

## **ABSTRACT**

This study aims to determine the effect of job stress, work motivation and compensation on job satisfaction at PT. husnan putra mandiri

This study uses an associative strategy, which is measured using data-based SPSS 25. The research method used in this study is the Likert scale method. The survey was conducted using a list of questionnaires to employees of PT. Husnan Putra Mandiri.

The results of this study state: the results of the research in the previous chapter, it can be concluded that the value of R explains the level of relationship between the independent variables (X) and the dependent variable (Y). In the table above, it can be seen that the R value is 0.446 or 44.6%. This means that the relationship between the independent variables, namely Job Stress, Work Motivation and Compensation to the dependent variable, namely Job Satisfaction, is 44.6%. In the F table value, it can be seen that the F table value is smaller than the calculated F value in the ANOVA table so that it can be concluded that the independent variable simultaneously influences the dependent variable so that the proposed hypothesis, namely Job Stress, Work Motivation and Compensation simultaneously influence Job Satisfaction is accepted. . This means that any changes that occur in the independent variable, namely Job Stress, Work Motivation and Compensation simultaneously or together will have an effect on Job Satisfaction.

Keywords: Job Stress, Work Motivation, Compensation, Job Satisfaction.

## ***ABSTRACT***

*This research aims to find out the effect of work stress, work motivation and compensation on job satisfaction in PT. husnan putra mandiri*

*The study used associative strategies, which were measured using data-driven with SPSS 25. The research method used in this study is the Likert Scale method. The survey was conducted using a list of questionnaires to pt employees. Husnan Putra Mandiri.*

*The results of this study state: the results of the study in the previous chapter, it can be concluded that the value R describes the level of relationship between independent variables (X) with dependent variables (Y). In the table above it can*

*be seen that the value of R is 0.446 or 44.6%. This means that the relationship between independent variables namely Work Stress, Work Motivation and Compensation for dependent variables namely Job Satisfaction is 44.6%. The value F in the table knows The table's F value is smaller than the F calculated value in the ANOVA table so it can be concluded that independent variables have simultaneous effect on dependent variables so that the proposed hypothesis of Work Stress, Work Motivation and Compensation has a simultaneous effect on Job Satisfaction. That is, any changes that occur to independent variables namely Work Stress, Work Motivation and Compensation simultaneously or together will have an effect on Job Satisfaction.*

*Keywords: Work Stress, Work Motivation, Compensation, Job Satisfaction*

## INTRODUCTION

Company is an organization which consists of a group of people who work to achieve a goal. The most basic interest is to get the maximum profit or profit as well as welfare for the company's shareholders (Prastuti, 2014). The success of a company in achieving its goals is greatly influenced by the human resources contained in the company. In this case, many companies that provide labor services or what is commonly called outsourcing have developed. Outsourcing is the delegation of daily operations and management of a business process to outside parties (outsourcing service providers).

With the development of outsourcing companies, it is necessary to pay attention to issues such as compensation so that it can contribute to support employee motivation and give an impression of job satisfaction. employees. So that the company must be able to create conditions that can encourage or allow employees to develop and improve their abilities and skills optimally. Efforts that can be taken by the company include motivating employees through the application of appropriate compensation to achieve job satisfaction, employees who feel satisfied will be more loyal to the company.

Employees who are not satisfied at work will appear not enthusiastic in completing their tasks, even experiencing stress doing work. Employees who experience work stress tend not to feel motivated to do their job.

According to Hasibuan (2012) Job Stress is a condition that affects a person's emotions, thought processes and condition, a stressed person becomes nervous and feels chronic anxiety. Meanwhile, according to Robbins in Yuda and Ardana (2017) Job stress is a consequence of every activity (environment), external situation or event that imposes excessive psychological or physical demands on a person. More specifically, stress is related to constraints and

demands. Constraints are the forces that prevent an individual from doing what he really wants while demands are the loss of something that is really desired.

According to Edwin B Flippo (2016; 143) "motivation is a skill, in directing employees and organizations to work successfully, so that the desires of employees and organizational goals are achieved at the same time." McShane, Steven, and Von Gillow, Mary Ann (2010) define motivation as "the forces within a person that affect the direction, intensity, and persistence of voluntary behavior", which more or less means describing motivation as a power within a person that influences direction, intensity, and persistence of voluntary behavior.

