***THE INFLUENCE OF WORK MOTIVATION AND COMPENSATION ON EMPLOYEE JOB SATISFACTION* AT PT TRIDAYA ERAMINA BAHARI**

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*The purpose of this study are: 1) To know the description of work motivation, compensation and job satisfaction of employees at PT Tridaya Eramina Bahari, 2) To determine whether there is influence between work motivation on job satisfaction of employees at PT Tridaya Eramina Bahari, 3) To determine whether there is influence between compensation on employee job satisfaction at PT Tridaya Eramina Bahari, 4) To determine whether work motivation and compensation can predict employee job satisfaction at PT Tridaya Eramina Bahari. The sample of this research are 70 employees staff of PT Tridaya Eramina Bahari. Research data retrieval by survey method with questionnaires and the data processed with SPSS version 24. This research using descriptive and explanatory analysis. The results of regression showed that there is positive and significant correlation between work motivation on job satisfaction, there is positive and significant correlation between compensation on job satisfaction. Work motivation and compensation simultaneously positive and significant impact on job satisfaction.*

*Keywords: Work Motivation, Compensation, Job Satisfaction*

**INTRODUCTION**

In the business development of the present and the future is highly dependent on human resources held by the company. Companies are required to have competent human resources so that they can be a force for companies to compete in the current increasingly dynamic changes. To move the employee to work in accordance with the desired company, the company must understand the work motivation of employees, because the work motivation is what determines the behavior of employees.

Every employee has the needs and expectations of specific, this should be a concern for the company. To produce employees who have high job satisfaction, the company must create the conditions to encourage employees to develop and improve the ability and skills possessed optimally. One of the efforts that must be taken is to provide satisfactory compensation.

Employees who have a high motivation to work and receive compensation in accordance with its business would lead to a sense of self-satisfaction in employees. Employees who have high job satisfaction will be very influential in the company's survival. Employee satisfaction will be seen from how employee attitudes toward work.

Researchers previously have pre research by conducting interviews. Researchers have interviewed several employees of PT. Tridaya Eramina Bahari, this is done to find out the problems that exist in PT. Tridaya Eramina Bahari. The results that researchers get is job satisfaction of employees of PT. Tridaya Eramina Bahari is relatively low, it can be seen from the level of delay employee is still high.

**Table 1. Delay of Data Employee in 2016**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Month** | **Jan** | **Feb** | **Mar** | **Apr** | **May** | **Jun** | **Jul** | **Aug** | **Sep** | **Oct** |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  | Total | 14 | 11 | 11 | 9 | 12 | 14 | 10 | 12 | 7 | 4 |
|  | Employee |  |  |  |  |  |  |  |  |  |  |
|  | Delay |  |  |  |  |  |  |  |  |  |  |

Source: data processed researchers, 2017

From interviews, the researchers are also finding factors that influence employee satisfaction. Such factors including the factor of work motivation and compensation factors. Employees who have a low level of work motivation will be seen in the attitudes and behavior in doing the job. Evident from employee absenteeism rate is still high.

**Table 2. Data Absence Employee in 2016**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Month** | **Jan** | **Feb** | **Mar** | **Apr** | **May** | **Jun** | **Jul** | **Aug** | **Sep** | **Oct** |
|  |  |  |  |  |  |  |  |  |  |  |  |
|  | Sick | 3 | 6 | 5 | 10 | 6 | 8 | 6 | 9 | 7 | 6 |
|  | Permission | 10 | 10 | 11 | 15 | 18 | 6 | 15 | 5 | 12 | 14 |
|  | No Reason | 20 | 20 | 19 | 16 | 12 | 24 | 19 | 13 | 8 | 11 |

Source: data processed researchers, 2017

Other factors that could cause job satisfaction for employees is compensation factor. There are two systems of compensation are direct compensation and indirect compensation. Direct compensation granted in the form of a basic salary and wage eat, but the absence of indirect compensation given to employees. The basic salary of employees in the amount of Rp. 2.300.000 and wages meal allowance of Rp. 650.000. So, the whole salary the employee earned Rp. 2.950.000. The salary is relatively low because it is below the regional minimum wage stipulated Jakarta.

