



The Influence of Compensation and Work Environment towards Teacher's Job Satisfaction

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Abstract

This study aims to expose the influence of compensation and work environment towards teachers' work satisfaction in SMP Negeri 2 Pecangaan Jepara. The data analysis used in this research were descriptive analysis, pre-requirement test analysis, and hypothesis test including simple linear regression analysis that was used to know the effect of compensation towards teachers' work satisfaction and the effect of work environment towards teachers' work satisfaction and multiple regression analysis to know the effect of compensation and work environment simultaneously towards teachers' work satisfaction. From the hypothesis testing, it is found that; (1) there was a positive effect of compensation towards teachers' work satisfaction which revealed by $Y=55.501 + 0.585 X_1$ with the correlation coefficient as 0.834 with contribution about 0.695 or 69.05%, (2) there is a positive effect of work environment towards teachers' work satisfaction which revealed by $Y=56.157 + 0.585 X_2$ with the correlation coefficient as 0.740 with contribution about 0.547 or 54.7%, (3) there is a positive effect of compensation and work environment simultaneously towards teachers' work satisfaction which revealed by $Y=39.414 + 0.427 X_1 + 0.299 X_2$ with the correlation coefficient as 0.887 with contribution about 0.788 or 78.8%. To improve teachers' work satisfaction, there must be the improvement of compensation as the appreciation for teachers' and a good condition of work environment which will to the improvement of education quality.

Abstrak

Penelitian ini bertujuan untuk memberikan keterangan tentang pengaruh kompensasi, lingkungan kerja, dan relasi keduanya terhadap kepuasan kerja guru di SMP Negeri 2 Pecangaan, Jepara. Analisis data yang digunakan adalah analisis deskriptif, uji persyaratan analisis dan uji hipotesis yang meliputi analisis regresi linier sederhana dan analisis regresi ganda. Dari uji hipotesis ditemukan: (1) terdapat pengaruh positif kompensasi terhadap kepuasan kerja guru yang dinyatakan dengan persamaan $Y = 55,501 + 0,585X_1$, kekuatan korelasi sebesar 0,834 dengan kontribusi sebesar 0,695 atau 69,5%, (2) terdapat pengaruh positif lingkungan kerja terhadap kepuasan kerja guru yang dinyatakan dengan persamaan $Y = 56,157 + 0,585 X_2$, kekuatan korelasi sebesar 0,740 dengan kontribusi sebesar 0,547 atau 54,7%, (3) terdapat pengaruh positif kompensasi dan lingkungan kerja secara bersama-sama terhadap kepuasan kerja guru yang dinyatakan dengan persamaan $Y = 39,414 + 0,427 X_1 + 0,299 X_2$, kekuatan korelasi sebesar 0,887 dengan kontribusi sebesar 0,788 atau 78,8%. Untuk meningkatkan kepuasan kerja guru maka diperlukan peningkatan kompensasi sebagai apresiasi terhadap kinerja guru. Selain itu lingkungan kerja perlu ditingkatkan untuk meningkatkan kepuasan guru yang berdampak pada peningkatan kualitas pendidikan

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Introduction

In school management, teachers play the important part in this process because they become a bridge in all school process. The absence of teacher, will give a negative impact in order to achieve the goal of education although because the central actors of curriculum development is teacher. In Indonesia, Teachers are divided into two groups; certified and non-certified teacher, the job, duty, and awareness of them are similar. They have to be professional teacher. As stated in Law no 14 year 2005 about teacher and lecturer, Chapter 1, paragraph 1, defines teacher as a professional educator with their primary task are educating, lecturing, guiding, guarding, training, assessing, and evaluating all the process happened towards students in primary school.

Teachers become major factors in determining school achievement in gaining the education goal, because they directly engaged on school activities. They are much expected could give their high performance as educator in school. Therefore, in order to support school management to gain the education goal, it must be concern about the work satisfaction of teachers. It has to be a prior component in determining teacher's career. If the teachers do not get their job satisfaction, it brings bad impact towards their performances, motivation, innovation and presence. As a consequences, school management, and organizational work system do not run as expected.

According to Gorda in Dhermawan et all (2012, 174) job satisfaction become supported factor in teacher's performance improvement and contribute on improvement of school management system. School as an education instituton will get feed back from this condition. It is similar with Hasibuan explanation (2016, 202), he said that a job satisfaction is a kind of positive emotional reaction and loving the job.

