

The Effect Of Workload And Work Compesation On Employee Satisfaction At TPST Cirejag, Jatisari District Karawang Regency

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Abstract

The research sample consisted of 36 employees at the Cirejag Integrated Waste Treatment Facility in Jatisari Subdistrict, Karawang Regency, selected using a saturation sampling technique to cover the entire population. A strictly verifiable quantitative approach was applied. Primary data were collected via a questionnaire using a Likert scale, while secondary data were obtained from field observations, brief interviews, and a comprehensive literature review. Data analysis was conducted using multiple linear regression with SPSS version 26 software, yielding the following findings. Partially, the impact of workload on employee job satisfaction was negative but not statistically significant. On the other hand, compensation has a significant positive influence. When considered simultaneously, workload and compensation together significantly influence job satisfaction, with a coefficient of determination reaching 50 percent, indicating that half of the variation in job satisfaction can be explained by these two variables, while the remainder depends on external factors. From these specific findings, it can be generally concluded that human resource management in the waste management sector, such as at the Cirejag Integrated Waste Treatment Facility, must prioritize a balance between workload and proportional compensation to sustainably improve public service standards

Keywords: *Workload ; Work Compesation; Job Satisfaction; Cirejag TPST*

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ITRODUCTION

Waste management at the village level plays an important role in maintaining Environmental cleanliness, public health, and the quality of public services. In Cirejag Village, waste management workers face challenges such as heavy physical workloads, long working hours, and health and safety risks. Job satisfaction is a key factor because it impacts productivity. High workloads can reduce satisfaction due to fatigue, while fair compensation, such as income and health benefits, can increase employee motivation and a sense of appreciation. (Education et al., 2024) .

Cirejag Village in Karawang Regency, West Java, established a Waste Management Site (TPS) to establish an optimal and environmentally friendly waste management system.

Cirejag Village is experiencing a population increase, which has resulted in an increase in waste volume. In addition to maintaining environmental cleanliness,

the waste disposal site (TPS) also provides employment opportunities for the surrounding community. However, during its implementation, several obstacles remain, including limited facilities, high workloads, and health risks due to demanding working conditions. This can impact employee job satisfaction, especially if not accompanied by adequate compensation. Therefore, attention is needed to the human resources aspect of the Cirejag Village TPS, particularly in terms of workload management and compensation systems, to ensure optimal waste management and sustainable employee welfare and village environmental cleanliness.

Job satisfaction levels can be reflected in productivity, absenteeism, and job dissatisfaction within the company (Divani Alyssa Zahra, 2023) . As an organization engaged in waste management, the Cirejag Village Wastewater Treatment Plant (TPST) has specific work targets that result in a high workload. This condition can decrease employee satisfaction, especially when the workload is very heavy and not commensurate with the pay received, resulting in employees feeling dissatisfied with their jobs (Malasari, 2023).

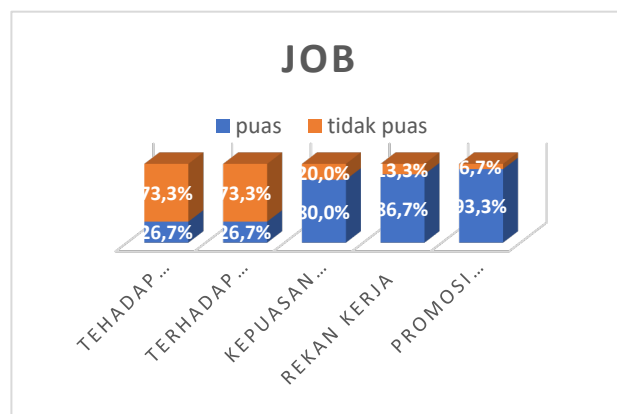


Figure 1. Results of the pre-satisfaction survey

Figure 1 shows that most employees have different levels of satisfaction, namely: job satisfaction (26.7% satisfied 73.3% dissatisfied), salary (73.3% dissatisfied, 26.7% satisfied), leader satisfaction (80.0% satisfied, 20.0% dissatisfied), coworkers (86.7% satisfied, 13.3% dissatisfied), job promotion (93.3% satisfied, 6.7% dissatisfied). Although 3 indicators show a good level of satisfaction, there are 2 indicators that show dissatisfaction with employee job satisfaction at TPST CIREJAG.

