



COMPENSATION AND WORKLOAD ANALYSIS FOR EMPLOYEE JOB SATISFACTION

ANALISIS KOMPENSASI DAN BEBAN KERJA UNTUK KEPUASAN KERJA KARYAWAN

Redy Adhi Saputra¹, Aulia Umar Hatifah²

Sekolah Tinggi Ilmu Ekonomi Tri Bhakti

Email: redyadhisaputra@gmail.com¹, auliaaumrh1995@gmail.com²

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Abstrak

Penelitian ini merupakan penelitian kuantitatif dengan menggunakan SPSS 26.0 sebagai alat untuk pengolahan data dengan teknik sampel jenuh atau sensus yang digunakan dalam penelitian ini. Hasil penelitian ini menunjukkan kompensasi (X1) secara parsial berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan (Y), dapat dibuktikan dengan nilai uji regresi linier berganda sebesar (b1) 1.656 dan nilai t hitung > t tabel yaitu $11,426 > 2,022691$ serta nilai signifikansi $0,00 < 0,05$. Sedangkan, variabel beban kerja (X2) menunjukkan hasil berpengaruh negatif dan tidak signifikan terhadap kepuasan kerja karyawan (Y), dapat dibuktikan dengan nilai uji regresi linier berganda sebesar (b2) -0,71 dan nilai t hitung < t tabel yaitu $-0,612 < 2,022691$ serta nilai signifikansi sebesar $0,544 > 0,05$. Kompensasi (X1) dan beban kerja (X2) secara simultan berpengaruh signifikan terhadap kepuasan kerja karyawan (Y), dapat dibuktikan dengan nilai f hitung sebesar $134,893 > f$ tabel 3.23 dan nilai signifikansi $0,000 < 0,05$.

Kata Kunci : Kompensasi, Beban Kerja, Kepuasan Kerja Karyawan

Abstract

This study is a quantitative research using SPSS 26.0 as a tool for data processing with the saturated sample or census technique used in this study. The results of this study show that compensation (X1) partially has a positive and significant effect on employee job satisfaction (Y), as evidenced by the multiple linear regression test value of (b1) 1.656 and the t-value calculated > t_{table} is $11.426 > 2.022691$ and the significance value is $0.00 < 0.05$. Meanwhile, the workload variable (X2) showed a negative and insignificant effect on employee job satisfaction (Y), which can be proven by a multiple linear regression test value of (B2) -0.71 and a t-value calculated < t_{table} which was $-0.612 < 2.022691$ and a significance value of $0.544 > 0.05$. Compensation (X1) and workload (X2) simultaneously have a significant effect on employee job satisfaction (Y), as evidenced by the calculated f value of $134,893 > f_{table}$ 3.23 and the significance value of $0.000 < 0.05$.

Keywords: Compensation, Workload, Employee Job Satisfaction

INTRODUCTION

In an organization, human resources are individuals with the ability to influence quantity and quality. Therefore, companies need to improve employee performance and satisfaction by providing more encouragement and comfort for their employees. According to (Huzain, 2021), human resources are the source of strength possessed by individuals to play a role and contribute to achieving company goals. Human resources are a crucial element in organizing an organization.



One of the factors that can produce the success of an organization is that it can be seen from the high job satisfaction of employees in the company. According to (Assyofa, 2023) Job satisfaction means a person's nature where each worker must get a varying level depending on the values adopted and their needs and wants. According to Robbins and Judge in (Mustikaningsih & Irbayuni, 2022) Job satisfaction is the result of an assessment of a person's qualities as a positive feeling about the job.

Compensation can be in the form of financial or non-financial, direct financial compensation consists of payments earned by employees in the form of salaries, wages, bonuses and commissions (Khairunnisa Rahmah et al., 2024). Employees will feel satisfied if the compensation given is in accordance with what has been done and their position. Compensation according to Lamingrum in (Khairunnisa Rahmah et al., 2024) is something that is received by every employee in return for what has been done.

This employee workload is one of the important aspects to pay attention to because it will have a bad impact on employee satisfaction itself. According to (Budiasa & Komang, 2021) Employee workload means the understanding of employees about tasks that should be completed within a certain period of time and the efforts of workers to be able to deal with problems in their work. According to Johari in (Budiasa & Komang, 2021) Workload can refer to all activities that involve employees and the time used to be able to carry out tasks and work both directly and indirectly

This research was conducted at PT Aneka Kimia Lestari which is located at Jl. Cendana Raya Blok F9 No. 5, Central Cikarang, Bekasi, 17550. This company that operates in the field of special chemicals has been established since 2011 until now. PT Aneka Kimia Lestari is engaged in producing chemicals that will later be used as raw materials for paper that are exported to China, Thailand, Malaysia, Singapore and spread across Indonesia itself.

Based on the results of an initial survey that has been conducted at PT Aneka Kimia Lestari, there is a problem regarding employee job satisfaction, namely not evenly feeling wages that are comparable to what has been done and the workload received while doing their work.

RESEARCH METHODS

In this study, a quantitative methodology is used. This study uses a saturated sampling technique which means that all existing samples are the population used and are employees of PT Aneka Kimia Lestari. The data used in this study is primary data generated directly using the method of filling out a questionnaire with Google Form and data processing using SPSS 26. Each statement on the questionnaire is scored on the answer choices provided, using the Likert scale method for scoring. The likert scale consists of a collection of statements about how the respondents' attitude is towards the object of the study. Each statement has 4 points on a very agree and strongly disagree scale.

