

The Influence of Corporate Culture and Compensation on Employees Commitment: The Role Of Satisfaction Work As Variables Intervening

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Abstract

This research aims to analyze the influence of company culture and compensation To Commitment Work Dano Permai Housing Employees: The Role of Satisfaction Work As Variable Intervening . This type of research is quantitative research and the respondents for this research as a sample are Dano Permai Housing in Labuhanbatu Regency with 40 employees . The data analysis method uses Partial Least Square (PLS) with smartPLS software . Research shows that company culture has a positive effect on employee work commitment , compensation has a positive effect on employee work commitment , company culture and compensation have a positive effect on employee work commitment through job satisfaction as an intervening variable

Keywords: Company Culture, Compensation, Work Commitment, Job Satisfaction

1. Introduction

At a company or an organization has goals that are based on a vision for interests along with the implementation of missions managed by humans with words other existing human resources. In this case it can be said that the source Power man is factor strategy at the company or institution.

Work commitment will grow in an employee if a person employees feel that what the company provides while they work is good and really helps the personal and family economy, so that taste grows For raise And subserve in place para employee That Work. Can it is concluded that if an employee or human resource is capable implement culture company without exists coercion, and one leader Which capable give compensation to para employee Which Work with Good And in a way objective so foster job satisfaction para employees, it will grow without encouragement and coercion from third parties company A devotion a employee towards something company.

Corporate culture is a system that differentiates a company One with Which other And will applied in a way sustainable, culture The company has also implemented it to improve employee performance Good, in matter This discuss culture company Of course just will related with human resources. To influence human resources It's up to the company to implement culture to achieve its goals, then very need a leader understand management source Power human .

Human resource management is a branch of management that specifically examines human relationships and roles in companies and organizations. The human resource management mission also includes the development, utilization and protection of human resources, including working and self-employed individuals.

Compensation given by company leaders to employees is one of effort leader for support Spirit Work para employee, giving compensation No only seen from material just but Also can given with facility Work Which Good so that improve employee performance, apart from that they can be given compensation with incentives and rewards to support the performance of existing employees. However in this case it is very rare in companies that provide compensation in accordance with the performance given by employees to the company and Also, the compensation provided is unequal to employees. The compensation given only nature each other profitable from party company nor party worker. With exists compensation Which given

company will affects employee morale, of course providing compensation towards employees Which potential must applied by party company.

2. Literature

Work Commitment

Commitment Work is A circumstances Which characterize employee relationship with the company whether an employee can survive or not identified. According to Astuti, (2021:193) Work commitment is something desire somebody For hanging And still endure on something organization or company. Meanwhile, according to Kaswan, (2022:63) commitment Work is a person's attitude in an organization or company involved in effort reach objective company or organization. Besides Thataccording to Luu, (2020:97) commitment Work is something tool reject measuring in managing source Power man on something company Which impactwith enhancement performance para employee. Furthermore Busro, (2020:87) put forward about commitment Work is part from management source Power man For pounding flavor loyalty to something In other words, the company strengthens a person's work commitment to company.

Company Culture

According to (Edy Sutrisno, 2016) company culture is an invisible social force however able to mobilize people within the scope of the company to carry out activities or work activities. According to Sulaksono, (2015:20) culture Company values are the values that bind people in carrying out their duties and responsibilities within a company. Whereas according to Pakpahan & Legi, (2022:76) state culture company isa pattern that emphasizes employees to implement a systemexisting in the company, such as behavior, values, norms and regulations company. Furthermore Dr. Yusuf Hadijaya, (2019:13) put forward bring culture company is something Gen or DNA company Which become different from company other.

Compensation

Compensation is what employees receive in the form of money or other forms of reward for carrying out their duties in an organization, and does not include basic salary. According to Wise Tribudi & Tohardi, (2018) compensationis the reply given the company towards employees on what is done in completing the work given, as for compensationprovided can be in the form of money, incentives, health insurance, old age security, allowance day kingdom And other – other. Whereas according to Son et al., (2014) compensation is rewards Which accepted para employee Which Work in accordance with a count of the work that has been achieved and provided physically and non-physically.

