplace. The results of this study provide useful findings for the Trisakti School of Communication Media to improve employee job satisfaction by installing sound absorbers in every workspace, regularly cleaning the workspace, reimposing bonus-giving regulations, and routinely disseminating information to employees. When employees are satisfied with their work, they will maximize their performance to help Trisakti School of Communication Media in the formation of quality human resources.

Keywords: Work Environment, Compensation, Competence, and Job Satisfaction

I. INTRODUCTION

Higher education plays an important role in finding and forming qualified and quality Human Resources (HR). The role assigned to higher education means that universities must also have competent human resources and have the desire to work more effectively and efficiently in various fields. By employing quality human resources, the success of higher education will be even greater in producing quality human resources.

Job satisfaction is a form of emotional attitude that is fun and loves the job he is doing because he gets the results of the achievement of work goals (Abdurrahmat, 2010: 117). Satisfaction can occur when individual needs have been met properly, the general attitude of employees is closely related to the rewards they believe they will receive after making a sacrifice. There are other factors that can shape an employee's job satisfaction, including work environment, compensation, and competence.

A work environment that is both physical and non-physical can also shape employee job satisfaction. According to Nitisemito (2013: 97), the work environment is everything that is around employees and can affect employees in carrying out their

assigned duties. for example air conditioner (AC), lighting and so on. Compensation is remuneration provided by employees, either directly or indirectly, financial or non-financial, which is given fairly to employees for their contribution in achieving organizational goals. Meanwhile, competence is the work ability of each individual which includes aspects of knowledge, skills, understanding and work attitudes in accordance with established standards (Law No.13 of 2003).

This research will see if there is an effect work environment, compensation, and competence to job satisfaction of employees at Trisakti School of Communication Media.

II.   THEORETICAL   FRAMEWORK   AND   HYPOTHESIS DEVELOPMENT

2.1   Review of Previous Research Results

The first research was conducted by Imam Tanthowi (2019) entitled "The Effect of Compensation on Job Satisfaction of Definitive Permanent Teachers at SD Islam Al-Azhar 17 Bintaro". This study aims to determine the forms of compensation provided by the school to educators who are permanent definitive teachers and to analyze the effect of this compensation on job satisfaction. The sample used in this study amounted to 36 respondents with a positive sampling technique. The data obtained in this study came from primary data obtained by distributing questionnaires, and secondary data obtained through literature study. The method of analysis used in this research is the analysis of the coefficient of determination and partial hypothesis testing with the help of the IBM SPSS 20 for Windows software. This study resulted in the coefficient of determination of compensation of 16.40%, with a value of t count greater than t table (2.538> 2.032). Therefore, it can be interpreted that compensation has an effect on permanent teacher job satisfaction at SD Islam Al-Azhar 17 Bintaro.

The following is a research conducted by Sudharto (2011) entitled "The Effect of Principal Leadership and Compensation on Job Satisfaction of Semarang City Junior High School Teachers". This study aims to determine the effect of school principal leadership and the compensation received by teachers on job satisfaction of teachers of public junior high schools in Semarang City. The sample used in this study amounted to 288 respondents with proportional random sampling technique. The method of analysis used in this research is the analysis of the coefficient of determination and partial and simultaneous hypothesis testing with the help of SPSS version 17.0. This study resulted in the coefficient of determination of compensation of 48.40%, with a significant t value that is smaller than the real level (0,000 <0.05) and a significant F value that is smaller than the real level (0,000 <0.05). So from that it can be interpreted that compensation has an influence on teacher job satisfactionSemarang City Junior High School.

The third research was conducted by Deswarta (2017) entitled "The Influence of Competence and Motivation on Job Satisfaction and Lecturer Performance at the Faculty of Tarbiyah and Teacher Training, UIN Sultan Syarif Kasim Riau". This study aims to determine the effect of competence and motivation on job satisfaction and performance of the tarbiyah and teacher faculty at UIN Suska Riau. The sample used in this study amounted to 129 respondents with a positive sampling technique. Sources of data used are primary data and secondary data with data collection techniques through questionnaires and interviews. The analytical method used in this research is partial and simultaneous hypothesis testing with the help of SPSS version 17.Based on partial or simultaneous hypothesis testing, competence has an influence on job satisfaction with a significant t value that is smaller than the real level (0.000 <0.05) and the significant F value which is smaller than the real level (0.000 <0.05). It can be concluded that the competence of the Tarbiyah and teacher faculty lecturers at UIN Suska Riau affects job satisfaction.

