

## The Effect of Salary and Work Environment on Job Satisfaction on Non Civil Servant Nurses in the Hospital Medan

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### Abstract:

**Background:** This research aims to determine the effect of salary and work environment on job satisfaction in non civil servant nurses in rsup pavilion building. H. Adam Malik Medan North Sumatra. The data used is primary data. The variables studied consisted of Salary and Physical Work Environment while the data collection method used in this study was with questionnaires through google form.

**Materials and methods:** This type of research is quantitative with multiple linear regression analysis methods and determination coefficient analysis using the help of the SPSS 17 program. The population in this study was the subject related to the study that the authors conducted numbered 101 people and at the time disseminated through google form questionnaires that were returned to researchers numbered 77 respondents. The sampling of this study is the entire population of 101 people.

**Result:** Work, test  $F$  produces  $F_{hitung}$  89211 while  $F_{tabel}$  2.73 ( $n-k-1$  at  $k = 77-3-1$  at 3) so  $H_a$  is accepted and  $H_o$  is rejected, meaning Salary and Physical Work Environment affects Job Satisfaction. 2) Salaries are partially influential and significant to Customer Satisfaction,  $t$  calculated Salary value of 3,644 > 1.66 ( $n-k = 77-3 = 74$  at 0.05/ 5%) and significant  $0.000 < 0.05$ , so  $H_a$  was accepted and  $H_o$  was rejected. 3) The Physical Work Environment partially had a significant effect on Job Satisfaction, The Physical Work Environment  $t$ -rated at 2,044 > 1.66 ( $n-k = 77-3 = 74$  at 0.05/5%) and a significant  $0.045 < 0.05$ , so  $H_a$  was accepted and  $H_o$  was rejected.

**Conclusion:** The determinant coefficient in this study of 69.9% Customer Satisfaction can be obtained and explained by Salary and Physical Work Environment while the remaining  $100\% - 69.9\% = 30.1\%$  is explained by other factors from outside the variables that the authors examined.

**Key Word:** Salary, Physical Work Environment and Job Satisfaction

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### I. Introduction

The rapid progress of organizations and industries is now independent of the importance of the human resources element within the organization because human resources are an important factor in the success of the company because on average all of the company's operational activities are run by humans. Companies should be able to create skilled and skilled human resources in their fields. The well-performing human resources will provide maximum results for the company. To get the most out of human resources must be managed best, so that human resources feel comfortable in carrying out their duties. According to Sutrisno (2014:3) "Human resources are the only resources that have feelings, desires, skills, knowledge, encouragement, power and work (ratio, taste, and karsa).

Human resource management is related to humaneness which includes employee job satisfaction. Job satisfaction is the level of pleasure a person feels for a given role or job within the organization. In an effort to support the job satisfaction of employees within an organization or company, the company must be able to provide high stimulation to the human resources in order to create a feeling of pleasure working in an organization. The level of satisfaction a person has in working one can be measured by the salary or wages and situation of the organization in which they work. According to Priansa (2014:291) job satisfaction is the employee's feeling about his work, whether happy / like or unhappy / dislike as a result of the employee's interaction with his work environment or as a prepsi mental attitude, also as a result of the employee's assessment of his work.

Employees must receive their rights as an employee, namely salary or compensation after what they do to carry out their obligations. According to Tofik (2010:2) suggested that: Salary is the entire salary paid by a company to its employees. Managers, administrative employees, and also sales people, usually earn salaries from companies with fixed amounts. Salary rates are generally stated in monthly salaries. Salary in the general sense is a form of remuneration or in the form of regular awards given to a person as a result of which he has

done. Providing a decent salary can lead to job satisfaction. As for the problems that occur to non civil servant nurses in the rsup pavilion building. H. Adam Malik regarding salary is the salary of non civil servant nurses given late, this is complained by nurses.RSUP.H. Adam Malik addressed Jalan Bunga Lau No. 17, Kemenangan Tani, Kec. Medan Tuntungan, Medan City, North Sumatra 20136. RSUP.H. Adam Malik was established on July 21, 1993. In 2010 the Decree of the Ministry of Health of the Republic of Indonesia No.YM.01.10/III/3696/10 dated July 20, 2010 RSUP. H. Adam Malik was again accredited for 16 Service Period July 2010 to July 2013, year 2014 SK Menkes RI No. HK.02.02/MENKES/390/2014 dated October 17, 2014 On The Determination of National Referral Hospital, 2015 Decree of the Minister of Health of the Republic of Indonesia No.HK.02.03/I/0913/2015 dated March 27, 2015 on Operational License of RSUP.H. Adam Malik Medan as Class A General Hospital and in 2015 also SK Of Hospital Accreditation Committee (KARS) No. KARS-SERT/138/IX/2015 RSUP. H. Adam Malik has met hospital accreditation standards and was declared to pass the plenary level.

