# The Influence Of Compensation On Job Satisfaction Of Daily Freelance Workers At The Environmental Agency Of Jeneponto Regency

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**Abstract.** *Compensation provision remains a challenge in the wage system for fulfilling job satisfaction among workers in carrying out their duties. Based on this issue, the researcher conducted a study aimed at determining the influence of compensation on the job satisfaction of daily freelance workers at the Environmental Agency of Jeneponto Regency. The research method used in this study is a quantitative research method. The sampling technique applied was non-probability sampling, specifically using accidental sampling. A sample of 67 respondents was taken from a population of 139 workers. The analysis method used in this research is simple linear regression analysis using SPSS. The results of the study indicate that, based on the coefficient of determination analysis (R2), a value of 0.451 or 45.1% was obtained, indicating a moderate level of influence or relationship. Based on the significance value (0.101 > 0.05), this shows that compensation has a moderate and significant influence on job satisfaction..*

***Keywords: Compensation, Job Satisfaction, Jeneponto Regency Environmental Service***

## 1. Introduction

Human Resource Management is the science and art of managing the relationship and roles of workers to become more active and efficient in helping to achieve the goals of the company, employees, and society (Hasibuan, 2016:10). Resources consist of five types: natural resources, financial resources, human resources, scientific knowledge, and technological resources. However, among these types of resources, human resources are the most important (Wirawan, 2012:1). This is because, no matter how advanced the technology used or how large the budget provided, it will be meaningless without professional human resources. Therefore, if well managed from the initial hiring stage, employees can have a positive impact on the organization.

In general, management is the process by which a person can manage everything that is done, either individually or in groups. The management process is essential to achieving individual or group goals or targets through cooperative efforts using available resources. The role of human resource management itself is to develop strategies to improve employees' performance by identifying and meeting their needs and expectations so that they can deliver good performance for the company. Human resources are a source of strength derived from people who are utilized by the company as drivers that can advance the organization. Therefore, to have reliable human resources, a company or organization must be able to meet the job satisfaction of its employees.

Job satisfaction generally involves the emotional or psychological condition a person feels while performing their job. Job satisfaction is an attitude that produces positive feelings experienced by employees, which include both their emotions and behaviors related to the work they do. This is based on a person's assessment of their job as a reflection of their appreciation for achieving important work values (Afandi, 2018:74). Someone who is satisfied with what they do will display positive attitudes and feelings of happiness toward their tasks. For example, the amount of time an employee uses to complete a task reflects their feelings toward the job.

There are many factors that can lead an employee to feel satisfied with their job. According to Hasibuan (2016:39), there are six key factors that determine job satisfaction: the tasks or job they perform, compensation or salary, opportunities for career promotion, supervision, colleagues, and a clean and pleasant work environment. Among these factors is compensation. Rivai (Kadarisman, 2016:12) defines compensation as something employees receive in return for their contribution of services to the company or organization. Any form of reward is closely related to job satisfaction, as it makes employees feel more valued and appreciated, motivating them to work better. The overall


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benefits package provided by an organization should benefit the workers and be accompanied by mechanisms and procedures for distributing rewards. The reward system may include salaries, earnings, pensions, holiday bonuses, or promotions to higher positions with higher wages. This compensation package will positively impact employees' productivity, leading to organizational benefits as workers become more diligent and goal-oriented. Therefore, a good compensation system can ensure job satisfaction among employees, allowing the organization to acquire, retain, and employ a high-performing workforce for mutual benefit.

The Environmental Office of Jeneponto Regency is a supporting element in the implementation of government tasks related to the formulation and execution of regional policies in environmental management. The goal of the Environmental Office is to serve as a reliable and professional facilitator and coordinator in controlling pollution and environmental damage, as well as enhancing participation from the community, officials, and stakeholders in environmental management to achieve the environmental development goals of Jeneponto Regency. To achieve these objectives, employees themselves must exhibit good performance at work. Good performance can arise when there is job satisfaction among employees. The number of employees at the Environmental Office of Jeneponto Regency can be seen in the table below:

**Table 1.** Status and Number of Employees at the Environmental Office of Jeneponto Regency for the Year 2021

| No. | Employee Status | Total |
|---|---|---|
| 1. | Civil Servants (PNS) | 37 Persons |
| 2. | Non-Civil Servant Employees | 48 Persons |
| 3. | Daily Freelance Workers (BHL) | 139 Persons |
| | Total | 224 Persons |

From Table 1, it can be seen that the number of employees with civil servant status (PNS) is 37, the number of non-civil servant employees is 48, and the number of daily temporary workers (BHL) is 139. The total number of employees at the Environmental Office of Jeneponto Regency is 224. In this study, the object or population selected consists of employees with BHL status, specifically those working in the cleaning department, totaling 139 employees.