The fourth research was conducted by Supriyanto, Djoko Santoso, and Susantiningrum, entitled "The Effect of Motivation and Work Environment on Teacher Job Satisfaction". This study aims to determine whether there is an effect of motivation and work environment on teacher job satisfaction at SMK PGRI Sukoharjo. The sample in this study was obtained by random sampling technique, and the respondents were 35 teachers. The research approach was carried out with a quantitative descriptive approach. The analytical method used in this research is the analysis of the coefficient of determination and partial and simultaneous hypothesis testing with the help of SPSS version 17.This research results in the coefficient of determination of the work environment of 63.20%, with a value of tcount greater than t table (0.426> 0.334). and Fcount is greater than Ftable (10.615> 3.32). Therefore, it can be interpreted that the work environment has an influence on teacher job satisfaction at SMK PGRI Sukoharjo.

The fifth research was conducted by Ghulam Muhammad, Dr. Shafiq-ur-Rehaman, and Nadeem Ahmed(2015)entitled "Impact Of Work Environment On Teachers' Job Satisfaction A Case Study Of Private Business Universities Of Pakistan". This study aims to determine the relationship between the work environment and job satisfaction of teachers at the Private Business Universities Karachi, Pakistan. The sample used in this study was 105 Private Business Universities teachers from Pakistan. The analytical method used in this research is partial hypothesis testing with the help of SPSS version 17.0. This study resulted in a significance value that was lower than the real level, namely 0.000 <0.05. Therefore, it can be interpreted that the work environment has an influence on teacher job satisfaction at the Private Business Universities Karachi, Pakistan.

The sixth research was conducted by Abdul Raziq and Raheela Maulabakhsh (2015) entitled "Impact of the Working Environment on Job Satisfaction". This study aims to analyze the effect of the work environment on employee job satisfaction. The methodology used in this research is quantitative, with the technique of collecting survey data by distributing questionnaires. Simple random sampling is a sampling technique used to obtain 210 respondents from Educational Institutes. The analytical method used in this research is partial hypothesis testing with SPSS version 17.0 assistance. The results of this study indicate that the work environment has an influence on job satisfaction of Educational Institutes employees.

The seventh research was conducted by Dhanonjoy Kumar (2016) entitled "Impact of Compensation Factors on Teachers' Job Satisfaction: An Econometric Focus". This study aims to determine whether there is an effect of compensation on job satisfaction of teachers in elementary schools, secondary schools and universities in Bangladesh. The sample used in this study were 250 teachers who teach in Bangladesh Elementary Schools, Middle Schools and Universities. The analytical method used in this research is the analysis of the coefficient of determination and partial hypothesis testing with the help of SPSS version 17.0. This study resulted in the coefficient of determination of compensation of 49.50%, with a significant t value that is smaller than the real level (0.000 <0.05). Therefore, it can be interpreted that the work environment has an influence on teacher job satisfaction in Bangladesh Primary Schools, Middle Schools, and Universities.

The most recent previous research was conducted by Fozia Fatima and Sabir Ali (2016) entitled "*The Impact of Teachers' Financial Compensation on their Job Satisfaction at Higher Secondary Level*".This study aims to determine whether there is an effect of teacher financial compensation on job satisfaction in public and private high schools in Islamabad. The sample used in this study were 30 teachers obtained through random sampling technique. The method of analysis used in this research is the analysis of the coefficient of determination and partial hypothesis testing with the help of SPSS. This study resulted in the coefficient of determination of compensation of 91.80%, with a

significant t value that is smaller than the real level (0.000 <0.05). Therefore it can be interpreted that compensation has an influence on job satisfaction of teachers of Public and Private High Schools in Islamabad.

2.2   Definition of Work Environment

According to Simanjuntak (2013: 39) the work environment can be interpreted as the whole tooling tool faced, the surrounding environment where a person works, his work method, as an influence of his work both as an individual and as a group.

According to Sedarmayanti (2012: 21) states that broadly speaking, work environment indicators are divided into two, namely the physical work environment and the non-physical environment:
1) Physical work environment
2) Non-physical work environment

2.3   Definition of Compensation

Hasibuan (2012: 118) states that compensation is all opinions in the form of money, direct or indirect goods received by employees as compensation for services provided to the company.