Compensation is defined as the total amount provided by the organization to employees in return for the use of its employees (Wibowo, 2015: 289). As for the definition of compensation according to (Mulyadi, 2015: 11) "compensation is everything that the company gives to employees as remuneration for contributions made to the company". According to the opinion of Mangkunegara (2013: 84) compensation given to employees is very influential on the level of job satisfaction and work motivation, as well as work results. Providing compensation in accordance with the type of work and job title of the employee, the employee will feel satisfaction at work.

Job satisfaction is an important condition that must be owned by every employee who works, where humans are able to interact with their work environment and they will work passionately and seriously so that they contribute to the achievement of company goals. will increase (Kunartinah, 2012). Job satisfaction is the level of a person's feeling of pleasure as a positive assessment of his job and the environment he works at (Wibowo, 2013: 132).

Employees are social beings who are the main wealth for every company. They become planners, implementers and controllers who always play an active role in realizing company goals. Employees become actors who support the

achievement of goals, have thoughts, feelings, and desires that can influence their attitudes towards their work Dessler (2015: 76).

Definition of human resources According to Hasibuan (2016: 10) human resource management is "the science and art of managing the relationships and roles of the workforce in order to be effective and efficient in helping the realization of company, employee and community goals".

According to Malayu SP Hasibuan (2016; 21-23). Human resource management functions are as follows:

a. Planning

Planning is planning the workforce effectively and efficiently to suit the company's needs in helping the realization of goals.

b. Organizing

Organizing is an activity to organize all employees by determining the division of labor, work relations, delegation of authority, integration, and coordination in the organizational chart.

c. Briefing

Briefing is the activity of directing all employees so that they are willing to cooperate and work effectively and efficiently in helping achieve the goals of the company, employees, and society.

d. Control

Control is the activity of controlling all employees to comply with company regulations and work according to plan.

e. Procurement

Procurement is the process of drawing, selecting, placing, orienting, and inducing employees to suit company needs.

f. Development

Development is the process of improving technical, theoretical, conceptual, and employee moral skills through education and training.

g. Compensation

Compensation is the provision of direct and indirect remuneration, money or goods to employees in return for services rendered to the company.

h. Integration

Integration is an activity to unite the interests of the company and the needs of employees, in order to create harmonious and mutually beneficial cooperation.

i. Maintenance

Maintenance is an activity to maintain or improve the physical, mental, and loyalty of employees, so that they are willing to work together until retirement.

j. Discipline

Discipline is the most important function of human resource management and the key to achieving goals because without good discipline it is difficult to achieve maximum goals.

k. Termination

Termination is the termination of a person's working relationship from a company.

Definition of work stress According to Setiyana, VY (2013: 384) work stress is a very difficult construct to define, work stress occurs in a person, where someone runs from problems, since some workers bring the level of work to a tendency to stress, work stress as a combination of sources -source of stress on the work of individual characteristics, and stressors outside the organization. Job stress is a stressful condition that creates a physical and psychological imbalance, which affects the emotions, processes, thoughts and conditions of an employee. Stress is a dynamic condition in which the individual conflicts with opportunities, demands, or resources related to what the individual wants and which results are seen to be uncertain and important. This is a complex definition. Although stress is generally discussed in a negative context, it is not as bad as it is bad on its own it also has a positive value. In response to stress, your nervous system, hypothalamus, pituitary gland, and adrenal glands will supply you with stress hormones to deal with. Your heart rate and breathing will speed up to increase oxygen, while your muscles tense up to prepare to do something. This is an opportunity when it offers potential benefits. Consider, for example, the superior

performance of an athlete or stage performer providing a "gripping" situation. These individuals often use stress positively to increase opportunity and performance to their maximum level. Likewise, many professionals view the pressure of heavy workloads and deadlines as positively challenging the quality of their work and the satisfaction they get from their work. However, when the situation becomes negative, stress becomes dangerous and will hinder your progress by uncomfortably increasing your blood pressure and creating erratic heart rhythms as you struggle to speak and think logically.

