The Effect of Work Environment and Compensation on Teacher Performance with Job Satisfaction as Variable Intervening at Smk Negeri 3 Depok

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Abstract

The main purpose of this study is to analyze the effect of work environment variable and compensation variable on teacher performance either it was directly or indirectly by using job satisfaction variable as an intervening. And this study enables us to see which influence is more dominant between the work environment variable or the compensation variable on teacher performance. To collect Primary data researcher distributing questionnaires to 62 respondents. The data analysis phase used validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, autocorrelation test, path analysis, f test and t test. After analyzing primary data from the study, several conclusions were obtained (1) the work environment variable has a direct significant influence on the job satisfaction variable (2) the compensation variable has a direct significant influence on job satisfaction. (3) the work environment variable has a direct significant influencet on the teacher performance variable (4) the compensation variable has a direct significant influence on the teacher performance. (5) the job satisfaction variable has a direct significant influence on the teacher performance (6) The work environment variable has a significant indirect effect on teacher performance by using job satisfaction as an intervening variable (7) The compensation variable has a significant indirect effect on teacher performance by using job satisfaction as an intervening variable.

Keywords: work environment, compensation, job satisfaction, teacher performance

Introductions

To be able to produce students who are smart, polite and able to adapt in the era of the industrial revolution 4.0. Students must get a quality education process. To get a quality education, dedicated teachers are needed, an education system that keeps up with the times, as well as safety and comfort in the learning and teaching process. This time, the teacher is expected no longer be a source of material, but as a facilitator who makes students able to analyze and find various solutions to an existing problem. Several factors that are considered influential in supporting teacher performance include the work environment, compensation and job satisfaction provided by an educational institution. Teacher performance in an educational institution is considered as the main indicator of a teacher's achievement and one of the supporting factors for the success of educational institutions. Teacher performance is the main benchmark for the creativity, responsibility, and hard work of a teacher on the tasks assigned to him. Of course, to get maximum performance, an efficient, dedicated and well-targeted work process is needed and is supported by supporting factors. (Ike & Ashadi 2020) "Performance is the result of work achieved by individuals who are adjusted to their roles or duties associated with a certain measure of value from the company where the individual works".

This confirms that teacher performance is the main measure of creativity, responsibility, and hard work of a teacher on the tasks assigned to him. Of course, to get maximum performance, an efficient, dedicated and well-targeted work process is needed and is supported by supporting factors. Several factors that are considered capable and influential in supporting teacher satisfaction as performance intervening factors include the work environment and work compensation provided by an educational institution. To get teachers who are highly dedicated and have a good work ethic, the school tries to give a good work environment and good compensation is expected to help a teacher get job satisfaction. Several factors that are considered influential in supporting teacher performance include the work environment, compensation and job satisfaction provided by an educational institution. Based on the factors mentioned above, there are many indicators that can support the performance of a teacher in the learning and teaching process. Compensation and the work environment according to researchers are very interesting things and it is necessary to do research to find out whether these factors have a significant influence on the results. teacher performance

Problem Formulation

1. Is job satisfaction directly affected by the work environment at SMK Negeri 3 Depok?
2. Is job satisfaction directly affected by the compensation at SMK Negeri 3 Depok
3. Is teacher performances directly affected by the work environment at SMK Negeri 3 Depok
4. Is teacher performances directly affected by the compensation at SMK Negeri 3 Depok
5. Is teacher performances directly affected by the work satisfaction at SMK Negeri 3 Depok
6. Is the teacher's performance influenced indirectly by the work environment with job satisfaction as an intervening variable at SMK Negeri 3 Depok?
7. Is the teacher's performance influenced indirectly by the compensation with job satisfaction as an intervening variable at SMK Negeri 3 Depok?

Study Objectives

1. analyze the extent of the influence work environment variables on job satisfaction variables that occur in SMK Negeri 3 Depok.
2. analyze the extent of the influence compensation variables variables on job satisfaction variables that occur in SMK Negeri 3 Depok.
3. analyze the extent of the influence work environment variables on teacher performance variables that occur in SMK Negeri 3 Depok.
4. analyze the extent of the influence compensation variables on teacher performance variables that occur in SMK Negeri 3 Depok.
5. analyze the extent of the influence job satisfation variables on teacher performance variables that occur in SMK Negeri 3 Depok.
6. analyze the extent of the indirect influence between work environment variables on teacher performance variables that occur at SMK Negeri 3 Depok
7. analyze the extent of the indirect influence between compensation variables on teacher performance variables that occur at SMK Negeri 3 Depok

Work environment

The work environment greatly influences the performance of teachers, especially the loyalty and work spirit of the teachers. This is because a positive work environment will provide a sense of calm, comfort, security, and encourage enthusiasm for work, but a negative work environment will provide discomfort, worry, anxiety and fear in carrying out work. (Siagian & Khair, 2018) "The work environment is everything that is around employees that can affect employees in carrying out the tasks assigned by the company. However, in general the understanding of the work environment is the conditions and atmosphere in which the employees carry out their duties and work to the maximum". (Nabawi, 2019) "The work environment is everything that is around the workers both physically and non-physically that affects the tasks assigned and a conducive work environment will encourage and increase employee work passion so that job satisfaction can be obtained".