2.4   Purpose of Compensation

According to Hasibuan in Kadarisman (2012: 12) the objectives of providing compensation (remuneration) include:
1) The relationship of cooperation with the provision of compensation is a formal partnership between the employer and the employee.
2) Job satisfaction with remuneration, employees will be able to meet their physical needs, social status, and selfishness so that they get job satisfaction from their position.
3) Procurement is effective if the compensation program is implemented large enough, procurement of qualified employees for entrepreneurs will be easier.
4) Motivation if the remuneration is large enough, the manager will easily motivate his subordinates.
5) Employee stability with a compensation program on the principle of fair and proper and external consistency that is competitive, so that employee stability is guaranteed because turnover is relatively small.
6) Discipline by giving a large amount of remuneration, the employee discipline is getting better.
7) Trade union influence with a good compensation program can be avoided and employees will concentrate on their work.
8) Government influence if the compensation program complies with applicable hunting laws (such as minimum wages) then government intervention can be avoided.

2.5   Compensation Function

According to Samsudin (2010: 188), the function of providing compensation is:
1) Efficient allocation of human resources.
2) Use of human resources more efficiently and effectively.
3) Promote stability and economic growth.

2.6   Compensation Indicator

Yani (2012: 142) explains that compensation indicators can be divided into two forms, namely:
1) Compensation in financial form
2) Compensation in non-financial form

2.7   Definition of Competence

According to Spenser quoted by Moeheriono (2014: 5) competence is a characteristic that underlies a person related to the effectiveness of individual performance in their work or the basic characteristics of individuals who have a causal relationship or as a cause and effect with the criteria used as reference.

2.8   Interest of Competence

According to Dessler (2010: 715) states the importance of employee competence is as follows:
1) To know critical cause-and-effect thinking
2) Understand the principles of good measurement
3) Ensuring a cause-and-effect relationship (causal)
4) Consume the results of strategic human resources work at superiors

2.9   Factors Affecting Competence

Michael Zwell (2010: 339) states that there are several factors that can affect a person's competency skills, namely as follows:
1) Belief in Values
2) Skills
3) Experience
4) Personality Characteristics
5) Motivation
6) Emotional Issues
7) Ability
8) Organizational culture

2.10   Types of Competence

According to Kuandar (2011: 149), competence can be divided into 5 (five) parts, namely:
1) Intellectual competence
2) Physical competence
3) Personal competence
4) Social competence
5) Spiritual competence

2.11   Competency Indicators

According to Wibowo (2016: 110) competence has the following indicators:
1) Knowledge (Knowledge)
    a) Know and understand knowledge in their respective fields.
    b) Knowing the knowledge related to regulations, procedures, new techniques in the institution.
2) Skill (Skill)
    a) Ability to communicate well in writing.
    b) Ability to communicate clearly verbally.
3) Attitude
    a) Have the ability to communicate in creativity at work.
    b) There is high morale.

2.12   Definition of Job Satisfaction

According to Abdurrahmat (2010: 117) job satisfaction is a form of emotional attitude that is fun and loves the job he is doing.

2.13 Aspects of Job Satisfaction

Schermerhorn (2011: 163) states that there are five aspects of job satisfaction:
1) The work itself.
2) Supervisor (supervision).
3) Co-workers.
4) Promotion opportunity.
5) Salary

2.14 Job Satisfaction Indicators

According to Abdus Salam (2014: 123), an indicator of job satisfaction of an employee can be measured by the following:
1) Working conditions:
    a) Provide jobs according to fields
    b) Finish a job well
2) Organization and management:
    a) Have a clear policy
    b) Treat procedures fairly
3) Salary:
    a) Get paid on time

2.15 Relationship Between Research Variables

The relationship between research variables that can be described as a guide to solving research problems in this thesis is represented by a flowchart.The work environment is something that can affect workers in carrying out their work well, the compensation received by workers in completing the work that is given fairly will make workers happy to receive it according to their competence, so that there will be a sense of satisfaction that is received by workers in completing work which has been given.

2.16 Research Hypothesis

The following is the formulation of the research hypothesis:
1) It is suspected that there is an influence between the work environment on job satisfaction.
2) It is suspected that there is an influence between compensation on job satisfaction.
3) It is suspected that there is an influence between competence on job satisfaction.
4) It is suspected that there is a simultaneous influence between work environment, compensation and competence on job satisfaction.

