

THE IMPACT OF WORKING CULTURE AND FINANCIAL COMPENSATION ON TEACHER'S JOB SATISFACTION IN JUNIOR HIGH SCHOOL PAGUYAMAN SUB-DISTRICT BOALEMO REGENCY

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ABSTRACT

The impact of working culture and financial compensation on teacher's job satisfaction in Junior High School Paguyaman sub-district Boalemo district. The study aims to know and analyze the impact of the work culture and financial compensation on teacher satisfaction at junior high school Paguyaman sub-district Boalemo district.

The study employs descriptive quantitative methods. The sample in this study is a civil servant teacher at junior high school Paguyaman sub district Boalemo district. The data of analysis used multiple regressions.

Research shows the work culture has positive and significant impact on teacher satisfaction. Financial compensation is significant to a teacher's job satisfaction. Work culture and financial compensation are simultaneously positive and significant to teacher satisfaction.

Keywords: work culture, financial compensation, job satisfaction

INTRODUCTION

Current globalization requires that every organization have competitive advantages in order to compete with other competitors. One of the factors that can shape a competitive advantage is human resources. Human resources an organization that is competent, high, and productive may help an organization or a company to achieve its goals.

Human resources are an important asset in an effort to achieve the organizational goals, so factors for the improvement of the quality of human resources need attention in order to give a teacher a sense of satisfaction in working and a straight impact with maximum teacher performance. Yet human beings never seem to be satisfied with what they get, such as a high salary and so on.

An organizational or work culture plays an important role in increasing the

teacher's satisfaction with an organization. For organizations, it is a benchmark to achieve an organization's success as well as building commitments to realize vision, winning competition and building corporate power. For individuals, cultures encourage teachers to have a high trust in organizations and become more productive.

The purpose of compensating is, among other things, a bond of cooperation, job satisfaction, an effective supply, motivation, and stability of teachers. Compensation is everything teachers receive either directly or indirectly whether material or non-material income as contribution, work, devotion to a company or an organization.

From the statement above, it understood that the advance and

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development of an organization beyond determined by the work culture and supported by good organizational compensating.

Job Satisfaction

Job satisfaction is the pleasant state of conditions that workers feel in a works environment as adequate needs met.

Job satisfaction is a common attitude toward one's work, the difference between the amount of reward that a worker receives and the amount of it that they believe they ought to receive. [19.] Many factors affect the job satisfaction of employees, including, salary, benefits, achievement, autonomy, recognition, communication, work conditions, important work, co-workers, level of professionalism, organizational climate, interpersonal relationships, work for a leading agency, surveillance support, positive effectiveness, job security, job flexibility, working within the team's environment and genetic factors.

Job satisfaction results from the employee' perceptions of how well their job provides what counts [7]. Job satisfaction is a positive feeling about the work generated from the evaluation of job characteristics [11]. Job satisfaction is a positive emotional expression that results from one's recognition of one's work or work experience.

Some dimensions of satisfaction include [7]:

1. Work itself (work), covering 1. There are different challenges at work. 2. There is a chance to learn. 3. There is an opportunity to accept responsibility.
2. Superiors, covering 1. Continuous supervision. 2. Evaluation is carried out periodically. 3. Encourage employee morale. 4. Set a good example for his subordinates. 5. Making productivity work effective employees
3. fellow workers (workers), covering:

- a. Co-workers become friendly partners,
 - b. The cooperation of fellow workers helps each other in case of difficulties in getting a job done,
 - c. Provide support between employees,
 - d. Suggested between employees.
4. Promotion, covering: 1. Superiors give promotions objectively. 2. greater responsibility of authority. 3. Every employee has the opportunity to be promoted

Working Culture

The work culture is a culture or custom established in an organization and made into a daily pattern or reference in an organization.

Citing Jacques's opinion as explaining an organizational culture is a way of thinking and doing something that is held together by all the members of the organization, and the new members must study or receive at least part of it in order for them to be accepted as part of the organization. [14]

Organizational culture is the values-norms and values-values that direct the behavior of the members of the organization [7]. Each member of the organization will behave according to the culture that applies to its environment.

The organizational culture is a system of mass destruction formed by its citizens, which is, in turn, distinguished from other organizations. [10] To understand more about the organizational cultural meaning system, some studies have described characteristics that could reflect the organizational culture within a company.

Some organizational cultural indicators, which are [7]:

- a. Observed Behavioral regularities (observed regularity). The rules of conduct on the part of the members who seem to be un observed. When an organization member interacts with

other members of the organization, they may use a particular common language, terms, or ritual.

