

The Effect of Compensation, and Job Satisfaction on Work Motivation for Honorary Teachers at SD Negeri Lubuk Basung District

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ABSTRACT

The purpose of this study is to explain the effect of compensation and job satisfaction on the work motivation of honorary teachers at SD Negeri Lubuk, Basung District. The populations of this study were honorary teachers at SD Negeri Lubuk Basung District, with a total sample of 177 respondents. The analysis technique used in this research is path analysis. The analysis technique used in this research is path analysis. The results showed that (1) Compensation has a positive and significant effect on work motivation of honorary teachers at SD Negeri Lubuk Basung District (2) Job satisfaction has a positive and significant effect on work motivation of honorary teachers at SD Negeri Lubuk, Basung District, and (3) Compensation has a significant and positive effect on job satisfaction of SDN honorary teachers in Lubuk Basung District.

Keywords: *The effect of compensation, job satisfaction, work motivation.*

1. INTRODUCTION

Elementary school teachers become figures who have a very substantial role. Because elementary school teachers must be able to provide a foundation of knowledge, attitudes, skills and also spiritual values for their students. This knowledge and ethics will be a provision for students in the next process. Seeing the role of elementary school teachers, it is necessary to provide space, compensation or incentives for the performance that has been given. Either in the form of salary or allowances, as a reward for dedication[1].

The honorary teachers work together as normal teachers in general, but the salaries of the honorary teachers are far below the regular teachers. Need high work motivation for the honorary teacher in order to do their job well. In addition to working motivation, honorary teachers must also be equipped with work skills, in this case, sufficient teaching skills. Conversely, if you only have work motivation but do not have work skills, the teacher's performance is not optimal. Self-motivation is a very strong factor to improve work performance.[2] argued that work motivation is an internal drive that causes behavior change and moves towards organizational goals.

The results of research conducted by [3] revealed that 65% of honorary teachers had worked optimally in completing their assignments. From these studies illustrates the high work motivation of honorary teachers. Work motivation is an attitude or reaction either from an emotional or behavioral perspective shown by a person or group of employees to their work environment, such as working conditions, relationships within work groups, or to existing management systems. This attitude is indicated by a reaction of feeling happy, sad, lazy, joyful, or excited at work[4].

[5], The results of interviews with honorary teachers revealed that they felt work fatigue both physically and psychologically. When they are experiencing fatigue, it will affect their emotions and performance in teaching as well as physically affect them such as experiencing dizziness

GR Terry in [6] "motivation is the desire contained in an individual that stimulates him to take actions".[7] used as indicators of work motivation in this study are as follows: (1) intrinsic work motivation, and (2) extrinsic work motivation.

One of the factors that affect work motivation is compensation, [8] argued that compensation is a program that rewards employees for activities desired

by the company which aim at better performance results or employee productivity in a company and aim to motivate and concentrate in a better direction. In line with [9] argues that compensation is a source of income, which is the acceptance obtained because of the education and skills they have, showing their work contribution, and is an element of job satisfaction. Satisfaction with the compensation received by a person is the main element in creating work motivation. That is, the more satisfied a person is with the compensation he receives, the more satisfied he will be with his job which of course can increase work motivation.

[10] Argues that compensation is all income in the form of money or not, the implementation of payments can be direct or indirect this is a form of compensation for the services provided by the employee to the company. Whereas [11] states that compensation is compensation for services or remuneration provided by the company to workers who have contributed energy and thoughts for the progress of the company in order to achieve the goals that have been set. [12] argues that compensation is the total provision of all rewards received by employees as a substitute for the services they have provided to the company where they carry out work activities charged by the company to them and this is so that the company can achieve the desired goals.

compensation that can affect employee motivation in an organization [13] namely (1) system of pay and performance rewards, (2) the organization communicates clearly about compensation, (3) resource availability, (4) opportunity for personal development, and (5) appreciation for adapting to organizational change

Next [14] reveals that the amount of compensation that is considered smaller is thought to have an impact on teacher motivation at work, because temporary teachers (GTT) still have to find sources of income other than work which can take up time so that GTT cannot optimally develop their potential. self. In addition, based on field observations, GTT also has psychological independence, namely feelings of inferiority due to its status as honorary staff. The lack of work motivation and psychological burden experienced by GTT can be seen in carrying out daily work tasks, namely that teachers have not maximally utilized the available capital and learning media because they feel that the compensation received is not comparable to the tasks that must be carried out.

Apart from compensation, another factor that affects the motivation of honorary teachers is job satisfaction. Job satisfaction is the difference between the amount of rewards that employees receive and the amount they believe in and should receive. The factors included in job satisfaction are the nature of work, provision, wage levels, promotion opportunities and relationships with colleagues and job satisfaction can affect work motivation towards the organization is Job satisfaction as the difference between the amount of reward received by employees and the number of they believe in and they must accept [15]. Job satisfaction can be considered as the level of rewards that are actually received beyond the level of fair rewards [16]. Carry on [17] Job satisfaction has become an important concept in organizational research on employee reactions/responses about their work. Employees will feel satisfied at work if aspects of their work and aspects of themselves get a reaction and vice versa. The extent to which employees are satisfied with their actual compensation

Based on the description of the above problems, the authors are interested in examining the "effect of compensation and job satisfaction on the work motivation of honorary teachers in SD Negeri Lubuk Basung District."

