

THE EFFECT OF WORK STRESS, MOTIVATION AND COMPENSATION
ON WORK SATISFACTION IN THE DEPARTMENT OF LIBRARY
DISTRICT SUMENEP

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Abstrac

In the archival library service, Sumenep district is part of the bureaucratic structure of Sumenep Regency, although it is in direct contact with community services and agencies. We realize that the behavior and working atmosphere in the bureaucracy of Sumenep district is an instrument for administrative work, where the power completely rests in the hands of official officials who meet the requirements of technical skills, namely technically capable of carrying out the tasks entrusted to societ

In order to carry out the main tasks and functions of information and services in the Sumenep community, to provide technical, administrative and expertise support and to fulfill the adjustment of roles and functions there are several main problems which can be described as follows:

1. The competence of library service staff personnel is not optimal; 2. Not yet optimal utilization of the availability of supporting facilities for activities in the context of implementing services in the community. 3. The utilization of available information technology facilities has not been optimal; 4. The organizational structure of the ngawi district library and archives service has not optimally the functions required for 5. There are still external obstacles in realizing excellent service

Next, we will analyze these variables whether they have an influence on job satisfaction of library employees in Sumenep Regency

Keywords: Stress, Compensation, Motivation, Job Satisfaction

Background

An agency needs a strong device in carrying out its business to achieve these goals, including: having a strong capital, potential market opportunities, and professional management staff in managing the agency well and being able to make decisions quickly and accurately in relation to planning and controlling (supervision). In addition, agencies need to have the ability to see and take advantage of opportunities, identify problems related to their organization and select and implement them appropriately.

It is undeniable that uncertain economic conditions can have an impact on individuals in the organization, in this case employees are required to create more competitive advantages through increased knowledge, experience, expertise, commitment, and working relationships with colleagues and other parties outside. agency. In fact, it is often seen that individuals, consciously or not, generally show behavior that is not in accordance with these demands, this is mainly due to collisions causes of tension, pressure or inadequate adjustment to the environment which then stress.

various forms of psychological, physical, behavioral and cognitive decline in workers, which directly affect employee performance, but work stress can also have a positive effect in the sense that it is able to encourage. Employee performance is due to increased motivation, therefore it is necessary to have good communication and cooperation between all lines of departments at each level of management. More about this source textSource text required for additional translation information

Employees. Therefore the organization feels very obliged to pay more attention to its employees and maintain good relations with its employees. Especially by creating a comfortable and safe working environment for employees. So that it will affect the morale and passion of employees. Where all of this aims to achieve job satisfaction.

Theoretical basis

Definition of Job Satisfaction

Employees are an important asset for a business entity in carrying out its activities to achieve the objectives of the business entity. Employees have interests and needs, therefore the leader as a representative of a business entity should pay attention to the needs and comfort of employees in carrying out their work so that they can give the best contribution to the business entity.

The definition of job satisfaction according to Yukl (2015: 5) is "Job satisfaction is a person's feelings about his job". According to Handoko (2015: 143) job satisfaction is "a pleasant or unpleasant emotional state of employees in seeing their work

Definition of Stress

Stress is a situation that may be experienced by humans in general and in employees, especially in an organization or company. Stress according to Robbins (2016) is a dynamic condition in which individuals face opportunities, constraints or demands related to what they really want and whose results are perceived as uncertain but important.

Stress is a condition of emotional tension or stress experienced by someone who is facing enormous demands, obstacles, and very important opportunities that can affect a person's emotions, thought processes, and physical conditions (Davis, 2013: 195).

Definition of Compensation

Sastrohadiwiryo (2013: 181) states that "compensation is a service fee or remuneration provided by a company to its workers. Because these personnel have contributed energy and thoughts for the progress of the company in order to achieve the stated goals.

Meanwhile, according to Panggabean (2014: 73), compensation is often called an award and can be defined as any form of award given to employees as remuneration for the contribution they make to the organization. Another opinion was put forward by Nitisemito (2013: 90) that "compensation is remuneration provided by the company to its employees, which can be valued in money and tends to be given in stages."

Simamora (2014: 442) argues that compensation includes financial rewards and intangible services as well as benefits received by employees as part of the employment relationship. Compensation is what employees receive in exchange for their contribution to the organization.

Methodology

Population and Sample

The population used in the study were all employees of the Office of Library and Archives in Ngawi, totaling 45 people.

The sample is a part of the population to be studied and which is considered to describe the population. The sample used is all employees who work in the organization. This study used a census, that is, all populations were studied (Sugiyono, 2014: 78).

Types and Sources of Data

In this study the types of data required are:

- a. Quantitative data, namely data in the form of numbers and presented in tabular form for mathematical and statistical calculations.
- b. Qualitative data, namely data in the form of information based on a theoretical approach and logical thinking.

In this research, the required data sources are:

- a. Primary data is data obtained directly from the results of distributing questionnaires conducted by researchers to employees working in the organization.
- b. Secondary data is data obtained in processed form, such as company documents, literature books, journals and other data sources.

Data collection technique

Data collection techniques in this study were carried out using the following methods:

- a. Field surveys are in the form of observation and direct interviews with parties involved in the company to obtain the necessary data and information.
- b. Literature study is the activity of collecting and studying finished data obtained from companies in accordance with supporting theories.
- c. Observation, data retrieved through information from the internet and mass media.