Job satisfaction

Job satisfaction is a feeling that grows within a person what was achieved. However according to Sedarmayanti & Kuswanto, (2015)put forward that satisfaction Work is attitude positive from a employeethrough with Act in demand And feeling somebody Which can assessed as flavor appreciate on What Which achieved. Furthermore according to Malay SP Hasibuan, (2017) job satisfaction is a feeling that grows continuously No direct in self an employee on that achievement tela achieved.

3. Research methods

This research uses quantitative methods with a research population of all employees at Housing Dano Permai has 40 employees . The sample is part of the population elements (Indriantoro and Supomo, 2012).

Research variable

In this research there are two types of variables, namely the independent variable (X) and the dependent variable (Y). The independent variable consists of corporate culture variables (X1), compensation (X2), and the dependent variable (Y), namely work commitment, and job satisfaction as an intervening variable.

Data collection technique

The data collection method in this research is a questionnaire, namely collecting data by giving or distributing a list of questions to the research sample, namely respondents, to be answered (Aruan & Fakhri, 2015). And immediately use survey techniques and direct observation in the field. The instrument used to collect questionnaire data is given directly to employees with a measurement scale in the form of a Likert scale consisting of five levels of answers, namely:

1. Strongly Agree (SS) = 5
2. Agree (S) = 4
3. Neutral(N) = 3
4. Disagree (TS) = 2
5. Strongly disagree (STS) = 1

Analysis method

This research uses descriptive statistical analysis methods and infreential statistics where the data is processed using the Smart-PLS program. and the instruments used have previously been tested using validity and reliability tests.

4. Research result

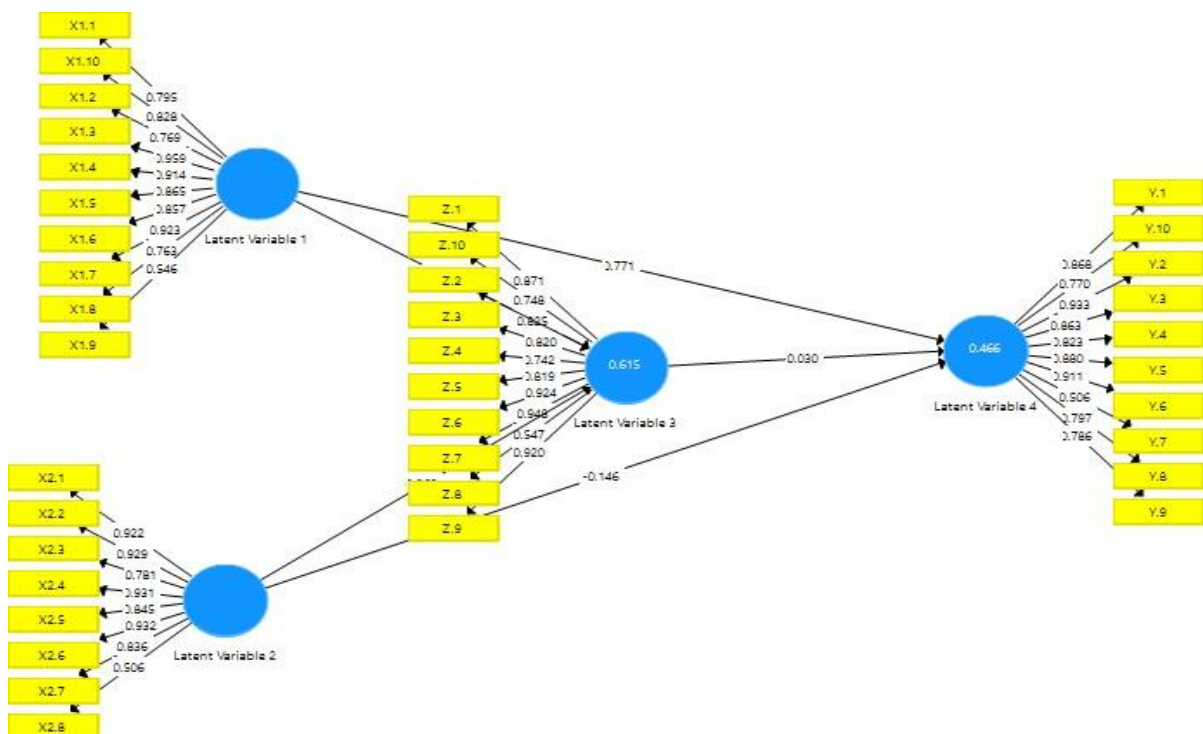


Figure 1. Structural Model of Validity Test

The overall value for external loading (factor loading) and AVE value indicate performance on the convergent validity test. The indicators used are reflective. The extrinsic loading value for each indicator

>0.70 can be considered a valid construct indicator. An AVE value >0.50 can be concluded that the reflective indicator meets the requirements for convergent validity

Table 1 shows the path coefficient values for all hypotheses > 0, which means the relationship between each hypothesis provides a positive relationship.