**Retricting The Problem**

In this research, the researchers limit the scope of the study, this is due to focus the research and can be adapted to the problems studied. Respondents were taken in this research were employees of PT. Tridaya Eramina Bahari as many as 85 employees. In addition, restrictions on this issue because of the lack of time and the ability of researchers.

**Research Problem**

1. How description work motivation, compensation, and job satisfaction employee PT Tridaya Eramina Bahari?
2. Is the work motivation influence on employee job satisfaction PT Tridaya Eramina Bahari?
3. Is the compensation influence on employee job satisfaction PT Tridaya Eramina Bahari?
4. Work motivation and compensation can not predict employee job satisfaction of PT Tridaya Eramina Bahari.

**Research Purpose**

* 1. To know the description of work motivation, compensation and job satisfaction of employees at PT Tridaya Eramina Bahari.
  2. To determine whether there is influence between work motivation on job satisfaction of employees at PT Tridaya Eramina Bahari.
  3. To determine whether there is influence between compensation on employee job satisfaction at PT Tridaya Eramina Bahari.
  4. To determine whether work motivation and compensation can predict employee job satisfaction at PT Tridaya Eramina Bahari.

**LITERATURE REVIEW**

**Job Satisfaction**

According to Janssen in Naveed Ahmad et.al (2014:85) “job satisfaction means how employee of an organization feels about work”. Which means that job satisfaction is what employees feel about their jobs. This can result in a positive or negative. Employees who have a high sense of satisfaction that will show positive attitudes towards their work, and vice versa.

       George and Jones in Priansa stating (2014:291) “job satisfaction is a set of feelings, beliefs, and thoughts about how a person's response to his work”. Which means that job satisfaction is a set of employee feelings toward his work, whether happy or not happy as a result of interaction and assessment terhadapa employees work and the work environment.

       Based on the definitions, it can be concluded that job satisfaction is an attitude that reflects the employee's emotional feeling pleasant or unpleasant to work. Job satisfaction can be seen from the attitude of employees toward everything encountered in the work environment.

**Work Motivation**

According to Stokes in Kadarisman (2012:278) “work motivation is as a stimulus for someone to do a good job, is also a factor that makes the difference between success and failure in many ways and is a very important emotional energy for something new jobs”.

According to Pinder (2008:11) “work motivation is a set of energetic forces that originate both within as well as beyond an individual's being, to initiate work-related and to Determine its form, direction, intensity, and duration”. In other words, work motivation is a strength that comes from within and outside the individual creatures, to start the work and to determine the shape, direction, intensity, and duration of the work performed.

Based on the definitions, it can be concluded that work motivation is a driving power that comes from inside or outside oneself in doing something to achieve certain goals.

**Compensation**

According to Pearl S. Panggabean in Subekhi and Jauhar (2012:176) “compensation is any form of compensation awards granted employees as remuneration for the contribution they make to the organization”. In general, the compensation paid to attracting quality employees, encourage employees to high achievement, and retain qualified employees productive and to have a high loyalty.

       Ranupandojo in Mila Badriyah (2015:154) “compensation is a function of providing fringe benefits to employees”. Which means that the compensation awarded to employees who have rendered service in working for the progress of the company. Compensation granted to employees aims to encourage employee performance and determine the amount of compensation to be received by each employee.

       Based on the definitions, it can be concluded that compensation is any form of reward or remuneration paid by the company and accepted by the employees for the work that has been done, as in the provision of money, provision of materials and facilities, and in the form of career opportunities.