RESULTS AND DISCUSSION

This study reviews how Compensation (X1) and Workload (X2) affect employee job satisfaction (Y) at PT Aneka Kimia Lestari, both separately (partially) and jointly (simultaneously). The test in this study was carried out by tests of validity, reliability, normality, multicollinearity,



heteroscedasticity, and multiple linear regression analysis. The test results show that all data meets the criteria that have been set.

Multiple Linear Regression Analysis

| Models | | Unstandardized Coefficients | | Coefficient Standardized Coefficients | | | Collinearity Statistics | |
|--------|--------------|-----------------------------|------------|---------------------------------------|--------|------|-------------------------|-------|
| | | B | Std. Error | Beta | t | Sig. | Tolerance | VIVID |
| 1 | (Constant) | 5.931 | 2.348 | | 2.526 | .016 | | |
| | Compensation | 1.656 | .145 | .973 | 11.426 | .000 | .447 | 2.239 |
| | Workload | -.071 | .117 | -.052 | -.612 | .544 | .447 | 2.239 |

a. Dependent Variable: Job Satisfaction

Source: SPSS 26 output, data that has been processed by researchers (2024)

The form of multiple linear regression equations is as follows:

$$Y = 5.931 + 1.656 X_1 - 0.071 X_2 + e$$

The constant coefficient (α) = 5.931 indicates a constant value, if the independent variables, namely the compensation and workload variables, are set to be stable, then the dependent variable of employee job satisfaction is 5.931

The b1 Compensation coefficient of 1,656 shows a positive value, which if the compensation is increased or increased by 1, it will also cause an increase in employee job satisfaction

The coefficient of b2 Workload of -0.071 shows a negative value, which if the workload increases or increases by 1, it will also cause a decrease in employee job satisfaction

The results of the t-test stated the significance value of the compensation variable of 0.000 < 0.05. It can also be seen based on the comparison of $t_{\text{calculation}}$ and t_{table} which shows a calculated t value of 11.426, while the table t value is obtained from the formula $t(a/2; n-k-1) = (0.05; 42-2-1) = (0.025; 39) = 2.022691$. Thus, the result of $t_{\text{calculation}} > t_{\text{table}}$, namely $11.426 > 2.022691$, can be concluded that H_0 is rejected or H_1 is accepted, meaning that the compensation variable has a positive and significant effect on the employee job satisfaction variable.

The results of the t-test stated the significance value of the workload variable of 0.544 > 0.05. It can also be seen based on the comparison of $t_{\text{calculation}}$ and t_{table} which shows a calculated t value of -0.612, while the table t value is obtained from the formula $t(a/2; n-k-1) = (0.05; 42-2-1) = (0.025; 39) = 2.022691$. Thus, the result of $t_{\text{calculation}} < t_{\text{table}}$, which is $-0.612 < 2.022691$, can be concluded that H_0 is accepted and H_2 is rejected, meaning that the workload variable has a negative and insignificant effect on the employee job satisfaction variable.

Simultaneous Test (F Test)

| | | NEW ERA | | | | |
|--------|------------|----------------|----|-------------|---------|-------|
| Models | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2392.105 | 2 | 1196.053 | 134.893 | .000b |



| | | | | |
|----------|----------|----|-------|--|
| Residual | 345.800 | 39 | 8.867 | |
| Total | 2737.905 | 41 | | |

- a. Dependent Variable: Job Satisfaction
- b. Predictors: (Constant), Workload, Compensation

Source: SPSS 26 output, data that has been processed by researchers (2024)

Based on the results of the simultaneous test (f) part f and significance has a value that explains the independent variables, namely compensation (X1) and workload (X2), it was found that f calculation was 134,893 > f table 3.23 and a significance value of 0.000 < 0.05. Therefore, it can be concluded that the f-test carried out is that the variables of compensation and workload together (simultaneously) have a significant effect on employee job satisfaction.

Coefficient Determination Test

| Model Summary ^b | | | | |
|----------------------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .935 ^a | .874 | .867 | 2.97769 |

- a. Predictors: (Constant), Workload, Compensation
- b. Dependent Variable: Job Satisfaction

Source: SPSS 26 output, data that has been processed by researchers (2024)

Based on table 4.15 of the results of the determination coefficient (R²) test, an Adjust R Square value of 0.867 or 86.7 was obtained, which means that independent variables, namely compensation and workload, were able to explain the dependent variable, namely employee job satisfaction of 86.7%, while the rest (100% - 86.7% = 13.3%) could explain other variables that affect job satisfaction outside of this study.

CONCLUSION

Thus, it can be concluded based on discussion, together (simultaneously) independent variables, namely compensation and expenses, have a significant effect on the dependent variable, namely employee job satisfaction. Based on the results of the partial testing of the compensation variable (X1), it can be stated that there is a positive and significant influence on the employee job satisfaction variable (Y). Based on the results of the partial testing of the workload variable (X2), it can be stated that there is a negative and insignificant influence on the employee job satisfaction variable (Y).

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