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

Irma Dwiyanti, Nasruddin Nawawi and Umi Farida
Magister Program, Sekolah Tinggi Ilmu Ekonomi AMKOP Makassar, Indonesia
irmadwiyanti87@gmail.com, nas.nawawi@yahoo.com, farida.unm@gmail.com

Geminastiti Sakkir
Universitas Negeri Makassar, Indonesia
hj.geminastitisakkir@yahoo.com

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.

Nasruddin Nawawi is a lecturer at Economics Department of STIE AMKOP, Indonesia. His areas of interest and research include economic, management, management human resource. He has published some books and many articles in national and international journals.

Umi Farida is a lecturer at at Economics Department of STIE AMKOP, Indonesia. Her areas of interest and research include social science, Human Resources, Human Development Theory, Environmental Economics, and public administration. She has published many articles in national and international journals.
Geminastiti Sakkir is a lecturer at the English Department of Universitas Negeri Makassar, Indonesia. Her areas of interest and research include social science, Education, English Language, Human Resources, Human Development Theory, Environmental Economics, and public administration. She has published many articles in national and international journals.