



## **The Effect of Compensation, Leadership, and Work Environment on Job Satisfaction of Employees of The Mangga Village Office, in Medan Tuntungan Sub-District**

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### **Abstract**

This research aims to identify and analyze the influence of compensation, leadership, and work environment on employee job satisfaction in Mangga Village, Medan Tuntungan District. Data was collected through a questionnaire distributed to employees in various work units in the area. The results of data analysis using the multiple regression method show that compensation, leadership, and work environment significantly influence employee job satisfaction. Compensation that is fair and appropriate for employee contributions is identified as a factor that has a positive impact on job satisfaction. Apart from that, effective leadership and a conducive work environment also play an important role in increasing employee job satisfaction levels. This research contributes to understanding the factors that influence employee job satisfaction at the local level, especially in Mangga Village, Medan Tuntungan. The practical implications of this research can help organizational management and local governments improve working conditions and compensation policies to increase employee job satisfaction in the region. Further research is also recommended to expand the scope of variables or areas that can provide a more comprehensive understanding of the dynamics of employee job satisfaction at the local level.

**Keywords:** Compensation; Leadership; Employee Satisfaction; Work Environment

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## **INTRODUCTION**

HR is the vital impetus in each action done by the organization. Regardless of how complex the gear an organization has, it won't arrive at the normal degree of efficiency on the off chance that the hardware isn't worked really and proficiently by HR. Mindful of the significance of HR for the endurance and progress of an organization, then an organization needs to focus and view HR as something other than organizational resources whose effectiveness, quality, and efficiency should be moved along. Organizations should have the option to make conditions that can energize ideal turn of events and improvement of worker capacities. To accomplish these circumstances, organizations can endeavor to increment representative work fulfillment. Employee job satisfaction is influenced by a variety of factors, including a conducive work environment, effective leadership, and adequate compensation (Apriani et al., 2022; Mora et al., 2020).

The fact that thing makes, according to (Veithzal & Murni, 2009), remuneration workers get instead of contributing their administrations to the organization. Pay is a vital consideration in endeavors to increase representative work fulfillment because by furnishing fitting remuneration and as per worker needs, representative work fulfillment will increase. Then again, if the pay furnished isn't as per representative necessities, worker work fulfillment will diminish. This is consistent with (Veithzal & Murni, 2009) that employee job satisfaction is one of the purposes of compensation. From this depiction, it very well may be inferred that assuming the remuneration received by a representative is more prominent, it implies that his position is higher, his status is better, and his requirements are satisfied to an ever-increasing extent, subsequently his work fulfillment will likewise be better (A. M. U. Nasution, 2023; Sausan et al., 2021).

Aside from pay, one different element that can impact fulfillment work is initiative. (Thoha, 2010) defines leadership as "the art of influencing human behavior, both individual and group," or "the activity of influencing the behavior of other people." Initiative likewise plays a significant part in expanding worker work fulfillment, since endeavors to increase representative work fulfillment in an organization can't be isolated from the job of pioneers in the organization. Aside from that, leadership is the most important factor in determining an organization's or company's decisions and actions. Employee job satisfaction will be satisfied if the company has leaders who are nice, friendly, and care about the needs of the employees. Then again, if the organization doesn't have great and well-disposed pioneers and doesn't have a mindful mentality towards representatives, this could be conceivable workers' work fulfillment will diminish. This is as per the assessment of (Veithzal & Murni, 2009), who expressed that one of the variables that can impact work fulfillment is the initiative style applied by the pioneer. Aside from pay and authority, another component that can impact work fulfillment is the workplace. As (Yandika, 2012), the workplace is all that is around the laborer, and that can impact his doing the relegated errands. Workplace conditions can also have an impact on efforts to improve employee job satisfaction. To ensure that workers are satisfied with their jobs, every company or organization must strive for positive working conditions. Great, agreeable, and safe workspace conditions will make representatives feel good and excited in completing work appointed by the organization. Then again, on the off chance that a decent workplace isn't made, it will cause representative uneasiness at work, consequently making representative work fulfillment likewise decline. This is in line with the belief held by (Saepudin, n.d.), who assert that the working environment affects job satisfaction among employees.