Table 1. Results Path Coefficient

Hypothesis	Original Samples (O)	Samples Mean (M)	Standard Deviation (STDEV)	T-Statistics (O/STDEV)	P Values
Culture Company → Satisfaction Work	0.421	0.448	0.183	2,229	0.022
Compensation → Satisfaction Work	0.334	0.328	0.083	4,942	0,000
Culture Company → Commitment Work	0.389	0.132	0.053	2,098	0.036
Compensation → Commitment Work	0.076	0.108	0.217	3,350	0.021
Job Satisfaction → Commitment Work	0.120	0.135	0.205	5,582	0.056
Culture Organization → Work Commitment → Satisfaction Work	0.450	0.047	0.086	4,466	0.003

5. Discussion

The corporate culture variable shows a significant positive impact on the job satisfaction variable. The part coefficient in the corporate culture process variable in hypothesis testing received a value of 0.421, then the path coefficient value was >0, the T-statistic value was 2.229 > 1.96, and then the P value was 0.0022 < 0.05. From the output above, it can be concluded that the first hypothesis is that there is still an impact of interaction between company crocodiles on the job satisfaction of Dano Permai Housing employees.

This is in line with the theory expressed by (Sutrisno, 2010) which states that a company culture that is properly managed as a means of management will have an influence and act as a driving force for employees to behave positively, dedicatedly and productively. Cultural values are visible, but are the force that drives behavior to shape performance effectiveness. Meanwhile, research has been carried out on companies yogyakarta chicken shows that, when the company has that power containing values as base worker, employee tend will more develop And own quality performance Which good .

Own research (Jufrizen & Rahmadhani, 2020) shows that culture company is behavior constructive And positive, in where company with environment Which Good, comfortable, And safe as well as conducive will can make it easier worker in carry out work And automatic will increase performance That Alone. Study on company Yogyakarta chicken shows positive inter culture organization And performance, but aspect culture companies that tend to influence the performance of Yogyakarta Chicken employees is aspect proceed in Work.

The compensation variable has a significant positive effect on job satisfaction. Where the Path Coefficient value in the compensation variable in hypothesis testing received a value of 0.334, the path coefficient value was > 0, the T-statistic value was 4,942 > 1.96 and then the P value was 0.000 < 0.05. From the output above, it can be concluded that compensation has a

positive and significant effect on job satisfaction.

This shows that there is a relationship between compensation and job satisfaction which has a positive and significant influence. Factors that guarantee salaries have a positive influence on job satisfaction at Dano Permai Housing, including providing salaries that are considered appropriate by workers. This can be in the form of health insurance costs, providing salary information at the beginning of the month, so that workers can complete their work on time.

These results are supported by (Anas, 2013) that good compensation rewards will have a positive impact on job satisfaction. Employees who are satisfied with the results will have an impact on improving their performance. The results of this research also show that there has been an increase in the level of compensation received by employees which has an impact on job satisfaction. This is what causes employee performance to increase, which ultimately benefits the company.

The corporate culture variable shows a significant positive impact on the work commitment variable. The part coefficient in the corporate culture process variable in hypothesis testing received a value of 0.334, then the path coefficient value was >0 , the T-statistic value was $4,942 > 1.96$, and then the P value was $0.00 < 0.05$. From the output above, it can be concluded that the first hypothesis is that there is still an impact of interaction between company crocodiles on the work commitment of Dano Permai Housing employees.