Excessive workloads tend to trigger excessive energy expenditure and intense stress, while minimal workloads can lead to feelings of burnout. One action companies can take to address workload-related issues is to increase employee job satisfaction by providing appropriate compensation . (Divani Alyssa Zahra , 2023)

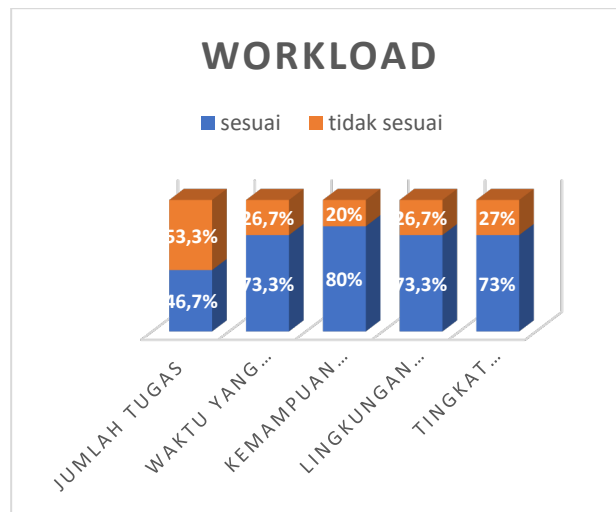


Figure 2. Results of the workload pre-survey

Figure 2 shows that most employees have varying levels of workload, namely: the number of tasks 53.3% of employees feel their workload is inappropriate, while 46.7% are appropriate. In terms of time use, 73.3% of employees consider the time appropriate, 26.7% are inappropriate. For work ability, 80% are appropriate, and 20% feel inappropriate. Regarding the work environment 73.3%, who feel appropriate and 26.7% feel appropriate. In addition there is a level of work stress, namely 73% according to the targeted work pressure, 27% are inappropriate. Although most indicators show a good level of workload suitability, there are 2 indicators that show that some employees feel their workload is not appropriate.

The compensation that employees receive is not in accordance with the work they are given, this can result in a decrease in job satisfaction, both explicitly and implicitly, Sastrohadiwinarto stated that financial compensation is a form of appreciation that the company gives to employees for the participation of energy and thoughts that they have conveyed and support company development and achievement of established targets (Widiastuti, 2024)

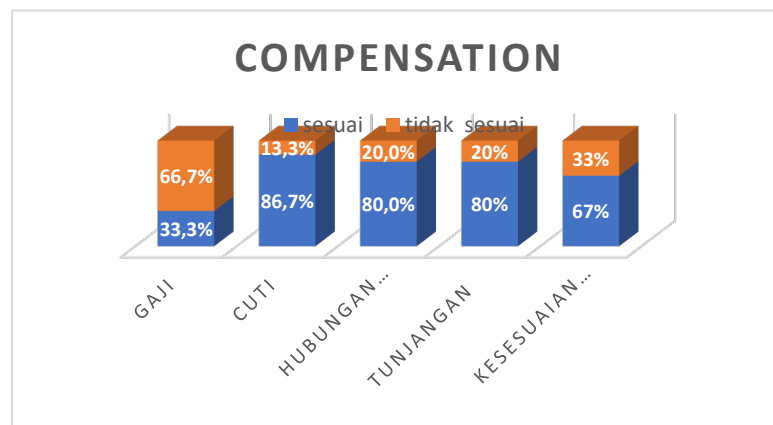


Figure 3: Results of the pre-compensation survey

Based on the pre-survey results shown in Figure 3 regarding employee work compensation, it can be seen that employee perceptions of the compensation received are quite varied. As many as 33.3% of respondents feel that the salary

received is appropriate, while 66.7% feel that the salary is not appropriate. In terms of leave and rest time, 86.7% of employees stated that they have received leave rights properly, while 13.3% felt that they had not been fully fulfilled. In terms of social relations in the work environment, 80.0% of employees have assessed that the relationship between colleagues is well established, while 20% feel that social relations are not appropriate and still need adaptation. 80% of employees' allowances are in accordance with the benefits provided, such as accident and death benefits that are available, which are sufficient to support work activities, and 20% consider that these facilities are still inadequate. In addition, in terms of salary suitability with workload, 67% of employees assess that the overtime pay received is commensurate with the responsibilities carried out, while 33% of others think otherwise.

