



The effect of compensation and work motivation on job Satisfaction employees of the Population and Civil Registration Office Kerinci Regency

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ABSTRACT

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Human resources are a central factor in an organization, human resources are someone ready, willing, and able to contribute to efforts to achieve organizational goals. This study aims to determine the effect of compensation and work motivation on the job satisfaction of employees in the Population and Civil Registration Office Kerinci Regency. The respondents in this study were 31 employees. The analytical tools used for data processing are multiple linear regression analysis, multiple coefficients of determination and hypothesis testing with t-test and F-test. Based on the results of the analysis, show that compensation has a positive and significant effect on Job Satisfaction in employees, with the calculated value for the compensation variable (X1) being 6,794 and the sig value being $0.000 < 0.05$. Motivation has a positive and significant effect on job satisfaction in employees, with the calculated value for the motivation variable (X2) being 3,481 and the sig value being $0.002 < 0.05$. An adjusted R^2 value of 0.651 or 65.1% was obtained. This shows that job satisfaction can be explained by 65.1% by compensation and motivation. While 34.9% of the Job Satisfaction variable was explained by variables outside the independent variable of this study.

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1. INTRODUCTION

Human resources are a central factor in an organization. Human resources is someone ready, willing, and able to contribute to efforts to achieve organizational goals (Hardati, 2016; Rozika et al., 2018). Humans are the main driving factor of all agency activities because that role employees should get more serious attention from the agency (Asaari et al., 2019; Jumady & Lilla, 2021; Sari et al., 2022). Attention to human resources should not be ignored, because in this field is the first step in planning the workforce to create quality resources (Alfarizi et al., 2022; Putri et al., 2019; Yusnita et al., 2021).

Human resources are the most important asset in running the government bureaucracy. Humans are active and dominant actors in every organizational activity, where humans become planners, actors and determinants of the realization of

organizational goals (Sari & Amri, 2022). Human resources in the organization need to be managed properly to realize a balance between employee needs and organizational demands and capabilities. To realize good performance depends heavily on the productivity of employees in the agency. Quality resources and being able to do more than usual are the most important factors in achieving the goals of the organization. Participation from all employees will be achieved if there is a will from each individual (Nanang et al., 2020).

The Population and Civil Registration Office in Kerinci Regency is one of the Regional Apparatus Work Units that provide services to the community in the field of Population and Recording. The activities of employees are expected to be able to play a role in realizing services to the community and overcoming all problems related to the population in Kerinci Regency.

For services to the community to be carried out optimally, agencies must pay attention to the Job Satisfaction of their employees, both civil servants and honorary status. Job Satisfaction is a feeling that supports or does not support employees related to their work or their condition (Akbar et al., 2017). To produce employees who have high job satisfaction, agencies must create conditions that can encourage employees to develop and improve their abilities and skills optimally. One of the efforts that must be taken is to provide satisfactory compensation. The amount of this compensation reflects the status, recognition, and level of fulfilment enjoyed by the employee. If the compensation received by employees is getting better, and the fulfilment of the needs they enjoy is getting more and more. Thus, employee job satisfaction will be better as well. On the other hand, increasing compensation for employees, and job satisfaction that can be enjoyed by employees is an element that must always be a concern by agencies to provide a sense of comfort, security and calm to every worker involved in it (Hassan & Ibrahim, 2022).

The level of employee job satisfaction in an agency is the key to the spirit that supports the realization of agency goals (Alfarizi et al., 2022; Masale et al., 2021). As stated by Hasibuan (2018), the job satisfaction indicator can be measured by discipline, the level of employee discipline can be seen from the absence of employee attendance at work". Employee discipline is very important for the institution, so leaders need to pay attention to employees to minimize their absence. This condition can certainly hamper the achievement of overall agency performance, including efforts to improve employee performance.

Another factor that affects Job Satisfaction is compensation. Compensation is remuneration paid for the services of employees, workers, or employees who are not supervising and administrative (Moekijat, 2016). According to Hasibuan (2018) compensation is all income in the form of money, direct or indirect goods received by employees in exchange for services provided to the company. Compensation is something that employees receive in return for their good duties, compensation is also a reflection or benchmark for the work of individual employees so that they feel satisfied and motivated to achieve the goals of the institution employee job satisfaction increases, but if the compensation is not by their needs, then surely employee job satisfaction will decrease (Kül & Sönmez, 2021; Nguyen et al., 2020; Sitopu et al., 2021).