**Tablel 2.** Number and Wages of Cleaning Workers with Daily Freelance Worker (BHL) Status

| No. | Job Section | Number of Employees | Monthly Wage per Person | No | Job Section | Number of Employeees | Monthly Wage per Person |
|---|---|---|---|---|---|---|---|
| 1. | Vehicle Operator for Plant Irrigation | 1 Person | Rp.750.000 | 9. | Garden Maintenance Personnel | 24 Persons | Rp.900.000 |
| 2. | Nursery Garden Worker | 2 Persons | Rp.750.000 | 10. | Drainage Laborer | 24 Persons | Rp.950.000 |
| 3. | Vehicle Operator for Tree Trimming | 2 Persons | Rp.750.000 | 11. | Sweeper Laborer | 38 Persons | Rp.950.000 |
| 4. | Rickshaw Dump Truck Driver for TPS3R | 1 Person | Rp.800.000 | 12. | Waste Laborer | 4 Persons | Rp.1.050.000 |
| 5 | Plant Maintenance Worker | 11 persons | Rp.800.000 | 13. | Waste Truck Laborer | 15 Persons | Rp.1.050.000 |
| 6 | Vehicle Driver for Tree Trimming | 1 person | Rp.800.000 | 14. | Large Dump Truck Rickshaw Driver | 9 Persons | Rp.1.100.000 |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 7. | Car Driver (Watering Plants) | 1 Person | Rp.900.000 | 15. | Garbage Dump Truck Driver | 5 Persons | Rp.1.200.000 |
| 8. | Garden Electricity Maintenance Personnel | 1 Person | Rp.900.000 | | | | |
| | | | | | | Total | 139 Persons |

Table 2 explains the different job roles, the number of employees, and the monthly wages for each employee with BHL status. The positions include 1 assistant for the plant watering vehicle, earning Rp.750,000 per month, 2 nursery garden workers, each earning Rp.750,000, and 2 assistants for the tree pruning vehicle, also with a wage of Rp.750,000 per person. Additionally, there is 1 rickshaw driver for the TPS3R dump truck earning Rp.800,000, 24 park maintenance workers with a wage of Rp.900,000 per person, and 11 plant maintenance workers earning Rp.800,000 per person. Furthermore, there is 1 tree pruning vehicle driver, 1 plant watering vehicle driver, and 1 park electrician, each earning Rp.900,000. The table also lists 24 drainage laborers, each earning Rp.950,000, 38 sweeper laborers with a wage of Rp.950,000 per person, 4 garbage laborers earning Rp.1,050,000 per person, and 15 garbage truck laborers with the same wage of Rp.1,050,000 per person. Lastly, there are 9 large dump truck rickshaw drivers earning Rp.1,100,000 per person, and 5 garbage dump truck drivers with a wage of Rp.1,200,000 per person.

The author feels that the object of study, which is the cleaning staff of the Environmental Service Office in Jeneponto Regency, is not being adequately considered in terms of their job satisfaction. It is clear that the wages they receive are insufficient to meet their daily needs, especially with the rising prices of basic food items each year. Moreover, the wage system provided does not meet the district/city minimum wage standards (UMK) previously set by the government, as regulated in the Minister of Manpower Regulation Number PER-06/MEN/1985 concerning the Protection of Freelance Workers. Article 7 stipulates that the wages for freelance workers must be based on a daily wage that should not be lower than the minimum wage determined by the government.

The data obtained from the Makassar City Manpower Office shows that the Regency/City Minimum Wage (UMK) in Jeneponto Regency for 2021 is the same as the Provincial Minimum Wage (UMP) for South Sulawesi, amounting to Rp.3,165,876. This is based on South Sulawesi Governor Regulation Number 14.15/X dated October 27, 2020, regarding the Determination of the Provincial Minimum Wage for South Sulawesi in 2021. Meanwhile, data from the Jeneponto Regency Environmental Service Office in 2021 indicates that the wages received by cleaning staff, who are classified as freelance workers (BHL), range from Rp.750,000 to Rp.1,200,000. This highlights the significant disparity between the established minimum wage and the wages provided, which are considerably lower.

If the compensation provided is not appropriate, it will certainly result in a lack of job satisfaction for BHL employees. Previous research data concludes that compensation has a positive effect on employee job satisfaction. The results of these studies show a positive influence on employee job satisfaction. This is supported by the first previous study conducted by Akhwanul Akmal in 2015, titled "The Effect of Compensation on Employee Job Satisfaction at Gaya Makmur Mobil Medan," which found that basic salary, holiday allowances (THR), and incentives have positive values, thus influencing employee job satisfaction.