Definition of Work Motivation According to Robbins (2016; 201) "motivation is a process that shows individual intensity, direction, and persistence of efforts towards achieving goals". According to Robbins and Coulter (2016; 201) "motivation is the willingness to carry out high efforts to achieve organizational goals conditioned by the ability of efforts to meet certain individual needs". According to Farida & Hartono (26: 2016) motivational goals include the following:

- a. Increase employee morale and job satisfaction to employee work
- b. increase productivity
- c. Maintain employee work stability
- d. Increase employee discipline
- e. Effective employee procurement
- f. creates a good atmosphere and work relationship
- g. increases employee loyalty, creativity and participation
- h. Increasing the level of employee welfare Increasing the
- i. sense of responsibility of employees towards their duties

According to Swaminathan (Dewi, 2015) said that a person's work motivation is influenced by 2 factors, namely:

1. Internal Factors, namely a person's motivation is influenced by a person, for example if an employee wants getting a satisfactory score in the performance appraisal will direct his beliefs and behavior in such a way that

it meets the requirements of the predetermined performance appraisal. This will relate to the aspects or strengths that exist within a person to achieve a goal, for example aspects of self-efficacy. Self-efficacy is a person's belief in self-confidence and his ability to do a job, so as to obtain success.

2. External Factors Namely factors that come from outside the individual such as promotion factors, awards, salaries, working conditions, company policies, and jobs that contain responsibilities. Employees will be motivated if there is support from management and a conducive work environment which in turn has an impact on job satisfaction.

David McClelland's analyzes three very human needs

important in organizations or companies about their motivation

, as suggested by McClelland in Veithzal (2011: 837), namely:

- a. Dimensions need to excel (Need for achievement) composed of three indicators:
  - Love a challenge in the job
  - responsibilities
  - job performance
- a. need to master something (Need for power) which is composed of two indicators:
  1. Looking for a position in the group
  2. for the opportunity to expand the powers of
  3. Choice
- b. Needs to expand associations (Need for affiliation) which consists of two indicators, namely:
  1. Having a good relationship with the organization
  2. Having good cooperation

Understanding Compensation is something that employees receive as remuneration for their performance in carrying out their duties (Kadar Nurjaman, 2014: 179).



Drs. Malayu SP Hasibuan (2014: 118), compensation is all income in the form of money, direct or indirect goods received by employees as compensation for services provided to the company.

Dimensions and indicators according to Handoko (2012: 56) compensation is divided into:

1. Direct Compensation (*Direct Compensation*)

Direct compensation is compensation received by employees who have a direct relationship with work, which is usually received by employees in the form of salaries, wages, incentives, bonuses.

2. compensation *Indirect(Indirect Compensation) Indirect*

compensation is compensation received by employees who do not have a direct relationship with the job, but more emphasis on establishing good working conditions to complete their work.

Definition of Job Satisfaction When people talk about workers' attitudes, they usually refer to job satisfaction, which describes a positive feeling about the job, which results from an evaluation of its characteristics. Someone with a high level of job satisfaction has positive feelings about their job, while someone with a low level has negative feelings. Therefore, organizational behavior researchers assess job satisfaction is very important.

Mangkunegara (2013: 117) argues that job satisfaction is a feeling that supports or does not support employees who are related to their work and with their condition

According to Mangkunegara (2013: 120) there are several theories about job satisfaction, namely:

1. Equity theory. ) This theory was developed by Adams. The components of this theory are input, outcome, equity in equity. According to this theory, employee satisfaction or dissatisfaction is the result of comparing his input-outcome with the input-outcome of other employees. So if the

comparison is felt to be balanced, it can cause two possibilities, namely an imbalance that benefits the other employees who are being compared.