A positive work environment will also be able to stimulate morale so as to form a work culture that is friendly, effective and fun for all employees. (Hasibuan & Afrizal, 2019) "The work environment is everything that is around employees at work, both physical and non-physical, directly or indirectly, which can affect themselves and their work at work". To be able to produce a positive work environment and make employees have a sense of responsibility and loyalty to their work, a synergistic physical and non-physical work environment is needed.

Compensation

When a person works, of course, they expect to get rewards and income to meet their needs or what is commonly called compensation. (Suryaningrum et al., 2019 "Compensation itself is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company". (Rozali & Kusnadi, 2020) "Compensation is something that employees receive as a substitute for their service contribution to the organization".

Compensation is all contributions, both physical and non-physical, that are appropriate for a worker after he has completed his work obligations. Conflicts that may occur in the provision of unequal compensation such as employees demanding higher wages or even asking to resign because they think that the compensation they have received so far is unfair. The provision of unbalanced compensation will certainly give envy and work dissatisfaction among employees, instead of providing compensation to solve problems it will even add new problems. Therefore, this compensation must be carried out carefully, thoroughly and measurably so that the compensation is truly effective and on target.The compensation received by a worker has been regulated in the employment contract so it is very important for a worker to study the work contract given so that one day there will be no problems between the two parties.

Job Satisfaction

Job satisfaction is a feeling of satisfaction in completing the tasks and responsibilities of his work and a sense of being able to meet the needs he needs by working. The job satisfaction of a teacher in an agency can be seen easily from the length of time a teacher stays in the institution. (Sudaryo, Aribowo, & Sofianti, 2018), "Indicators of job satisfaction are discipline, work morale and the number of turnover or employee turnover". (Nugraha, 2019) "Teachers as the spearhead of schools must have high job satisfaction so that they can be maximized in carrying out the teaching and learning process which is expected to produce good students". (Tamali & Munasip, 2019) "Employees who work with a high level of satisfaction will view their work as fun. When employees are satisfied, employees will be more loyal to the company, so that they have discipline, enthusiasm and work morale.

According to (Aliya & Saragih, 2020) "Job satisfaction is also used as an indicator of the difference between what employees want from their workplace and what the company gives them. Employees determine how happy they are with other elements of the job, the employer, and the overall work environment". Job satisfaction is the main indicator of discipline, work morale and work performance. This can be seen clearly from a teacher who loves his job and will try to survive in an agency by continuously improving his performance, discipline and work ethic.

Based on the opinion of the experts above, compensation is all contributions, both physical and non-physical, that are appropriate for a worker after he has completed his work obligations. The compensation received by a worker has been regulated in the employment contract so it is very important for a worker to study the work contract given so that one day there will be no problems between the two parties.

Teacher Performance

Rusyan, 2001 in (Pala'langan, 2020) "Teacher performance is an act of carrying out the learning process inside and outside the classroom, completing the administration needed by schools and learning, guiding and serving students and conducting assessments". Based on the opinions of the experts above, the teacher's performance is not just teaching in the classroom, but how to act as educators inside and outside the classroom, run administration and guide students and make positive contributions in school institutions. According to (Tanjung et al., 2020) "Teacher performance is the result or work achievement of teachers who are assessed in terms of quality and quantity based on work standards determined by the organization".

(Muslimin, 2020) "The results of the Teacher Performance Assessment can later be used to determine credit score assessments and also used to compile a teacher performance profile in preparing the Continuing Professional Program (PKB)". Teacher performance appraisal is useful for teachers to be able to evaluate all educational activities that have been carried out so far, whether they are getting better or worse. Teacher performance appraisal is used to produce professional teachers who can contribute to improving the quality of education.

Study Object

Based on the focus and objectives of the study, this study uses a quantitative approach, which is used to examine the population or sample at SMK Negeri 3 Depok, collect data using research measuring instruments (instruments), and analyze quantitative data with the aim of testing and proving hypotheses that have been established. created/set. Acording to (Musianto, 2002) "In the quantitative approach the direction and focus of a research is through theoretical testing, constructing or compiling facts and data, statistical descriptions, clarity of relationships and predictions. It means that each step prioritizes axioms, formulas, and solving problems and solves problems directly".