Test Results of the F test and t test

Table of Test Results F

Model Summary

Model	Change Statistics				
	R Square Change	F Change	df1	df2	Sig. F Change
1	.735 ^a	37.858	3	41	.000

a. Predictors: (Constant), Tot.Komp, Tot.Motivas, Tot.Stres

Based on the F test in table above shows a significant level for the F test of 0.000. Because the probability value <0.05 (sig $<5\%$), it means that Job Stress (X1), Motivation (X2) and Compensation (X3) have an effect on Job Satisfaction (Y), so the resulting regression model is suitable or appropriate in explaining satisfaction. Work.

t test results

The t test results in the table above show that:

1. Work stress variable (X1) a significant level of 0.010. Because the level of significance in this variable is less than 5% (sig $<5\%$). This means that the Job Stress (X1) variable partially affects Job Satisfaction.
2. The motivation variable (X2) has a significant level of 0.199. Because the level of significance in this variable is greater than 5% (sig $>5\%$). This means that the motivation variable (X2) partially has no effect on job satisfaction.
- 3 .. The variable compensation (X3) has a significant level of 0.000. Because the level of significance in this variable is less than 5% (sig $>5\%$). This means that the Compensation variable (X3) partially affects Job Satisfaction.

Discussion of Research Results

Based on the F test shows a significant level for the F test of 0.000. It means that Job Stress, Job Demands, Motivation and Compensation affect Job Satisfaction so that the resulting regression model is suitable or appropriate in explaining Job Satisfaction.

The results of testing on the hypothesis show that Job Stress has an effect on Job Satisfaction. The results of this study indicate that the Office of Library and Archives of Ngawi Regency provides a comfortable working atmosphere for employees to complete their work, without being tense and this is what makes employees not experience pressure or very low stress, sick and absent or without explanation. It does not matter, in this case the leader must be able to manage worker stress in the workplace, be more understanding of the causes of other people's stress and take action to reduce it in order to achieve organizational goals. The effectiveness of the two-way communication process between managers and workers is important to identify potential stressors and their solutions, because stress will always befall workers and the organization. Because the stress-performance relationship can be likened to the string of a violin. If the tension is too small or too great on the snare, it does not produce harmonious music. Like violin snarling, so is an employee when the tension on an employee is high / low, his work performance tends to deteriorate. The effect of work stress is both beneficial and detrimental to the agency. However, to a certain extent the beneficial influence of the institution is expected to spur employees to be able to complete their work as well as possible.

The test results on the hypothesis show that motivation has no effect on job satisfaction, this proves that the leadership must further increase employee motivation by paying more attention to the welfare of their employees by providing more compensation in the form of incentives, allowances and bonuses as well as promotion or promotion, therefore if the compensation is managed properly, then compensation can help instances to achieve goals and obtain, maintain and look after employees properly. On the other hand, without sufficient compensation, existing employees are very likely to leave the instance and to reassign is not easy. The main benefit of motivation is to create work passion, so that work productivity increases. Meanwhile, the benefit that comes from working with motivated people is that the job gets done properly. This means that work is completed according to the correct standards and within a predetermined time scale, and people like to do their work. Something that is done because there is motivation that drives it will make people happy to do it. People will feel appreciated / recognized, this happens because their work is truly valuable to motivated people, so that person will work hard. This is understandable because the motivation is so high to produce according to the targets they set. Its performance will be monitored by the individual concerned and will not require too much supervision and the morale will be high (Arep Ishak & Tanjung Hendri, 2013: 16-17).

The test results on the hypothesis show that compensation has an effect on job satisfaction, this proves that in paying attention to the welfare of its employees, the agency should provide more compensation in the form of incentives, allowances and bonuses as well as promotion or promotion, therefore if compensation is managed properly, then compensation can help instances to achieve goals and obtain, maintain and look after employees properly. On the other hand, without sufficient compensation, existing employees are very likely to leave the

instance and to reassign is not easy. This supports the theory of Notoatmodjo (2013: 153) argues that compensation is very important for employees themselves as individuals, because the amount of compensation is a reflection or a measure of the value of the employee's work itself. Conversely, the size of the compensation can affect job performance, motivation and job satisfaction of employees. Handoko (2012: 155) suggests that a way for the personnel department to improve work performance, motivation and employee job satisfaction is through compensation. If compensation is given correctly, employees will be more satisfied and motivated to achieve organizational goals. Compensation is important for employees as individuals because the amount of compensation reflects a measure of the value of their work among the employees themselves, their families and the community

Conclusion

Based on data analysis and discussion of the research results that have been stated, it can be concluded that the things to answer the problems are as follows:

- a) The variables of job stress and compensation have a simultaneous effect on job satisfaction of the employees of the Sumenep Regency Library and Archives Service
- b) Motivation variables have no partial effect on job satisfaction of the employees of the Ngawi Regency Library and Archives Service
- c) The more dominant compensation variable affects the job satisfaction of the employees of the Sumenep Regency Library and Archives Service

Suggestion

The Office of the Library and Archives of Ngawi Regency must pay more attention to the work motivation of the employees, the provision of good and fair compensation can affect the job demands of employees who will later carry out their duties so that instance activities can run smoothly, work programs are completed on time and the goals of the instances can be

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