2. Theory of Difference (Discrepancy Theory) This theory was first pioneered by Porter. He argues that measuring satisfaction can be done by calculating the difference between what should be and what is felt by the employee.
3. Need Fulfillment Theory According to this theory, employee job satisfaction depends on whether or not the employee's needs are met. Employees will feel satisfied when employees get what they need. The greater the employee's needs are met, the more satisfied the employee will be. Likewise, if the employee's needs are not met, the employee will feel dissatisfied.
4. Social Reference Group Theory According to this theory, the work needs of employees do not depend on meeting needs alone, but are highly dependent on the views and opinions of the group which employees perceive as the reference group. The reference group is used by employees as benchmarks to assess themselves and their environment. So, employees will feel satisfied if the results of their work are in accordance with the interests and needs expected by the reference group.
5. Theory of Appreciation (Expectancy Theory) The theory of appreciation was developed by Victor H. Vroom and then this theory is extended by Porter and Lawyer. In Keith Davis's book, Vroom explains that motivation is a product of how someone wants something and a person's judgment allows certain actions to guide it. Furthermore, Davis argued that reward is the power of belief in a treatment followed by specific results.
6. Herzberg's two-factor theory The two-factor theory was developed by Frederick Herzberg. Herzberg used Abraham Maslow's theory as his point of reference. Herzberg's research was conducted by conducting interviews with the subjects of engineers and accountants. According to Herzberg, two factors can cause satisfaction, namely the maintenance factor and the motivational factor.

Robbins (2012: 22) has another opinion that the factors that determine employee job satisfaction are:

1. Work that is mentally challenging Employees tend to prefer jobs that provide opportunities to use their skills and abilities, offer a variety of tasks, freedom and feedback for how well the employee is working. These characteristics make work mentally challenging. Less challenging jobs create frustration and feelings of failure. In moderate conditions, most employees experience pleasure and satisfaction.
2. Appropriate rewards Employees want a wage system and promotion policies that employees perceive to be fair, unambiguous and in line with employees' rewards. When wages are seen as fair based on job demands, job skill levels, individual skill levels, and community wage standards are likely to result in satisfaction.
3. Working conditions that support Employees care about the work environment both for personal comfort and to make it easier for employees to do their jobs well.
4. Supportive co-workers For most employees, work also fills a need for social interaction. Therefore, it is not surprising that having friendly and supportive coworkers leads to increased job satisfaction. Superior behavior is also a major determinant of satisfaction. In general, employee job satisfaction increases when supervisors are immediately friendly and understanding, give praise for good performance, listen to employee opinions and show a personal interest in employees.
5. Personal suitability for work.

Based on the results of previous research, job stress has a negative and significant effect on job satisfaction. This means that the higher the stress level, the lower the level of employee job satisfaction. Job stress can arise because of the pressure or time pressure at work. the effect of job stress on job satisfaction has a negative effect due to career development, stress of wages and rewards which are factors. Job stress is a very substantial problem in the workplace. (Yasa, 2019: 1207)

Based on the results of previous research, a motivated employee will be energetic and enthusiastic, and vice versa, an employee with low motivation will often display discomfort and displeasure with their work which results in their poor performance and unhappy company goals. will be achieved. Motivation is believed to have a positive influence on job satisfaction of an employee, if the work motivation of an employee is higher or increasing, then their job satisfaction will also increase. Conversely, if work motivation decreases, it will reduce employee job satisfaction. (Nurchayani, 2016: 525-526)

Be aware that previous research compensation has an influence on employee job satisfaction. Compensation plays a role as employee interaction in achieving goals, namely for satisfaction. Compensation acts as an enhancer of positive organizational behavior dynamics. It is proven that through steady compensation, coordination can be realized, various problems can be resolved, information can be spread widely and conflicts can be resolved satisfactorily with compensation that can explain to employees what must be done, how they work to work well and what is done to improve satisfaction if below standard. (Fauzan, 2014: 30).

Based on the results of research, employees who work can be serious in achieving company goals if supported by job satisfaction where the employee has motivation that encourages employees to work so that employees and employees do not have the burden or stress in doing their work. (Nurchayani, 2016: 532)

### **Research Methodology The research**

strategy used by the research is associative which aims to determine the influence between variables (Sugiyono, 2016: 36). In this case the study identifies the extent of the influence between the four variables, namely the variable Job Stress ( $X_1$ ), Work Motivation ( $X_2$ ), and compensation ( $X_3$ ) which are variables *exogeneous* on job satisfaction (Y) which are variables *endogeneous*.