Data analysis used in this research is path analysis, t test and f test. This study uses the SPSS 25.00 application to help process the data obtained.

Data Analysis Techniques

Path Analysis

To analyze the direct and indirect effects in this study, the researcher used path analysis. (Harahap & Khair, 2020) "Path analysis is used to test the causal modeling of variable relationships. Thus in the model of the relationship between these variables, there are independent variables (free) and dependent variables (bound)". The path analysis model is as follows:
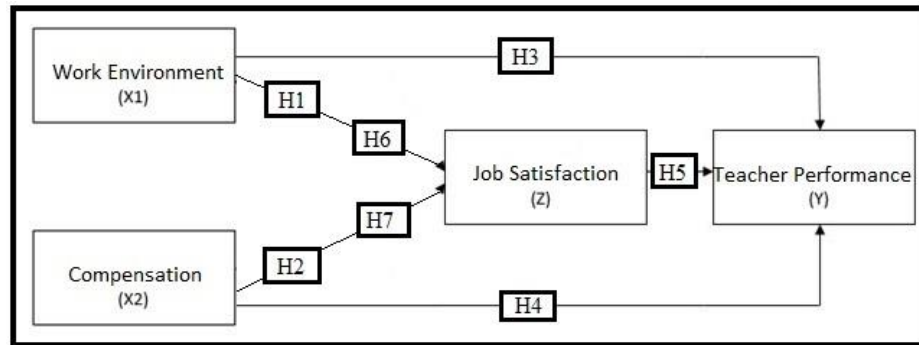
Source : Model based on data processing 2022

Image 1. Path Analysis Model

Based on the path analysis model image above, we can draw several hypotheses including:

H1 : Work Environment has a direct influence on Job Satisfaction

H2 : Compensation variable has a direct influence on Job Satisfaction

H3 : Work Environment has a direct influence on Teacher Performance

H4 : Compensation has a direct influence on teacher performance

H5 : Job Satisfaction has a direct influence on Teacher Performance

H6 : Work Environment has an indirect influence on Teacher Performance through Job Satisfaction

H7 : Compensation has an indirect influence on teacher performance through job satisfaction

Discusions

Based on Path Analysis calculation obtained:

Source : Model based on data processing 2022

Image 2. Overall Path Coefficient

1. Work Environment (X1) has an influence on Job Satisfaction (Z) = 0.354 or 35.40%
2. Compensation (X2) has an influence on Job Satisfaction (Z) = 0.496 or 49.60%
3. Work Environment (X1) has an influence on Teacher Performance (Y) = 0.366 or 36,60%
4. Compensation (X2) has an influence on Teacher Performance (Y) = 0.340 or 34.00%
5. Job Satisfaction (Z) has an influence on Teacher Performance (Y) = 0.275 or 27.50%
6. Work Environment (X1) has an influence on Teacher Performance (Y) through Job Satisfaction (Z) = (0.354)×(0.275)= 0.0973 or 9,73%. The total influence between the work Environment (X1) and Teacher performance (Y) is the sum of between direct and the indirect influence = (0.0973)+(0,366)= 0,4633 or 46,33%
7. Compensation (X2) has an influence on Teacher Performance (Y) through Job Satisfaction (Z) = (0.496)×(0.275)= 0.1364 or 13.64%. The total influence between the Compensation (X2) and Teacher performance (Y) is the sum of between direct and the indirect influence = (0.1364)+(0,340)= 0,4764 or 47,64%

F Test

F test (simultaneous test) is a test conducted to see the joint effect of the independent variable on the dependent variable.

a. The table calculated F value between Work Environment (X1) and Compensation (X2) on Job satisfaction (Z).

Table 1. F Test Calculation between X1 and X2 Against Z

ANOVA[a]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1.945.385	2	972.693	45.011	<,001[b]
	Residual	1.275.002	59	21.610		
	Total	3.220.387	61			
a. Dependent Variable: Z: Job satisfaction						
b. Predictors: (Constant), X2: Compensation, X1: Work Environment						

Sources : primary data processed with spss (2022)

From the ANOVA test or F-test, F_{count} is 45,011 has a significance level of <0.001 smaller than 0.05. While the value of Ftable at the 95% level of significant (α=0.05) obtained the value of F_{table} = 3.15, we get F_{count} > F_{table}, which is 45,011>3.15. then we can conclude that work environment and compensation together affect job satisfaction.

b. The table calculated F value between Compensation, Work Environment and job satisfaction on teacher performance

Table 2. F test calculation between X1, X2 and Z against Y

ANOVA[a]					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	1.162.333	3	387.444	63.099	<,001[b]
Residual	356.135	58	6.140		
Total	1.518.468	61			
a. Dependent Variable: Y: Teacher Performance					
b. Predictors: (Constant), Z: Job satisfaction, X1: Work Environment, X2: Compensation					

Sources : primary data processed with spss (2022)

From the ANOVA test or F-test, F_{count} is 63,099 has a significance level of <0.001 smaller than 0.05. While the value of Ftable at the 95% level of sginificant (α=0.05) obtained the value of F_{table} = 2.76, thus $F_{count} > F_{table}$, which is 63.099> 2.76. then it can be stated that the work environment, compensation and job satisfaction jointly affect teacher performance.