**Research Model**

**Work Motivation (X1)**

1. **Physiological needs**
2. **Safety Needs**
3. **Social Needs**
4. **Esteem Needs**
5. **Self-actualization Needs**

**H1**

**Job Satisfaction (Y)**

1. **The work itself**
2. **Pay**
3. **Promotion**
4. **Supervision**
5. **Co-workers**

**H3**

**Compensation (X2)**

1. **Direct compensation**
2. **Indirect compensation**

**H2**

**Picture 1. Research Model**

**Source: data processed researchers, 2017**

**Hypothesis**

Based on the literature review and the framework above, then the translation hypothesis as follows:

**Hypothesis 1 (H1)**

Ho : Work motivation does not affect the job satisfaction of employees PT Tridaya Eramina Bahari.

Ha : Work motivation has an influence on employee job satisfaction PT Tridaya Eramina Bahari.

**Hypothesis 2 (H2)**

Ho : Compensation does not affect the job satisfaction of employees PT Tridaya Eramina Bahari.

Ha : Compensation has an influence on employee job satisfaction PT Tridaya Eramina Bahari.

**Hypothesis 3 (H3)**

Ho : Work motivation and compensation can not predict employee job satisfaction of PT Tridaya Eramina Bahari.

Ha : Work motivation and compensation can predict employee job satisfaction of PT Tridaya Eramina Bahari.

**RESEARCH METHODS**

The study used descriptive and explanatory. The data used in this study derived from primary data obtained through interviews and questionnaires, while secondary data obtained from books, journals and theses from previous research. The sampling method used convenience sampling. The samples used in this study were 70 respondents dati total population of 85 employees PT Tridaya Eramina Bahari.

**RESULT AND DISCUSSION**

**Results Instrumen Test**

**Result Validity Test**

Validity test used to measure the validity of an instrument in the research. The instrument used was a questionnaire that tested on 30 respondents employees of PT Tridaya Eramina Bahari. Validity test results can be seen in Table 3 below:

**Table 3. Result of validity test**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variable** | **Item before test** | **Not valid item** | **Valid item** |
|  |  |  |  |
| **Job Satisfaction** | **12** | **0** | **12** |
|  |  |  |  |
| **Work Motivation** | **10** | **0** | **10** |
|  |  |  |  |
| **Compensation** | **8** | **0** | **8** |

Source : Data processed researchers, 2017

Based on Table 3, the validity test performed on variables job satisfaction, work motivation and compensation can be seen the whole point statement in the variable valid because it has rcount > rtable. Considered valid because the instrument used in the research are qualified, value rcount > rtable 0.361.

**Result Reliability Test**

Reliability test is used to determine the degree of speed, accuracy, or the accuracy shown by pengukuran. Hasil instrument reliability test for each variable can be seen in Table 4. Here:

**Table 4. Result of reliability test**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Variable** | **Alpha Cronbach** | **Description** |
|  | Job Satisfaction (Y) | 0,914 | Reliable |
|  | Work Motivation (X1) | 0,842 | Reliable |
|  | Compensation (X2) | 0,781 | Reliable |
|  | Source : Data processed researchers, 2017 |  |  |

Based on Table 4, can be seen for each variable of job satisfaction, work motivation and compensation have Alpha Croncbach values > 0.6, ie 0.914, 0.842 and 0.781. So the third instrument variables can be declared reliable or trustworthy because Alpha Cronbach value of more than 0.6.

**Result Descriptive Analysis**

Descriptive data is the result of processing the raw data in the form of variable research that aims to provide a general description of the deployment and distribution data. Data obtained from this study obtained from the results of a questionnaire distributed to a sample 70 employees PT Tridaya Eramina Bahari. To determine the scoring of each variable can use the following formula:

**Table 5. Weighted Criteria Score Variable**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Job Satisfaction** | **Work** | **Compensation** |
|  |  | **Motivation** |  |
| **1.00% - 25.00%** | Very Dissatisfied | Very Low | Very Unfeasible |
|  |  |  |  |
| **25.01% - 50.00%** | Less Satisfied | Low | Less Feasible |
|  |  |  |  |
| **50.01% - 75.00%** | Satisfied | High | Worthy |
|  |  |  |  |
| **75.01% - 100.00%** | Very Satisfied | Very High | Very Decent |

Source: data processed researchers, 2017

Descriptive analysis for each variable can be seen in Table 6. Here:

**Table 6. Percentage Descriptive Analysis**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Job** | **Work** | **Compensation** |
|  | **Satisfaction** | **Motivation** |  |
| **Strongly Agree** | 27,3% | 27% | 25,5% |
|  |  |  |  |
| **Agree** | 27% | 26% | 26,1% |
|  |  |  |  |
| **Netral** | 20,1% | 22,5% | 11,5% |
|  |  |  |  |
| **Don’t Agree** | 19% | 18,5% | 25,5% |
|  |  |  |  |
| **Strongly Don’t Agree** | 5,4% | 6,5% | 12% |

Source: data processed researchers, 2017

In Table 6 it can be seen the percentage of the answers given by the respondents. On job satisfaction variables, it can be seen that the answers given by the respondents' answers dominated in the amount of 27% Agree and Strongly Agree amounted to 27.3%. When compared with scoring weighting criteria it can be concluded that employee job satisfaction included into the criteria less satisfied. The biggest contribution to the answer does not agree on the dimensions of wages/salaries and the dimensions of promotion. It can be concluded that employee job satisfaction is in less satisfied criteria because employees feel they have not got a promotion opportunity and promotion opportunities within the company has not been applied properly, employees also feel the salary they received not in accordance with their workload.

In the variable of work motivation, respondents answer answered agree by 26% and strongly agree 27%. When compared with scoring weighting criteria can be concluded that employee work motivation included in criteria is low. The biggest contribution to the answer does not agree on the dimensions of physiological needs and the dimensions of appreciation needs. It can be concluded that employee motivation included in the criteria is low because employees feel unfulfilled their physiological needs ie clothing and needs of their homes and employees feel haven’t been rewarded for their work performance.

Furthermore, on the variable compensation results respondents answered agree 26.1% and strongly agree 25.5%. When compared with scoring weighting criteria can be concluded that the compensation of employees included in the criteria less feasible. This is due to the direct compensation dimension and also to the indirect compensation dimension. It can be concluded that employees feel that the salary they receive is not in accordance with the minimum wage set by the government, employees have not received an incentive if their work exceeds the target set by the company and does not get insurance in work also affect employee satisfaction on the compensation they received so far.

**Result of classical assumption test**

**Result Normality Test**

Normality test aims to determine whether the samples were taken in the study is normally distributed or not. One Sample test for normality using the Kolmogorov-Smirnov Test and is said to be normal if the residual value that is normally distributed has a significant probability of more than 0.05.

**Table 7. Result of Normality Test**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | | |
|  | | Motivasi Kerja | Kompensasi | Kepuasan Kerja |
| N | | 70 | 70 | 70 |
| Normal Parametersa,b | Mean | 29,54 | 22,70 | 36,81 |
| Std. Deviation | 3,771 | 3,268 | 5,139 |
| Most Extreme Differences | Absolute | ,100 | ,101 | ,096 |
| Positive | ,098 | ,060 | ,096 |
| Negative | -,100 | -,101 | -,086 |
| Test Statistic | | ,100 | ,101 | ,096 |
| Asymp. Sig. (2-tailed) | | ,081c | ,074c | ,178c |
| a. Test distribution is Normal. | | | | |
| b. Calculated from data. | | | | |
| c. Lilliefors Significance Correction. | | | | |

Source: Calculation SPSS 24, 2017

Based on Table 7 were done with SPSS 24 using test for normality using the Kolmogorov-Smirnov, can show significant results of job satisfaction variables of 0.178, work motivation 0.081 and for compensation 0.074. The third significant figure is greater than 0.05, it can be said to be normally distributed data and qualify performed multiple linear regression analysis method.

**Result Linearity Test**

Linearity test aims to determine whether the two variables have a linear relationship or not significantly. Linearity test performed using a test for linearity at significant level of 0.05.