The research method used in this research is a survey method where each research subject is measured only once at the point of time for data collection which is calculated further to the object of research. The survey was conducted using a list of questionnaires sent to employees of PT. Husnan Putra Mandiri.

Population (*population*) is a generalization area consisting of objects / subjects that have certain qualities and characteristics that are applied by researchers to study and then draw conclusions (Sugiyono, 2016: 80).

The population taken in this study is identified with certainty. In this study the general population, namely employees of PT. Husnan Putra Mandiri with 900 employees.

The sample is part of the number and characteristics of the population (Sugiyono, 2016: 81). The sample is used as the sample size, where the sample size is a step to determine the size of the sample to be taken in carrying out a study. Basically, the sample size is a step to determine the number of samples to be taken to carry out research on an object, then the sample size is measured statistically or research estimates.

$$n = \frac{N}{1 + N (e)^2}$$

Where:

N : Population

n : sample size

e : determined position (5%)

Based on this formula, the number of samples to be studied is:

$$n = \frac{N}{1 + N (e)^2}$$

$$n = \frac{900}{1 + 900 (0.05)^2}$$

$$n = \frac{900}{1 + 900 (0.0025)}$$

$$n = \frac{900}{3.25}$$

$$n = 276.9 \text{ or } 277 \text{ (rounded)}$$

The research sample in this thesis was 277 employees of PT. Husnan Putra Mandiri with an error rate of 5%, so the number of samples used in this study was 277 respondents.

To obtain accuracy in this study, researchers obtained data and information from interview surveys of employees of PT. Husnan Putra Mandiri. Data sources show how the authors obtained the data and where the data obtained by the researchers came from. Data sources that directly provide data to data collectors (Sugiyono, 2016: 402).

The data source used in this study is the primary data source. The steps in grouping primary data by means of a questionnaire. The questionnaire is a data collection technique that is carried out by giving a set of questions or written questions to the respondent to answer (Sugiyono, 2013: 142).

The statements in the questionnaire were then tested with the validity and reliability of research instruments as follows:

#### 1. Test Validity

To determine test results validity, then the formula that is used to test the validity of this instrument is *Product Moment* from *Karl Pearson*, as follows (Pardede & Manurung, 2014 : 31):

$$r_{count} = \frac{(n \cdot \Sigma XY) - (\Sigma X \cdot \Sigma Y)}{\sqrt{[(n \cdot \Sigma X^2) - (\Sigma X)^2] \cdot [(n \cdot \Sigma Y^2) - (\Sigma Y)^2]}}$$

#### 2. Reliability Test Reliability

tests are used to measure the consistency of the questionnaire which is an indicator of variables or constructs (Sugiyono, 2016: 131). The instrument reliability test was performed using the technique *Split Half*, using the formula *Spearman Brown*:

$$r_i = \frac{2 \cdot r_b}{1 + r_b}$$

value of  $r_b$  can be obtained by the formula:

$$r_b = \frac{(n \cdot \Sigma XY) - (\Sigma X \cdot \Sigma Y)}{\sqrt{[(n \cdot \Sigma X^2) - (\Sigma X)^2] \cdot [(n \cdot \Sigma Y^2) - (\Sigma Y)^2]}}$$

This research instrument is performed reliably if the reliability value of the research instrument is greater than the value of the correlation coefficient ( $r_i > 0.60$ ).

The data analysis method used in this study is multiple regression analysis. Multiple regression is useful for predicting the effect of two or more predictor

variables on one criterion variable or to prove the presence or absence of a functional relationship between two or more independent variables (X) and a dependent variable (Y) as quoted by Ima Hernawati in Husaini Usman (2015): 241). Multiple linear regression wants to test the effect of two or more independent variables on one dependent variable (Ghozali, 2014: 13). Multiple regression analysis in this study is used to determine the effect of the *Loan To Deposit Ratio* (LDR) and *Net Profit Margin* (NPM) on the *Current Adequacy Ratio* (CAR) at Bank BCA in Indonesia in 2014-2018. The formulation of the multiple regression equation itself is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

The classic assumption test is used to test whether the regression model really shows a significant and representative relationship.

## Data

### Multiple Regression Analysis

To determine the variable coefficient of Job Stress, Work Motivation, Compensation and Job Satisfaction, it can be seen in table 4.9 below.