Work fulfillment is, to be sure, a vital component in an association or organization since it can impact representative ways of behaving at work like energy, persistence, discipline, etc. Job satisfaction, according to (Agung Wahyu Handaru, Try Uromo, 2013), is a person's description of whether or not he is happy, satisfied, or dissatisfied at work. Worker fulfillment in an organization can be impacted by variables like proper compensation or pay, the disposition of pioneers in their administration, and the air or conditions of the workplace in the organization.

As per (Jufrizen & Lubis, 2020), in an association, there is a requirement for people, since people are the fundamental allies of every association, whatever the type of association. As per (Farisi et al., 2021), HR are individuals who are eager to get the show on the road to add to endeavors to accomplish hierarchical objectives. In addition, human resources are one of the inputs that, along with other elements like capital, materials, machines, methods, and technology, are transformed into management processes into outputs in the form of goods or services to

accomplish company objectives. People who are ready, willing, and able to contribute to efforts to achieve organizational goals are referred to as human resources, (Soetrisno, 2016). Aside from that, HR is one of the information components that, along with different components like capital, materials, machines, and strategies/innovation, are changed over into the executive processes into yields such as labor and products with the end goal of accomplishing organization objectives. Administration, as per (Sedarmayanti & Haryanto, 2017), is the action of impacting individuals to take a stab at shared targets; the initiative is the entire action or exercise to impact the desire of others to accomplish a shared objective. (Rastaman, 2020), Siagian asserts that leadership is at the heart of management because it is the driving force behind human resources and other natural resources. As per (W. A. Nasution, 2019), the work environment is what surrounds workers and influences how they carry out their responsibilities. In the meantime, as per (Farla et al., 2019), the workplace is the general devices and materials experienced, the general climate in which an individual works, work techniques, and work game plans both as an individual and collectively.

## **RESEARCH METHOD**

(Machali, 2021) say that the general population is a summarized locale containing things or subjects that have explicit qualities not completely firmly established by experts to be concentrated and subsequently drawn. Meanwhile, (Arikunto, 2019) claims that the populace is entirely composed of exploration objects. According to (Nurlan, 2019), a model is fundamental for the general population to use as a representation for research. Meanwhile, (Sugiyono, 2016) claims that the example is part of the populace's complete number and qualities. Test assessment is a phase to conclude the size of the model taken in investigating a thing. The creator involves quantitative examination in this study because the gathered information will be mathematical. During the investigation of the data, further breakdowns of the obtained figures will be performed. This assessment contains three elements, specifically correspondence, calling headway and work discipline independent elements, and delegate execution as the dependent variable. In this investigation, the data assessment technique used is different from straight backslide assessment and uses devices such as the SPSS program. SPSS is a PC program used to separate data with genuine assessment. The SPSS used in this investigation is SPSS Modification 25 (Ghozali, 2018).

## **RESULT AND DISCUSSION**

It is important to highlight that job satisfaction is not only an end goal but can also have an impact on employee performance. Satisfied employees tend to be more dedicated, and productive, and contribute positively to achieving organizational goals. Therefore, management at the Mangga Village Office can view job satisfaction as a long-term investment in improving organizational performance and effectiveness. Although this research focuses on internal variables at the Mangga Village Office, there are external factors that can also influence employee job satisfaction.

For example, changes in government regulations, the economic situation, or social dynamics in the surrounding community can have a significant impact. Therefore, management recommendations and strategies need to be sensitive to changes outside the organization's direct control. In the context of the discussion, it is important to compare the findings of this study with similar previous studies. If there are discrepancies or similarities, it can provide additional insight into the consistency of findings across organizational contexts. In addition, this comparison can open the door to the development of new theories or concepts in the context of job satisfaction at the village level. The discussion also includes concrete strategies for implementing improvements based on research findings.

For example, management may consider changes in compensation structure, leadership training, or improvements to the work environment infrastructure. This strategy must be designed taking into account the specific needs and dynamics of the Mangga Village Office. In designing and implementing change, it is important to ensure alignment with the organization's mission and values. If corrective steps are not consistent with the long-term vision of the Mangga Village Office, internal conflict and resistance from employees may arise. Therefore, this alignment must be considered in the context of implementing improvement strategies.