The second previous study, conducted by Ni Made Nadya Rahayu in 2017, titled "The Effect of Compensation on Job Satisfaction and Turnover Intention at Hotel Amaris Legian," showed that compensation at Hotel Amaris Legian had a positive and significant effect on employee job satisfaction. The final previous study, conducted by Teguh Retnoningsih in 2016, titled "The Effect of Compensation on Job Satisfaction and Employee Performance at PT. PLN (Persero) East Java Distribution Area Malang," also showed that both financial and non-financial compensation had a significant effect on the dependent variables of job satisfaction and employee performance.

Considering the importance of compensation in relation to employee job satisfaction and based on the explanation

above, the author is interested in conducting research at the Environmental Service Office of Jeneponto Regency, with the title "The Effect of Compensation on Job Satisfaction of Freelance Workers at the Environmental Service Office of Jeneponto Regency."

## 2. Research Method

The variables in this study consist of two types: the dependent variable, which relies on other variables, and the independent variable, which does not depend on other variables. This study measures how one variable affects another. The dependent variable in this study is Job Satisfaction (Y). Job satisfaction in this study refers to an employee's perspective, which can be either positive or negative, regarding the work they perform.

The method used in this research is quantitative research, where the data analyzed is quantitative and obtained from the results of a questionnaire. This involves measuring the effect of employee compensation based on the responses from the research questionnaire filled out by the freelance workers at the Environmental Service Office of Jeneponto Regency. The research design employed in this study is non-experimental with a correlational research design. According to Suryabrata (Rinaldi and Mujianto, 2017:57), correlational research aims to detect the extent of relationships or the influence of variations in factors related to variations in one or more other factors being studied, from which conclusions are drawn (Sugiyono, 2015:80).

The population used in this study consists of all 139 freelance workers at the Environmental Service Office of Jeneponto Regency. The sampling method used in this research is non-probability sampling, which does not provide equal opportunities for every element or member of the population to be selected as a sample in the study. The specific type of non-probability sampling used is accidental sampling, where the sample is chosen accidentally based on who is encountered during the research. Due to the large population, it is impossible for the researcher to measure everyone in the population, given the limitations in budget, manpower, and time, thus only a sample is taken. The formula for determining the sample size can be seen below:

$$S = 15\% + \frac{1000 - n}{1000 - 100}$$

Keterangan :

S = Jumlah sampel yang diambil

N = Jumlah anggota populasi

By using the formula, the number of samples taken is :

$$S = 15\% + \frac{1000 - 139\,(50\% - 15\%)}{1000 - 100}$$

$$S = 15\% + \frac{861}{900}.(35\%)$$

S=15%+0,956(35%)

S=15%+33,46%=48,46% rounded 48%

S=139 x 48%=66,72 rounded 67

Based on the results of the formula, the sample to be used in this study consists of 67 respondents.

## 3. Results

The Environmental Service Office of Jeneponto Regency is responsible for preventing, mitigating, and restoring environmental pollution and/or damage across districts/cities, providing guidance on environmental control, and

overseeing, supervising, and resolving complaints in the areas of environmental permits and Environmental Protection and Management Permits.

The characteristics of the respondents in this study at the Environmental Service Office of Jeneponto Regency can be seen in the following table:

**Table 3.** Respondent Characteristics

| Responden Characteristics | Description | Frequency | Percentage |
|---|---|---|---|
| Age | 10-20th | 4 | 6% |
| | 21-30th | 11 | 16,4% |
| | 31-40th | 22 | 32,8% |
| | 41-50th | 13 | 19,4% |
| | 51-60th | 14 | 20,9% |
| | 61-70th | 3 | 4,5% |
| Total | | 67 | 100% |
| Gender | Male | 39 | 58,2% |
| | Female | 28 | 41,8% |
| Total | | 67 | 100% |
| Education Level | No School | 5 | 7,5% |
| | Elementary School | 24 | 35,8% |
| | Middle School | 15 | 22,4% |
| | High School | 20 | 29,8% |
| | Vocational School | 3 | 4,5% |
| Total | | 67 | 100% |
| Work Experience | 0-5th | 28 | 41,8% |
| | 6-10th | 27 | 40,2% |
| | 11-15th | 10 | 15% |
| | 16-20th | 2 | 3% |
| Total | | 67 | 100% |

The results of this study consist of 67 respondents, collected based on age, gender, educational background, and work experience of the freelance workers. Regarding the ages of the freelance workers at the Environmental Service Office of Jeneponto Regency, there were 4 respondents aged 10-20 years, 11 respondents aged 21-30 years, 22 respondents aged 31-40 years, 13 respondents aged 41-50 years, 14 respondents aged 51-60 years, and 3 respondents aged 61-70 years.

The second characteristic of the respondents is based on gender, where the freelance workers at the Environmental Service Office of Jeneponto Regency consist of 39 male respondents and 28 female respondents. The third characteristic is based on the educational background of the freelance workers at the Environmental Service Office of Jeneponto Regency, which shows that 5 respondents had no formal education, 24 respondents were elementary school graduates, 15 respondents were middle school graduates, 20 respondents were high school graduates, and 3 respondents were vocational school graduates.