**Table 4.9.** Sub-Structure 1

<b>Coefficient Coefficients<sup>a</sup></b>					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	25.525,	3.240		7.879	.000
Work Stress (X1)	-,	391,096	-, 230	-4.068,	
work motivation	(X2),386,		098,220	3.952,	
compensation	(X3),678,		104,363	6.499,	

a. Dependent Variable: Job Satisfaction (Y)

Source: Data processed (2020)

The magnitude of the simultaneous influence of Job Stress, Work Motivation, Compensation, and Job Satisfaction is shown in the following table:

**Table 4.10.** Model Summary Sub Structure 1

<b>Model Summary<sup>b</sup></b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	, 446 <sup>a</sup>	, 199	, 190	6,266

a. Predictors: (Constant), Compensation (X3), Work Motivation (X2), Work Stress (X1)

b. Dependent Variable: Job Satisfaction (Y)

Source: Processed data (2020)

Multiple linear regression analysis is used to test the effect of two or more independent variables on one dependent variable (Ghozali, 2014: 13). The regression equation can be seen from the table of test results *coefficients*. In the table the *coefficients* read are the values in column B, the first row shows the constant (a) and the next row shows the independent variable constant. Based on the table above, the regression model used is as follows.

$$Y = 25.525 - 0.391 X1 + 0.386 X2 + 0.678 X3$$

Based on the regression model and table 4.9 above, the results of multiple regression can be explained as follows.

- 1) If other variables are constant, the Y value will change by itself by 25.525.
- 2) If other variables are constant, the Y value will change by 0.391 per unit X1.
- 3) If other variables are constant, the Y value will change by 0.386 for each X2 unit.
- 4) If other variables have a constant value, the Y value will change by 0.678 for each X3 unit.

The results of the normality test based on the *Kolmogorov Smirnov test* can be seen in the following table 4:11.



Table 4.11. Test Results *Kolmogorov Smirnov*  
**One-Sample Kolmogorov-Smirnov Test**

	Job Stress (X1)	Work Motivation (X2)	Compensati on (X3)	Job Satisfaction (Y)	
N	277	277	277	277	
Normal Parameters <sup>a, b</sup>	Mean	21.05	24.78	21.65	41.53
	Std. Deviation	4,085	3,970	3,723	6,962
	Most Extreme Differences				
	Absolute	, 101	, 079	, 068	, 109
	Positive	, 048	, 079	, 053	, 066
	Negative	-, 101	-, 066	-, 068	-, 109
Test Statistic	, 101	, 079	, 068	, 109	
Asymp . Sig. (2-tailed)	, 000 <sup>c</sup>	, 000 <sup>c</sup>	, 004 <sup>c</sup>	, 000 <sup>c</sup>	

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: SPSS Output, 2020 (processed data)

Data is normally distributed if the significance value is below 0.05. Based on the table 4.11 above, it can be seen that the significance value of X1, X2, and Y is 0.000, while the significance value of X3 is 0.004. This shows that the variables, namely the values of X1, X2, X3, and Y have not reached the sig limit. 0.05 So it can be concluded that the variable has not reached the significant limit.

### **Multicollinearity Test Multicollinearity**

test aims to test whether the regression model found a high or perfect correlation between independent / independent variables (Ghozali, 2014: 25). To detect the presence or absence of high multicollinearity between independent variables, it can be detected by looking at the value *tolerance* and *variance inflation factor* (VIF). The value *cutoff* that is commonly used to indicate that multicollinearity does not occur is a tolerance value above 0.10 or equal to a VIF value below 10 (Ghozali, 2014: 28). The multicollinearity test results can be seen in the following table 4:12.

Table 4:12 Multicollinearity Test Results

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	25.525,	3.240		7.879	.000		
	Work Stress (X1)	-,	391,096	-, 230	-4.068,		.000,	.921
	work motivation	(X2),38		.098,220	3.952,		.000,	.946
	compensation	(X3),67		.104,363	6.499,		.000,	.943
		8,						1.061

a. Dependent Variable: Job Satisfaction (Y)

Source: SPSS Output, 2020 (data processed)

The multicollinearity test results above indicate that the tolerance value of the three independent variables is above 0.10 and VIF is less than 10. Thus it can be concluded that in the regression model there is no multicollinearity problem, so the existing regression model is feasible to use.