## **II. Material And Methods**

**Study Design:** The type of research used in this study is a quantitative method. Quantitative research methodology is a scientific method for obtaining valid data, with the aim of finding, proving and developing a knowledge so that in turn it can be used to understand, solve and anticipate problems in a particular field, as well as data obtained in the form of numerical data (numbers) that are then processed with the help of applications, e.g. SPSS and Eviews applications. Manullang and Pakpahan (2014:19).

**Study Location:** The site of this research was conducted at the RSUP Pavilion Building. H. Adam Malik Medan North Sumatra addressed Jalan Bunga Lau No. 17, Kemenangan Tani, Kec. Medan Tuntungan, Medan City, North Sumatra 20136.

**Study Duration:** Research time and research activities conducted in April 2020 - November 2020 can be seen below

**Sample size:** 101 people.

**Sample size calculation:** According to Manullang and Pakpahan (2014:75), that this study sample is Nonprobability with Purposive Sampling i.e. having a population of a population based on certain considerations of either expert considerations or scientific considerations. Based on the above opinion, the sample number of this study is the entire population of 101 people.

**Subjects & methods of selection:** According to Manullang and Pakpahan (2014:61), the population is a group of research elements where the smallest element is the necessary data source. The population in this study was the subject related to the study that the authors conducted numbered 101 people.

**Procedure methodology:** Data collection techniques are an important activity because the collection of such data will determine whether or not a study is successful. The techniques used in this study are:

1. Questionnaire is a technique to collect data by giving questions to the person who is the respondent.
2. Observation is a data collection technique with direct observation on objects
3. Interview is a data collection technique by giving questions directly to the respondent and the answers given by the respondent will be recorded or recorded.

**Statistical analysis:** This type of research is quantitative with multiple linear regression analysis methods and determination coefficient analysis using the help of the SPSS 17 program.

## **III. Result**

The research I did using primary data I obtained through questionnaire statements with google forms shared with existing nurses, the reason researchers used google form in the retrieval of respondent data was RSUP. H. Adam Malik is a hospital that participates in the treatment of Covid-19 patients in North Sumatra this makes access in and out of the hospital very limited for anyone who will visit, for that as one of the effective steps researchers choose google form for the collection of data shared by the Head of Pavilliun Building to the Nurses Group Especially in Pavilliun Building after the researchers coordinated and licensed. Of the 101 statements disseminated to respondents, 77 were answered to researchers as many as 77 respondents/non civil servant nurses in the RSUP Pavilion Building. H. Adam Malik Medan North Sumatra.

### **Data Quality Test**

#### **Validity Test**

Validity tests are used knowing the eligibility items in a statement given to respondents with a validity test of a statement given greater than  $>0.30$  to be said to be valid and feasible for a study. The validity test results are as follows:

Salary validity test results (X1)

**Tabel 4.22**  
**Hasil Uji Validitas Gaji**  
**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1.1	37.1948	27.869	.514	.872
P1.2	36.8701	26.772	.687	.859
P1.3	37.3506	29.441	.411	.878
P1.4	36.8961	26.542	.803	.852
P1.5	36.9610	28.906	.419	.879
P1.6	36.9091	26.268	.731	.855
P1.7	37.1558	26.739	.581	.868
P1.8	37.0390	26.564	.833	.850
P1.9	37.0260	28.341	.371	.887
P1.10	37.0000	26.105	.809	.850

Sumber: Diolah Oleh SPSS (2020)

From table 4.22 above can be known the final result of the SPSS output after processing in the corrected value column of the item-total correlation there is a correlation value between the score value of each item and the total score value in the respondent's tabulation. The result of the validity test of 10 items of statement on salary variable (X1) is said to be valid because the coefficient value is greater  $> 0.30$ .