III. RESEARCH METHODS
3.1 Research Strategy

This research strategy uses a survey research method, in quantitative research it is necessary to emphasize the importance of being close to people and research situations, so that researchers gain a clear understanding of the realities and conditions of real life. This research was also conducted by distributing questionnaires to employees to collect data from the sample. So that researchers can find relative events that affect the research variables.

3.2 Research Population

Sujarweni (2015: 80) states that the population is the whole number of objects or subjects that have certain characteristics and qualities that are determined by the researcher to be investigated and then draw conclusions. The population in this study were all permanent employeesTrisakti College of Media Communications which amounts to 40 employees.

3.3 Research Samples

According to Sugiyono (2017: 81) the sample is part of the number and characteristics of the population. The sampling technique used in this study was purposive sampling technique. According to Anwar (2014) purposive sampling is the process of selecting a sample from a population based on certain considerations, conditions or criteria.

Table 1. Research Sample Criteria

No.	Criteria	amount
1	Permanent employees at Trisakti School of Media Communications	40
2	Employees who do not have a direct relationship or responsibility with the Trisakti Foundation (Trisakti Foundation)	37
3	Employees who are not at the top management level	37

Source   : Data processed (2020)

Based on Table 3.1 which has been presented above, the number of samples to be used in this study were 37 employees.

3.4 Data Collection Methods

This research data is primary data whose data source directly provides data to data collectors (Sugiyono, 2016: 225). Primary data were obtained by researchers through distributing questionnaires and observations.

3.5 Operationalization of Variables

Operational research variable is an explanation of each variable used in the study of the indicators that make it up.

Table 2. Work Environment Variable Indicators

Variable	Indicator	Sub Indicator	No. Item
Work environment	Physical Work Environment	Lighting / lighting at work	1
		Workplace noise	2
		Air circulation in the workplace	3
		Bad smell at work	4
		Safety at work	5
	Non Physical Work Environment	Leadership attention and support	6
		Cooperation between groups	7

Source: Sedarmayanti (2011: 21)

Table 3. Indicator Compensation Variable

	Direct Financial Compensation	Giving Bonuses	8
		Payroll	9
Compensation	Indirect Compensation	Health benefits	10
		Holiday allowance	11
		Retirement Benefits	12
	Non-Financial Compensation	Promotion received	13
		Work facilities accepted	14

Source: Yani (2012: 142)

Table 4. Competency Variable Indicators

Competence	Knowledge (knowledge)	Know and understand knowledge in their respective fields	15
		Knowing the knowledge related to regulations, procedures, new techniques in the institution	16 17 18
	Skills (skills)	Ability to communicate well in writing	19
		Ability to communicate clearly verbally	20
	Attitude (attitude)	Have the ability to communicate, in creativity, at work	21 22 23
		There is high morale	24

Source: Wibowo (2016: 110)

Table 5. Variable Indicators of Job Satisfaction

Job satisfaction	Working conditions	Work according to the field	25
		Finish a job well	26
	Organization and management	Have a clear policy	27
		Treat procedures fairly	28
	Salary	Get paid on time	29

Source: Abdus Salam (2014: 123)

3.6 Data analysis method

Primary data obtained from the answers to the questionnaire then measured using the Likert scale method. The answer to each instrument item has a score of 1 (strongly disagree), a score of 2 (disagree), a score of 3 (agree), and a score of 4 (strongly agree).

After the results of the answers to the questionnaire are collected, the instrument testing will be carried out:
1) Validity test, data can be said construction is strong or has good construction validity if the value of rcount is> 0.3 (Sugiyono, 2016: 177).
2) Reliability test, the research instrument criteria are said to be reliable using the Cronbach Alpha method, if the reliability coefficient has a value> 0.6 (Sofyan Siregar, 2014: 87).

Testing the validity and reliability instruments, as well as the analysis of the coefficient of determination and hypothesis testing in this study will use the help of SPSS version 24.0.