Overall, the results of this pre-survey explain that the level of employee workload is not the only thing that is influenced by job satisfaction, but also by the compensation factor received.

A literature review of previous research generally reveals diverse influences of workload and compensation on employee job satisfaction, particularly in the service and restaurant sectors. For example, a study by (Divani Alyssa Zahra, 2023) found that workload actually has a positive and significant impact on job satisfaction, indicating that appropriate workload management can be beneficial. Compensation has also been shown to influence overall satisfaction. However, research by Agung Aditya Saputra (Agung Aditya Saputra, 2022) offers a different perspective: the compensation hypothesis is rejected because its effect on job satisfaction is negative and insignificant. These combined findings truly emphasize the complex dynamics of compensation factors in HR management, where organizational context factors such as the work environment play a mediating role. Further research is warranted to integrate these variables for more lasting job satisfaction.

The main focus of this study is to uncover the influence of workload and compensation on employee job satisfaction. Both partial and simultaneous analysis approaches were applied to unravel this issue. The title "The Influence of Workload and Compensation on Job Satisfaction at the Cirejag Waste Processing Plant" reflects the essence of this study. A deeper understanding of such a specific study also leads us to general principles of human resource management in the waste management sector, with an emphasis on adapting strategies to ensure long-lasting job satisfaction

LITERATURE REVIEW

Human Resource Management

Human Resource Management is the strategic effort to manage the various aspects related to employees within an organization. HR encompasses planning, recruitment, selection, development, rewards, compensation, and the maintenance of human resources within the organization. The concept of HR focuses on the need to manage employees as valuable and essential assets in achieving organizational goals. (Rismayadi et al., 2024)

Human Resources Management (HRM) is an important element in managing an organization in the modern era. In general, HRM can be defined as a strategic approach that is oriented towards the process of planning, organizing, providing direction, and supervision about various activities related to employees in an organization. The goal is to improve organizational performance while optimizing employee welfare (Priatna et al., nd)

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. According to Gary Dessler, HR is the provision of rules and methods needed to arrange part “people” or workforce in an organization. This activity includes the stages of the process such as recruitment, selection, training, compensation, and employee performance evaluation processes (Sulaeman, M., Metris, D., & Priyanto, R. (2024).

Based on several opinions, it can be synthesized that Human Resources Management (HRM) is an important way of managing workers that positions employees as valuable organizational assets and plays a vital role in achieving organizational goals. HRM does not only focus on administrative aspects, but includes a series of integrated activities such as providing for employee needs, recruitment and selection, training and skills development, compensation and rewards, to employee performance evaluation and maintenance. Through these functions, HRM aims to improve organizational effectiveness and performance while ensuring employee welfare, motivation, and productivity are maintained. Thus, HRM is a key element in supporting the sustainability and competitiveness of organizations in the modern era.

Organizational behavior

According to Richard L, organizational behavior discusses how individuals in an organization behave. In other words, this study focuses on an in-depth analysis of human resource behavior within an organization in a more micro and detailed manner (Problem, nd) . According to Robbins and Judge, organizational behavior is a study that studies how individuals and teams behave within an organization (West, nd) . Organizational behavior can be understood as a study that studies how individuals and groups within an organization exhibit distinctive or unique behavior (Organization, nd) .

Based on several opinions, it can be summarized that organizational behavior is a field that examines how individuals and teams behave within an organization. Its primary focus is on understanding, analyzing, and explaining the actions and interactions of human resources in the workplace in depth. Through this study, organizations can identify emerging behavioral patterns, both individually and in groups, thereby creating a more effective and conducive workplace atmosphere.