Physical Work Environment validity test results (X2)

**Tabel 4.23**  
**Hasil Uji Validitas Lingkungan Kerja Fisik**  
**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P2.1	45.4156	40.851	.747	.892
P2.2	45.5844	42.167	.678	.895
P2.3	45.7013	43.686	.425	.907
P2.4	45.7013	43.160	.444	.907
P2.5	45.5844	41.246	.724	.893
P2.6	45.5195	41.516	.735	.893
P2.7	45.7013	40.239	.602	.900
P2.8	45.3896	41.530	.653	.896
P2.9	45.5714	39.327	.815	.888
P2.10	45.4675	42.963	.589	.899
P2.11	45.4935	43.753	.434	.906
P2.12	45.4416	39.855	.808	.888

Sumber: Diolah Oleh SPSS (2020)

From table 4.23 above, it can be known the final result of the SPSS output after processing in the corrected value column of the item-total correlation there is a correlation value between the score value of each item and the total score value in the respondent's tabulation. The results of the validity test of 12 items of statements on the Physical Work Environment variable (X2) are said to be valid because the coefficient value is greater than  $> 0.30$ .

**Job Satisfaction (Y) validity test results**

**Tabel 4.24**  
**Hasil Uji Validitas Kepuasan Kerja**  
**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	35.5844	27.062	.709	.838
Y.2	35.6623	26.727	.684	.839
Y.3	35.4545	27.646	.622	.844
Y.4	35.5974	28.691	.520	.853
Y.5	35.6104	27.478	.633	.844
Y.6	36.4805	27.937	.494	.856
Y.7	36.4156	27.851	.454	.861
Y.8	35.6753	26.906	.730	.836
Y.9	35.6494	29.310	.421	.860
Y.10	36.4675	28.094	.507	.854

Sumber: Diolah Oleh SPSS (2020)

From table 4.24 above can be known the final result of the SPSS output after processing in the corrected value column of the item-total correlation there is a coeration value between the score value of each item and the total score value in the respondent's tabulation. The results of the validity test of 10 items of statement on the Job Satisfaction variable (Y) are said to be valid because the coefficient value is greater than > 0.30.

**Multiple Linear Regressions**

Multiple linear regression tests are used to analyze if there is a policy consisting of Salary and Physical Work Environment against the Job Satisfaction of Non Civil Servants in the Pavilion Building at the RSUP. H. Adam Malik Medan. Multiple linear regression formulas are:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Based on Table 4.30 above, the regression equations in this study are:

$$Y = 4,340 + 0.554 X_1 + 0.256 X_2 + e$$

The explanation of the linear regression equation doubles above as:

a) constants  $\alpha = 4,340$

From constants  $\alpha = 4,340$  it can be known that the Salary and Physical Work Environment does not increase or is worth 0 (zero) then 4,340 satuan.

b)  $\beta_1 = 0.554$

If there is a policy towards salary up one unit then Job Satisfaction rises by 0.554 units.

c)  $\beta_2 = 0.256$

If there is a policy on the Physical Work Environment up one unit then Job Satisfaction rises by 0.256 units.

**IV. Discussion**

The effect of salary on job satisfaction the results of the study showed that salaries had an effect and significant effect on the Job Satisfaction of Non Civil Servant Nurses in the Pavilion Building at the RSUP. H. Adam Malik Medan. This is seen from the T Test obtained a variable coefficient of Salary to Job Satisfaction showing a T calculated Salary value of 3,644 > 1.66 (n-k = 77-3= 74 at 0.05/ 5%) and significant 0.000 < 0.05, so Ha was accepted and Ho was rejected, so Salaries had a positive and significant effect on Job Satisfaction, so the hypothesis (H1) in this study was tested and acceptable. The positive direction indicates that salaries will increase job satisfaction simultaneously by 0.554 units. In other words, when salaries consisting of pay levels, pay structures, payment determinations, payment methods and payment controls increase, the Job Satisfaction of non civil servant nurses in the RSUP Pavilion Building. H. Adam Malik Medan will increase as well. The results of this study support ginanjar research (2016) and Prayogo (2015) which states that Salaries have an effect and significant effect on employee job satisfaction. The results of this study are in accordance with the purpose of the research conducted which is to test and know the effect of salaries partially on the Job Satisfaction of Non Civil Servant Nurses RSUP. H. Adam Malik Medan was executed. The results of this study have also addressed the problems that exist in the identification of point (a) problems. Nurses do not get paid according to the level of education that results in decreased job satisfaction of Non Civil Servant Nurses RSUP. H. Adam Malik Medan has been missed.