- b. Norms. Standard behavior, including guidelines on the amount of work to be done and cooperation between management and teachers.
- c. Dominant values. Key values supported and expected by organizations Shared by members, such as high quality of product and services, low attendance rates, and high levels of efficiency.
- d. Rules, includes strict guidelines on how to behave together in an organization. The guidelines dictate behaviors that teachers may and may not do; In terms of things like productivity, customer relations and intergroup cooperation. New arrivals must learn the rule in order to be accepted as full members.
- e. Climate organization. It is a whole feeling conveyed through physical order, the way members interact, and the way members of the organization behave toward customers and other outsiders.

Organizational culture consists three dimensions, namely as follows [10]:

- a. Artifacts, the most visible dimension of organizational culture, are the physical and social environments of the organization. In this dimension, people who enter an organization can clearly see the buildings, outputs (goods and services), technology, written and spoken language, art products, and the behavior of organizational members.
- b. Values, namely all organizational learning that reflects the values of organizational members.
- c. The basic assumption, that is, the most trusted solution is the same as the scientific theory that is being applied to a problem facing an organization.

Financial Compensation

Compensation is the function of human resource management related to each type of reward that the individual receives in return for performing organizational duties [5]. Compensation is the sum total of all workers receive in return for services rendered [12].

Worker compensation is all forms of payment or gifts that are given employees and emerge from their jobs. [2] Factors affecting compensation are productivity, ability to pay, willingness to pay, labor supply and demand, employee organizations and regulations.

Compensation is all income in the form of money, immediate or indirect goods that employees receive as immunity for services rendered to the company [4]. Building effective compensation systems is an important part of human resource management because it helps attract and keep job-a talented job. In addition, corporate compensation systems have an impact on strategic performance.

For measuring financial compensation, you can see from [12]:

- a) Salary, includes 1. Salaries received in accordance with the economic needs of employees. 2. Eligibility of the salary received.
- b) *Incentive*, includes: 1. Bonus received accordance with work performance 2. Salary benefits/ incentives for personal and family life

The cultural connection of work with job satisfaction

The work culture is the handle for company employees to behave which becomes a guide to interacting a fellow worker, and becomes a guide to decision-making [7]. A strong culture would show a high agreement as to the organization's purpose among its members. There are many employees who are satisfied with their work, but they do not like the multitude of bureaucratic organizations

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in which they work, or technicians who are dissatisfied with their work, but keep the corporate vision going.

The cultural role in influencing employee behavior seems increasingly important at work today, the mutual meaning given by strong cultures ensures that all employees are directed in the same direction, the culture increases the consistency of employee behavior [10].

Some of the significant factors that bring increased job satisfaction are Jobs that provide the opportunity to use skills, and feedback on how well they work. Moreover, the factors that follow are the working conditions of employees, both in terms of personal convenience and of convenience to do the work, those things go hand in hand with the company's rules and standards, whereas the rules and standards are shaped by the organizational culture within the company itself [12].

The characteristics of an organizational culture will determine a strong or low organizational culture; the organizational cultural forces will ultimately determine the level of satisfaction and performance of employees. Job satisfaction is obtained when expectations from his work can be met. By considering those, it is possible that the work culture can have a positive effect on job satisfaction

Financial compensation relationships with job satisfaction

Compensation plays a key role in increasing employee job satisfaction, for one of the main reasons a person works is to provide for his or her needs. The higher the compensation will be the more fulfilled the employees' goals so that the compensation from the job is one part of an employee's life and thus engenders a sense of excitement over the job.

Proper compensation to workers will motivate them to increase their performance so hard that what is

accomplished can give the employee a measure of satisfaction. For a company to achieve that job satisfaction should take note of what is a corporate obligation. Companies are obliged to give their employees equal and fair wages according to their work. Financial compensation that is perceived to conform to what they are doing will generate great pleasure. Employees who take pleasure in their jobs indirectly will give job satisfaction in what they do.

Compensation given to an employee greatly affected the level of job satisfaction and work motivation, and results [9]. Similarly, the opinion one way of management to improve job performance, the motivation and job satisfaction of employees is through compensation [14].

Compensation has a positive and significant impact on job satisfaction [15]. Financial compensation affects job satisfaction [1]. Financial compensation affects job satisfaction [13]. If a fair and competitive compensation program is done by a company, it will affect employee job satisfaction [3].