Workload

Workload is a condition that occurs when limitations in a person's ability or capacity to complete a job which is his responsibility. According to Sunarso and Kusdi (2012), workload is defined as tasks or activities that need to be completed by an individual or work unit within a certain time period (Fitria, 2024). Meanwhile, according to Hera et al. (2016), workload is defined as an obligation to be completed by someone as a form of demand from the company where he works (Seprizal Wira Saputra, 2024) . and according to (Indrayana et al., 2024) Workload can be explained as a collection of tasks or jobs that must be completed by an organization or company, including responsibilities and those that are entitled to be given to someone.

Based on the opinion of Gary Dessler (2015), workload described through:

1. Number of Tasks to be completed
2. Available time
3. Employee capabilities and competencies
4. Working Environment Conditions
5. Job stress levels

Based on several opinions, it can be synthesized that workload is defined as the totality of responsibilities, tasks, and activities that must be completed by an individual or work unit during a specific period as a form of demand from the organization or company. Workload is not only about how much work must be completed, but also about the difficulty of time pressure, work environment conditions, and responsibilities carried. Thus, workload can be understood as a combination of quantitative and qualitative

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demands on an individual's performance in carrying out their role in the workplace.

Work Compensation

Compensation is closely related to employee job satisfaction because become part important aspects that can increase employee satisfaction with their work. According to (Balikpapan et al., 2024), compensation is a factor that can influence job satisfaction. Compensation can be understood as a form of appreciation from the company that rewards employees for their hard work and achievements during their work. Meanwhile, according to (Tanuwijaya et al., 2024), compensation is a sign of appreciation given by the company to employees for their performance, which is intended to improve their welfare, both materially and non-materially, directly or indirectly. And according to Sastrohadiwinarto 2005 (Widiastuti, 2024) , financial compensation is a form of appreciation given Companies appreciate employee contributions through compensation, performance support, and their ideas to support the company in achieving its stated goals.

According to Gary Dessler (2015) work compensation is described as follows:

1. Paid directly
2. Indirect payment
3. Non-financial awards

Based on several opinions, it can be synthesized that compensation can be explained as a form of reward given by companies to employees as a reward for their contribution, performance, and dedication to achieving organizational goals. Compensation not only serves as a means to meet economic needs, but also becomes an important factor that can influence satisfaction and employee work motivation. In general, compensation can take the form of direct payments such as salaries or wages, indirect payments such as allowances and facilities, and non-financial rewards that reflect the company's appreciation for employee performance and loyalty.

Job satisfaction

Job satisfaction, according to (Nahdiah et al., 2024) , is an employee's perspective on their work and responsibilities, based on their experiences and the expectations they feel from their own perspective as a worker. According to J. Stewart Black (2019, p. 85), job satisfaction is a sense of calm or pleasure felt by employees as a result of evaluating their experiences or tasks. This feeling of satisfaction This arises when employees feel that their work is valued by the organization. (Chaeria et al., 2024) . According to Budi Rismayadi (2022), job satisfaction is something that is personal and influenced by how a person assesses the match between expectations and the results obtained from their work.

According to Robbins & Judge (2017) job satisfaction is described through:

1. Satisfaction with salary or wages
2. Satisfaction with job duties and responsibilities
3. Satisfaction with promotion and promotion
4. Satisfaction with leadership
5. Satisfaction with coworkers

Based on the opinions of these experts, it can be synthesized that job satisfaction can be explained as a positive emotional state felt by employees towards their work, which arises from the assessment of work experiences and the match between expectations and results obtained. This satisfaction is subjective because it is influenced by how individuals view their tasks and responsibilities, as well as the extent to which the organization values their contributions. More specifically, job satisfaction can be reflected through satisfaction

with salary, type of work, promotion opportunities, relationships with leaders, and interactions with coworkers.