Regarding the job satisfaction, the work environment also determines the teacher's performance. Work environment as stated by (Nitisemito 2007, 66) are all components existed in the envirotnment of worker which influences their work performance. Robbins as cited in Fathonah and Utami (2010, 3) stated that teacher could give their best work performance if the work envirotnment supports what teachers do and will do. Work environment become important part, it's not only regarding the good condiciton of school infrastructure, but also how the teacher can access the facility and express their idea independently.

Job satisfaction determined from many factors given to them, besides work environment, compensation also plays role in determining and influencing teacher's job satisfaction. Reward, salary, bonus, etc, are the example of compensation. The appropriatness given of compensation towards teachers will contribute positively on their job satisfaction and indirectly impact to education goal of school. Zainal *et all* (2016, 541) stated that compensation is something given to teacher as a reward of their contribution to school. Hasibuan (2016, 118) stated that compensation could be income such as money, gift, or other given to employee as a salary of the employee's performances. The compensation given impacts significantly toward teacher's job satisfaction. If the school institution is not able to give the compensation appropriatly, it will also impact negatively towards teacher's job satisfaction, and indirectly will determine school achievement.

The research conducted by Anas (2013, 10), Fathonah and Utami (2010, 15) which analyzed the compensation and work environment as variables determined teacher job satisfaction stated that compensation gave positive impact towards teacher's job satisfaction. It is different from Dhermawan, Sudibya, and Utaa (2012, 181) and Riansari, Sudiro, and Rofiaty (2011, 819) they stated as the result of research that compensation has a positive impact towards teacher job satisfaction, but it is not for work environment. It showed that the best work environment based on this research does not impact directly.

Studies on corelation between compensation and job's satisfaction had conducted by several researchers, Anas (2013, 10-11) and Rizal (2012, 16) analyzed the influence between work environment

and compensation. The results of the studies show that there was some positive significance between compensation, work environment towards the job's satisfaction.

Dhermawan, Sudiby, and Utama (2012, 181), Rizal (2015, 16) and Riansari, Sudiro, and Rofianti (2012, 819), they analyzed the influence of compensation towards job's satisfaction, they concludes there were also positive significance on job's satisfaction as result of good rewards for employees jobs.

Islamic Values on Work Motivation

In Islamic views there some reference about work motivation, in Qur'an Surah At-taubah verses 105. *"say, go for an effort, so Allah and his messenger also believers (mu'min) will se your effort, and you'll be returned to Him who knows everything unseen and real, and He informs you what you have done."*

In another verse of Qur'an,

Surely Allah does not change the state of a people so as to change the state of themselves (Ar Ra'du:13).

These verses teach the people of Muslim that doing work for their family will be granted some rewards from God. And God gives people a ethic of works that He will never intervene towards what people have done. It means, ethic of progressivism be the major value of Islam.

Another reference tells about rewards towards people who doing hard work for their family. *Narated by Imam Ahmad, Rasulullah Muhammad said that Allah loves His people who create and ingenious. Whoever is struggling to earn a living for his family then he is similar to the Mujahid in the way of Allah SWT.*

This hadith also tells to people about the degree of work hard for family living. Allah places these efforts similar with Jihad, a hard effort in the way of Allah. Many Muslims believe that Jihad become the first degree of hard working.

In this research, primary observation conducted towards teachers of SMP Negeri in Sub Rayon 02, Pecangaan, Kabupaten Jepara. In this observation, researcher found data identified the low of teacher's job satisfaction. This condition also found in SMP Negeri Kota Cilegon, Rozalinda, Entang, and Setyamidjaya (2014, 2) in their primary observation found that 42,82% teachers are not satisfied with the policy issued by the school headmaster, teacher's who are delayed their career promotion from IVa to IVb is 25,12%, and low appreciation for their achievement both from school or the regional education authority.

These facts show that the job satisfaction happened in several educational institution, and if happened continuously, it will contribute to job dissatisfaction which is correlated indirectly to the quality of teaching and learning process in school. Based on these facts, and the research gap which discusses the job satisfaction factors, this study intends to determine a different angle studies in depth on the influence of compensation and work environment towards teachers's job satisfaction, especially studies on the teachers of SMP Negeri 02 Pecangaan, Regency of Jepara, Jawa Tengah.