Hypothesis

1. The work culture influences the complacency of teachers.
2. Financial compensation affected teacher.
3. Job satisfaction. Employment culture and financial compensation simultaneously affect teacher satisfaction

Research method

The study employs a survey design with a quantitative approach. The study's population of 87 teachers. The research subject is focused on the SMPN district teacher with the status of the civil servant, leading to the total population of 86 teachers (outside researchers). Therefore, in this study researchers are employing the tepid sample technique

found in non-sampling samples. Data analysis used multi linear regression.

Result of the research

The work culture has shown a positive and significant impact on teachers' job satisfaction at the country's first high school district is presented with a t-count = 11.804 and a sig-count of 0,000. This means that if the work culture increases then it will be followed by increased teacher satisfaction at the country's first middle-school district. These studies are relevant to previous results indicating that organizational or occupational cultures have a positive and significant influence job satisfaction. Descriptive data results, the highly influential items on which teachers value each other, there is a close sense of family between teachers, discipline in work, honesty in work, prioritizing good performance, synergizing with superiors to achieve organizational goals, pride of belonging to organizations, the comfort of the work and the openness of one's fellow teachers.

The financial compensation is shown to have a positive and significant impact on the job satisfaction of teachers at the country's first high school. This means that if financial compensation increases it will be followed by increased job satisfaction of teachers in the country's first middle school district. The study is relevant to previous results showing that compensation has a positive and significant impact on job satisfaction. Descriptive data results, high-impact items on jobs that are received according to meet needs, well-earned wages and sufficient incentives to both personal and family life.

Employment culture and financial compensation have simultaneously had a positive and significant impact on teachers' work at the country's first high school district showing a fcount=138.369 and a sigcounting value of 0,000.

This means that if work culture and financial compensation rise it will be followed by increased teacher satisfaction at the country's first middle-school district. The study is relevant to the results of previous studies indicating that work culture and compensation have had a positive and significant impact on job satisfaction. Observations in the field indicate that teachers in general will be satisfied when compensation from their jobs is received, as well as an atmosphere of work conducive to an easy occupational culture to adapt to will make them feel comfortable in their work and impact on the increasing performance of teachers.

CONCLUSION

1. Work culture influence on teacher job satisfaction with an influence contribution of 54.90%. Thus, the hypothesis that work culture has a positive and significant effect on satisfaction.
2. Financial compensation influences on teacher job satisfaction with an influence contribution of 22.00%. Thus, which states that financial compensation has a positive and significant effect on teacher job satisfaction is acceptable.
3. Work culture and financial compensation simultaneously influence contribution of 76.90. Thus, the hypothesis that work culture and financial compensation simultaneously have a positive and significant effect on teacher job satisfaction can accept.

Implications

Based on the results of research and the conclusions obtained. Therefore, there are some helpful implications:

1. Theoretical implications
The study found that work culture and financial compensation affect job satisfaction. The results of this study

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are relevant to the theory [11] that suggests that the important factors that bring work satisfaction are the working conditions or culture and compensation. It implicates the increased job satisfaction of teachers.

2. The practical implications

It is expected that the regional government especially the Boalemo district education service for more:

- a) Maintaining a culture of work in each school.
- b) Noticing compensation for teachers, particularly financial compensation.
- c) Noting the job satisfaction of teachers and thus having good performance

Limits Research

1. The study is done only to find out how variables of the working culture and financial compensation affect teacher's job satisfaction.
2. The method of research used was quantitative so that researchers did not do extensive research through interviews
3. The study is conducted only with the teacher of the PNS district district, so it is not possible to judge in a general way the impact of culture variables and compensation for the job satisfaction of teachers on other objects like contract or honor teachers or teachers in any other area.
4. The distribution of a portion of the research questionnaires is done by supervising a colleague without a partner from a researcher, so there is no direct psychological contact between the researcher and the respondents.

Suggestion

From the results of research done, researchers expect

1. Research is that there are still a few cultural work items that need to be

upgraded like working comfort. This is recommended to each teacher to be able to create a conducive work culture that provides comfort in working.

2. A bonus that teachers receive is not consistent with performance work, so it is recommended to the principal or associated with paying more attention to the work and responsibilities of each teacher, considering the right and merit that every teacher has been granted according to what is done and thus able to increase the teacher's satisfaction.
3. The study has limited to aspects of methods, respondents and data collection techniques, suggested that researchers could further analyze the research by viewing the influence of different variables and thus achieve more analysis that is complex. In turn, researchers could use other methods of analysis such as SEM analysis to identify the effects of such variables.

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