Framework

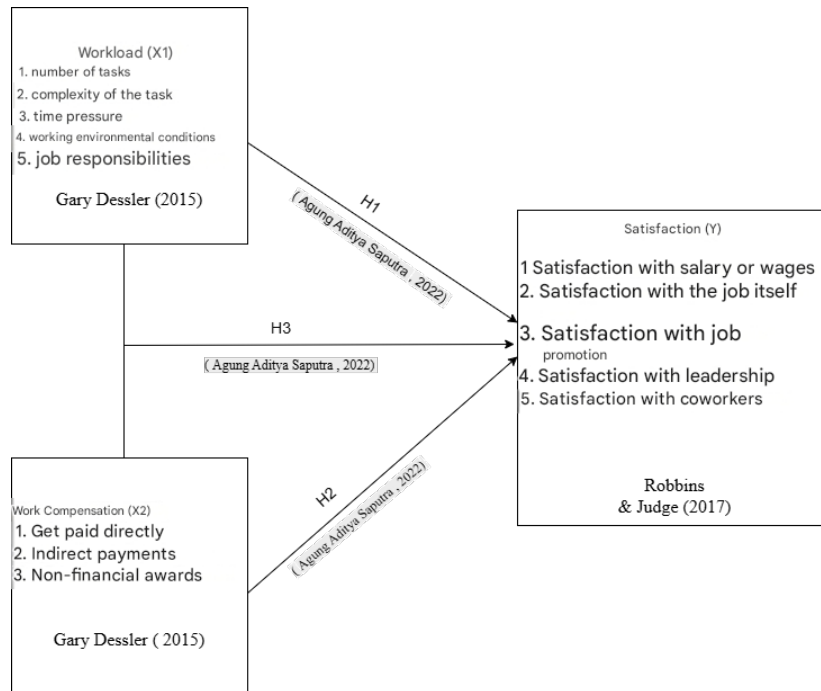


Figure 4. Concept of thinking

Hypothesis

A hypothesis is a guess that serves as a starting point for decision making or continuing research (Junaedi & Wahab, 2023) .

Based on the framework The thinking above is the basis for the hypothesis presented in this research:

H1: It is suspected that workload influences the job satisfaction of employees at the Cirejag waste management facility.

H2: It is suspected that compensation has an influence on the job satisfaction of employees at the Cirejag waste processing facility.

H3: It is suspected that workload and work compensation simultaneously influence the job satisfaction of employees at the Cirejag waste management facility.

METHODOLOGY

Quantitative verification is used in research to test hypotheses and prove the relationship and influence between variables based on statistical data analysis . Population This study covers all employees working at the Cirejag Integrated Waste Processing Site (TPST) in Karawang Regency, with approximately 36 employees selected as research subjects . The participant group used in this study consisted of 36 staff working at the Cirejag Integrated Waste Processing Site. The sample selection procedure applied was saturated sampling. Saturated sampling is a specific methodology for determining samples, in which all elements of the population are included in total as respondent units. This approach is generally chosen when the population size is limited, namely less than 30 individuals, or in research that aims to achieve generalizations with a very low error rate. An alternative term for saturated sampling is a full census, which is the process of

including all members of the population into the research sample group (Sugiyono, 2019).

From the questionnaire distribution, primary data was successfully collected to complement the secondary data, which served as the main tool. The questionnaire contained closed-ended questions structured to measure three variables. In addition, field observations, short interviews to clarify information not fully conveyed through the questionnaire, and secondary data, namely those collected through literature studies such as books, scientific journals, and documentation to supplement data related to workload and work compensation. The collected data was then processed using SPSS version 26. The analysis method used was multiple linear regression. so that it can be seen that workload and compensation in work have both simultaneous and partial impacts on the job satisfaction of TPST Cirebon employees.

RESULTS AND DISCUSSION

TPST Cirebon is a village-level waste processing facility located in Jatisari District, Karawang Regency. TPST Cirebon has 36 employees, including waste management personnel, administrative staff, and others. Based on the research results obtained through data validation with a total of 36 respondents (r table 0.329), it states that all variable statement items are valid.