**Table 8. Result of Linearity Test Work Motivation and Job Satisfaction**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kepuasan Kerja \* Motivasi Kerja | Between Groups | (Combined) | 778,008 | 16 | 48,626 | 2,467 | ,007 |
| Linearity | 605,815 | 1 | 605,815 | 30,738 | ,000 |
| Deviation from Linearity | 172,194 | 15 | 11,480 | ,582 | ,875 |
| Within Groups | | 1044,577 | 53 | 19,709 |  |  |
| Total | | 1822,586 | 69 |  |  |  |

Source: Calculation SPSS 24, 2017

Based on the test results linearity between work motivation and job satisfaction variables in Table 7 above, it is known that significant value linearitysebesar 0.000. The significant value of less than 0.05, so it can be concluded that between the two variables is a linear relationship exists.

**Table 8. Result of Linearity Test Compensation and Job Satisfaction**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ANOVA Table** | | | | | | | |
|  | | | Sum of Squares | df | Mean Square | F | Sig. |
| Kepuasan Kerja \* Kompensasi | Between Groups | (Combined) | 776,185 | 15 | 51,746 | 2,670 | ,004 |
| Linearity | 631,547 | 1 | 631,547 | 32,591 | ,000 |
| Deviation from Linearity | 144,638 | 14 | 10,331 | ,533 | ,902 |
| Within Groups | | 1046,401 | 54 | 19,378 |  |  |
| Total | | 1822,586 | 69 |  |  |  |

Source: Calculation SPSS 24, 2017

Based on the test results of linearity between the variables of compensation with job satisfaction variables in Table 8 above, it is known that a significant linearity value of 0.000. The significant value of less than 0.05, so it can be concluded that between the two variables is a linear relationship exists.

**Result Multicolinearity Test**

Multicolinearity test aims to determine whether the regression model found a strong correlation between independent variables. Multicolinearity test performed with SPSS to view the VIF (variance inflation factor) and correlation coefficients between independent variables.

**Table 9. Result of Multicolinearity Test**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 4,154 | 4,021 |  | 1,033 | ,305 |  |  |
| Motivasi Kerja | ,574 | ,126 | ,421 | 4,568 | ,000 | ,875 | 1,143 |
| Kompensasi | ,692 | ,145 | ,440 | 4,772 | ,000 | ,875 | 1,143 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | |

Source: Calculation SPSS 24, 2017

Based on the test results multikolinearitas in Table 9, it can be seen figure of 1.143 VIF for work motivation, and digits VIF for compensation by 1.143. VIF two variables is less than 5, and close to 1, then between the two independent variables did not reveal any problems multicolinearity.

**Result Heteroscedastisity Test**

Heteroskedastisity test is performed to determine whether in a regression model variants occur inequality of residual Observation of a Observation of all others. The method used in this research is the method of Spearman's Rho test, the residual value method to correlate with each independent variable.

**Table 10. Result of Heteroscedastisity Test**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | |
|  | | | Motivasi Kerja | Kompensasi | Unstandardized Residual |
| Spearman's rho | Motivasi Kerja | Correlation Coefficient | 1,000 | ,344\*\* | -,010 |
| Sig. (2-tailed) | . | ,004 | ,938 |
| N | 70 | 70 | 70 |
| Kompensasi | Correlation Coefficient | ,344\*\* | 1,000 | -,094 |
| Sig. (2-tailed) | ,004 | . | ,440 |
| N | 70 | 70 | 70 |
| Unstandardized Residual | Correlation Coefficient | -,010 | -,094 | 1,000 |
| Sig. (2-tailed) | ,938 | ,440 | . |
| N | 70 | 70 | 70 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | |

Source: Calculation SPSS 24, 2017

In Table 10 above, it can be seen the correlation between work motivation and unstandardized residual generate significant value of 0.938 and the correlation between compensation with unstandardized residual generate significant value of 0.440. Thus, it can be concluded that the regression model did not reveal any problems heterokedastisitas, this is due to a significant correlation value is greater than 0.05.