3.7 Analysis Coefficient of Determination

The coefficient of termination essentially measures how far the model's ability to explain the variation in the dependent variable. Ko Efficient Determination (KD) in this study will use the following formula (Ghozali, 2013: 83) :
1) Effect of partial determination X1 on Y (X2 and X3 Constant)
$$KD_{Y1.23} = r_{Y1.23}{}^2 \text{ X } 100\% \tag{1}$$
2) Effect of partial determination X2 on Y (X1 and X3 Constant)
$$KD_{Y2.13} = r_{Y2.13}{}^2 \text{ X } 100\% \tag{2}$$

3) Effect of partial determination X3 on Y (X1 and X2 Constant)

$KD_{Y3.1.2} = r_{Y3.12}{}^2 X \, 100\%$ (3)

4) The effect of simultaneous determination X1, X2, X3 on Y

$KD_{Y.123} = \text{Adjusted } R_2 \, X \, 100\%$ (4)

3.8   Hypothesis test

Hypothesis testing tested in this study was carried out partially and simultaneously.

1) Partial hypothesis testing

H0: $\rho_{y1.2.3} = 0$:   There is no influence partially between work environment, compensation, and competence with job satisfaction.

Ha: $\rho_{y1.2.3} \neq 0$:   There is an influence partially work environment, compensation, and competence with job satisfaction.

2) Simultaneous hypothesis testing

H0: $\rho_{y123} = 0$:   There is no influence simultaneously between work environment, compensation, and competence with job satisfaction.

Ha: $\rho_{y123} \neq 0$:   There is an influence simultaneously work environment, compensation, and competence with job satisfaction.

IV.   RESULTS

4.1   Respondent Description

The descriptions of respondents in this study were divided into five categories, namely based on gender, age, last education, length of work, and income. This categorization aims to identify the respondent as the object under study more clearly.

Based on gender, from the total sample of 37 people, it is known that 22 respondents (59%) are male and 15 respondents (41%) are female, this means that the majority of employees are male because the employees are male. those who work have a graduated design certificate according to the wishes of the leadership.

Categories based on age ranges, the data obtained shows that 20 respondents (54%) are aged 22-35 years, and 17 respondents (46%) are> 35 years old, this means that the majority of employees are aged 22-35 years due to their young age. have a strong passion in completing work and job challenges encountered.

The data obtained based on the education level of the respondents were as many as 8 respondents (22%) were high school graduates, 2 respondents (5%) were diploma graduates, and 27 respondents (73%) graduated from S1 / S2, this means that the majority of employees have S1 / S2 because they have deeper knowledge with broad insights to develop the company they work for.

The data obtained based on the length of work of the respondents were as many as 12 respondents (32%) had worked 2-5 years, 14 respondents (38%) had worked 5-10 years, 11 respondents (30%) had worked> 10 years, that means The majority of employees have worked for 5-10 years because the company wants to make a change that workers with 5-10 years of time can develop a better company.

The data obtained based on the respondent's income is that 1 respondent (3%) has an income of <3,500,000, 22 respondents (59%) have an income of 3,500,000-5,000,000, 5 respondents (14%) have an income of 5,000,000-7,000,000, and 9 respondents (24%) earn> 7,000,000, that means the majority of employees earn 3,500,000-5,000,000 because the number of students is still standard and salaries are also determined by the staffing rules book at Trisakti School of Communication Media.

4.2   Validity and Reliability Test

The tabulated research data will be tested by testing the validity and reliability using SPSS version 24.0. As for the validity test results, each data from each instrument has a value of $r_{hitung} > 0.3$ and can be declared valid and can be tested further. As for the reliability test results, each research variable has a Cronbach Alpha value > 0.6 and it can be stated that the instrument of each variable is reliable.

4.3 Analysis of the coefficient of determination
1) The coefficient of determination of partial work environment on job satisfaction

Table 6. The results of the partial determination coefficient test of the work environment
Correlations

Control Variables			(X1) Work Environment	(Y) Job Satisfaction
(X2) Compensation & (X3) Competence	(X1) Work Environment	Correlation	1,000	.411
		Significance (2-tailed)	.	.014
		Df	0	33
	(Y) Job Satisfaction	Correlation	.411	1,000
		Significance (2-tailed)	.014	.
		Df	33	0

Source: Data processed (2020)

Based on Table 6 above, the coefficient of determination of the Work Environment (X1) on Job Satisfaction (Y) is 0.411. The coefficient of determinationwork environment on job satisfactioncan be calculated as follows:
$$KDy_{.1.23} = (0.411) 2 \text{ x } 100\%$$
$$= 16.89\%$$
The coefficient of determination Work Environment (X1) on Job Satisfaction (Y)amounted to 16.89%. So it can be concluded that the effect of the work environment on job satisfaction is 16.89% and the remaining 83.11% is influenced by other variables.

