

THE ROLE OF JOB SATISFACTION AND PERFORMANCE THROUGH COMPENSATION AND JOB ROTATION

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Abstract

Destination study that is knowing role satisfaction in mediate compensation and rotation work to performance employee . Method analysis in study this use approach *structural Equation Modelling (SEM)*. The population in this study are employees at outlets Indosat Ooredoo as many as 120 people . Sample research data this is taken based on sample census , that is all population made as sample that is as many as 120 respondents . Data used is the primary data where respondent get data for questionnaire . Whereas method data collection used in study this is with questionnaires and interviews .

kindly direct competence and rotation work as well as satisfaction work take effect significant to performance employee whereas compensation no significant to performance employee . kindly no direct satisfaction have role significant in mediate competency and compensation to performance employee whereas satisfaction work no have role in mediate rotation work to performance employee .

Keywords : Compensation , Rotation , Satisfaction , Performance

Introduction

Source power humans are too key success or decisive _ development and progress something organizations , institutions and _ company (David, 2021) . In essence, HR is in the form of man employed in a _ organization as mover in follow rules , thinkers , and planners for reach something destination from organizations , agencies and _ something company (Hasriani, 2020) . outlet Indosat Ooredoo is is one _ company provider service telecommunication and network telecommunication in Indonesia. Height number competition between provider service communication demand every employee work with maximum run duties and functions . Based on researcher 's observation do that performance employee not yet in a manner maximum in accordance with what is expected leader .

every the month . During this distribution assigned task _ to employee no in accordance with education . Besides that even if something suitable _ with position and education employee not yet have enough experience . _ The results of the survey to 20 employees about suitability position position with education is as following :

Picture above show statement will suitability education to profession employee seen that 12 people answered no match and 8 people answer appropriate . This is what causes profession employee no finish and even constrained . Next Skills from every employee in work still less ,

p this also be must factor _ keep on watching , because if company not enough give training to employee so Skills decreased and the performance was not maximum . *J ob description* or description no job _ clear so that vision and mission organization or company no reached . P prediction personality - based performance _ in the management process occurs in the selection process power work , error in selection produce election employee showing _ behavior work no support destination company . As example , no discipline time and background behind different education _ with field work push a employee for Act not enough active and less dexterous in doing task .

Problem main in study this that is quality and quantity work employees who haven't maximum . Many customers complain _ _ to services received by employees _ outlet Indosat Ooredoo . this _ seen from criticism and complaints consumer through social media outlet Indosat Ooredoo .

Base Theory

Performance

Performance is made as size performance work , that is if performance somebody good so could the person said achievement , or on the contrary if performance work somebody good so could said perform tall (Retawati, 2021) (Hirani, 2020) . Performance originates from the word job performance or actual performance (achievement work or performance actually achieved _ someone) (Mangkunegara, 2013) . For measure performance could used a number of indicator about criteria performance that is among others: quality , quantity , accuracy time , effectiveness costs , requirements will monitoring , indicators here 's what will Becomes benchmark in measure performance (Siagian, 2015) .

Satisfaction Work

Problem satisfaction work on oneself _ _ employee it is indeed very difficult for confirmed . Because of satisfaction tend changed from time to time . Besides employee difficult for receive true satisfaction . _ _ For working employees _ look for income , then often employees _ split from company one to company other (Fate AF, 2020) . In fact , from facet satisfaction work (work that own , pay , raise job title , supervision and partners work) enjoy work that alone almost always is most relevant aspect tightly with level satisfaction high work _ in a manner whole . Work interesting that gives training , variety , independence and control satisfying part big employee (Mankunegara, 2013) . When leadership understand with well , why satisfaction

work it is very important . So step next that is how foster a sense of satisfaction work his subordinates (Wibowo, 2014)

Competence

Employees should too have ability or proper competence _ in the To do his job for realize performance and success work employee in period long (RH Tanjung, 2019) . Enhancement performance employee in a manner individual will push performance source power man in a manner whole , which is reflected in increase productivity (H, 2020) . On management performance competence more role in dimensions behavior individual in adapt something profession with good (Subagio, 2019) (Sunarsi, 2021) .

Compensation

Compensation reviewed from corner individual employee is all something employees get _ as reply service on contribution energy and mind that has employee as a sign reply service because has give donation contribution power nor mind against organization the place work they (Kurniawan, 2021) [13]. Organization need give attention special to achievements obtained by employees _ with method giving rewards (gifts , rewards , and rewards) and motivation for work full spirit , have not quite enough high responsibility _ to his job , so something organization will easy in Fulfill planned goals _ (Ahmad Rivai, 2020) .