The final characteristic is based on the length of time the freelance workers at the Environmental Service Office of Jeneponto Regency have been employed. There are 28 respondents with a work period of 0-5 years, 27 respondents with a work period of 6-10 years, 10 respondents with a work period of 11-15 years, and 2 respondents with a work period of 16-20 years.

Based on the respondents' answers, their feedback on the indicators and the score calculations for the variables can be seen in the following data:

Distribution of Respondents' Answers on the Compensation Variable (X)

The compensation variable in this study consists of the indicator, which is salary. The responses from 67 respondents who were surveyed by the researcher are as follows:

**Table 4**. Distribution of Respondents' Answers on the Salary Indicator

| Number Aitems | Respondents' Score | | | | | Total |
|---|---|---|---|---|---|---|
| | STS | TS | KS | S | SS | |
| | 1 | 2 | 3 | 4 | 5 | |
| X1.1 | 0 | 50 | 17 | 0 | 0 | 67 |
| | 0 | 74,6% | 25,4% | 0 | 0 | 100% |
| X1.2 | 15 | 31 | 21 | 0 | 0 | 67 |
| | 22,4% | 46,3% | 31,3% | | | 100% |
| X1.3 | 0 | 15 | 31 | 21 | 0 | 67 |
| | 0 | 22,4% | 46,3% | 31,3% | | 100% |
| Respondents' Answer Accumulation | 15 | 96 | 69 | 21 | 0 | 201 |
| | 7,5% | 47,8% | 34,3 | 10,4% | | 100% |

The responses from 67 respondents based on the statements regarding the salary indicator, when accumulated, show that the highest percentage is in the statement with a score of (2), which is 47.8%, and the lowest percentage is in the statement with a score of (1), which is 7.5%.

Distribution of Respondents' Answers on the Job Satisfaction Variable (Y): The job satisfaction variable in this study consists of four indicators: the job itself, supervisor (supervision), co-workers, and working conditions. The responses from 67 respondents surveyed by the researcher are as follows:

**Table 5.** Distribution of Respondents' Answers on the Job Itself Indicator

| Number Aitems | Respondents' Score | | | | | Total |
|---|---|---|---|---|---|---|
| | STS | TS | KS | S | SS | |
| | 1 | 2 | 3 | 4 | 5 | |
| Y1.1 | 0 | 3 | 18 | 37 | 9 | 67 |
| | 0 | 4,5% | 26,9% | 55,2% | 13,4% | 100% |
| Y1.2 | 0 | 2 | 13 | 39 | 13 | 67 |
| | 0 | 3% | 19, | 58,2 | 19,4 | 100 |

| | | | | | | |
|---|---|---|---|---|---|---|
| | | | % | % | % | % |
| Y1.3 | 0 | 2 | 19 | 31 | 15 | 67 |
| | 0 | 3% | 28,3% | 46,3% | 22,4% | 100% |
| Respondents' Answer Accumulation | 0 | 7 | 50 | 107 | 37 | 201 |
| | 0 | 3,5% | 24,9% | 53,2% | 18,4% | 100% |

The responses from 67 respondents based on the statements regarding the job itself indicator, when accumulated, show that the highest percentage falls in the "agree" category at 53.2%, while the lowest percentage is in the "disagree" category at 3.5%.

**Table 6.** Distribution of Respondents' Answers on the Supervisor Indicator

| Number Aitems | Respondents' Score | | | | | Total |
|---|---|---|---|---|---|---|
| | STS | TS | KS | S | SS | |
| | 1 | 2 | 3 | 4 | 5 | |
| Y2.1 | | | | | | |
| | 0 | 0 | 28 | 27 | 12 | 67 |
| | 0 | 0 | 41,8% | 40,3% | 17,9% | 100% |
| Y2.2 | 0 | 2 | 21 | 31 | 13 | 67 |
| | 0 | 3% | 31,3% | 46,3% | 19,4% | 100% |
| Y2.3 | 0 | 3 | 22 | 29 | 13 | 67 |
| | 0 | 4,5% | 32,8% | 43,3% | 19,4% | 100% |
| Respondents' Answer Accumulation | 0 | 5 | 135 | 87 | 38 | 201 |
| | 0 | 2,5% | | 43,3 | 18, | 100 |

| | | | | | | |
|---|---|---|---|---|---|---|
| | | | 3 % | | 9 % | % |

The responses from 67 respondents based on the statements regarding the supervisor (supervision) indicator, when accumulated, show that the highest percentage is in the "agree" category at 43.3%, while the lowest percentage is in the "disagree" category at 2.5%.

