

The Influence of Work Environment and Compensation on Employee Performance through Job Satisfaction in the Office of the Regional Financial Management Agency Bantaeng Regency

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Abstract

This study aims to (1) analyze the effect of work environment and compensation on job satisfaction at the Regional Financial Management Office, Bantaeng Regency; (2) analyzing the impact of the work environment and compensation on employee performance at the Bantaeng Regency Regional Financial Management Agency Office; (3) analyzing the impact of job satisfaction on employee performance at the Office of the Regional Financial Management Agency, Bantaeng Regency; (4) analyzing the impact of the work environment and compensation on employee performance through job satisfaction at the Regional Finance Management Agency Office of Bantaeng Regency. This research was conducted at the Regional Financial Management Agency Office of Bantaeng Regency. The sample used the purposive sampling method, namely, taking samples according to specific considerations and criteria—a total of 100 respondents in the Office of the Regional Financial Management Agency Bantaeng Regency. The data collection method used is direct interviews for related parties from the issues studied and questionnaires' distribution as in the research conducted. The data analysis used is descriptive and path analysis. The results showed that (1) the work environment and compensation had an effect on job satisfaction at the Regional Financial Management Agency Office of Bantaeng Regency; (2) the work environment and compensation have an impact on the performance of employees at the Regional Financial Management Agency Office of Bantaeng Regency; (3) job satisfaction affects employee performance at the Regional Financial Management Agency Office of Bantaeng Regency; (4) work environment and compensation have an impact on employee performance through job satisfaction at the Regional Finance Management Agency Office of Bantaeng Regency.

Keywords

Work Environment, Compensation, Job Satisfaction and Employee Performance

Biographies

Irma Dwiyanti is a student at Magister Program of Economic Science of STIE AMKOP, Indonesia. Her areas of interest and research include social science and economic. She has published some articles in national journals.

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