Rotation Work

Rotation work is displacement profession from profession special to profession other specialty (Arianto, 2020) . Rotation work is something possible alternative _ used for reduce level boredom and repetitive routines _ (Monday, 2021) . Usually employee will experience shift profession in organization without resulted change in Thing salary . Destination from rotation profession is give variation profession to employee from one field profession to field other jobs (DRASLRRRR Tanjung, 2020) . There is rotation profession employee could each other help and share with colleague work other , so capable resolve problem profession with fast and improve ability . On the other hand there is effect negative ones could generated from exists rotation work , for example exists resistance from senior employee because they will lost competence in organization . Possible indicator _ used rotation work namely tenure , ability and saturation _ work (Arbian, 2020) .

Method

Approach research carried out in study this is quantitative . Study associative / quantitative is purposeful research _ for knowing degrees relationships and patterns / forms influence between two variable or more , where with study this so will built something working theory _ for explain , predict and control something symptom (Russiadi, Nur Subianto, 2014) . The population in this study are employees at outlets Indosat Ooredoo as many as 120 people . Sample research data this is taken based on sample census , that is all population made as sample that is as many as 120 respondents . Deep data analysis study this that is *Structural Models Equation Modelling (SEM)*

Research Results

Influence Direct

For knowing results testing hypothesis conducted with see score probability (*probability*) or with see significance from linkages each variable research . As for the criteria is if $p < 0.05$ then connection between variable is significant and possible analyzed more continue , and vice versa . By because it , with see number probability (p) at the output of whole track show significant value at the 5% level or score must *standardize* more big of 1.98 (> 1.98). If using score comparison t value count with t table , means t count value above 1.98 or > 1.98 or t count more big from t table . Hypothesis test results presented in the table below this :

Table 1. Influence Direct

hypothesis	Original Sample (O)	Average (M)	(STDEV)	t Statistics	P Value	Conclusion
Compensation-Satisfaction Work	0.321	0.309	0.233	2,255	0.000	Significant
rotation - Satisfaction Work	0.440	0.409	0.029	2,614	0.004	Significant
Compensation - Performance	0.535	0.532	0.290	1,187	0.267	Not Significant
Job rotation - Performance	0.438	0.441	0.090	3.155	0.001	Significant
Satisfaction Work - Performance	0.389	0.392	0.068	2.145	0.000	Significant

Based on table above , can _ concluded that :

1. hypothesis first that is connection compensation to satisfaction work . Where in the table above show that compensation take effect significant to satisfaction work . this result seen score significantly 0.000 more small of 0.05 and value tcount more big from ttable (2.255>1.98). So _ could concluded hypothesis third rejected .

2. hypothesis *second* that is connection rotation _ *work* to satisfaction work . Where in the table above show that *rotation work* have influence significant to satisfaction work . this result seen score significantly 0.0041 more small of 0.05 and value tcount more big from ttable ($2.614 > 1.98$). So _ could concluded hypothesis fourth accepted .
3. hypothesis *third* that is connection compensation to performance . Where in the table above show that compensation no take effect to performance . this result seen score significantly 0.267 more big of 0.05 and value tcount more small from ttable ($1.187 < 1.98$). So _ could concluded hypothesis seventh rejected .
4. hypothesis *fourth* that is connection rotation work to performance . Where in the table above show that rotation work have influence significant to performance . this result seen score significantly 0.001 more small of 0.05 and value tcount more big from ttable ($3.155 > 1.98$). So _ could concluded hypothesis eighth accepted .
5. hypothesis *fifth* that is connection satisfaction work to performance . Where in the table above show that satisfaction work have influence significant to performance . this result seen score significantly 0.000 more small of 0.05 and value tcount more big from ttable ($2.145 > 1.98$). So _ could concluded hypothesis eighth accepted .

Testing Influence Moderation

Testing influence moderation used for see is satisfaction work moderate connection Among competency , job description, compensation and rotation work to performance . Connection variable independent to variable dependent through variable moderation on research this could seen in the table below this .

Table 2. Influence Not Direct

hypothesis	Original Sample (O)	Average (M)	(STDEV)	t Statistics	P Value	Conclusion
Compensation - Satisfaction - Performance Work	0.227	0.224	0.268	3,986	0.001	Significant
Job rotation - Satisfaction - Performance work	0.304	0.307	0.076	1,769	0.178	Not Significant

1. hypothesis *sixth* that is connection compensation to performance through satisfaction work . Where in the table above show that compensation take effect to performance through satisfaction work . this result seen score significantly 0.001 more small of 0.05 and value tcount more big from ttable ($3.986 > 1.98$). So _ could concluded hypothesis second thirteen received . _

2. hypothesis *seventh mercy* that is connection rotation work to performance through satisfaction work . Where in the table above show that rotation work no take effect to performance through satisfaction work . this result seen score significantly 0.178 more big of 0.05 and value tcount more small from ttable ($1.769 < 1.98$). So _ could concluded hypothesis second twelve was asked .