There were some reasons drawing to choose this topic as the underlying issue. They were described follow. First, the issue of job satisfaction in work environment is still be the popular current discussion topic in many Human and Research Development fields both in company or education institution. The high amount of education fund in Indonesia which increased into 20% of annual government tax payer money should be followed by the improvement of educators's quality. So, it will contribute to educational management straightly.

The second reason is the topic has a valuable contribution for education management development in Indonesia especially the implementation of Human and Development management. Knowing and applying the case studies in each education institution will lead the learners and

stakeholders gaining the good awareness in determining some educational issues and policies.

Referring to the existence of logical influence between variables supported by previous studies can be developed framework of thought the following theoretical

Population and Sample

The population of this study were teachers of SMP Negeri in sub Rayon 02 pecangaan Jepara regency as many as 412 teachers and samples of 81 teachers

Validity Test.

To measure the validity of the instrument used product moment correlation formula of pearson as follows:

$$r_{xy} = \frac{N.(\Sigma xy) - (\Sigma x)(\Sigma y)}{\sqrt{\{N(x^2) - (\Sigma x)^2\} \{N(\Sigma y^2) - (\Sigma y)^2\}}}$$

Information:

Rxy = The correlation coefficient of variable X and variable Y

X = Independent Variable

Y = Dependent Variable

N = Number of Respondent

Σ = Sigma (Supardi, 2013:169)

Reliability Test.

For more details, it can be seen in the following formula

$$r_{11} = \left[\frac{K}{(k-1)} \right] \left[1 - \frac{\Sigma \sigma^2 b}{\sigma^2 t} \right]$$

Information:

r_{11} = Instrument reliability

k = Number of questions

$\Sigma \sigma^2 b$ = Number of question variety

$\sigma^2 b$ = Total varians

(Supardi 2013, 169)

Hypothesis test.

Simple reliability test in this research is used to test hypothesis 1 and hypothesis 2 with model of simple linear regression equation as follows:

$$\hat{Y} = a + bX$$

a : Constanta

b : Regression Coeficien for X (Sudjana, 1996 :315)

Double regression test in this research is used to test hypothesis with the model of multiple linear regression equation as follows:

$$Y = a + b_1X_1 + b_2X_2$$

- Y = Job's satisfaction
 a = constanta
 X_1 = Compensation
 X_2 = Work Environment
 b_1 = regression coefficient X_1
 b_2 = regression coefficient X_2

Double correlation coefficient is used to know the strength of the influence of independent variables simultaneously with the dependent variable

$$R_{y.12} = \sqrt{\frac{r_{y1}^2 + r_{y2}^2 - 2 \times r_{y1} \times r_{y2} \times r_{12}}{1 - r_{12}^2}}$$

- r_{y1} = Correlation Coefficient between Y dan X_1
 r_{y2} = Correlation Coefficient between Y dan X_2
 r_{12} = Correlation Coefficient between X_1 dan X_2

(Sudjana 1996, 385)

Analysis Requierment test

1. Normality Test

Normality test result in this research used *one sample kolmogorov smirnov test*, following the rules, if probability significant value > 0,05 so, data is distributed normal, and otherwise.

Table 4.10. Result of Normality *One Sample Kolmogorov Smirnov Test*

		One-Sample Kolmogorov-Smirnov Test		
		Kompensasi	Lingkungan Kerja	Kepuasan Kerja
N		81	81	81
Normal Parameters ^a	Mean	116.3457	115.2346	123.5309
	Std. Deviation	15.26283	13.54462	10.70290
Most Extreme Differences	Absolute	.113	.143	.121
	Positive	.077	.128	.121
	Negative	-.113	-.143	-.061
Kolmogorov-Smirnov Z		1.018	1.284	1.087
Asymp. Sig. (2-tailed)		.251	.074	.188
a. Test distribution is Normal.				

Result of research: probability significance value (Asymp. Sig.) For variable of compensation 0,251, work environment variable 0,074 and job satisfaction variable 0,188, all more than 0,05. All three variables are normally distributed.

2. Linearity test

Test criteria, if the value of r (probability value / critical value) ≤ 0.05 then the distribution patterned linier.