Respondent Characteristics

Table 1. Respondent characteristics

No	Characteristics	Frequency	Presentation
1	Gender		
	a. man	30	83.3%
	b. Woman	6	16.7
	Total	36	100%
2	Age		
	<30	23	63.9
	30-40	4	11.1
	41-50	9	25.0
	Total	36	100%
3	Length of work		
	< 5 years	36	100
	5-10 years	0	0
	>10 years	0	0
	Total	36	100%
4	Status		
	Staffing		
	Operator	34	94.4
	Admin	1	2.8
	Head of Division	1	2.8
	Total	36	100%

The data displayed in table 1 above, the results of the study show that the majority of respondents are male, amounting to 30 people (83.3%), while the number of female respondents is only 6 people (16.7%). When viewed from age, most of the survey participants are under 30 years old as many as 23 people (63.9%), then followed by respondents aged 41-50 years as many as 9 people (25%) and respondents aged 30-40 years as many as 4 people (11.1%), this situation shows that the majority of respondents are young people who are still productive. In terms of

length of service, all respondents have worked for less than 5 years (100%), which means that most employees are still relatively new. In addition, based on employee status, most respondents come from the Operator position, namely 34 people (94.4%), while Admin and Head of Section each There is only one respondent (2.8%), based on the results of the analysis it can be said that most respondents are employees at the operational level.

Validity Test Results

Table 2. Validity Test Output

No	Beban Kerja				Kompensasi kerja				Kepuasan kerja			
	Indikator	R Hitung	R Tabel	keterangan	Indikator	R Hitung	R Tabel	keterangan	Indikator	R Hitung	R Tabel	keterangan
1	X1.1	0,515		valid	X2.1	0,682		Valid	X3.1	0,781		valid
2	X1.2	0,781		valid	X2.2	0,451		Valid	X3.2	0,575		valid
3	X1.3	0,836		valid	X2.3	0,912	0,329	Valid	X3.3	0,692		valid
4	X1.4	0,693		valid	X2.4	0,742		Valid	X3.4	0,552		valid
5	X1.5	0,836	0,329	valid	X2.5	0,62		Valid	X3.5	0,494	0,329	valid
6	X1.6	0,515		valid	X2.6	0,808		Valid	X3.6	0,762		valid
7	X1.7	0,836		valid					X3.7	0,799		valid
8	X1.8	0,887		valid					X3.8	0,833		valid
9	X1.9	0,731		valid					X3.9	0,758		valid
10	X1.10	0,887		valid					X3.10	0,728		valid

Source: Processed Data SPSS Version 26

The results processed using SPSS and Microsoft Excel applications show that each question item has a calculated r value (*Corrected Item Total Correlation*) greater than the table r, and its significance value (Sig.) is below 0.05. This indicates that all items in the questionnaire are declared valid, because they are able to measure the research variables accurately. Therefore, respondents' answers are considered consistent and relevant to the concept being studied, making the questionnaire suitable for use in further analysis.

Reliability Test Results

Table 3. Reliability Test Output

Variable	r Count	r critical	Criteria
Workload	0.919	0.60	Reliable
Work compensation	0.788	0.60	Reliable
Job satisfaction	0,877	0,60	Reliable

Source: Processed Data SPSS Version 26

The results of the reliability test indicate that all variables in this study are categorized as reliable. This is clearly proven by the calculated r value (Cronbach's Alpha) on the workload variable of 0.919, work compensation of 0.788, and job satisfaction which obtained a value of 0.877, so that all of these values are above the critical r value set at 0.60. Therefore, the conclusion obtained shows that the instrument or questionnaire used is consistent and reliable for each variable. This means that if the questionnaire is reused under the same conditions, the results will remain quite consistent and will not change significantly.

Normality Test (Kolmogorov-Smirnov)

Table 4. Kolmogorov Smirnov Output (Normality Test)

One-Sample Kolmogorov-Smirnov Test			Unstandardized Residual
N			36
Normal Parameters ^{a,b}	Mean		.0000000
	Std. Deviation		4.30690362
Most Extreme Differences	Absolute		.117
	Positive		.092
	Negative		-.117
Test Statistic			.117
Asymp. Sig. (2-tailed)			.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: Processed Data SPSS Version 26

The One-Sample Kolmogorov-Smirnov normality test in Table 4 for 36 respondents yielded an asymptotic p-value of 0.200 (>0.05), indicating a normal distribution of residuals. The test statistic of 0.117 indicates a reasonable deviation from normality." Antonyms: "Normal (not abnormal), significant (not significant).

