

The Influence of Workplace Facilities and Compensation on Job Satisfaction of Village Officials in Gembira Village, Gaung District, Indragiri Hilir Regency

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ABSTRACT

Purpose – This study aims to determine the influence of workplace facilities and compensation on the job satisfaction of village officials in Gembira Village, Gaung District, Indragiri Hilir Regency.

Methodology/approach – A survey method was employed, with questionnaires distributed to village officials holding various positions within the Gembira Village administration. The collected data were analyzed using multiple linear regression techniques.

Findings – The results indicate that workplace facilities and compensation significantly influence the job satisfaction of village officials. The workplace facilities variable positively contributes to job satisfaction, suggesting that improving workplace facilities can enhance job satisfaction. Similarly, the compensation variable demonstrates that fair and adequate compensation can increase job satisfaction among village officials.

Novelty/value – This study highlights the importance of workplace facilities and compensation as key factors influencing job satisfaction among village officials. Effective management of these aspects within the village officials' work environment can help improve their performance and loyalty to the organization.

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INTRODUCTION

Human resources are the most important asset of an organization, and one of the most significant investments an organization can make is in the field of human resources (Handoko, 2015). This study seeks to explore the role of workplace facilities and compensation as influential factors in shaping job satisfaction. While existing literature emphasizes the significance of these factors in organizational settings, few studies have specifically investigated their impact on job satisfaction among village officials in rural Indonesian contexts, particularly in Gembira Village, Gaung District, Indragiri Hilir Regency.

The research gap in this area becomes evident when considering that previous studies predominantly focus on larger, urban settings, leaving rural public administration largely unexplored. Additionally, the combined influence of both workplace facilities and compensation on job satisfaction

within a small administrative body remains underexamined. This research aims to fill this gap by providing insights into how these factors interact to influence the motivation and performance of village officials in a rural Indonesian context, offering both theoretical and practical contributions. The novelty of this study lies in its focus on the specific context of village governance in a less-studied region, as well as its dual consideration of workplace facilities and compensation as key determinants of job satisfaction

Job satisfaction generally concerns a person's state of feelings or emotions towards work. A person who is satisfied with his or her job can reflect a positive attitude or a feeling of pleasure towards work tasks. In addition, in work it is shown that there is passion and enthusiasm for work, discipline and so on. An increase in public satisfaction is urgently needed for apparatus resources who are professional, exemplary, disciplined, morally good, and able to position themselves as public servants who are able to provide services fairly and equitably based on Pancasila and the 1945 Constitution.

Table 1 Number of employees of the Gembira Village Office, Gaung District, Indragiri Hilir Regency

No	Position	Sum
1	Village head	1 person
2	Village Secretariat	1 person
3	BPD	7 person
4	Head of Administration and General Affairs	1 person
5	Head of Finance	1 person
6	Head of Government	1 person
7	Head of Service	1 person
8	Hamlet Head	6 person
9	Neighborhood association	15 person
10	Harmony of Residents	24 person
11	LINMAS	3 person
12	LPM	5 person
13	KPMD	3 person
14	KPM Stunting	2 person
15	Kader Posyandu	1 person
Total		72 person

Source: Gembira Village Office

Employees must provide the best service to the community under the leadership of the Village government. Every employee must be able to prioritize the interests of the state and the interests of the community above personal and group interests in the implementation of their functions as state servants. Employee performance affects community satisfaction. Community satisfaction depends on the quality of services provided. From the observation data carried out by the author, as many as 72 people obtained information on community satisfaction with the services provided by the Gembira Village Office.

According to Handoko (2013), job satisfaction is an emotional state that is pleasant or unpleasant with which employees view their work. Job satisfaction focuses on a person's feelings about his or her job which can be reflected in feelings of pleasure or displeasure with the job. Employees who are satisfied with their work if they feel happy with their work, and vice versa, employees who are dissatisfied with their work tend to feel unhappy with their work.

One of the main factors that become employee satisfaction at work is the available work facilities. In achieving organizational goals, supporting tools or facilities are needed that are used in daily activities so that the organization can run optimally. The facilities used come in various forms, types and benefits, adjusted to the needs and capabilities of the organization.

One of the Village's activities is to provide public services to the community. One of the forms of services provided is the creation of a Certificate of Incapacity (SKTM), Birth, Death, Marriage, Family Card (KK), Entry Letter, Exit Letter, Identity Card, Divorce Certificate, Population Certificate and SKCK.