Based on the study of the theory and framework of thought above, the hypotheses in this study are as follows:

H1. Compensation has a significant and positive effect on work motivation of honorary teachers at SD Negeri Lubuk Basung District.

H2: Job satisfaction has a significant and positive effect on work motivation of honorary teachers at SD Negeri Lubuk Basung District.

H3: Compensation has a significant and positive effect on job satisfaction for honorary teachers at SD Negeri Lubuk Basung District.

2. METHODS

This research was conducted SD Negeri Lubuk Basung District to see an overview the effect of compensation and job satisfaction on the work motivation of honorary teachers in SD Negeri Lubuk Basung District. The population of this study were honorary teachers in SD Negeri Lubuk Basung District, which consisted of 318 honorarium teachers, with a total sample of 177 respondents. The analysis technique used in this research is path analysis.

3. RESULTS AND DISCUSSION

In the first sub-structure analysis, it will be seen the effect of compensation on job satisfaction of SDN honorary teachers in Lubuk Basung District. The results of data analysis on sub structure 1 of path analysis can be seen in Table 1.

Table 1. Substructure Path Analysis Results 1

No.	Variable	Path coefficient	Sig.
1	Compensation (X1)	0.186	0.013

Based on data analysis, it is known that the path coefficient of compensation on job satisfaction (PX2X1) is 0.186 at sig. 0.013. If the significant value is compared with the error rate used ($\alpha = 0.05$) it is evident that the significance value is smaller than the error rate used.

In the second sub-structure analysis, the effect of compensation and job satisfaction analyzed on the work motivation of SDN honorary teachers in Lubuk Basung District. The results of data analysis on this second sub structure are as follow.

Table 2. Substructure Path Analysis Results 2

No	Variable	Path coefficient	Sig.
1	Compensation (X1)	0.358	0.00
2	Job Satisfaction (X2)	0.576	0.00

R Square = 0.537 F-test = 100,835 with sig = 0.000

Based on the results of data analysis for pathway sub structure 2 as shown in Table 2, it can be interpreted that the coefficient of the effect of compensation on work motivation (Pyx1) = 0.358 which is positive, with a significance value of 0.000. This shows that there is a positive and significant effect of compensation on work motivation.

The coefficient of the effect of job satisfaction on work motivation (Pyx2) = 0.576 which is positive, with a significance value of 0.000. This shows that there is a positive and significant effect of job satisfaction on work motivation.

Taken together, the compensation variable and job satisfaction have a positive and significant effect on work motivation variables, this can be seen from the value of Fcount = 100,835 which is greater than the value of Ftable = 2,656 with a significance level of 0.000 smaller than = 0.05. With the existence of work motivation will arise job satisfaction in employees.

Based on research conducted by [18]–[21] they conclude that job satisfaction has a positive and significant effect on work motivation. So it can be concluded that the higher the level of job satisfaction it will increase employee motivation. The author can concise a description of the results of data processing as shown in the following table:

Table 3. Recapitulation of the Effect of Exogenous Variables on Endogenous Variables

No.	Information	Direct Effects (%)	Indirect Effect (%)	Total (%)
1	The magnitude of the direct influence of X1 on Y	12.81		
2	The magnitude of the direct influence of X1 on X2	3.4		
3	The magnitude of the influence of X1 on Y through X2		3.8	
4	The total effect of X1 on Y			20.01
5	The magnitude of the direct influence of X2 on Y	33.18		
6	The total effect of X2 on Y			33.18
7	The total effect of exogenous variables on endogenous	49.39	3.8	53.19
8	The influence of other variables			46.81
total				100

After conducting research using compensation variables and job satisfaction the total effect of exogenous variables on endogenous variables is 53.19%, this shows that the compensation variables and job satisfaction have a significant effect on work motivation, it can be accepted the truth. This shows that if compensation, job satisfaction and, work motivation will increase.

4. CONCLUSION

Compensation has a significant and positive effect on the work motivation of honorary SDN teachers in Lubuk Basung District. This means that the increasing compensation received by honorary teachers will increase the work motivation of SDN honorary teachers in Lubuk Basung District.

Job satisfaction has a significant and positive effect on work motivation of SDN honorary teachers in Lubuk Basung District. This means that the increased job satisfaction felt by honorary teachers will increase the work motivation of SDN honorary teachers in Lubuk Basung District.

Compensation has a significant and positive effect on job satisfaction of SDN honorary teachers in Lubuk Basung District, meaning that the increasing compensation received by honorary teachers will increase job satisfaction for SDN honorary teachers in Lubuk Basung District.

Compensation and job satisfaction have a positive and significant effect on the work motivation of SDN honorary teachers in Lubuk Basung District, meaning that the increased compensation, and job satisfaction felt by honorary teachers will increase the work motivation of SDN honorary teachers in Lubuk Basung District.

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