Table 4.11. The Result of Linierity Test of Compensation towards Job's satisfaction

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan_Kerja * Kompensasi	Between Groups	(Combined)	7869.390	36	218.594	7.428	.000
		Linearity	6371.835	1	6371.835	216.531	.000
		Deviation from Linearity	1497.554	35	42.787	1.454	.119
Within Groups			1294.783	44	29.427		
Total			9164.173	80			

Result: value r (probability value / critical value) $0.000 \leq 0,05$ (significant level), it can be concluded the compensation relationship (X1) and job satisfaction (Y) is linear

Tabel 4.12. Result of linearity test Work Environment towards Job Satisfaction

			Sum of Squares	df	Mean Square	F	Sig.
Kepuasan_Kerja * Lingkungan_Kerja	Between Groups	(Combined)	7314.167	35	208.976	5.083	.000
		Linearity	5016.991	1	5016.991	122.035	.000
		Deviation from Linearity	2297.177	34	67.564	1.643	.059
Within Groups			1850.006	45	41.111		
Total			9164.173	80			

Result: value r (probability value/critical value) $0,000 \leq 0,05$ (significant), it can be concluded that the relation between work environment (X₂) and job satisfaction (Y) is linear.

3. Multicolinearity Test

Table 4.13 Result of Multicolinearity Test
Correlations

		Kompensasi	Lingkungan Kerja
Kompensasi	Pearson Correlation	1	.594**
	Sig. (2-tailed)		.000
	N	81	81
Lingkungan_Kerja	Pearson Correlation	.594**	1
	Sig. (2-tailed)	.000	
	N	81	81

** . Correlation is significant at the 0.01 level (2-tailed).

The correlation between variable of compensation (X1) and work environment variable (X2) equal to 0,594 still below 0,6, hence can be said that it's not happened multicolinearity between independent variable.

4. Homogeneity test

Homogeneity test used Levene test by using SPSS 16. If the value of sig. > 0, then the compensation data, work environment, and homogeneous job satisfaction, but if the value of sig < 0, then the data compensation, work environment, and job satisfaction is not homogeneous.

Table 4.14. Homogeneity Test

Test of Homogeneity of Variances			
Value			
Levene Statistic	df1	df2	Sig.
1.119	2	240	.328

Result: value sig. = 0.328 > 0, it shows that compensation, work environment, and job's satisfaction data are not homogeneous.

Influence of Compensation towards Job Satisfaction

Hypothesis: there is a positif impact from compensation towards job's satisfaction. Steps are followed.

1. Determining a simple regression equation mode.

Results of analysis as follows:

Table 4.15. Coefisien Of Compensation Regression (X_1) towards job's satisfaction (Y).

Coefficients ^a						
Model	B	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		Std. Error	Beta			
1	(Constant)	55.501	5.110		10.862	.000
	Kompensasi	.585	.044	.834	13.426	.000

a. Dependent Variable: Kepuasan_Kerja

Result: model of compensation relationship to job satisfaction expressed by equation $Y = 55,501 + 0,585 X_1$.

2. Determining Significance Models

Results as follows:

Tabel4.16. Significance of compensation relationship model (X1) to job satisfaction (Y)

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6371.835	1	6371.835	180.270	.000 ^a
	Residual	2792.337	79	35.346		
	Total	9164.173	80			

Results: F value equal to 180,270 with significance $0,000 \leq 0,05$ so significant regression model which means model of compensation relationship with job satisfaction with regression equation $Y = 55,501 + 0,585 X_1$ is significant or accepted.

3. Determining the relation strenght

The coefficient of product moment correlation is 0.834 as follows:

Table 4.17. Relation between compensation (X_1) towards job's satisfaction

Correlations			
		Compensation	Job satisfaction
Compensation	Pearson Correlation	1	.834**
	Sig. (2-tailed)		.000
	N	81	81
Job satisfaction	Pearson Correlation	.834**	1
	Sig. (2-tailed)	.000	
	N	81	81

** . Correlation is significant at the 0.01 level (2-tailed).

Result of research: correlation coefficient between compensation with job satisfaction is 0,834.

Because the sig value. (2-tailed) ≤ 0.05 , then there is a significant relationship between the variable compensation and job satisfaction. That is, the higher the compensation determines the higher the teacher's job satisfaction.