**Table 7.** Distribution of Respondents' Answers on the Coworker Indicator

| Number Aitems | Respondents' Score | | | | | Total |
|---|---|---|---|---|---|---|
| | STS | TS | KS | S | SS | |
| | 1 | 2 | 3 | 4 | 5 | |
| Y3.1 | 0 | 1 | 13 | 33 | 20 | 67 |
| | 0 | 1,5 % | 19,4 % | 49,2 % | 29,8 % | 100 % |
| Y3.2 | 0 | 1 | 16 | 37 | 13 | 67 |
| | 0 | 1,5 % | 23,9 % | 55,2 % | 19,4 % | 100 % |
| Y3.3 | 0 | 2 | 16 | 33 | 16 | 67 |
| | 0 | 3% | 23,9 % | 49,2 % | 23,9 % | 100 % |
| Respondents' Answer Accumulation | 0 | 4 | 45 | 103 | 49 | 201 |
| | 0 | 2% | 22,4 % | 51,2 % | 24,4 % | 100 % |

The responses from 67 respondents based on the statements regarding the co-worker indicator, when accumulated, show that the highest percentage falls in the "agree" category at 51.2%, while the lowest percentage is in the "disagree" category at 2%.

**Table 8.** Distribution of Respondents' Answers on The Working Environtment Indicator

| Number Aitems | Respondents' Score | | | | | Total |
|---|---|---|---|---|---|---|
| | STS | TS | KS | S | SS | |
| | 1 | 2 | 3 | 4 | 5 | |
| Y4.1 | | | | | | |
| | 0 | 1 | 5 | 37 | 24 | 6 |

| | | | | | | |
|---|---|---|---|---|---|---|
| | 0 | 1,5 % | 7,5 % | 55,2 % | 35,8 % | 100 % |
| Y4.2 | | | | | | |
| | 0 | 1 | 5 | 35 | 26 | 67 |
| | 0 | 1,5 % | 7,5 % | 52,2 % | 38,8 % | 100 % |
| Respondents' Answer Accumulation | 0 | 2 | 10 | 72 | 50 | 134 |
| | 0 | 1,5 % | 7,5 % | 53,7 % | 37,3 | 100 % |

The responses from 67 respondents based on the statements regarding the working conditions indicator, when accumulated, show that the highest percentage falls in the "agree" category at 53.7%, while the lowest percentage is in the "somewhat agree" category at 1.5%.

The instruments used in this study include validity and reliability tests for the quantitative data. The validity test is useful to determine the accuracy or appropriateness of the questionnaire used by the researcher in measuring and obtaining research data from respondents.

The criteria for Pearson Validity Testing are based on comparing the calculated r-value (rhitung) with the table r-value (rtable):

a. If r value > r table = valid

b. If r value < r table = not valid

The method for finding the r table value refers to the formula df = n - k, where n is the number of respondents and k is the number of variables. In this case, the significance level commonly used is 5%.

df = n - k

n = 67 (number of respondents)

k = 2 (number of variables)

df = 67 – 2 = 65

Referring to the statistical table for df = 65 at a 5% significance level, the r table value is 0.240.

To interpret the significance value (Sig.):

a. If the significance value < 0.05, the data is valid.

b. If the significance value > 0.05, the data is not valid.

**Table 9.** Validity Test Result

| Variables | Aitems | r value | rtable | Desc. |
|---|---|---|---|---|
| Compensation (X) | X1 | 0,287 | 0,240 | Valid |
| | X2 | 0,958 | 0,240 | Valid |
| | X3 | 0,944 | 0,240 | Valid |
| Job Satisfacti | Y1 | 0,512 | 0,240 | Valid |
| | Y2 | 0,6 | 0,2 | Val |

| | | | | |
|---|---|---|---|---|
| on (Y) | | 48 | 40 | id |
| | Y3 | 0,6 93 | 0,2 40 | Val id |
| | Y4 | 0,6 93 | 0,2 40 | Val id |
| | Y5 | 0,6 72 | 0,2 40 | Val id |
| | Y6 | 0,8 00 | 0,2 40 | Val id |
| | Y7 | 0,6 96 | 0,2 40 | Val id |
| | Y8 | 0,6 81 | 0,2 40 | Val id |
| | Y9 | 0,6 19 | 0,2 40 | Val id |
| | Y10 | 0,5 10 | 0,2 40 | Val id |
| | Y11 | 0,5 50 | 0,2 40 | Val id |

Based on Table 4, it can be observed that all variable statements have calculated r values > r table (0.240). Therefore, it can be concluded that all items in the questionnaire are capable of measuring compensation and job satisfaction.

The reliability test aims to assess whether the questionnaire maintains consistency if repeated measurements are conducted using the same questionnaire. The basis for determining reliability is Cronbach's Alpha, and the questionnaire is considered reliable if the Cronbach's Alpha value is > 0.6.