The objective of the normality test in the regression method is to determine whether or not the independent variable and dependent variable share a normal distribution. A decent relapse model is information that is typically dispersed or near ordinary. Coming up next are the

aftereffects of the ordinariness test which should be visible from the likelihood plot chart. The exploration consequences of the information that have been handled utilizing SPSS testing are as per the following:

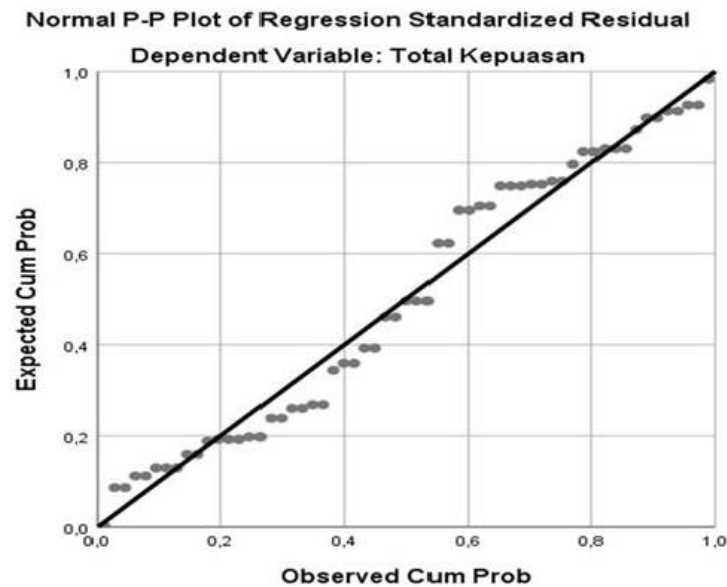
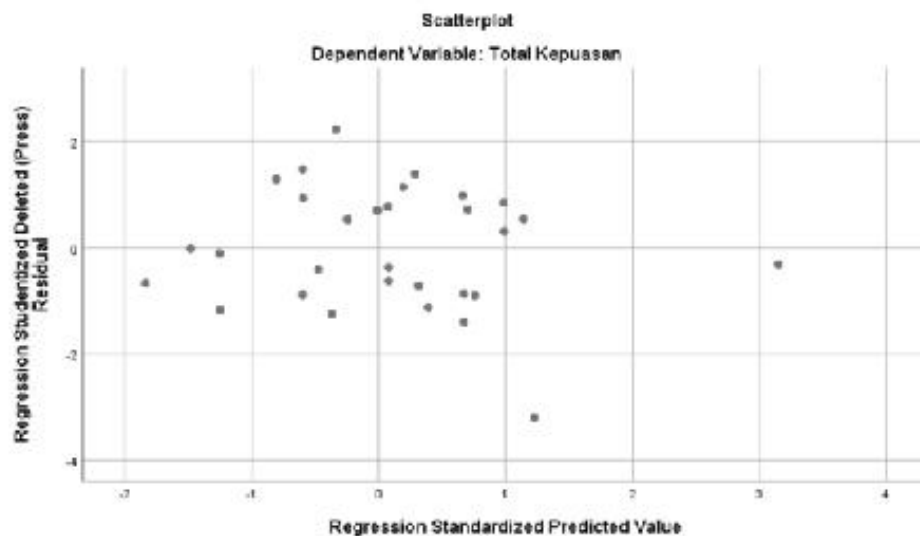


Figure 1 Normality Test Results

In the image above, it is realized that the consequences of the ordinariness test show that the information shows that the dispersion of information focuses will in general move toward the askew line. Therefore, the normality test has been satisfied and it can be concluded that the processed data is normally distributed.

This test expects to decide if, in the relapse model, there is a disparity of difference from the residuals of one perception to another perception. A scatterplot graph between the predicted values of independent variables and their residual values can be used to determine homoscedasticity if the variance from one observation to another's residual is constant.



From the scatterplot graphic image above, it can be seen that this does not happen heteroscedasticity in this regression model. Because there is no clear pattern and the points are spread above and below the number 0 on the Y axis, the conclusion is that heteroscedasticity does not occur.