**Autocorrelation Test Autocorrelation**

test aims to test whether in a linear regression model there is a correlation between confounding errors in period  $t$  with errors in period  $t-1$  (previous). This test is performed using the Durbin-Watson (*testDW-test*). The results of the autocorrelation test using the Durbin Watson test can be seen in the following table 4:13.

Table 4.13. Autocorrelation Test Results

**Model Summary<sup>b</sup>**

Model	Durbin-Watson
1	1,210

a. Predictors: (Constant), Compensation (X3), Work Motivation (X2), Work Stress (X1)

b. Dependent Variable: Job Satisfaction (Y)

Source: SPSS Output, 2020 (data processed)

According to Makridakis (1983) to detect the presence or absence of autocorrelation, the Durbin-Watson (DW) test is carried out with the following conditions:

Table 4.14. Durbin Watson Test Criteria Value

Number	Value DW	Conclusions
1.	$1.65 < DW < 2.35$	Nothing Happens autocorrelation
2.	$1.21 < DW < 1.65$	Can not Be Concluded
3.	$2.35 < DW < 2,79$	
4.	$DW < 1.21$	Autocorrelation occurs
5.	$DW > 2.79$	

Source: Solomon (2015: 89).

In table 4:13, it can be seen that the Durbin Watson value is 1.2, this value is less than 1.21, which means that autocorrelation occurs.

### Heteroscedasticity

Test The heteroscedasticity test is intended to test whether the regression model has an inequality of variance and residuals from one observation to another. If the residual variance from one observation to another is constant, it is called homoscedastic and if it is different it is called heteroscedasticity as quoted by Ima Hernawati in Imam Ghozali (2014: 69). A good regression model is homoscedasticity or heteroscedasticity does not occur. The results of the heteroscedasticity test based on thegraph *scatterplot* can be seen in Figure 4.7 below.

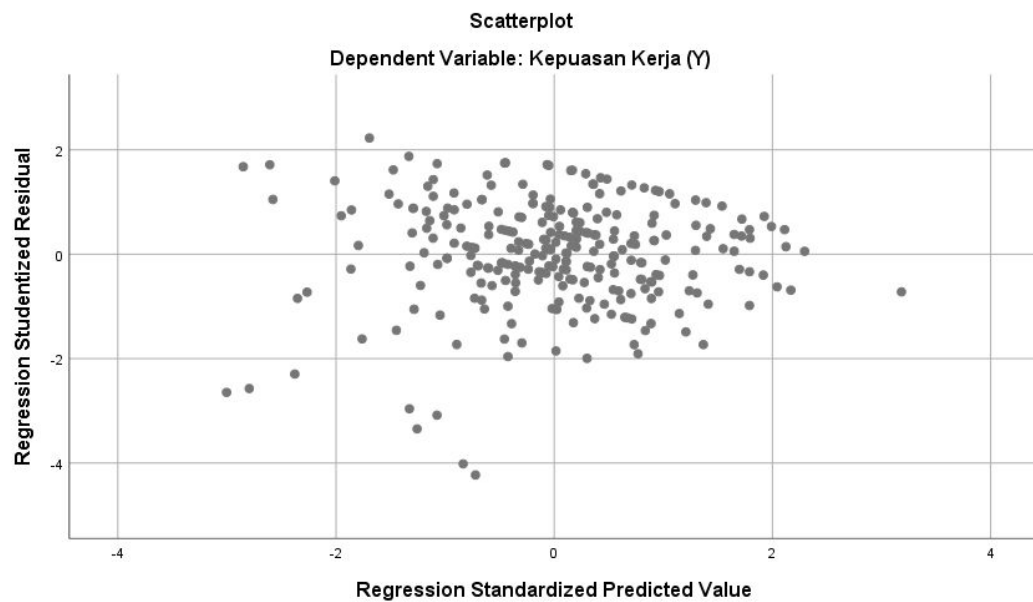


Figure 4.7 Heteroscedasticity Test Results

Source: SPSS Output, 2020 (processed data)

Based on Figure 4.7 it can be seen that the data (dots) spread evenly above and below the zero line, and do not gather in one place, and do not form a certain pattern. So it can be concluded that the regression test does not occur heteroscedasticity problems.