The compensation variable shows a significant positive impact on the work commitment variable. The part coefficient in the corporate culture process variable in hypothesis testing received a value of 0.076, then the path coefficient value was >0 , the T-statistic value was $3,350 > 1.96$, and then the P value was $0.0021 < 0.05$. From the output above, it can be concluded that the first hypothesis is that there is still an impact of interaction between company crocodiles on the job satisfaction of Dano Permai Housing employees.

One effort that companies can take to meet these requirements is by providing satisfactory compensation. (Putri&Prasetyo, 2016) one way to increase employee work performance, motivation and job satisfaction is to use compensation. The importance of compensation as an indicator of job satisfaction is difficult to estimate, because employees' views about money or exclusive rewards seem to be very subjective and perhaps something specific to the industry. However, in essence, the alleged injustice in paying wages and honorarium is the origin of employee dissatisfaction with compensation which can ultimately lead to disputes and low morale among the employees themselves. Compensation is crucial for individual employees because the amount of compensation reflects the value of their work to the employees themselves, their families and society.

The job satisfaction variable shows a significant positive impact on the work commitment variable. The part coefficient in the job satisfaction variable in hypothesis testing received a value of 0.120, then the path coefficient value was >0 , making the T-statistic value $5,582 > 1.96$, and then the P value was $0.0046 < 0.05$. From the output above, it can be concluded that the first hypothesis is that there is still an interaction effect between job satisfaction and work commitment of Housing Dano Permai employees. This is in accordance with research conducted by (Indrayanti, 2017) which states that the results of the study of job satisfaction have a positive and significant effect on organizational commitment, meaning that job satisfaction has a positive and significant effect on organizational commitment. In other words, if there is an increase in commitment it will have an impact on the level of job satisfaction. Furthermore (Sohidin & Anugra, 2018), job satisfaction has a positive and significant relationship with organizational commitment. Work itself is most closely related to work commitment. Employee involvement is the extent to which employees want to maintain their commitment to the company.

Employee engagement is driven by fair working conditions for employees. The higher the employee's score, the higher their commitment to the company. The suitability of the work

carried out with the employee's wishes significantly increases the employee's organizational commitment. Meanwhile, the salary index has the weakest relationship to work commitment, because the salary received does not match employee expectations. This creates feelings of dissatisfaction and dissatisfaction which can reduce work commitment in employees.

The corporate culture variable shows a significant positive impact on the work commitment variable through job satisfaction. The part coefficient in the corporate culture variable in hypothesis testing received a value of 0.450, then the path coefficient value was >0 , making the T-statistic value $4.466 > 1.96$, and then the P value was $0.003 < 0.05$. From the output above, it can be concluded that the corporate culture hypothesis is that there is still an interaction effect between corporate culture on work commitment through job satisfaction of Dano Permai Housing employees. This proves that the job satisfaction variable can be a mediating variable that can increase work commitment.

This is supported by the results of a study (Ulum, 2022) which shows that the mediating influence of job satisfaction on organizational culture in employee engagement in regional organizations in Jambi province has a positive and significant influence. Furthermore (Hayuningtyas, 2017), the role of job satisfaction in mediating organizational culture on employee performance has a positive and significant influence. If employees are able, willing to do and know their work well, there will be high satisfaction so that their work performance will increase. Employees who do not achieve satisfaction will never reach psychological maturity, causing frustration.

5. Conclusion

This research aims to determine the influence of internal relationships company culture on job satisfaction at Dano Permai Housing., know influence compensation to satisfaction Work on officedano housing beautiful. Knowing the influence of company culture on work commitment at the Dano Permai housing office. Know the influence compensation to commitment Work on office housing area dano beautiful. Knowing the influence of job satisfaction on work commitment in the office Housing Dano Permai and know the company culture towards commitmentwork through job satisfaction at the Dano Permai housing office. Based on research results and analysis results that have been carried out and described in chapter previously, so can withdrawn conclusion as follows:

- a. Company culture has a positive and significant effect on Satisfaction work in the office housing area dano beautiful.
- b. Compensation influential positive And significant To Satisfaction Work On office dano beautiful.
- c. Company culture has a positive and significant effect on commitment work in the office housing area dano beautiful.
- d. Compensation influential positive And significant to work commitment on office housing area dano beautiful
- e. Satisfaction Work influential positive And significant to commitmentwork on office housing area dano beautiful
- f. Company culture has a positive and significant effect on work commitment through job satisfaction

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