

ANALYSIS OF THE EFFECT OF COMPENSATION, WORK ENVIRONMENT, FAMILY ORIENTATION, AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS MEDIATION HERIANTO WIRANATA

¹Muhammad Donal Mon and Herianto Wiranata²

^{1,2}Human Resources Management, University Internasional Batam, Batam, Indonesia

²Heriantowiranata13@gmail.com

Abstract

The purpose of this study was to determine the effect of variable Employee Salary, Commitment, Environment and Family orientation on Employee Performance with Job Satisfaction as Mediation for employees for performance of school in Batam. The survey method was used to test this research by distributing 400 sets of questionnaires to respondents who worked in school in Batam, then the questionnaires were collected again by obtaining 269 questionnaires to be tested with the PLS program. The results of this study are expected to be input for education in school which are widely available in Batam. The results showed a significant positive relationship in all tested variables. Several limitations and recommendations for future research were also included in this study.

Keywords: *Salary, Performance, Satisfaction.*

INTRODUCTION

The city of Batam, which is in the Riau archipelago province, is one of the places where children want to go to school because it is close to neighboring countries, namely Singapore and Malaysia, so it has good educational prospects for the future of children. In Batam private schools provide better education in knowledge and language. The languages studied are English and Mandarin so that children can learn these languages well.

Various private schools in Batam require subject teachers who can speak English and Mandarin because these subject teachers can communicate with children so that children understand and children apply the language in everyday life so that the future is familiar with the language. Good education makes children know and understand so that students can create works and help each student find their true talents that can be useful in future generations. The Manufacturing Industrial Area in Batam is the Batamindo industrial area, the

Tunas industrial area, the Panbil industrial area, the Cammo industrial area and others. The largest area known to the community is the Batam Indo area. There are hundreds to thousands of foreign investors investing in the Batamindo Industrial Estate with 65 companies and a total of 55 thousand employees. Batamindo Industrial Estate is one indicator of national industrial growth which is expected to encourage the progress of the national industry by the community and the central government.

LITERATURE REVIEW

According to et al. (2019) The education system is created when it is led well by a school principal who has good abilities so that he is competent and creative and has good communication so that he can coach teachers regularly. Teachers with good personalities will encourage their students to be more accomplished so that these students become good characters. A good learning process really helps students in intelligence and skills so that the next generation becomes more advanced because of school education assistance.

According to Ali et al. (2015), Compensation is everything that is received by employees in physical or non-physical form. Compensation can also be interpreted as compensation received and is the case of an employee for the services or results of his work for the company in the form of money or goods. Direct compensation is salary, various allowances, THR, incentives, bonuses from work, commissions, payment for achievements, company profit sharing, and having stock options while indirect compensation is life insurance, employment insurance, car facilities from the company, internet access, vouchers, and club memberships. Compensation increases employees to become qualified because employees get their rights fairly.

According to Sudiardhita et al. (2018) work environment is the physical, social and psychological life of a company employee that can affect the performance and productivity of an employee both working in individuals and groups. When an employee works in a comfortable work environment, an employee's ideas and productivity increase, resulting in good work for the company.

According to Sudiardhita et al. (2018) Motivation is an effort that can encourage an employee to do his job well to meet his needs. Motivation can arouse and channel an employee to work more effectively and efficiently because he is motivated by this mover.

According to Ali et al. (2015), Organizational commitment is a situation where company employees side with a particular organization for their goals and desire to be able to survive in that organization or company. In school organizations

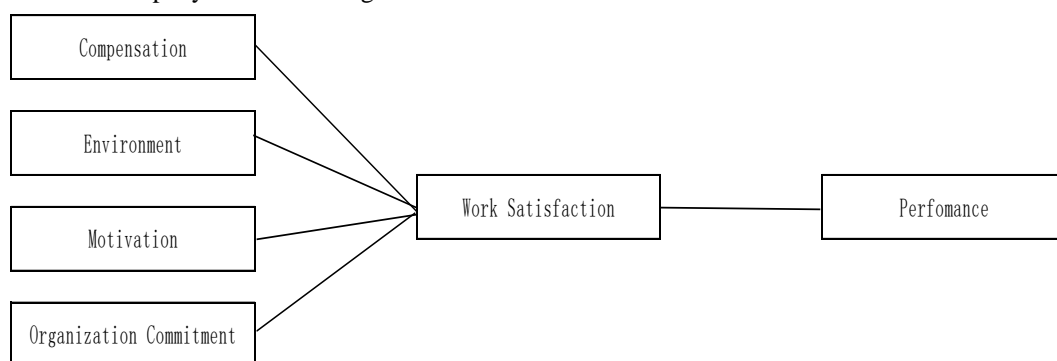
teachers are professionals who deal directly with students so that teachers are educators who can implement existing policies with the aim of being able to survive with a strong commitment to their work.

RESULTS AND DISCUSSION

According to Darma & Supriyanto (2017) that employee performance is a result achieved by an employee who helps his company run operations well. With that someone channels the ability and motivation that can improve employee performance so that the performance of an employee in a company is very important to note both individually and in groups.

According to (Muhammad Donal Mon, n.d.), Thus you can say that the performance of Indonesian teachers is below average and classified as below the existing standards, compared to other countries in Southeast Asia, data from UNESCO explains that the quality of teachers is very low, there is a need for review and research to see teacher performance so that the quality and competence of teachers is raised and able to compete with other nations in the world.

Job satisfaction is a person's feelings towards a job. An employee who is satisfied with his job can be seen through his attitude, namely by carrying out his job well so that employees can provide work results that match or even exceed what is expected so that the company becomes better and more advanced because of good employees performance.