**Table 10.** Realiability Test Result

| Variables | *Cronbach's Alpha* | *Alpha Treshold* | *No of item* | Desc. |
|---|---|---|---|---|
| Compensation (X) | 0,677 | 0,60 | 3 | Reliable |
| Job Sastisfaction (Y) | 0,860 | 0,60 | 11 | Reliable |

Based on Table 5, the results of the reliability test on 67 respondents show that for the compensation variable, the Cronbach's Alpha is 0.677 (0.677 > 0.60), while for the job satisfaction variable, the Cronbach's Alpha is 0.860 (0.860 > 0.60). This indicates that the questionnaire used in this study is reliable and can be used.

The next step is to conduct descriptive statistical analysis, which is used to provide an overview of the distribution of the compensation and job satisfaction variables to determine whether they have been well measured.

**Table 11.** Descriptive Statistic Analysis

| *Descriptive Statistics* | | | | | |
|---|---|---|---|---|---|
| | *N* | *Min.* | *Max.* | *Mean* | *Std. Deviation* |
| X | 67 | 5 | 5 | 7,43 | 1,520 |
| Y | 67 | 34 | 34 | 43,43 | 5,255 |
| *Valid N* | 67 | | | | |

| *(listwise* | | | | | | | |
|---|---|---|---|---|---|---|---|

Based on Table 6 above, it can be seen that both research variables have an N of 67, meaning there are 67 questionnaire responses. The X (compensation) variable has a minimum value of 5 and a maximum value of 10, with a mean of 7.43 and a standard deviation of 1.520. Meanwhile, the Y (job satisfaction) variable has a minimum value of 34 and a maximum value of 55, with a mean of 43.43 and a standard deviation of 5.255. From this, it can be concluded that the data distribution can be considered good, as the mean values for each variable are greater than their standard deviations.

The next step is to use a simple linear regression model. This model can be considered good if it meets the classical assumptions, including the normality test and linearity test. The results of these tests are as follows:

The normality test aims to assess the data distribution in a study to determine whether the data follows a normal distribution or not. In this study, the normality test is conducted by observing how the data is distributed along the diagonal line in the Normal P-P Plot of Regression Standardized Residual graph below:

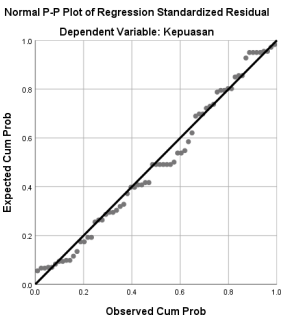


**Fig 1.** Normality Test Result

Based on the graph above, it can be seen that the points are scattered around the line and follow the diagonal line, indicating that the data in the regression model is normally distributed.

The linearity test is used to determine whether the analyzed data has a significant linear relationship or not. The linearity test is assessed based on the Sig. Linearity value. If the Sig. value < α = 0.05, the regression model is linear, and the opposite applies as well. Based on the results of the linearity test for job satisfaction and compensation, the findings can be seen in the following table:

**Table 12.** Linearity Test

| | | | *Table* | | | | |
|---|---|---|---|---|---|---|---|
| | | | *Sum of Squares* | *df* | *Mean Square* | *F* | *Sig.* |
| Y * X | *Between Groups* | *(Combined)* | 540.918 | 5 | 108.184 | 5.149 | .001 |
| | | *Linearity* | 370.167 | 1 | 370.1 | 17. | . |

| | | | | | | |
|---|---|---|---|---|---|---|
| | | | | | 0 | 0<br>0 |
| | *Deviation From Linearity* | 170.752 | 4 | 42.688 | 2.032 | .101 |
| *Within Groups* | | 1281.529 | 61 | 21.009 | | |
| Total | | 1822.448 | 66 | | | |

Based on Table 8, the Sig. Linearity value is 0.101, which is greater than α = 0.050, meaning that linear regression can be used to explain the influence between compensation and job satisfaction.

Simple linear regression analysis is used to determine how the influence or relationship exists, whether there is linearity between one variable and another. The requirements for Simple Linear Regression Testing are: a. Valid and Reliable b. Normal and Linear.

The basis for decision-making in the simple linear regression test can refer to two criteria: a. If the significance value is < 0.05, it means that variable X influences Y. b. If the significance value is > 0.05, it means that variable X does not influence variable Y.