Multicollinearity test

Table 5. Multicollinearity Test (Tolerance and VIF)

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19.713	5.086		3.876	.000		
	X1	-.148	.087	-.209	-1.699	.099	1.000	1.000
	X2	1.113	.203	.674	5.476	.000	1.000	1.000

a. Dependent Variable: Y

Source: Processed Data SPSS Version 26

Based on the results in Table 5, it can be seen that the Tolerance value on the independent variables of workload (X1) and work compensation (X2) states a value of 1,000 each, meaning that the increase in value is > 0.10 . In addition, the VIF value for both variables is 1,000, where the value is < 10 therefore, indicating that no multicollinearity was found between the independent variables making the regression model suitable for further analysis.

Heteroscedasticity Test (Glejser)

Table 6. Heteroscedasticity Test

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.815	3.016		2.592	.014		
	X1	-.004	.052	-.014	-.085	.933	1.000	1.000
	X2	-.210	.121	-.291	-1.746	.090	1.000	1.000

a. Dependent Variable: ABS

Source: Processed Data SPSS Version 26

Table 6, results of heteroscedasticity testing using the (Glejser) method which shows the significance value of the workload variable (X1) > 0.933 and for the work compensation variable (X2) > 0.090. Because both significance values are > 0.05. Therefore, it is said that there is no heteroscedasticity in the regression model. Therefore, the residual distribution is considered stable and the regression model is declared suitable to proceed to the next stage.

Hypothesis Testing

Table 7. Multiple Linear Regression Test Output

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19.713	5.086		3.876	.000		
	X1	-.148	.087	-.209	-1.699	.099	1.000	1.000
	X2	1.113	.203	.674	5.476	.000	1.000	1.000

a. Dependent Variable: Y

Source: Processed Data SPSS Version 26

Based on table 7, from the results of the multiple linear regression test, the regression equation obtained is $Y = 19.713 - 0.148X1 + 1.113X2$. The constant of 19.713 means that if the variables X1 and X2 do not change or have a value of 0, the Y value is at 19.713. The regression coefficient of X1 is -0.148 indicates that if variable X1 increases by one unit, Y will decrease by 0.148, as long as the other variables remain the same or unchanged. Conversely, the coefficient of X2 is 1.113, which proves that every increase in variable X2 by one unit will certainly result in an increase in the value of Y by 1.113.

Partial hypothesis test (t-test)

Table 8. t-Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.713	5.086		3.876	.000
	X1	-.148	.087	-.209	-1.699	.099
	X2	1.113	.203	.674	5.476	.000

a. Dependent Variable: Y

Source: Processed Data SPSS Version 26

Based on Table 8, with 36 respondents and a significance level of 0.05, a t-table value of 1.688 was obtained to conduct a partial test to prove the research hypothesis.

1. Hypothesis 1: Workload has a negative and insignificant effect on job satisfaction (Y).

Based on Table 8, the t-value for the workload variable (X1) is -1.699 (absolute value 1.699). Although $1.699 > t\text{-table } 1.688$, the significance value of $0.099 > 0.05$, so hypothesis 1 is rejected. Workload has a negative but insignificant effect on employee job satisfaction. Empirical data does not support this hypothesis.

2. Hypothesis 2: Work compensation has a positive and significant effect on job satisfaction (Y).

Based on Table 8, the t-value of the compensation variable (X2) is $5.476 > t\text{-table } 1.688$ with a significance of $0.000 < 0.05$, so hypothesis 2 is accepted. Work compensation is proven to have a positive and significant effect on employee job satisfaction. This hypothesis is fully supported by the research data.

Simultaneous Hypothesis Testing (f Test)

Table 9. Simultaneous Output (F Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	648.770	2	324.385	16.488	.000 ^b
	Residual	649.230	33	19.674		
	Total	1298.000	35			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source: Processed Data SPSS Version 26

The simultaneous processing results in Table 9 show a significance level of $0.000 < 0.05$. Therefore, it can be interpreted that the independent variables, namely workload and work compensation, simultaneously have a significant impact on the dependent variable, namely job satisfaction.