Table 2 Happy Village Services from 2021-2023

No	Type of Service	Realization	Target	Performance Achievements
1	Certificate of Incapacity (SKTM)	835 person	900 person	95%
2	Birth Certificate	15 person	25 person	86%
3	Death Certificate	78 person	85 person	93%
4	Marriage Certificates	246 person	250 person	95%
5	Family Card (KK)	41 person	45 person	98%
6	Identity Card (KTP)	86 person	100 person	86%
7	Divorce Letter	21 person	19 person	80%
8	Certificate of Population	15 person	20 person	93%
9	SKCK	43 person	50 person	92%

Source: Gembira Village Office, 2023

Furthermore, according to the initial research with the interview method of one of the employees at the Amanah Madani Generation Foundation, Deli Serdang Regency, the work facilities are also still insufficient. According to (Moenir, 2014), work facilities are everything that is used, used, occupied, by employees both in direct employment relations and for the smooth running of work. According to (Sofyandi, 2016), work facilities in the company consist of (1) machinery and equipment, (2) infrastructure, (3) office equipment, (4) inventory equipment, (5) land and buildings, and (6) transportation.

Inadequate work facilities often cause obstacles for employees in carrying out their work. For example, the number of computers is small, so administrative tasks are often constrained. In addition, there are several important infrastructure that is insufficient, such as narrow teacher rooms and lack of number of bathrooms. Office equipment is still insufficient, for example, special desks and chairs for teachers, inventory of learning practices is still lacking, land is still inadequate because parking spaces are still insufficient, as well as special transportation is not available.

Table 3 Failures of Gembira Village from Year (2023)

No	Work Facilities	Condition			Sum
		Good	Fit to Wear	Broken	
1.	Computer/laptop facilities	2	2	2	6
2.	Typewriter Facilities	1	-	1	2
3.	Public Toilet Facilities and Official	-	1	1	2

4.	Worship Room Facilities	-	-	-	-
5.	Archive Room Facilities	1	-	-	1
6.	Filing Cabinet Facilities	3	2	1	6
7.	Service Waiting Room Facilities	1	-	-	1

Source : processed data of researchers, 2024

According to Lutans in Sutanto (2013) that the factors that affect job satisfaction are: the work done, salary, promotion, supervision, as well as the work environment and colleagues. Compensation set by the organization is one of the sources of satisfaction for employees. Employees who work in an organization basically have a series of needs that must be met.

The compensation received each month can be used to meet daily primary needs. Employees in general expect a salary that is set fairly and adequately to meet their needs every month. The fulfillment of these primary needs will have an impact on job satisfaction, so that employees have a passion for work which will ultimately support the level of productivity in an organization.

Table 4 Compensation Data for Gembira Village Apparatus, Gaung District

No	Department Name	Basic Salary	Allowances
1	Village head	IDR 3,000,000	IDR 750,000
2	Village Secretary	IDR 2,225,000	IDR 500,000
3	Head of Finance	IDR 2,025,000	IDR 350,000
4	General Head	IDR 2,025,000	IDR 350,000
5	Head of Government	IDR 2,025,000	IDR 350,000
6	Head of Service	IDR 2,025,000	IDR 350,000
7	BPD	IDR 1,500,000	-
8	Hamlet Head	IDR 2,025,000	-
9	Rukun Tetangga (RT)	IDR 300,000	-
10	Rukun Warga (RW)	IDR 300,000	-
11	LINMAS	IDR 600,000	-
12	LPM	IDR 200,000	-
13	KPMD	IDR 600,000	-
14	KPM Stunting	IDR 600,000	IDR 100,000
15	Kader Posyandu	IDR 600,000	-

Source : Gembira Village Office 2023

With consideration to improve the performance and quality of services in the implementation of Village Government, the government considers it necessary to pay attention to the welfare of the Village Head (Kades), Village Secretary (Sekdes), and other Village Apparatus through the adjustment of the fixed income of the Village Head, Village Secretary, and other Village Apparatus. The following is the compensation data for the Gembira Village apparatus of Gaung District.