The results of the simple linear regression analysis in this study are as follows:

**Table 13.** Simple Linear Regression Analysis

| *Coefficients*[a] | | | | | | |
|---|---|---|---|---|---|---|
| | | *Unstandardized Coefficients* | | *Stndr Coeff* | | |
| *Modul* | | *B* | *Std. Error* | *Beta* | *T* | *Sig.* |
| 1. | *(Constant)* | 55,015 | 2,904 | | 18,948 | ,000 |
| | X | -1,558 | ,383 | -,451 | -4,070 | ,000 |

a. Dependent Variable : y

Based on Table 13, the simple linear regression equation can be determined as follows:

The regression equation is:

**Y = 55.015 + (-1.558X)**

This regression equation can be interpreted as follows: a. The constant value is 55.015. This means that if the compensation variable does not exist or has a value of zero, the value of job satisfaction would be 55.015. b. The regression coefficient **b** is -1.558, which means that if the independent variable (compensation) increases by 1 unit, the value of job satisfaction will decrease by -1.558. Conversely, if the compensation variable decreases by 1 unit, the value of job satisfaction will increase by -1.558. Therefore, the regression coefficient has a negative value, indicating that the effect of the compensation variable on job satisfaction is negative.

Lastly, the hypothesis testing is conducted. The tests used in this study include partial hypothesis testing (t-test) and the coefficient of determination ($R^2$) test.

The coefficient of determination aims to measure how much the independent variable, compensation, can explain the dependent variable, job satisfaction.

**Table 14.** Simple Linear Regression Analysis

| Model Summary[b] | | | | |
|---|---|---|---|---|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,451[a] | ,203 | ,191 | 4,727 |

a. Predictors; (Constant), x
b. Dependent Variable; y

Based on the results of the coefficient of determination ($R^2$) test, which is used to calculate the effect of compensation on job satisfaction, a value of 0.451 or 45.1% was obtained. The remaining 54.9% is influenced by other factors not examined in this study.

The t-test is used to determine whether the hypothesis tested in the research is accepted or rejected. Additionally, this test aims to draw a conclusion based on the population data or the population sample used. The criterion for accepting the hypothesis is if t-value (thitung) > t-table (ttable), then Ho is rejected and Ha is accepted. Conversely, if t-value (thitung) < t-table (ttable), then Ho is accepted and Ha is rejected, using a significance level of < 0.05. The t-table value for a sample of 67 respondents is obtained by calculating df = n – k = 67 – 2 = 65, resulting in a t-table value of 1.997. The results of the t-test obtained in this study, processed using SPSS ver. 25, are as follows:

**Table 15.** Partial Hypothesis Testing (t-test)

| Coeffictions[a] | | | | | |
|---|---|---|---|---|---|
| Model | | Unstandardlized Coeffictionts | | Standardize d Coeffictionts | T | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) X | 55,015 | 2,904 | | 18,948 | ,000 |

a. Dependent Variable: y

The hypothesis used in this study is:

Ho: There is no positive effect of compensation on the job satisfaction of freelance workers at the Environmental Service Office of Jeneponto Regency.

Ha: There is a positive effect of compensation on the job satisfaction of freelance workers at the Environmental Service Office of Jeneponto Regency.

Based on Table 10 above, it is known that the regression equation model obtained with the constant coefficient and variable coefficients is shown in the Unstandardized Coefficients B column. Unstandardized Coefficients consist of two types of information: Unstandardized Coefficients B (the coefficient itself) and the standard error. Unstandardized Coefficients are sometimes used as regression models to predict the future using past data.

The Unstandardized Coefficients beta refers to the beta coefficient value of the independent variable. In this study, the Unstandardized Coefficients beta is -0.451, which indicates how much influence the compensation variable has on the job satisfaction variable. However, this is only applicable to the sample used in this study. The t-test is also used to test the hypothesis in this study, along with the Sig. (Significance F/p-value), which represents the significance level of the compensation variable in determining whether it affects job satisfaction. The constant value of thitung is 18.948, and the significance constant is 0.000. The constant value is the value of the job satisfaction variable (Y) when the compensation variable is 0.

Based on the results of the hypothesis test (t-test), it shows that the t-value (thitung) is -4.070, meaning t result < table (-4.070 < 1.997) with a significance level of 0.101 > 0.05. Therefore, it can be concluded that Ho is accepted and Ha is rejected, meaning that the compensation variable does not have a positive and significant effect on the job satisfaction variable. Ha is rejected because the study results indicate that compensation has a weak influence on job satisfaction, specifically the job satisfaction of freelance workers at the Environmental Service Office of Jeneponto Regency.

**4. Discussion**

This study aims to determine the effect of compensation on the job satisfaction of freelance workers at the Environmental Service Office of Jeneponto Regency. The analytical techniques used in this research include descriptive analysis, simple linear regression analysis, and document review. Based on these techniques, the following results were found:

Compensation is a form of remuneration provided by a company or institution to employees in exchange for their contributions and services. Compensation can be monetary, such as salaries, or non-monetary, such as health benefits. Job satisfaction, on the other hand, is an emotional attitude towards one's job, whether the worker feels happy or dissatisfied. This attitude can be influenced by factors such as work morale, discipline, and performance. Job satisfaction can be experienced both inside and outside of work, or as a combination of both.