Test of coefficient of determination

Table 10. Coefficient of Determination (R Square)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.707 ^a	.500	.470	4.43550

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Processed Data SPSS Version 26

The test results show an R value of 0.707, which indicates a strong relationship between the independent variables (X1 workload and X2 compensation) with the dependent variable job satisfaction (Y). The R Square value

of 0.500 (50%) means that variables X1 and X2 are able to explain 50% of the variation in job satisfaction, while the remaining 50% is influenced by other factors outside the model or variables that have not been studied. The regression model is declared good because it successfully explains most of the data variations empirically.

The workload variable (X1) appears to have a negative, but not statistically significant, influence on job satisfaction (Y), based on the findings of the first partial hypothesis test regarding the impact of workload on employee job satisfaction at the Cirejag TPST, Karawang Regency. This is indicated by the calculated t-value of -1.699 with a significance level of 0.099, which is higher than the 0.05 limit. Therefore, the first hypothesis stating that workload has a significant impact on job satisfaction must be rejected. This indicates that although there is a negative relationship, the level of employee job satisfaction is not significantly influenced by workload. In conclusion, employee job satisfaction at the Cirejag TPST, Karawang Regency, is not always closely correlated with changes in workload, whether high or low.

Employee job satisfaction at the Cirejag Waste Management Facility, Karawang Regency, was proven to be positively and significantly influenced by the job remuneration variable (X2), based on the findings of the second partial hypothesis test. The calculated t-value of 5.476, which significantly exceeds the critical t-value of 1.688 with a significance level of 0.000 (<0.05), clarifies the empirical evidence. Consequently, the second hypothesis is approved. This indicates that individuals are more satisfied with their jobs when they receive sufficient and high-quality remuneration; therefore, compensation is undoubtedly one of the main factors influencing job satisfaction in that environment .

The workload (X1) and compensation (X2) variables jointly influence employee job satisfaction at the Cirejag Waste Management Facility, Karawang Regency, based on the results of the simultaneous test (F-test). The results of the F-test on the overall regression model indicate a significant influence on job satisfaction, although workload does not show a significant influence when tested partially together with compensation. This is very clearly seen from the fact that the calculated F value is greater than the critical F value with a significance level below 0.05. Thus, these findings indicate that, in general, changes in employee job satisfaction can be explained by the workload and compensation variables, and this research model is considered appropriate to be used in describing the impact of these two variables on the level of job satisfaction.

CONCLUSION

The results of data analysis and hypothesis testing indicate that the workload of TPST Cirejag employees is quite high because they have to handle many tasks under fairly heavy working conditions, which can make employees feel tired and uncomfortable. On the other hand, the compensation provided is still not fully commensurate with the workload, although some forms of compensation, such as allowances and work facilities, are considered quite good by some employees. The level of employee job satisfaction also varies due to many factors, including workload, compensation, workplace atmosphere, comfort, and each individual's personal perspective on their work. From the test results, workload has a negative

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but insignificant effect on job satisfaction, meaning that a higher workload tends to decrease job satisfaction, but the effect is not very strong. Meanwhile, compensation is proven to have a positive and significant effect, so that the higher the compensation given, the higher the employee's job satisfaction. Overall, workload and compensation together are proven to have a significant impact on the job satisfaction of TPST Cirebon employees, so that both factors play an important role in determining the level of employee job satisfaction

IMPLICATION

Based on the research results, it can be implied that the management of the Cirebon TPST needs to evaluate the distribution of tasks so that employee workloads are more proportional and do not cause excessive fatigue. Furthermore, improvements to work mechanisms and operational system arrangements are needed to make working conditions more comfortable and less burdensome for employees. The compensation system also needs to be improved and adjusted to the workload, both in the form of financial compensation and Non-financial compensation, as research findings show that compensation has a positive and significant impact on job satisfaction. However, the impact of workload on job satisfaction is not significant; management still needs to pay attention to this to prevent negative impacts in the future. Therefore, workload and compensation management must be balanced, as both have been proven to... give simultaneous influence on employee job satisfaction. If workload can be managed well and compensation is provided more fairly, it is expected that employee job satisfaction will increase and have a positive impact on the overall performance of TPST. For further research, it is recommended to pay attention to other factors such as workplace atmosphere, leadership style, and work motivation, so that the findings obtained can provide a more comprehensive insight into employee job satisfaction.

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