**Multiple Regression Analysis Result**

**Table 11. Result of Multiple Regression Analysis**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 4,154 | 4,021 |  | 1,033 | ,305 |
| Motivasi Kerja | ,574 | ,126 | ,421 | 4,568 | ,000 |
| Kompensasi | ,692 | ,145 | ,440 | 4,772 | ,000 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |

Source: Calculation SPSS 24, 2017

**Hypothesis 1 (H1)**

Ho : Work motivation has not an influence the job satisfaction of employees PT Tridaya Eramina Bahari.

Ha : Work motivation has an influence on employee job satisfaction PT Tridaya Eramina Bahari.

To test the hypothesis required ttabel as a comparison. ttabel sought with α = 5%: 2 = 2.5% (test 2 sides) with df = n-k-1 or 70-2-1, where n is the number of samples and k is the number of independent variables. Based on these calculations obtained ttable is 1.996.

According to Table 11, the variable work motivation has tcount is 4.568. And then tcount (4.568) > ttable (1.996) and significant value is 0.000 < 0.05. It can be concluded from hypothesis 1 that Ho and Ha accepted that work motivation has a positive and significant influence on employee job satisfaction at PT Tridaya Eramina Bahari.

This result is consistent with the existing theory of the two-factor theory of Herzberg. Herzberg distinguishes two factors that influence the motivation of the workers in different ways, hygiene factors and motivator factors. Hygiene factor is a series of extrinsic conditions that is the state of work and this condition is not there so no need to motivate employees, this factor includes wages, job security, working conditions and hygienic, status and procedures company. Motivational factors include factors related to job content, which are the intrinsic factors of the job namely, responsibility, progress, work itself, achievement, and recognition. Motivational factors cause a person to move from a state of dissatisfaction to satisfaction.

This result is in accordance with research conducted by Awang Mada Kurnia, Bambang Swasto Sunuharyo, Hamidah Nayati Utami (2013) has a contribution of 52.4%, can be interpreted 52.4% job satisfaction is explained by work motivation variable. Further research Titin Hidayati Maghfiroh (2013) has a contribution of 72.5%, can mean 72.5% job satisfaction is explained by the variable motivation keja. Based on previous research also proved that work motivation has a positive effect on employee job satisfaction.

**Hypothesis 2 (H2)**

Ho : Compensation has not an influence the job satisfaction of employees PT Tridaya Eramina Bahari.

Ha : Compensation has an influence on employee job satisfaction PT Tridaya Eramina Bahari.

According Tabel 11 show value tcount for variable compensation is 4.772, and then significant value is 0.000. It show that tcount> ttable and signicant value less than 0.05. It can be concluded from the second hypothesis that Ho and Ha accepted that compensation has a positive and significant impact on job satisfaction of employees of PT Tridaya Eramina Bahari.

This is in accordance with the theory of equity that explains the causes of satisfaction or dissatisfaction. According to Lawler, the difference between the amounts received by employees and the amount they expect to be received by others is a direct cause of job satisfaction. Another theory that states the relationship of compensation with job satisfaction is discrepancy theory (difference theory). Discrepancy theory is a way of measuring one's job satisfaction by calculating the difference between what should be and the perceived reality.

This is supported by the research of I Gede Mahendrawan and Ayu Desi Indrawati (2015). The compensation effect on job satisfaction, this is in line with Mardahleni (2013) has a contribution of 22%, can be interpreted 22% job satisfaction explained by the variable compensation. Further research Sinollah (2011) has a contribution of 24.8%, can be interpreted 24.8% job satisfaction is explained by the variable compensation. Based on previous research states that compensation has an effect on job satisfaction, meaning that if compensation is given fairly and fairly, it will cause employee job satisfaction increases.

**Result F Test (Feasibility Model)**

**Hypothesis 3 (H3)**

Ho : Work motivation and compensation can not predict employee job satisfaction of PT Tridaya Eramina Bahari.

Ha : Work motivation and compensation can predict employee job satisfaction of PT Tridaya Eramina Bahari.