In addition to compensation, another factor that can affect job satisfaction is work motivation. Work motivation is one of the most important factors to encourage an employee to do a job. To achieve the goals of the agency, employees need motivation for enthusiasm in working but in reality, what happens in the field is still not by what the agency expects. Motivation according to Robbins and Stephen (2006) motivation is a process that determines the intensity, direction, and provisions of individuals to achieve goals. Needs, wants, desires, and drives, are all similar to motives (Junaidi et al., 2023; Koh, 2010). Motivation arises from two drives, namely encouragement from within oneself (internal motivation) and encouragement from outside oneself (external motivation). The level of motivation is low, medium and high.

The purpose of this study is focused on the following things (1) To determine the effect of compensation on the Job Satisfaction of employees of the Kerinci Regency Population and Civil Registration Office, (2) To determine the effect of work motivation on Job Satisfaction of employees of the Kerinci Regency Population and Civil Registration Office, (3) To determine the effect of compensation and work motivation on Job Satisfaction of employees of the Kerinci Regency Population and Civil Registration Office.

2. RESEARCH METHOD

This research was conducted at the Population and Civil Registration Office of Kerinci Regency. The research data collection will be carried out from June to July 2023.

Types of Research

This type of research is Quantitative, where data in the form of numbers is the result of calculations and measurements (Sugiyono, 2017, 2019a, 2019b), therefore, quantitative research uses numeric scales based on deductive flow patterns, to answer the formulation of the problem a concept is used so that hypotheses can be formulated. The goal is to test the established hypothesis (Satria et al., 2020).

Population and Sample

The population of this study was all employees of the Kerinci Regency Population and Civil Registration Office totaling 31 people. Sampling will be done using total sampling. In this study, the sample was all employees of the Kerinci Regency Population and Civil Registration Office, totalling 31 people.

Data Collection Techniques

- 1) The questionnaire is a data collection technique using questionnaires given to employees to be filled objectively, the questionnaire has been equipped with alternative answers and respondents can choose answers that best suit the experience and circumstances encountered in the field (Sari et al., 2019).
- 2) Observation is a technique of collecting data by making direct observations of the object under study in collecting research information. Observation is made by looking at documents, and archives, both in the form of reports and records available (Amri et al., 2020).

3. RESULTS AND DISCUSSIONS

1) Test Instrument Data

a. Validity Test

The validity test is used to find out whether the indicator instrument of each variable can be used to measure the research variable. To determine the validity of statement items is done by comparing the correlation coefficient with the value of the criterion (Abdullah et al., 2019). The statement in the variable is valid because the value of the correlation coefficient (r calculated) is greater than the value (r table) at the significant level = 0.05. The result of the table r value is 0,355. The results of the validation test from the study are :

Table 1. Results from validation tests

The statement Item	Job Satisfaction	Motivation	Compensation
1	0.908	0.863	0.790
2	0.820	0.903	0.717
3	0.876	0.941	0.820
4	0.779	0.932	0.594

5	0.748	0.885	0.858
6	0.711	0.741	0.868
7	0.738	0.914	0.880
8	0.758	0.761	0.874
9	0.700	0.762	0.936
10	0.778	0.848	0.950
11	0.741	0.711	0.882
12	0.863	0.658	0.923
13	-	-	0.860

Based on Table 1 it is known that all statements in the variable are declared valid because the value of the correlation coefficient (r calculated) is greater than the value (r table) at a significant level $\alpha = 0.05$.

b. Reliability Test

Reliability is a tool for measuring a questionnaire which is an indicator of a variable or construct (Irwansyah et al., 2019; Sürücü & Maslakci, 2020). In general, reliability tests are defined as seen from the resulting Cronbach alpha value of > 0.60 (Ghozali, 2016).

Table 2. Results from reliability tests

Variable	Croanbach Alpha	Level of Significance	Information
Compensation	0.972	0.60	Reliable
Motivation	0.967	0.60	Reliable
Job Satisfaction	0.955	0.60	Reliable

Based on the results of reliability testing that has been carried out, it can be seen that each valid statement item has a Cronbach's Alpha value above 0.60 so that it can be concluded that each valid statement item is also a reliable statement item so that it can continue to be used in further data processing stages

2) Classical Assumption Test

a. Normality Test

Normality testing is performed using the Kolmogorov Smirnov Test One Sample test. Normality testing is performed using residual models. All research variables are declared normal if they have an asymp sig (2-tailed) above 0.05.

Table 3. One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.99921049
Most Extreme Differences	Absolute	.105
	Positive	.085
	Negative	-.105
Test Statistic		.105
Asymp. Sig. (2-tailed) ^c		.200 ^d

Based on the Kolmogorov-Smirnov One-Sample Test, an Asymp.A Sig (2-tailed) value of 0.200 was obtained, the value is greater than the significance level of 0.05. This indicates that all variables are normally distributed.

b. Multicollinearity Test

A good regression model must be free from the symptoms of multicollinearity. The test is carried out by finding the Tolerance and Variance values of each independent variable. Multicollinearity symptoms will not occur if each independent variable has a tolerance value above 0.10 while the VIF value < 10 .