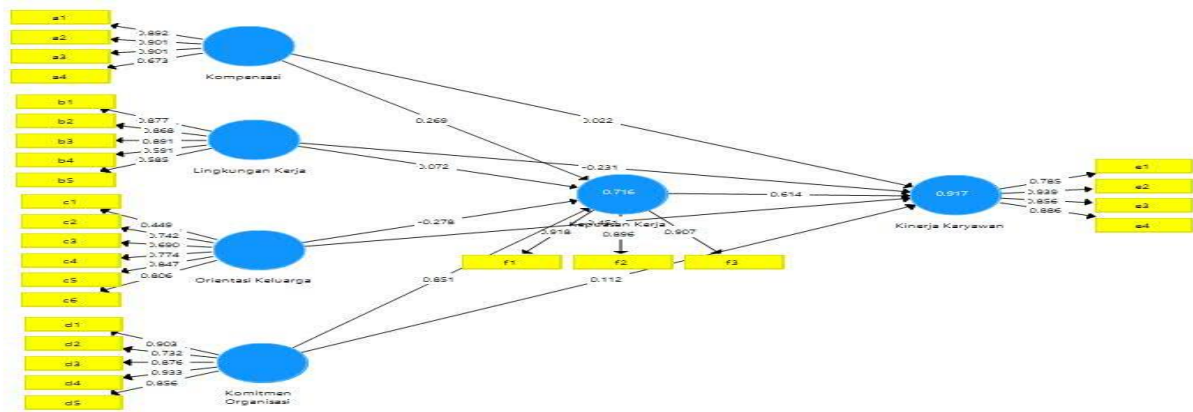
Using the google form questionnaire that has been distributed to 400 people, a total of 269 questionnaires have been received and can be used. In this study, several schools in the city of Batam which are members of the company's employees, namely teachers, were selected as data fillers for this questionnaire. Table 4.1 below shows the distributed data that has been received

and can be tested. From the following table it can be seen that 77 people filled out this questionnaire with a percentage of (28.60%) being men and 192 being women (71.40%). Here we see that the respondents are women so in reality there are more women working in the elementary school department, so that men and women must have a balance in the job

satisfaction of an employee which must be considered by a company.

Variable	AVE	Conclusion
<i>Kepuasan Kerja</i>	0,893	<i>Valid</i>
<i>Kinerja Karyawan</i>	0,890	<i>Valid</i>
<i>Komitmen Organisasi</i>	0,912	<i>Valid</i>
<i>Kompensasi</i>	0,925	<i>Valid</i>
<i>Lingkungan Kerja</i>	0,900	<i>Valid</i>
<i>Orientasi Keluarga</i>	0,825	<i>Valid</i>

Path Diagram Validity Test



Source: Primary data is processed (2022).

Reliability Test

Variable	Composite Reliability	Conclusion
<i>Kepuasan Kerja</i>	0,933	<i>Valid</i>
<i>Kinerja Karyawan</i>	0,924	<i>Valid</i>
<i>Komitmen Organisasi</i>	0,935	<i>Valid</i>
<i>Kompensasi</i>	0,952	<i>Valid</i>
<i>Lingkungan Kerja</i>	0,937	<i>Valid</i>
<i>Orientasi Keluarga</i>	0,896	<i>Valid</i>

Source: Primary data is processed (2022).

orientation did not have a significant effect on a company.

The analysis test results show that the P value of the job satisfaction variable on employee performance is less than 0.05 so that the employee performance variable has an insignificant effect on employee commitment.

Hypothesis Summary

No	Hypothesis	Information
H1	There is a significant influence between compensation on job satisfaction.	Accepted
H2	There is a significant influence between the work environment on job satisfaction.	Accepted
H3	There is a significant influence between motivation on job satisfaction.	Accepted
H4	There is a significant influence between organizational commitment on job satisfaction.	Accepted

DATA TEST RESULTS

According to (Hendryadi, 2017), the test results reveal that the p-value of job satisfaction is higher than 0.05, so that 0.056 independent variables have a significant effect on the dependent. Path analysis shows that the P value of job satisfaction variable on organizational commitment is less than 0.05, namely 0.028, so Job Satisfaction has a significant impact on employee salaries.

The results of the analysis test indicate that the value of p in job stability to compensation mediated by job satisfaction is lower than 0.05, namely 0.083. The work environment variable has no significant effect on t, with job satisfaction as the mediation. The results of the analysis test revealed that the p-value of family orientation towards commitment in a company was 0.05, namely 0.191, so that family

H5	There is a significant effect of compensation on employee performance.	Accepted
H6	There is a significant influence between the work environment on employee performance.	Accepted
H7	There is a significant influence between motivation on employee performance.	Accepted
H8	There is a significant influence between organizational commitment on job satisfaction	Accepted
H9	There is a significant influence between job satisfaction on employee performance.	Accepted
H10	There is a significant influence between compensation on employee performance mediated by job satisfaction.	Accepted
H11	There is a significant influence between the work environment on employee performance mediated by job satisfaction.	Accepted
H12	There is a significant influence between motivation on employee performance mediated by job satisfaction.	Accepted
H13	There is a significant influence between organizational commitment on employee performance mediated by job satisfaction.	Accepted

CONCLUSION

The purpose of the research that has been carried out is to present the results of the formulation of the problems presented in this study, which are especially focused on several variables that have an influence on school employees to find out the situation and conditions of education in the city of Batam such as income and relocation of employees in this field of education. The results of this study have a positive impact on workers who have thoughts of moving in a job by considering their satisfaction through salary and job satisfaction related to these employees. This research indicates that job satisfaction is very influential on one's work commitment so that organizational commitment, compensation, work environment and family orientation are very important in one's work to maintain his job in a company.

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