Based on the background of the problems described above, the researcher is interested in conducting a study with the title "The Influence Of Workplace Facilities And Compensation On Job Satisfaction Of Village Officials In Gembira Village, Gaung District, Indragiri Hilir Regency"

LITERATURE REVIEW

In the study of job satisfaction, various factors have been identified as key determinants that influence satisfaction, particularly for village officials. Among these factors, workplace facilities and compensation are two crucial aspects that play a significant role in shaping job satisfaction. Workplace

facilities, which include infrastructure, office equipment, and a supportive work environment, are essential for creating conducive conditions that enable employees to carry out their daily tasks effectively (Greenberg, 2024). Previous studies have shown that when workplace facilities meet adequate standards, employees feel more comfortable and facilitated, allowing them to work more efficiently, which ultimately enhances job satisfaction (Kurniawan et al., 2022).

In addition to work facilities, compensation is another vital element that impacts employee satisfaction. Compensation refers to the financial rewards employees receive for their work, including salaries, bonuses, and other benefits. According to Harahap et al. (2023), fair and appropriate compensation is directly linked to employee motivation, particularly in public service organizations such as village governments. Village officials who feel that their compensation is aligned with their efforts and contributions are more likely to be motivated and satisfied with their work, resulting in improved job performance (Setyawan & Prasetyo, 2021). The relationship between compensation and job satisfaction has been widely explored, with studies consistently indicating that competitive compensation packages positively influence employee morale and motivation (Tosun & Cansız, 2020).

Research by Santoso et al. (2021) further highlights that when employees perceive their compensation as fair and equitable, they experience higher levels of job satisfaction, which is critical for public service roles. In the context of village governance, where resources may be limited, the adequacy of compensation becomes even more important. Village officials who are fairly compensated are more likely to feel valued and are motivated to provide better services to the community, which, in turn, enhances overall job satisfaction.

Workplace facilities, on the other hand, have a direct impact on the ability of village officials to perform their duties. A well-equipped office with adequate infrastructure—such as reliable computers, internet access, and comfortable office spaces—helps create a positive work environment that supports employees in performing their tasks effectively (Bintoro et al., 2022). According to research by Widodo & Oktaviani (2023), employees who work in environments with sufficient facilities are more likely to be productive and satisfied with their jobs, as they are able to complete tasks with greater ease and efficiency. In contrast, inadequate facilities can lead to frustration and inefficiencies, ultimately affecting job satisfaction and overall work performance.

This study focuses on analyzing the impact of work facilities and compensation on the job satisfaction of village officials in Gembira Village, Gaung District, with the hope of providing insights into better policies for human resource management in the public sector. By understanding how these factors interact to influence job satisfaction, this research aims to contribute to the development of effective strategies for enhancing employee well-being and performance in public administration. As public servants, village officials who are provided with proper work facilities and fair compensation are better equipped to deliver quality services to the community, thereby improving both employee satisfaction and public service outcomes.

METHOD

In this study, the framework of thinking is made based on the research question, the framework scheme of thinking is arranged as shown in figure 2.1 below:

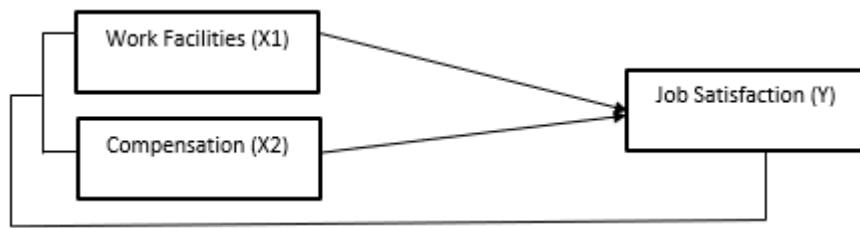


Figure 2.1 Thought Framework
Source: (The Great Nico, 2016)

This research is a causal associative research with a quantitative descriptive approach. The types of data used in this study are primary data and secondary data. Primary data is obtained from the results of direct processing of the object, while secondary data is data obtained by researchers from books and other data sources. The location of the research is at the Gembira Village Office, Gaung District, Indragiri Hilir Regency. The address is Jl.H. Ridwan Bakar Pasar Gembira, Gembira Village. In this study, samples were taken from the entire existing population, namely 72 employees and management of Gembira Village in Gaung District, Indragiri Hilir Regency. The data collection instruments used are interviews and questionnaires. Meanwhile, the data analysis technique uses multiple linear regression analysis.