The Effect of Physical Work Environment on Job Satisfaction. The results showed that the Physical Work Environment had an effect and significant effect on the Job Satisfaction of Non Civil Servants of RSUP. H. Adam Malik, Physical Work Environment t-rated at  $2,044 > 1.66$  ( $n-k= 77-3= 74$  at  $0.05/5\%$ ) and significantly  $0.045 < 0.05$ , so  $H_a$  was accepted and  $H_o$  was rejected, so the Physical Work Environment had a positive and significant effect on Job Satisfaction, so the hypothesis (H2) in this study was tested and acceptable. The positive direction indicates that the Physical Work Environment will increase Work Satisfaction simultaneously by 0.256 units. In other words, when the Physical Work Environment consists of Lighting/Light at work, Air Temperature Setting at work, Noise at work, Air Circulation at work, Color and decoration in the workplace and Keamana and comfort in the workplace increased then The Work Satisfaction of Non Civil Servant Nurses in the RsUP Pavilion Building. H. Adam Malik Medan will increase as well. The results of this study support ginanjar (2016), Oldemar (2015), Aolisa & Lao (2018) and Prayogo (2015) research which states that the Work Environment has an effect and significant effect on employee job satisfaction. The results of this study are in accordance with the purpose of the research conducted which is to test and know the effect of the Physical Work Environment partially on the Job Satisfaction of Non Civil Servants RSUP. H. Adam Malik Medan was executed. The results of this study have also addressed the problems that exist in the identification of point (b) problems. Nurses work in rooms that have poor circulation, resulting in decreased job satisfaction of Non Civil Servant RsUP Nurses. H. Adam Malik Medan has been missed.

The Effect of Salary and Physical Work Environment on Job Satisfaction. The results showed that The Salary and Physical Work Environment had an effect and significant effect on the Job Satisfaction of Non Civil Servants of RSUP. H. Adam Malik, with test score F produced Ftung 89,211 while Ftabel 2.73 ( $n-k-1$  at  $k = 77-3-1$  at 3) so  $H_a$  was accepted and  $H_o$  was rejected, meaning salary and physical work environment had a positive and significant effect on Job Satisfaction. so that the hypothesis (H3) in this study is tested and acceptable. The positive direction indicates that Salary and Physical Work Environment will increase Job Satisfaction instead if Salary and Physical Work Environment decrease then job satisfaction will also decrease. In other words, when Lighting /Light At Work, Air Temperature Setting at work, Noise at work, Air Circulation at work, Color and decoration in the workplace and Safety and comfort in the workplace increased then Work Satisfaction of Non Civil Servants in RsUP Pavilion Building. H. Adam Malik Medan will increase as well. The results of this study support ginanjar (2016), Oldemar (2015), Aolisa & Lao (2018) and Prayogo (2015) research which states that the Work Environment has an effect and significant effect on employee job satisfaction. The results of this study are in accordance with the purpose of the research conducted which is to test and know the effect of Salary and Physical Work Environment simultaneously on the Job Satisfaction of Non Civil Servant Nurses RSUP. H. Adam Malik Medan was executed. The results of this study have also addressed the problems that exist in the identification of point (c) problems. Nurses do not care about air circulation for personal comfort or to facilitate the good work of Non Civil Servant Nurses RSUP. H. Adam Malik Medan has been missed.

## V. Conclusion

Salaries partially have a positive and significant effect on the Job Satisfaction of Non Civil Servant Nurses in Pavilliun RSUP Building. H. Adam Malik Medan with a variable t calculated salary of  $3,644 > 1.66$  ( $n-k =77-3= 74$  at  $0.05/ 5\%$ ) and significantly  $0,000 < 0.05$ , so  $H_a$  was accepted and  $H_o$  was rejected, so salaries had a positive and significant effect on Job Satisfaction, so the hypothesis (H1) was previously accepted.

The Physical Work Environment partially has a positive and significant effect on the Job Satisfaction of Non Civil Servant Nurses in Pavilliun RSUP Building. H. Adam Malik Medan with a T calculated Physical Work Environment of  $2,044 > 1.66$  ( $n-k= 77-3= 74$  at  $0.05/5\%$ ) and significant  $0.045 < 0.05$ , so  $H_a$  was accepted and  $H_o$  was rejected, so the Physical Work Environment had a positive and significant effect on Job Satisfaction, so the hypothesis (H2) was previously accepted.

Salary and Physical Work Environment simultaneously have a positive and significant effect on the Job Satisfaction of Non Civil Servant Nurses in Pavilliun RSUP Building. H. Adam Malik Medan. With Test Value F produces Ftung 89,211 while Ftabel 2.73 ( $n-k-1$  at  $k = 77-3-1$  at 3) so  $H_a$  is accepted and  $H_o$  is rejected, meaning salary and physical work environment have a positive and significant effect on Job Satisfaction. Thus the hypothesis (H3) was previously accepted.

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