Influence Compensation To Satisfaction Work

Based on results data analysis by direct compensation have influence significant to satisfaction work employee thigs Cooperative Telkomsel Medan. Research results this in line with results study previously stated _ that compensation take effect significant to satisfaction work employee (Chaniago, 2018) (Ariawan, 2020) (Sanjaya, 2020) (Piantara et al., 2021) . this _ could interpreted that when compensation the more healthy so will impact to increasing satisfaction work employee .

Influence Rotation work To Satisfaction Work

Based on results data analysis shows that in a manner direct rotation work impact significant to satisfaction work employee thigs Cooperative Telkomsel Medan. Research results this in accordance with results study previously stated _ that rotation work take effect significant to satisfaction work (DRASLRRR Tanjung, 2020) (Monday, 2021) (Santosa, 2021) . this _ could interpreted that when rotation work conducted with good so will impact peada increasing satisfaction work .

Influence Compensation Against Performance

Based on results analysis performed _ show that in a manner direct compensation no take effect to performance Cooperative employees _ Telkomsel Medan. Research results this no in line with results study previously stated _ that compensation take effect significant to performance employee (Martin, 2018) (Santoso, 2020) (Daud, 2021) (Amelia, 2018) . this _ could stated that when organization capable create healthy compensation , then _ will impact to increasing performance employee .

Influence Rotation work Against Performance

Based on results data analysis that has been conducted that in a manner direct rotation work take effect significant to performance Cooperative employees _ Telkomsel Medan. Research results this support from results study previously stated _ that rotation work take effect significant to performance employee (Robiansyah, 2021) (Son, 2021) (Budiono, 2022) . this _ could stated that when organization or company capable To do rotation work with impact to increase performance employee . So that destination company could achieved from time that has set .

Influence Satisfaction Work Against Performance

Based on results research that has has conducted show in a manner direct satisfaction work take effect significant to performance Cooperative employees _ Telkomsel Medan. Research results this in line with results study previously stated _ that satisfaction work take effect significant to satisfaction work employee (Ballian, 2020) (February, 2020) (Susetyo, 2021) (February, 2020) (Hou, 2022) . this _ could interpreted that when you are satisfied work on yourself employee has there is amaka will impact to increase it performance employee (Wachyudi, 2020) .

Influence Compensation Against Through Performance Satisfaction Work

Based on results data processing shows that in a manner no direct satisfaction have role significant in mediate compensation to performance Cooperative employees _ Telkomsel Medan. Research results this in line with results study previously stated _ that satisfaction work no could separated in effort increase climate healthy organization _ To use increase capabilities possessed by employees _ (Yuniarinto, 2018) (Susita, 2021) (Pattiruhu, 2020) (Ballian, 2020) (DMPPNSH Nasib, 2021) (DMPPNSH Nasib, 2021) .

Influence Rotation work Against Through Performance Satisfaction Work

Based on results data analysis that has been conducted show that in a manner no direct satisfaction no have role in mediate rotation work to performance Cooperative employees _ Telkomsel Medan. Research results this no in line with results study previously stated _ that satisfaction work have role in mediate rotation work to performance employee (Ortega, 2001) (Putra, 2021) (Santosa, 2021) .

Closing

Based on results data analysis and discussion that has been done described above , then _ conclusion in study this that is as following :

1. kindly direct compensation take effect significant to satisfaction work on Cooperative Medan Telkomsel . this _ could confirmed that when compensation improved , then will impact to increasing satisfaction work employee on Medan High Religious Court and Lubuk Religious Court Uncle
2. kindly direct rotation work take effect significant to satisfaction work on Cooperative Medan Telkomsel . this _ could interpreted that when institution capable design a rotation model work so Thing this will impact to increasing satisfaction work .
3. kindly direct compensation no take effect to performance employee on Cooperative Medan Telkomsel . this _ could interpreted when compensation improved so no will impact to increasing performance employee .
4. kindly direct rotation work have influence significant to performance employee on Cooperative Telkomsel Medan. this _ could interpreted that when rotation work improved so will impact to increasing performance employee .
5. kindly direct satisfaction work have influence significant to performance employee on Cooperative Telkomsel Medan. this _ could interpreted that when satisfaction work improved so will impact to increasing performance employee .
6. kindly no direct compensation take effect significant to performance through satisfaction work . this _ could confirmed that when compensation this the more well , then will capable increase satisfaction work as well as also has an impact on improving performance .
7. kindly no direct rotation work no take effect to k performance through satisfaction work . this _ could interpreted that when rotation work the more good so capable increase satisfaction work as well as also has an increasing effect performance .

Inside suggestions study this that is as following :

1. Create atmosphere comfortable work _ should conducted through good communication _ Among leader with subordinate . Coordination work so no happening error naturally required . So from that's WhatsApp group required special on each part To use ensure that decision to be taken this already appropriate dna nothing wrong with that later will harmful many party .

2. Rotation profession should reviewed at least 1 year on each levels in the cooperative _
Telkomsel Medan. The goal is for employees no feel fed up on existing job _ or want
to ensure is every employee feel comfortable in position on the job certain .

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