Table 5 Operational Definitions of Variables

No.	Variables and Definitions	Dimension	Indicator	Measurement Scale
1.	Work Facilities (x1)	perception of the facilities and infrastructure that employees need to make it easier for employees to work and improve their performance, according to Husnan (Wahyuni 2022)	1) Office supplies (computers, printers, etc.) 2) Office desk 3) Office buildings 4) Transportation 5) Internet access 6) Parking	Likert scale
2.	Compensation (x2)	Compensation is the perception of receiving compensation that employees feel for their work that is in line with employee expectations, meets their needs for performance satisfaction, and is aligned with the organization's strategic business goals (Kanaiya and Mustanda, 2020).	1) Insurance 2) Salary 3) Bonus 4) Allowances 5) Facilities	Likert scale
3	Job Satisfaction (Y)	Job satisfaction is an employee's perception of work in relation to working conditions, cooperation between employees, compensation received, and	1) Job Content 2) Supervise 3) Organization and management 4) Flower	Likert scale

No.	Variables and Definitions	Dimension	Indicator	Measurement Scale
		physical and psychological factors (Fahmi, 2021).	5) Friend	

Source: Processed Data, 2024

The data analysis technique applied by the researcher is by using SPSS (Statistical Product and Service Solution) software using computer assistance. The data analysis process to be used includes the following:

a. Test Instrument

- 1) Validity Test
- 2) Reliability Test

b. Classical Assumption Test

- 1) Normality Test

c. Multiple Linear Regression

d. Uji Hipotesis

- 1) Coefficient of Determination
- 2) T Test (Partial Test)
- 3) Test F (Simultaneous Test)

RESULT AND DISCUSSION

a. Research Results

1) Respondent Overview

The following will be given an overview of the respondents who are the object of this research entitled The Influence of Work Facilities and Compensation on Job Satisfaction of Apparatus of Gembira Village, Gaung District, Indragiri Hilir Regency. The respondents in this study are happy village officials and administrators ranging from RT/RW to Village Heads. They are individuals who play a direct role in the management of Gembira village and have the potential to provide valuable insights regarding the influence of work facilities and compensation on job satisfaction. Then for the distribution of questionnaires, as many as 50 questionnaires were distributed to respondents through written questionnaires and Google Forms. By using this online survey tool, respondents can easily fill out questionnaires electronically, making it possible to collect data quickly and efficiently. Here's an overview of the respondents:

a) Gender of Respondents

Table 6 Gender of Respondents

No.	Gender	Respond	
		Sum	Percentage
1.	Man	47 people	65%
2.	Woman	25 people	35%
Sum		72 people	100%

Source: Data Analysis Results, 2024

In table 4.1, it is known that the number of respondents is 72 people, of which the male gender is 47 people with a percentage of 65%, then for female respondents is 25 people with a percentage value of 35%. From the data, it is illustrated that the majority of Gembira village apparatus are men.

b) Respondent's Employment Status

Table 7 Staffing Status

No.	Class	Respond	
		Sum	Percentage
1.	State Civil Apparatus	10 people	14%
2.	Non-permanent employees	62 people	86%
Sum		72 people	100%

Source: Data Analysis Results, 2024

In table 4.2, it is known that the number of respondents is 72 people, of which the respondents who filled out the questionnaire were state civil servants totaling 10 people with a percentage of 14%, then 62 non-permanent employees with a percentage of 86%. From the data above, it can be seen that the majority of Gembira village officials are non-permanent employees.

c) Working Period

Table 8 Respondent's Employment Period

No.	Semester	Respond	
		Sum	Percentage
1.	0-2 years	67 person	93%
2.	3-5 years	4 person	5%
3.	>5 years	1 person	2%
Sum		72 person	100%

Source: Data Analysis Results, 2024

In table 4.3, it is known that the number of respondents is 72 people, starting from 0-2 years is 67 people with a percentage of 93%, then 3-5 years is 4 people with a percentage value of 5%, then >5 years is as many as 1 person with a percentage value of 2%. From the data above, it can be seen that the majority of Gembira village apparatus have a working period of 0-2 years.

d) Last Education of Respondents

Table 9 Respondents' Last Education

No.	Last Education	Respond	
		Sum	Percentage
1.	High School	61 person	85%
2.	Diploma (D3)	2 person	3%
3.	Bachelor (S1)	8 people	11%
4.	Magister (S2)	1 person	1%
Sum		72 people	100%

Source : Data Analysis Results, 2024

The identification of respondents based on the last education with the high school level was 61 people or 85%, Diploma (D3) as many as 2 people or 3%, bachelor (S1) as many as 8 people or 11% and the last master's education (S1) as many as 1 person or 1%.