Table 4. Results from reliability tests

Variable	Collinearity Statistics	
	Tolerance	VIF
Kompensasi	0.186	5.380
Motivasi	0.186	5.380

It was identified that each independent variable that will be formed into the multiple regression model in this study has a tolerance value above 0.186 and a Variance Influence Factor value below 10 so that it can be concluded that the independent variable consisting of compensation (X1) and motivation (X2) has been free from multicollinearity symptoms.

c. Heteroscedasticity Test

The heteroscedasticity test is performed to determine whether in a regression model, there is an inequality of variance from the residual of one observation to another. If the variance from one observation to another remains, then heteroscedasticity does not occur. The heteroscedasticity test in this study was carried out using a scatterplot.

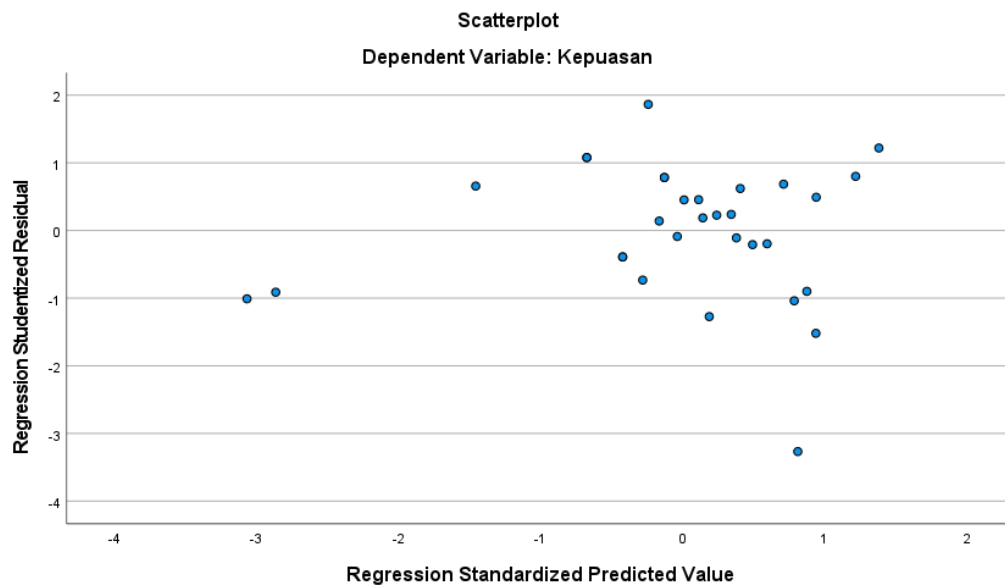


Figure 1. Results from heteroscedasticity tests

Based on the figure above, it can be concluded that heteroscedasticity does not occur or in other words, homoscedasticity occurs. The classical assumption of heteroscedasticity in this model is fulfilled, that is, it is free from heteroscedasticity.

3) Multiple Linear Regression Analysis Results

In this study, multiple linear regression was used to examine the effect between the independent variables X1 (compensation) and X2 (motivation) on the dependent variable Y (Job Satisfaction).

Table 5. Multiple Linear Regression Results (Coefficients)

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	32.015	2.319		13.805	.000
Kompensasi	.237	.035	.732	6.794	.000
Motivasi	.105	.030	.375	3.481	.002

Multiple regression equation model as shown below:

$$Y = 32.015 + 0.237X_1 + 0.105X_2 \quad (1)$$

1. The value of the constant generated in the test is 32,015. The value of the constant coefficient produced when it is assumed that there is no change in compensation (X1) and motivation (X2), then Job Satisfaction (Y) is a constant of 32.015
2. The compensation regression coefficient showed a figure of 0.237, indicating a positive relationship between compensation variables and job satisfaction in the Population and Civil Registration Office Kerinci Regency. That is, every increase of 1 unit of compensation unit, it will increase Job Satisfaction by 0.237. Conversely, if compensation decreases by 1 unit, then Job Satisfaction is predicted to decrease by 0.237.
3. The motivation regression coefficient shows 0.105, indicating a positive relationship between motivation and job satisfaction in the Population and Civil Registration Office Kerinci Regency. That is, every increase of 1 unit of Job Satisfaction, will increase innovative behavior by 0.105. Conversely, if Job Satisfaction decreases by 1 unit, then innovative behaviour is predicted to decrease by 0.105.