4. Determining for coefficient of determination

Table 4.18. Contribution of compensation (X1) to job satisfaction (Y)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.834 ^a	.695	.691	5.94525

a. Predictors: (Constant), Kompensasi

b. Dependent Variable: Job Satisfaction

Results: contribution of variable of compensation to job satisfaction variable is equal to 0,695 or equal to 69,5%.

The result of simple regression analysis shows that the model of Compensation relationship to Job satisfaction is expressed by the equation $Y = 55,501 + 0,585 X1$. Based on the table Anova note that the value of F equal to 180.270 with a significance of $0.000 \leq 0.05$ so a significant regression model which means the model of compensation relationship with job satisfaction with regression equation $Y = 55,501 + 0.585 X1$ significant or acceptable truth. Thus it can be interpreted that every increase of one unit of compensation will raise job satisfaction of 0,585 at constant 55,501

The relationship between compensation and job satisfaction is expressed by product moment correlation coefficient of 0.834. Because the sig value. (2-tailed) ≤ 0.05 , then there is a significant relationship between the variable compensation and job satisfaction. This means that the higher the compensation of teachers the higher the satisfaction of their work. The amount of contribution between variable compensation to job satisfaction variable is equal to 0,695 or 69,5%.

The Influence of Work Environment towards Job's Satisfaction

Hypothesis: there were positive influence from work environment towards job satisfaction.

Steps as follows:

1. Determining model of regression equation line.

Result of simple regression analysis to test hypothesis as follows:

Table 4.19. Coefisient of regression work environment towards job's satisfaction

Coefficients ^a						
Model	B	Unstanrdardized Coefficients		Standardized Coefficients	T	Sig.
		Std. Error	Beta			
1	(Constant)	56.157	6.939		8.093	.000
	Work Environment	.585	.060	.740	9.776	.000

a. Dependent Variable: Work Environment

Result: that model of work environment relation to job satisfaction is expressed by equation $Y = 56,157 + 0,585 X_2$

2. Determining the model of significance

Tabel 4.20. Significance model of relation between work environment (X₂) towards job satisfaction (Y).

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5016.991	1	5016.991	95.569	.000 ^a
	Residual	4147.182	79	52.496		
	Total	9164.173	80			

a. Predictors: (Constant), Work Environment

b. . Dependent Variable: Job Satisfaction

Result of research: F value equal to 95,569 with significance $0,000 \leq 0,05$ means work environment relation model with job satisfaction with regression equation $Y = 56,157 + 0,585 X_2$ is significant or accepted.

3. Determining the relation strenght

Table 4.21. The relation strength between work environment and job satisfaction.

		Kepuasan_Kerja	Lingkungan_Kerja
Job satisfaction	Pearson Correlation	1	.740**
	Sig. (2-tailed)		.000
	N	81	81
Work Satisfaction	Pearson Correlation	.740**	1
	Sig. (2-tailed)	.000	
	N	81	81

** . Correlation is significant at the 0.01 level (2-tailed).

Result: the correlation coefficient between work environment and job satisfaction is 0,740. Because the value of sig. (2-tailed) = $0.00 \leq 0.05$, then there is a significant relationship between work environment variables and job satisfaction.

4. Determining Coefficient Determination

The amount of work environment contribution to job satisfaction as follows

Table 4.22. Contribution of work environment (X_2) towards Job Satisfaction (Y).

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.740 ^a	.547	.542	7.24541

a. Predictors: (Constant), Work Environment

contribution of work environment variable to job satisfaction variable is equal to 0,74 or equal to 54,7%.

The result of simple regression analysis shows that the relationship model of Work environment to Job satisfaction is expressed by $Y = 56,157 + 0,585 X_2$. Based on the table anova note that the value of F of 95.569 with a significance of $0.000 \leq 0.05$ so a significant regression model which means the relationship model Work environment with job satisfaction with regression equation $Y = 56.157 + 0.585X_2$ significant or acceptable truth. Thus it can be interpreted that every increase of one unit of Compensation will raise job satisfaction of 0.585 at constant 56.157.

The strength of the relationship between work environment with job satisfaction is expressed by product moment correlation coefficient of 0.740. Because the sig value. (2-tailed) = $0.00 \leq 0.05$, then there is a significant relationship between work environment variable with job satisfaction. This means that the higher work environment, the higher the job satisfaction. The amount of contribution between work environment variable to the variable Job satisfaction is equal to 0.547 or equal to 54.7%.