2) Data Analysis

As for the data analysis technique applied by the researcher, it is by using SPSS (*Statistical Product and Service Solution*) software using computer assistance. The data analysis process is as follows:

a) Instrument Test

- Validity Test

According to (Suggestion, 2019) The decision of whether an item is valid or not there is a way to correlate the item score with the total score, if the r correlation is greater than 0.05, it can be concluded that the item of the instrument is valid.

Table 10 Validity Test

No.	Variable	No Indicator	$r_{\text{calculate}}$	R_{table}	Ket
1.	Work Facilities(X)	Question 1	0,631**	0,229	Valid
		Question 2	0,665**	0,229	Valid
		Question 3	0,630**	0,229	Valid
		Question 4	0,630**	0,229	Valid
		Question 5	0,619**	0,229	Valid
		Question 6	0,637**	0,229	Valid
2.	Compensation (x2)	Question 1	0,753**	0,229	Valid
		Question 2	0,742**	0,229	Valid
		Question 3	0,803**	0,229	Valid
		Question 4	0,737**	0,229	Valid
		Question 5	0,757**	0,229	Valid
3.	Job Satisfaction (Y)	Question 1	0,615**	0,229	Valid
		Question 2	0,620**	0,229	Valid
		Question 3	0,611**	0,229	Valid
		Question 4	0,637**	0,229	Valid
		Question 5	0,766**	0,229	Valid

Source: SPSS Processed Data, 2024

Based on table 4.6 above in testing the validity of this research instrument, each statement has produced a calculated r value $> r_{\text{table}}$. With the r value of the table obtained from 72 respondents of 0.229, it shows that all instruments in the table above have been proven to be valid. In other words, the questions in the questionnaire had a significant relationship with the variable being studied, confirming that the measuring tools used were reliable to measure the phenomenon being studied.

- Reliability Test

If the reliability coefficient or *Cronbach's Alpha* is greater than 0.06, then the statement is declared reliable overall.

Table 11 Reliability Test

No.	Variable	Cronbach's Alpha	r_{table}	Information
1.	Work Facilities (x1)	0,703	0,229	Reliable
2.	Compensation (x2)	0,815	0,229	Reliable
3.	Job Satisfaction (Y)	0,659	0,229	Reliable

Source: SPSS Processed Data, 2024

Based on table 4.7, it can be seen that the results of the reliability test, stated that *Cronbach's Alpha* for Work Facilities (X1) is 0.703 and for Compensation (X2) is 0.815. For consumptive behavior (Y) is

0.659. By comparing these values with the r-value of the table set at a significance level of 5%, which is 0.229, it can be concluded that each of the research variables has a higher level of reliability than the predetermined limit where *Cronbach's Alpha* > the r_{table} . Therefore, it can be ensured that work facilities (X1) and compensation (X2) and employee satisfaction (Y) are reliable or reliable to be used in the study.

b) Classical Assumption Test

In this section to find out the condition of the data used in this study in order to get the right analysis model.

- Normality Test

This test was carried out to see whether the residual values were normally distributed or not. The basis for making decisions on normality tests according to (Imam Ghozali, 2016) in the (Mulyono, 2019):

If the sig value is greater than 0.05 or 5%, the data is declared normally distributed.

If the sig value is less than 0.05 or 5%, the data is declared not normally distributed.

Table 12 Results of the Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		72
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.47254092
Most Extreme Differences	Absolute	.081
	Positive	.055
	Negative	-.081
Test Statistic		.081
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Table 4.8 shows that the normality test on *Asymp. Sig. (2-tailed)* obtained a number of 0.200 which states that the sig value is greater than 0.05 or 5%. Thus, it can be concluded that the distribution of data in this test is considered to be normally distributed

c) Multiple Linear Regression

Multiple linear regression forecasting model according to (Sugiyono, 2015) in (Heryenzus and Sherry, 2022) which is in accordance with the proposed hypothesis is: With the formula: $Y = a + bX_1 + bX_2$.