4) Hypothesis Test Results

a. t-test

The t-test is used to test the effect of each independent variable on the dependent variable, namely to test whether the variables compensation (X1) and motivation (X2) partially (individually) have a significant effect on Job Satisfaction. The t-test has a significant effect if the calculation result of the probability of error is less than 5%

Table 6. Hypothesis t Test Results

Independent Variable	t calculated	t table	Significance Value	Level of Significance	Resulted
Compensation	6.794	2.0484	0,000	0,05	H ₁ Accepted
Motivation	3.481	2.0484	0,002	0,05	H ₂ Accepted

Hypothesis 1: Compensation has a positive and significant effect on the Job Satisfaction of employees

The first hypothesis states that Compensation (X1) has a positive and significant effect on Job Satisfaction (Y) of employees of Population and Civil Registration Office Kerinci Regency. Based on the calculation results showing the calculated value for the compensation variable (X1) is 6.794 and the sig value is 0.000 > 0.05, the first hypothesis is accepted. The test results can be concluded that compensation has a positive and significant effect on Job Satisfaction in employees of the Population and Civil Registration Office Kerinci Regency. This means that the first hypothesis is qualified and acceptable

Hypothesis 2: Work motivation has a positive and significant effect on job satisfaction of employees

The second hypothesis states that Motivation (X2) has a positive and significant effect on Job Satisfaction (Y) of employees of Population and Civil Registration Office Kerinci Regency. Based on the calculation results showing the calculated value for the motivation variable (X2) is 3.481 and the sig value is 0.002 > 0.05, then the second hypothesis is accepted. The test results can be concluded that motivation has a positive and significant effect on Job Satisfaction in employees of the Population and Civil Registration Office Kerinci Regency. This means that the second hypothesis is qualified and acceptable.

b. F test

The criterion for testing a hypothesis using F statistics is if the significant value of $F < 0.05$, then the alternative hypothesis is accepted, which states that all independent

variables simultaneously and significantly affect the dependent variable (Ghozali, 2016). The results of the F test analysis can be seen in the table below :

Table 7. Hypothesis F Test Results (ANOVA^a)

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	99.453	2	49.726	29.027	.000 ^b
Residual	47.967	28	1.713		
Total	147.419	30			

Based on the results of the F test, the F value of 29,027 is greater than the table F value of 3.34 with a significance level of 0.000 or < 0.05 , so the test results can be concluded that compensation (X1) and motivation (X2) together have a positive and significant effect on Job Satisfaction (Y) in employees Population and Civil Registration Office Kerinci Regency. This means that the third hypothesis is qualified and acceptable.

5) Coefficient of Determination Test (R^2)

The R^2 test is used to measure how far the model can explain the variation of the dependent variable. In this study, the coefficient of determination uses the adjusted value of R^2

Table 8. Coefficient of Determination Test (Model Summary^b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.821 ^a	.675	.651	1.309

From the results of the R^2 test, an adjusted R^2 value of 0.651 or 65.1% was obtained. This shows that employee job satisfaction can be explained by 65.1% of independent variables, namely compensation and motivation. While 34.9% of the Job Satisfaction variable was explained by variables outside the independent variable of this study.

4. CONCLUSION

Based on the results of the research and discussions carried out in the previous stage, the following conclusions were obtained Compensation has a positive and significant effect on Job Satisfaction results showing the calculated value for the compensation variable is 6.794 and the sig value is $0.000 > 0.05$. The first hypothesis is accepted. The test results can be concluded that compensation has a positive and significant effect on Job Satisfaction in employees of the Population and Civil Registration Office Kerinci Regency. This means that the first hypothesis is qualified and acceptable. The second hypothesis states that Motivation has a positive and significant effect on Job Satisfaction of employees of Population and Civil Registration Office Kerinci Regency. Based on the calculation results showing the calculated value for the motivation variable is 3.481 and the sig value is $0.002 > 0.05$, then the second hypothesis is accepted. Research contributions for Population and Civil Registration Office Kerinci Regency are advised to consider to pay more attention to the Compensation policy applied so that employee morale is maintained so that the goals of the organization can be achieved optimally. The Population and Civil Registration Office is advised to pay more attention to providing motivation to employees such as giving awards and recognition of outstanding employees so as to increase morale. From the results of the analysis shows a significant influence between compensation and motivation on morale, for this reason, it is advisable to review the compensation policy and provide motivation to subordinates so that it can increase employee morale so that goals and targets can be achieved. The limitation of this study is that the sample in this study is only limited to employees of The Population and Civil Registration Office totaling 31 people, it would be better if the sample taken includes all

employees of Kerinci Regency, so that the results of the study are more representative. The data collection method uses questionnaires, so that the research information obtained needs proper interpretation by adding interview methods so that the research results obtained can be more complete. This study only examined the effect of compensation and work motivation having a positive influence together on employee job satisfaction. There are still other factors that can affect employee job satisfaction such as work environment, organizational strategy, management system, organizational culture, and coworkers.

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