The Influence of Compensation and Work Environment towards Job Satisfaction

Hypothesis: there is a positive influence of compensation and work environment together towards Job Satisfaction

1) Determining Double Regression Equation Model

Table 4.23. Coefficient of Compensation regression (X₁) and work environment (X₂) towards job satisfaction (Y)

Coefficients ^a						
Model	B	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		Std. Error	Beta			
1	(Constant)	39.414	5.105		7.721	.000
	Work environment	.299	.051	.378	5.824	.000
	Compensation	.427	.045	.609	9.393	.000

a. Dependent Variable: job satisfaction

Results: model of compensation relationship and work environment to job satisfaction expressed by equation $Y=39,414 + 0,427 X_1 + 0,299 X_2$

2) Determining Significance Model

Test result of regression as follows:

Table 4.24. Model of compensation significance relation (X₁) and work environment (X₂) towards job satisfaction (Y).

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7218.107	2	3609.054	144.654	.000 ^a
	Residual	1946.065	78	24.950		
	Total	9164.173	80			

a. Predictors: (Constant), compensation, Work Environment

b. Dependent Variable: Job satisfaction

Results: value of F equal to 144,654 with significance $0,000 \leq 0,05$ become significant regression model which mean model of compensation relationship and work environment with job satisfaction with regression equation $Y=39,414 + 0,427 X_1 + 0,299 X_2$ is accepted.

3) Determining the relation strenght

Tabel 4.25. Double Correlation coefficient (R)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.887 ^a	.788	.782	4.99495

a. Predictors: (Constant), compensation, work environment

b. Dependent Variable: job satisfaction

Results: the value of multiple correlation coefficient is 0.887. So, the compensation relationship (X₁) and work environment (X₂) are together to the job satisfaction (Y) of 0.788, which fall into the high category.

4) Determining Determination Coefficient

Table 4.26. The Contribution of compensation (X_1) and work environment (X_2) towards job satisfaction (Y)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.887 ^a	.788	.782	4.99495
a. Predictors: (Constant), compensation, work environment				
b. Dependent Variable: job satisfaction				

Results: the amount of job satisfaction variables that can be affected compensation and work environment is 0.788 or 78.8%, while 21.2% influenced by other variables

Results of multiple regression analysis between compensation and work environment to job satisfaction can be seen that the model of Compensation relationship and work environment to job satisfaction is expressed by the equation $Y = 39.414 + 0.427 X_1 + 0.299 X_2$

Based on the table anova note that the value of F for 144.654 with a significance of $0.000 \leq 0.05$ so a significant regression model which means the model of compensation relations and work environment with job satisfaction with regression equation $Y = 39.414 + 0.427 X_1 + 0.299 X_2$. accepted the truth. Thus it can be interpreted that every increase of one unit of compensation and work environment will raise job satisfaction equal to 0,726 at constant 39,414

The strength of the relationship between compensation and work environment on job satisfaction obtained from a double correlation analysis of 0.887. So the correlation between compensation and work environment together to job satisfaction is significant, meaning that the higher the compensation and work environment, the higher the job satisfaction. The amount of contribution between compensation and work environment to job satisfaction is 0.788 or 78.8%, while 21.2% influenced by other factors.

Conclusion

The result of double regression analysis between compensation and work environment to job satisfaction can be seen that model of compensation and work environment to job satisfaction is expressed by equation $Y = 39,414 + 0,427 X_1 + 0,299 X_2$. The table anova noted that the value of F for 144.654 with a significance of $0.000 \leq 0.05$ so a significant regression model which means the model of compensation relations and work environment with job satisfaction with regression equation $Y = 39.414 + 0.427 X_1 + 0.299 X_2$ accepted truth. So it can be understood that every increase of one unit of compensation and work environment will raise job satisfaction equal to 0,726 at constant 39,414. Thus the proposed hypothesis is acceptable.

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Based on the results of research and discussion above, it can be concluded as follows: (1) There is a positive and significant influence Compensation to job satisfaction of 69.5%, (2)

There is a positive and significant impact of work environment on Job satisfaction of 54.7%, (3) Compensation gives effect of 69,5% to job satisfaction and work environment give influence equal to 54,7% to teacher work satisfaction, (4) While compensation and work environment together contributed 78.8% to teacher work satisfaction.

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