Table 13 Multiple Linear Regression Test
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Mr.
		B	Std. Error	Beta		
1	(Constant)	24.872	3.217		7.731	.000
	Work Facilities	-.181	.118	-.183	-1.532	.130

	Compensation	.011	.097	.013	2.110	.002
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a. Dependent Variable: Job Satisfaction

Source: SPSS Processed Data, 2024

Based on Table 4.8 of the results of the Multiple Regression Analysis Test, it is known that the significance values and coefficients that have been tested using SPSS. Formula:

$$Y = 24.872 + (0.181) X_1 + 0.11X_2$$

Based on the results of the simple linear regression equation above, it can be written in the form of a standardized regression equation as follows:

- The constant of 24.872 if the variable of facilities and compensation is assumed to be fixed, then the morale of the village apparatus will remain at 0.24.872
- A negative coefficient of (0.181) indicates that each increase of one unit in the independent variable (X_1) is followed by a decrease of (0.181) in the dependent variable Y, while keeping the other independent variable fixed.
- The coefficient of 0.011 indicates that each one-unit increase in the X_2 independent variable (Compensation) is followed by a one-unit 0.011 increase in the dependent variable Y, while keeping the other independent variable fixed.

In addition, the multiple linear regression equation above, there is a value of the regression coefficient of the free variable X is positive. The coefficient of positive value shows that the direction of the positive relationship between compensation and job satisfaction of Gembira village apparatus.

In addition to positive values, there is a coefficient regression of the X negative independent variable. The negative value of Koefisien indicates that the direction of the negative relationship between work facilities and Gembira village apparatus.

d) Uji Hipotesis

- Coefficient of Determination

A small R^2 value indicates the ability of an independent variable to explain the variation of the dependent variable. The small one means the ability of the independent variables to explain the variation of the bound variable. The following are the results of the determination coefficient analysis that has been carried out in testing the statements of the variables in this study are as follows:

Table 14 Results of Determination Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.785a	.748	.698	50812

a. Predictors: (Constant), Compensation, Work Facilities

Source of Processed Data Researcher, 2024

The value of the coefficient (R) = 0.785 means that the relationship between work facilities and compensation has a very strong relationship with the job satisfaction of the village apparatus. Meanwhile, the value of the determination coefficient was obtained at 0.748 so that it can be concluded that the variables of work facilities and compensation contribute to job satisfaction by 74.8%. While the remaining 25.2% was influenced by other factors outside the free variable in this study.

- Test T

The hypothesis tested with a real level of $\alpha = 5\%$, namely $\alpha = 0.05$ with the criterion of the influence of the independent variable has a significant effect on the dependent variable (Y) and the independent variable has a negative or positive effect on the dependent variable (Y). The following are the results

of the T test or partial test that has been carried out by testing the statements of the variables in this study using SPSS are as follows:

Table 15 T Test Results
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Mr.
		B	Std. Error	Beta		
1	(Constant)	24.872	3.217		7.731	.000
	Work Facilities	-.181	.118	-.183	-1.532	.130
	Compensation	.011	.097	.013	2.110	.002

a. Dependent Variable: Job Satisfaction

Source : SPSS Processed Data (Version 26), 2024

Based on the hypothesis proposed, in detail the results of the analysis have a sig value of .000. The value of the sig is less than the probability value of 0.05 or the value of $0.000 < 0.05$, then H_0 is rejected and H_a is accepted. The Work Facility variable (X_1) has a t calculation of (-1,532) with a table t of 1,667 which means that H_0 is accepted and H_a is rejected. For the Compensation variable (X_2) has a t calculation of 2.110 which means that H_0 is rejected and H_a is accepted. This proves that the variable of work facilities has no effect on job satisfaction. Meanwhile, the compensation variable affects the variable of job satisfaction of the Gembira village apparatus, Gaung District, Indragiri Hilir Regency.

- Test F (Simultaneous Significant Test)

The decision-making policy on this F test is as follows:

If the F value calculated $< F$ table or the Significance value $F > 0.05$, it means that there is no influence of the independent variables together or simultaneously (X_1 , X_2) to variable (Y).

If the value of F calculated $> F$ of the table or the value of Significance $F < 0.05$, it means that there is a joint or simultaneous influence of independent variables (X_1 , X_2) on variables (Y).