2) The coefficient of determination of partial compensation on job satisfaction

Table 7. Test results of the coefficient of determination of partial compensation
Correlations

Control Variables			(X2) Compensation	(Y) Job Satisfaction
(X1) Work Environment & (X3) Competence	(X2) Compensation	Correlation	1,000	.352
		Significance (2-tailed)	.	.038
		Df	0	33
	(Y) Job Satisfaction	Correlation	.352	1,000
		Significance (2-tailed)	.038	.
		Df	33	0

Source: Data processed (2020)

Based on Table 7 above, the coefficient of determination of Compensation (X2) on Job Satisfaction (Y) is 0.352. The coefficient of determinationcompensation for job satisfactioncan be calculated as follows:

$$KDy_{.2.13} = (0.352) 2 \times 100\%$$
$$= 12.39\%$$

The coefficient of determination Compensation (X2) for Job Satisfaction (Y)amounted to 12.39%. So it can be concluded that the effect of compensation on job satisfaction is 12.39% and the remaining 87.61% is influenced by other variables.

3) The coefficient of determination of partial competence on job satisfaction

Table 8. Results of the Partial Determination of Competence Coefficient Test
Correlations

Control Variables			(X3) Competence	(Y) Job Satisfaction
(X1) Work Environment & (X2) Compensation	(X3) Competence	Correlation	1,000	.581
		Significance (2-tailed)	.	.000
		df	0	33
	(Y) Job Satisfaction	Correlation	.581	1,000
		Significance (2-tailed)	.000	.
		df	33	0

Source: Data processed (2020)

Based on Table 8 above, the coefficient of determination of Competence (X3) on Job Satisfaction (Y) is 0.581. The coefficient of determinationcompetence on job satisfactioncan be calculated as follows:

$$KDy_{.3.12} = (0.581) 2 \times 100\%$$
$$= 33.76\%$$

The coefficient of determination Competence (X3) on Job Satisfaction (Y)33.76%. So it can be concluded that the effect of competence on job satisfaction is 33.76% and the remaining 66.24% is influenced by other variables.

4) Simultaneous coefficient of determination

Table 9. Simultaneous Determination Coefficient Test Results
Model Summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.889a	.791	.772	1,077

a. Predictors: (Constant), (X3) Competence, (X1) Work Environment, (X2) Compensation
b. Dependent Variable: (Y) Job Satisfaction
Source: Data processed (2020)

Based on Table 9 above, the simultaneous coefficient of determination (Adjusted R Square) is 0.772. Simultaneous coefficient of determination can be calculated as follows:

$$KDy_{.123} = 0.772 \times 100\%$$
$$= 77.20\%$$

The coefficient of determination simultaneous research of 77.20%. So it can be concluded that the simultaneous influence of work environment, compensation, and competence on job satisfaction is 77.20% and the remaining 22.80% is influenced by other variables outside the research.

4.4   Hypothesis testing
1) Partial hypothesis testing

Table 10. Partial hypothesis test results
Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	.953	1,423		.670	.508
	(X1) Work Environment	.215	.083	.334	2,591	.014
	(X2) Compensation	.179	.083	.298	2,164	.038
	(X3) Competence	.195	.047	.402	4,105	.000

a.   Dependent Variable: (Y) Job Satisfaction
Source: Data processed (2020)

Based on Table 10 above, the partial hypothesis testing of the research variables produces the following interpretations:
a) The significant value of t variable is knownwork environment (X1) of 0.014. Conclusion H0 is rejected or Ha is accepted, because the significance t is smaller than the real level α = 5% or 0.014 <0.05. This proves that partially the work environment has an influence on job satisfaction of employees of the Trisakti School of Communication Media.
b) The significant value of t variable is knownCompensation (X2) of 0.038. Conclusion H0 is rejected or Ha is accepted, because the significance t is smaller than the real level α = 5% or 0.038 <0.05. This proves that partially compensation has a significant effect on job satisfaction of employees of the Trisakti School of Communication Media.
c) It is known that the significant value of the competency variable t (X3) is 0,000. Conclusion H0 is rejected or Ha is accepted, because the significance t is smaller than the real level α = 5% or 0.000 <0.05. This proves that partially competence has a significant effect on job satisfaction of employees of the Trisakti School of Communication Media.