### **The Effect of Compensation on Job Satisfaction**

The remuneration variable has a more modest importance esteem. Based on what is required, to be specific,  $0.014 < 0.05$ . According to the speculation acknowledged, this shows that the remuneration variable has a huge effect on the fulfillment variable. This outcome upholds the aftereffects of exploration led by Wendi Amsuri. Nasution (2013) expressed that remuneration makes a positive difference and is important to work fulfillment. According to the findings of the previous analysis, efforts to improve employee job satisfaction are greatly influenced by compensation. This is because employees will strive to improve their performance if they are compensated appropriately. Consequently, the MANGGA Area Office needs to consider remuneration factors as one of the main thrusts in expanding worker fulfillment. because employees who have a high level of job satisfaction are more motivated to complete the work the company has given them to do.

### **The Influence of Leadership on Job Satisfaction**

The initiative variable has more importance and esteem. more modest than required, in particular,  $0.042 < 0.05$ . Subsequently speculation is acknowledged, which shows that the variable initiative affects the factors of work fulfillment. The consequences of this examination support the aftereffects of exploration directed by Tukhas Shilul Imaroh, who expressed that initiatives affect representative work fulfillment. In this manner, administration likewise plays a significant role in expanding representative work fulfillment, since endeavors to increase worker work fulfillment in an organization can't be isolated from the job of pioneers in the organization. Aside from that, authority is likewise the primary key to deciding choices and activities in an association or organization. Administration is the movement of affecting the way of behaving of others, or the specialty of impacting human ways of behaving both independently and, what's more, gatherings (Thoha, 2010). Subsequently, if a pioneer can give clear headings, urge representatives to complete their work as well as could be expected, be cordial and mindful, and satisfy their subordinates' sentiments, workers will feel fulfilled and excited about doing the work doled out by the organization.

### **The Influence of The Work Environment on Job Satisfaction**

The workplace variable has more importance and esteem more modest than required, to be specific.  $0.001 < 0.05$ . Along these lines, theory is acknowledged, which shows that natural factors affect the fulfillment variable Work. These outcomes support the consequences of the examination directed by (Rahmawanti, 2014) expressed the workplace's positive and massive impact on work fulfillment. Consequently, the workplace can likewise impact with the end goal of increasing representative work fulfillment. As indicated by Nitisemito in (W. A. Nasution, 2019), The workplace is everything around you laborers and who can impact them in running appointed errands. Great, agreeable, and safe workplace conditions at PT. Oni Jaya will cause representatives to feel good while completing work. On the off chance that a decent workplace isn't made, it will cause representative distress at work. This causes the work results to diminish. So PT. Oni Jaya should attempt to make these circumstances with the goal that representatives feel good and protected in completing the work allocated by the organization.

### **The Most Dominant Variable Influencing Job Satisfaction**

According to the findings of this regression test, the work environment variable has a probability value of 0.001 and a beta value on standardized coefficients of 0.500, making it the variable with the greatest influence on job satisfaction. The consequences of this exploration show that workplace factors are the factors that most overwhelmingly impact representative work fulfillment. The workplace is all that is in it around representatives who can impact interior workers' finishing a work. A decent workplace will begive a feeling of solace and security, so it is conceivable for representatives to have the option to, ideally, work. In this way to increase high representative work fulfillment, more consideration should be paid to the workplace in the organization to make it more agreeable so workers feel fulfilled working.

### **CONCLUSION**

This exploration plans to figure out how enormous the impact is on remuneration, administration, and workplace work fulfillment among MANGGA sub-area representatives. Given

the information that has been gathered and the tests that have been done on the issue utilizing a variety of straight relapse models, the following conclusions can be drawn: Pay has a critical effect on the work fulfillment of MANGGA subdistrict office representatives. Employee job satisfaction in the MANGGA sub-district is influenced in part by leadership. The degree to which MANGGA sub-district employees are satisfied with their jobs is partially influenced by work environment variables. Pay, administration, and the workplace at the same time have a critical impact on the work fulfillment of MANGGA sub-area representatives.

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