Based on the t-test, a t-value of -4.070 was obtained, which means t-value < t-table (-4.070 < 1.997), with a significance level of 0.101 > 0.05. Therefore, it can be concluded that Ho is accepted and Ha is rejected, indicating that compensation does not have a positive and significant effect on job satisfaction. Ha is rejected because the results of this study show that compensation has a weak influence on job satisfaction, specifically the job satisfaction of freelance workers at the Environmental Service Office of Jeneponto Regency.

This suggests that the relationship between the compensation variable and the job satisfaction variable for freelance workers does not have a positive or significant impact on job satisfaction. One reason why compensation does not have a significant positive effect on job satisfaction is that the compensation provided does not meet the minimum wage standards (UMK) set by Jeneponto Regency, even though the workers report feeling satisfied with their wages. According to the coefficient of determination ($R^2$) test, the influence of compensation on job satisfaction was found to be 0.451 or 45.1%, indicating a moderate level of influence.

This study is supported by the theory proposed by Mangkunegara (2016:120), which outlines five theories of job satisfaction. One of them is the Need Fulfillment Theory, which states that job satisfaction depends on whether employees' needs are met. For freelance workers, their needs are often limited to basic necessities like food and clothing, and their work as laborers is often secondary to their main occupation as farmers. When they are not working as laborers, they return to farming, and vice versa. Their work shifts as laborers are from 6:00 AM to 8:00 AM in the morning and from 4:00 PM to 6:00 PM in the evening.

This finding is also supported by Blum (as cited in Sutrisno, 2016:77), who notes that job satisfaction is influenced by other factors besides salary, such as individual factors like education level and age. Many freelance workers at the

Environmental Service Office of Jeneponto are between the ages of 31 and 60 and have low levels of education, with some having never attended school. Given their age and education, it is difficult for them to find other jobs.

This study has several limitations, including:

a. The short amount of time available for the research, as the researcher was still completing an internship.
b. The distribution of questionnaires had to be done at specific times, as respondents were not all in the same location. The researcher conducted the study when the Environmental Service Office of Jeneponto was paying wages to the freelance workers.
c. Some respondents who did not attend school were unable to read, so the researcher had to assist them in completing the questionnaire.

## 5. Conclusion

The issue in this research stems from the wage system at the Environmental Service Office of Jeneponto Regency, which does not comply with the minimum wage (UMK) set by Jeneponto Regency and the provincial minimum wage (UMP) of South Sulawesi. In the background of this study, it is explained that previous research has found a relationship between compensation and job satisfaction, concluding that job satisfaction is influenced by compensation. Therefore, the researcher is interested in studying the effect of the compensation variable on the job satisfaction variable.

Based on the testing and analysis conducted, the conclusion drawn from this research is that the compensation variable does not have a positive or significant impact on the job satisfaction of freelance workers at the Environmental Service Office of Jeneponto Regency.

This is indicated by the hypothesis test (t-test), where the t-value is -4.070, meaning t-value < t-table (-4.070 < 1.997), with a significance level of 0.101 > 0.05. Thus, it can be concluded that Ho is accepted and Ha is rejected, meaning that the compensation variable does not have a positive and significant effect on the job satisfaction variable. Ha is rejected because the study results show that compensation has a weak influence on job satisfaction.

Based on the results of the coefficient of determination ($R^2$) test, which is used to calculate the extent to which compensation affects job satisfaction, a value of 0.451 or 45.1% was obtained, indicating a moderate influence of compensation on job satisfaction for freelance workers at the Environmental Service Office of Jeneponto Regency.

This finding aligns with the job satisfaction theory proposed by Mangkunegara (2016:120), which includes the Need Fulfillment Theory. According to this theory, job satisfaction depends on whether an employee's needs are met. The needs of freelance workers are mostly limited to basic necessities such as food and clothing, and their work as laborers is often secondary to their primary job as farmers. Additionally, Blum's theory (as cited in Sutrisno, 2016:77) states that factors other than salary, such as individual factors like education level and age, also influence job satisfaction. Many freelance workers at the Environmental Service Office of Jeneponto Regency are between the ages of 31 and 60, have low levels of education, and some have never attended school or are illiterate.

Based on the findings of this research, the researcher intends to provide the following suggestions to the Environmental Service Office of Jeneponto Regency. Although the workers feel satisfied with the wages provided, it is hoped that the compensation for freelance workers will be increased as a form of appreciation for their work. For instance, rewarding the best-performing workers over a year with higher wages could help increase job satisfaction and productivity. With higher job satisfaction and productivity, the workers' performance would improve, which would have a positive impact on the overall performance of the Environmental Service Office of Jeneponto Regency.

Additionally, the Environmental Service Office of Jeneponto Regency should pay more attention to the job satisfaction of workers by focusing on providing a comfortable work environment and ensuring smooth communication between workers and supervisors. This could further enhance workers' job satisfaction and lead to better performance.

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