**Table 12. Result of F Test**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 914,440 | 2 | 457,220 | 33,732 | ,000b |
| Residual | 908,146 | 67 | 13,554 |  |  |
| Total | 1822,586 | 69 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |
| b. Predictors: (Constant), Kompensasi, Motivasi Kerja | | | | | | |

Source: Calculation SPSS 24, 2017

Based on Table 12, Fcount it can be is 33.732. Value Fcount>Ftable, search with α = 5%, with df1 = k-1 or 3-1 = 2 and df2 (n-k-1) or 70-3 = 67 (k = total variable). Result Ftable is 3.134. Based on these calculations, obtained Ftable is 3.134, therefore Fcount> Ftable. The significant F test is 0,000; therefore less than 0.05. The conclusion that can be drawn is Ho refused or independent variable work motivation and compensation affect the dependent variable job satisfaction.

These results are consistent with research conducted by Sudarno, Priyono, Dinda Sukmaningrum (2016), Ikmal Nur Muflih (2015) 19,5%, can be interpreted 24,8% job satisfaction explained by work motivation and compensation variable. Ni Ketut Ayu Juli Astuti and I Nyoman Sudarma (2013) who stated that work motivation and compensation together have an effect on job satisfaction. This means that if work motivation is improved and compensation is given fairly and fairly, then it can achieve high job satisfaction.

**Result Analysis The Coeeficient of Determination**

**Table 13**. **Result of Coefficient Determination**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,708a | ,502 | ,487 | 3,682 |
| a. Predictors: (Constant), Kompensasi, Motivasi Kerja | | | | |
| b. Dependent Variable: Kepuasan Kerja | | | | |

Source: Calculation SPSS 24, 2017

Based on Table 13, value R2 is 0.502 or (50.2%). This shows that 50.2% of job satisfaction explained by factors of work motivation and compensation while the remaining 49.8% is explained by other variables.

**CONCLUSION AND RECOMMENDATIONS**

**Conclusion**

Based on the results of research on "The Influence of Work Motivation and Compensation on Employee Job Satisfaction at PT Tridaya Eramina Bahari", it can be concluded as follows:

1. Description of work motivation, compensation and job satisfaction at employees of PT Tridaya Eramina Bahari are:
   1. Work motivation on PT Tridaya Eramina Bahari employees is included in low criteria.
   2. Compensation to PT Tridaya Eramina Bahari employees is included in the criteria is less feasible.
   3. Job satisfaction at the employees of PT Tridaya Eramina Bahari included in the criteria is less satisfied.
2. Work motivation has a positive and significant influence on job satisfaction on employees of PT Tridaya Eramina Bahari. If work motivation increases, job satisfaction will also increase.
3. Compensation has a positive and significant influence on job satisfaction on employees of PT Tridaya Eramina Bahari. If compensation in the company increases, then job satisfaction will also increase.
4. Work motivation and compensation can predict job satisfaction on employees of PT Tridaya Eramina Bahari.

**Recommendations For PT Tridaya Eramina Bahari**

Based on the above conclusions, some suggestions are put forward in the study are as follows:

1. The company should raise the salary of employees in accordance with the Regional Minimum Wage Jakarta 2017 amounting to Rp. 3.350.000, if the company has many considerations in raising the salary in accordance with the UMR Jakarta 2017 then the company can raise the salary of employees in accordance with UMR Jakarta 2016 of Rp. 3.1 million.
2. Companies should provide opportunities for employees to be able to improve their job positions by applying promotional policies such as providing an employment opportunity on condition that an employee who has a workforce that continues to increase for one or two years and with long tenure for 10 Year to more than 10 years.
3. The Company can provide appreciation of the results of employee work on time with the gift of a company product for employees. PT Tridaya Eramina Bahari is a company in the field of fishery, then the company can provide 3 to 5 fish for employees.
4. Provide health insurance to employees in the form of insurance BPJS that is 4% paid by the company as a benefit and 1% paid by karaywan reduced from salary, but the minimum payment calculation based on the Regional Minimum Wage.
5. Provide incentives for employees who work beyond the specified target of 5 to 10% additional money from their salary.

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