T Test

T test is a statistical test that is useful to find out how far an independent variable separately explains about the dependent variable

1. Path 1 T test between the variables of Work Environment (X1) and Compensation (X2) on Job Satisfaction (Z).

Table 3. T-Test Calculation between X1 and X2 against Z

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6.405	5.696		1.124	.265
X1: Work Environment	.364	.112	.354	3.237	.002
X2: Compensation	.550	.121	.496	4.531	<,001
a. Dependent Variable: Z: Job satisfaction					

Sources : primary data processed with spss (2022)

From Data Above, it can be explained as :

a. Coefficient For Work Environment
   Based on the results of the table, obtained T_{count} of 3.237 with a significance level of 0.00,2 and it is known that T_{table} has less value that is 1.669 at = 5%. it can be concluded that the work environment has a positive and significant effect on job satisfaction.

b. Coefficient For Compensation
   Based on the results of the table, obtained T_{count} of 4.531 with a significance level smaller than 0.001, and it is known that T_{table} has less value than T_{count} that is 1.669 at = 5%. it can be concluded that the compensation variable has a positive and significant effect on job satisfaction.

2. Path 1 T test between the Work Environment (X1) and Compensation (X2) on Job Satisfaction (Z).

Tabel 4. T-Test Calculation between X1, X2 and Z against Y

Coefficients[a]					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	17.534	3.069		5.714	<,001
X1: Work Environment	.258	.065	.366	3.975	<,001
X2: Compensation	.259	.075	.340	3.451	.001
Z: Job satisfaction	.189	.069	.275	2.721	.009
a. Dependent Variable: Y: Teacher Performance					

Sources : primary data processed with spss (2022)

From the data above, it can be explained as :

1. Coefficient For Work Environment
   Based on the t test that has been carried out above, the researcher gets a table which shows that the T_{count} value obtained for the work environment variable is 3.975 and have a significance level smaller than 0.001, then from the table we get the value of T_{table} is obtained by 5% = 1.669. The result from T test obtained $T_{count} > T_{table}$ it can be concluded that work environment has a positive and significant effect on teacher performance.

2. Coefficient For Compensation
   Based on the t test that has been carried out above, the researcher gets a table which shows that the T_{count} value obtained for the Compensation variable is 3.451 and have a significance level 0.001, then from the table we get the value of T_{table} is obtained by 5% = 1.669. The result from T test obtained $T_{count} > T_{table}$ it can be concluded that compensation has a positive and significant effect on teacher performance

3. Coefficient For Job Satisfaction
   Based on the t test that has been carried out above, the researcher gets a table which shows that the T_{count} value obtained for the Compensation variable is 2.721 and have a significance level 0.009, then from the table we get the value of T_{table} is obtained by 5% = 1.669. The result from T test obtained $T_{count} > T_{table}$ it can be concluded that job satisfaction has a positive and significant effect on teacher performance

Consclusion

Based on the results of the research analysis above, the effect of work environment and compensation on teacher performance through job satisfaction as an intervening variable at SMK Negeri 3 Depok, several conclusions can be drawn, namely: The work environment and compensation directly or indirectly have a positive and significant effect on teacher performance by job satisfaction as an intervening variable. the work environment and compensation have a direct and indirect influence on teacher performance because every teacher who works definitely wants to get financial comfort and security at work, so teachers can express themselves and release all their abilities without any feelings of hesitation because they are supported by adequate facilities and good income. This is the main reason why the better work environment and the better compensation provided will further improve teacher performance. Based on data analysis, it can be concluded that the biggest influence on teacher performance is the effect of compensation.

Recommendation

1. Schools need to pay attention to work environment and compensation given to each employee. Because higher work environment and good compensation will encourage a sense of loyalty and increase the ability and self-efficiency of teachers and all employees who work in schools. By still paying attention to and maintaining the quality of teachers and good teaching and learning processes so that they have the best output, namely students who are outstanding, polite and intelligent.

2. This study only limits the effect of some variable like work environment and compensation on teacher performance through job satisfaction as an intervening variable at SMK Negeri 3 Depok. it is hoped that further researchers can add other variables that are not in this study such as work discipline or leadership style so that the information obtained can be more diverse and varied for further research.

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