Table 16 Test Results F
ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	815.444	2	207.722	101.228	.002b
	Residual	34.056	69	.291		
	Total	849.500	71			

a. Dependent Variable: Performance Satisfaction

b. Predictors: (Constant), Compensation, Work Facilities

Source : SPSS Processed Data, 2024

Based on table 4.11 from the results of the F test (Simultaneous Significance Test) above, it is known that obtaining a significant value of 0.002 is less than 0.05 which can be assumed that there is an influence between two independent variables of work facilities (X_1) and compensation (X_2) and one variable bound to job satisfaction (Y). From these results, if work facilities and compensation continue to be improved, it will increase the positive influence on the increase in job satisfaction of the Gembira village apparatus, Gaung District, Indragiri Hilir Regency.

b. Discussion

1) **The effect of work facilities on job satisfaction of Gembira village office apparatus**

The variable of work facilities showed a negative tcount value (1,532) < a ttable of 1,667 with a significant level of 0.130 hypothesis of this study showed that the positive variable of work facilities had no direct and significant effect on the morale of the Gembira Village apparatus.

Several studies conducted by previous researchers related to work facilities and compensation for job satisfaction although from all independent variables there are similarities and differences in dependent variables, including research conducted by:

Gusti Agung Ayu Intan Pradnyani, Putu Indah Rahmawati, Ni Made Suci (2020) research shows that there is a positive and significant influence of work facilities and punishment on work motivation both partially and simultaneously. This study also shows that the contribution of work facilities and punishment to work motivation is 54.2%, the remaining 45.8% is explained by the variables outside this study.

Research conducted by Maria Helena Carolinda Dua Mea (2022) From the results of the statistical test t for the reward variable and work facilities have a t-calculated value > t table with a significance value of < 0.05 This shows that the reward variable and work facilities have a significant effect on work morale.

2) **The Effect of Compensation on Job Satisfaction of Gembira Village Apparatus**

The results of the test of the compensation variable showed that the tcount value was 2,110 > the table, which was 1,667 with a significant level of 0.002 The significant level was smaller than 0.005 the compensation variable had a direct and significant effect on the morale of the Gembira village apparatus.

The results of this study are in line with the research conducted by Fajarrini P. Danti, Moh. Soe'oed Hakam, Moch Djudi Mukzam (2019) The variable of compensation does not directly have a dominant influence on employee morale (Study on Employees of CV Sejahtera, Pakisaji, Malang).

Meanwhile, the research conducted by I Gede Widya Darmawan, I Made Artha Wibawa and Khoirunnisa (2020) shows hasil where, based on the results of the analysis, it was found that financial compensation, simultaneously or partially, has a positive effect on employee morale.

Meanwhile, research conducted by Luh Putu Octaviani and I Wayan Suana (2019) showed that the results of the analysis found that compensated baliwa had a positive and significant effect on work morale.

3) **The Effect of Work Facilities and Compensation on Job Satisfaction of Gembira Village Apparatus**

Based on the test results that the Fcal nilat of 101,228 is greater than that of Fubel (3.13), there is a significant effect of free variables (work facilities and compensation) on the bound variable (job satisfaction).

The results of the research conducted by Diah Ayu Anggrahini, Maria Magdalena Minarsih, Tiara Nove Ria (2021) The results obtained from this study conclude that Motivation and Compensation all have a significant positive influence on the bound variable, namely Employee Morale (Case Study of PT Semarang Garment).

Maria Magdalena Minarsih, Tiara Nove Ria (2021) Hasil test F shows a significance value of 0.000 less than the significance level of 5% or 0.05 which means that the independent variables of work facilities and incentives together have a significant positive effect on the dependent variable, namely Employee Work More. And in the uji Determination Coefficient R² test, it is explained

that Work Facilities and Incentives have an effect of 53.3% on Employee Morale. And the remaining 46.75% were explained by lam variables outside the study.

CONCLUSION

The analysis in this study was 72 respondents who were employees of the Gembira village apparatus, Gaung District, Indragiri Hilir Regency. Then it was tested using SPSS to answer the problem formulation and hypothesis of the research variables: Based on the results of this study, it can be concluded that: The regression equation was obtained, namely $Y = 0.24.872 + (0.181) X_1 + 0.11 X_2$. The value of the coefficient (R) = 0.785 means that the relationship between work facilities and compensation has a very strong relationship with the job satisfaction of the village apparatus. Meanwhile, the value of the determination coefficient was obtained at 0.748 so that it can be concluded that the variables of work facilities and compensation contribute to job satisfaction by 74.8%. While the remaining 25.2% was influenced by other factors outside the free variable in this study.

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