2) Simultaneous hypothesis testing

Table 11. Simultaneous hypothesis test results
ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	144,816	3	48,272	41,630	.000b
	Residual	38,265	33	1,160		
	Total	183,081	36			

a. Dependent Variable: (Y) Job Satisfaction

b. Predictors: (Constant), (X3) Competence, (X1) Work Environment, (X2) Compensation

Source: Data processed (2020)

Based on the results of the calculation of SPSS 24.0 in Table 11 above, the value of significance F was obtained at 0.000. Conclusion H0 is rejected or Ha is accepted, because the significant F is smaller than the real level $\alpha = 5\%$ or $0.000 < 0.05$. This proves that simultaneously there is an influence on the work environment, compensation, and competence to job satisfaction of Trisakti School of Communication Media employees.

4.5   Research Findings
The work environment has a significant influence on employee job satisfaction, because in every Trisakti School of Communication Media Workspace 2 Air Conditioners (AC) are installed with a capacity of 2 Paard Kracht (PK) each, so that employees can feel the good air in the room. work. In addition, the General section (Facilities and Infrastructure) every morning before carrying out work activities will control each room and report the results of control to the Deputy Chairperson of Division II. This result is reinforced by research conducted by Ghulam Muhammad, Dr. Shafiq-ur-Rehaman, and Nadeem Ahmed (2015); Supriyanto, Djoko Santoso, and Susantiningrum; Abdul Raziq and Raheela Maulabakhsh (2015); which proves that the work environment affects employee job satisfaction.

Compensation has a significant effect on employee job satisfaction, because employees of the Trisakti School of Communication Media continue to receive full wages and get free holiday allowances (THR) where many employees in other places have experienced cuts and THR during the Covid 19 pandemic. with research conducted by Imam Tanthowi (2019); Dhanonjoy Kumar (2016); Fozia Fatima and Sabir Ali (2016); Sudharto (2011); which proves that compensation has an effect on employee job satisfaction.

Competence has a significant influence on employee job satisfaction, because communication between employees and the Head of the Trisakti School of Communication Media is well established, so that employees can explore ideas and convey opinions to the Chair for the purpose of building the Trisakti Communication Media College. This result is reinforced by research conducted by Deswarta (2017); which proves that competence affects employee job satisfaction.

Work environment, compensation, and competence have a significant influence on employee job satisfaction, because the Trisakti College of Communication Media treats employees fairly regardless of employee status and position, both from installing Air Conditioners (AC) in the workplace, giving full salaries and allowances. Hari Raya during the Covid 19 pandemic, as well as vertical and horizontal communications

between employees of the Trisakti Media Communication College that were well-established directly. This result is reinforced by research conducted by Deswarta (2017); Supriyanto, Djoko Santoso, and Susantiningrum; Sudharto (2011); which proves that the work environment, compensation, and competence simultaneously affect employee job satisfaction.

V. CONCLUSION, IMPLICATIONS AND LIMITATIONS OF THE RESEARCH

5.1 Conclusion

Based on the research results that have been described in the previous chapter, the researcher can draw the following conclusions:

1) The work environment affects the job satisfaction of employees of the Trisakti School of Communication Media. This explains that the better the employee's work environment is formed, the higher the employee's satisfaction will be at work. It can be concluded that the employees of the Trisakti School of Communication Media are very satisfied with the work environment that has been created.

2) Compensation has an effect on job satisfaction of employees of the Trisakti School of Communication Media. This explains that the greater the compensation received by employees, the greater the employee's satisfaction to work. It can be concluded that the employees of the Trisakti School of Communication Media are very satisfied with the compensation provided by the campus.

3) Competence affects the job satisfaction of employees of the Trisakti School of Communication Media. This explains that the higher the employee's competence, the higher the employee's satisfaction at work because they understand their job. It can be concluded that the employees of the Trisakti School of Communication Media are very satisfied to work because they are placed in the right position / field.

5.2 Implications

Compensation variable based on statistical results has the lowest effect on job satisfaction of employees of the Trisaksti Communication Media College. This recommends the Top Management of the Trisakti College of Communication Media to re-implement the policy of providing employee overtime wages to increase employee job satisfaction. To support employee job satisfaction, the Trisakti School of Communication Media can also give awards (bonuses) to employees who excel. This will trigger other employees to work optimally to get the reward (bonus).

5.3. Research Limitations

The limitations of this study are the small number of samples, the research analysis techniques, and the time of the research conducted during the Covid-19 Pandemic.

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