#### The coefficient of determination ( $R^2$ )

The coefficient of determination ( $R^2$ ) is used to determine the relationship between independent variables and the dependent variable. The value of  $R^2$  lies between 0 and 1 ( $0 \leq R^2 \leq 1$ ). The value of  $R^2$  in this study can be seen in Table 4:15 below.

Table 4.15. Coefficient of Determination

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,446 <sup>a</sup>	,199	,190	6,266	1,210

a. Predictors: (Constant), Compensation (X3), Work Motivation (X2), Work Stress (X1)

b. Dependent Variable: Job Satisfaction (Y)

Source: SPSS Output, 2020 (data processed)

The R value explains the level of relationship between the independent variables (X) and the dependent variable (Y). In the table above, it can be seen that the R value is 0.446 or 44.6%. This means that the relationship between the independent variables, namely Job Stress, Work Motivation and Compensation to the dependent variable, namely Job Satisfaction, is 44.6%.

At 4:15 in the above table can be seen that the value of *R Square* ( $R^2$ ) of 0.199 or 19.9%. This means that the independent variables, namely Job Stress, Work Motivation and Compensation can explain the dependent variable, namely Job Satisfaction of 19.9%. While the rest is explained by other variables that are not included in the regression capital in this study.

*Adjusted R Square* is  $R$  values<sup>2</sup> are adjusted so that the picture is closer to the quality assessment of models, from the table above can be seen that the value of *Adjusted R Square* ( $R^2$ ) is equal to 0.190 or 19.0%.

### Simultaneous Test (F Statistical Test)

The F statistical test basically shows whether all the independent variables included in the model have a simultaneous / simultaneous effect on the dependent variable (Ghozali, 2014: 16).

The results of the F test can be seen in the following table 4:16.

Table 4.16. Results of FTest

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2657.400	3,	885.800	22.559	.000 <sup>b</sup>
	Residual	10719.589	273	39.266		
	Total	13376.989	276			

a. Dependent Variable: Job Satisfaction (Y)

b. Predictors: (Constant), Compensation (X3), Work Motivation (X2), Work Stress (X1)

Source: SPSS Output, 2020 (data processed)

In table 4.16 above it can be seen that the F test results show the calculated F value of 22.599 with a significance of 0.000. This significance value is smaller than 0.05, so it can be concluded that the independent variables, namely Job Stress, Work Motivation and Compensation have a simultaneous effect on Job Satisfaction so that the proposed hypothesis is accepted.

## **CONCLUSIONS AND SUGGESTIONS**

Based on the research results in the previous chapter, it can be concluded that the R value explains the level of relationship between the independent variables (X) and the dependent variable (Y). In the table above, it can be seen that the R value is 0.446 or 44.6%. This means that the relationship between the independent variables, namely Job Stress, Work Motivation and Compensation to the dependent variable, namely Job Satisfaction, is 44.6%.

F table, then  $F_{table}$  can be seen in table F at alpha 0.05 with degrees of freedom of the numerator of 3, and degrees of denominator 273 (277-3-1) so that it can be seen that the value of the F table is 2.104. The F table value is smaller than the calculated F value in the ANOVA table so that it can be concluded that the independent variable simultaneously influences the dependent variable so that the hypothesis proposed, namely Job Stress, Work Motivation and Compensation simultaneously affect Job Satisfaction is accepted. This means that any changes that occur in the independent variable, namely Job Stress, Work Motivation and Compensation simultaneously or together will have an effect on Job Satisfaction.

### **Suggestions**

Based on the results of research, analysis and discussion, the following are some suggestions that the company can mobilize and encourage employees to be motivated to work and have a comfortable job to avoid stress, because as a labor supply company, many employees feel doubt about the continuation of the work they have. keddean, and companies can increase cooperation with partners to wear services. And companies can provide training for employees to increase their

compensation. Because usually employees get compensation based on what they do, without any opportunities for improvement.

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