INTRODUCTION

Human resources is most important asset that has a dominant role than the other assets in an organization considering that human is the manager as well as performer of activity in a organization. Various efforts are made to create the quality of human resources or employees, so that employees have a passion and high enthusiasm of work, such as employees who are able to do the job more vigorously and faster so that obtained good results and employees love the work it faces (Susilawati, 2010).

Job satisfaction is a crucial factor for which organization put a strong effort by making the Human Resource strategies and policies to motivate their employee. Job satisfaction remains a remarkable part of discussion in management, human resource management and organizational behavior. What employees feel when they came for job and how they get enforced to perform the job.

There are two factors that motivate the work observed by some researchers (Mottaz, 1985; Wong et al., 1999; Mahaney & Ledered, 2006; Bakay & Huang, 2010), the later variable separated as intrinsic and extrinsic variables. Wong et al. (1999), says of the Intrinsic Variables contains of a feeling of involvement, job, career, and exciting promotion. And the extrinsic variables, they are jobs, security, pay, discipline, wise and good working condition (Curtis et al., 2009). Petition (1975) describe the intrinsic motivation as actions or behaviors that are “people who are engage in felt able and determine yourself”. And extrinsic motivation is defined by (Mahaney, 2006) according to their extrinsic motivation tools that include these factors are job security, pay, promotion, a private office building and social climate.

Sexton & Helmreich (2000) and Sexton, Thomas & Helmreich (2000) conclude that stress is recognized as a significant factor affecting performance in aviation. Every job, paid or unpaid, has moments of stress. Responsibility without authorities, boring meetings, power struggles, too much (or too little) of works, office gossip, and personality clashes in the workplace is fertile breeding ground for stress. Work stress continued to shoot up dramatically in the civil aviation organization across the world.

Compensation is all the income in the form of money directly or indirectly received by employees as a reward for services rendered to the company (Malayu, 2000). As a reward compensation can lead to increase
motivation and performance of individuals, although in some cases this is not always significant. Compensation can lead to changes in better individual behavior. Improvement of individual skills is needed by the company to win the competition. Kreitner & Kinicki’s model (2006) showed that compensation is the important factor that generates individual job satisfaction. That’s why an attractive compensation level can improve individua skills and job satisfaction (Grace & Khalsa, 2003)

Motivation is a process that directs and sustains the performance. Motivation encourage employees internally towards the action which help assigned to him. Effectiveness of employee’s work can inspire them to their work and can bring more work motivation and more commitment of their jobs. It can be defined as motivation to perform an activity for it, to experience the pleasure and satisfaction in the activity (Deci, 2000). Panday (2011) describe that emotional attachment and employees’ royalty is most important factor in work motivation. This can bind the people to stay in organization. Effectiveness of work motivation both internally and externally forces the employees to work more excitedly which can result into job satisfaction. Motivation creates job satisfaction by which employees would be more committed with job and then they affect job performance. If they are satisfied and motivated then their performance can achieve the goals of business that play an important role in this regard.

Aspects that affect job satisfaction can be studied and analyzed to determine the aspect most affect employee satisfaction as describe by Spector (1997), “A job satisfaction facet can be concerned with any aspect or part of a job. Facet frequently assessed includes rewards such as pay or fringe benefits, other people such as coworkers or supervisors, the nature of work itself, and the organization itself”. In another side, Stress is an environmental situation in which a person is required to perform the tasks that threatens to exceed the person’s ability and resources for meeting it, under conditions where he or she expects a large difference in the rewards from meeting the demand versus not meeting (Mc Grath, 1976). In work life, extreme stress is so aversive to employees that they will try to avoid it by withdrawing wither psychologically (disinterest or lack of involvement in the job etc), physically (frequent late coming, absenteeism, laziness etc) or by leaving the job entirely (Beehr and Newman, 1978).

Job stress has been measured by conflict at work, workload and physical environment. Prior study indicates that the stressor workload, role conflict, physical environment negatively related to employees’ job satisfaction. The result from Mansoor et all (2011) said that stress is negatively related to employee’s job satisfaction which support Caplan (1991) & Keller (1975) result. Research from Ghazanfar et al. (2011) showed that satisfaction with compensation has strong and significant effect on work motivation. Flexible pay (incentives, overtime, bonuses) and benefits has positive effect but insignificant on workers motivation. Research by Vecchio et al. (2010) found that pay variable significantly effects on motivation intrinsic of salesperson in California. Khan and Mufti (2012) show relationship between Effort, Performance and Motivation is very weak, negative and in significant. Relationship between outcome valence (fixed pay, flexible pay, benefits) and motivation is a powerful, positive and significant. Igalens and Rousell (1999) examine relationship between work motivation and compensation for working comfort. Result show that under uncertainty conditions, individual compensation can become a factor to increase work motivation. This result also show that flexible pay of specific workers cannot motivate and increase job satisfaction and from specific workers cannot motivate and increase job satisfaction.

LITERATURE REVIEW AND HYPOTHESES

Job Satisfaction

Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experience (Locke, 1976). Job satisfaction is intended as an “emotional state” where the employee happens or does not happen the meeting point between the value of employee remuneration from the company to the level of the value of fringe benefits of employee of the company with the level of remuneration which is the value of desirable employees concerned (Martoyo, 1998). Similar views expressed Gibson (2000) states job satisfaction as the attitude of the workers about their jobs. It is the result of their perception of the job. Job satisfaction is an emotional state that is pleasant or
unpleasant in which employees view their job.

**Motivation**

Motivation is a potential power that exists in the human being, which can be developed by itself or developed by a number of external forces which in essence revolve around monetary rewards and non-monetary rewards that can affect the results of its performance in a positive or negative, which depends on the situation and conditions which the person is facing (Winardi, 2000).

Martoyo (2000) states that motivation means giving positive or encouraging circumstances. It can be said that motivation is the factor that drives people to act in a certain way. Meanwhile, according to The Liang giecs (Martoyo, 2000) motivation is the work done by a manager in giving inspiration, encouragement and encouragement to others, in this case his employees to take action. This encouragement aims to encourage people or employees to be enthusiastic and able to achieve the desired outcome of the person. Asnawi, (2002) defines motivation as any feeling that affects a person's desire, that person is encouraged to act, or the influence of a behavioral force, or process within a person who determines the movement or behavior that leads to the goal.

**Compensation**

Compensation is the entire remuneration in the form of money, goods or pleasure given by companies to employees who donated to the performance of the company. According to Handoko, (2001), Compensation is everything received by employees as remuneration for them, if appropriate compensation policy formulation both in terms of fairness and appropriate then employees will feel satisfied and motivated to carry out various activities related to the company goal.

Conversely, if the sense of fairness and feasibility are not met will cause the employee complained, the incidence of job dissatisfaction which then have an impact on employee low productivity which in turn causes the employee's performance will decline. Compensation is all income in the form of money, goods directly or indirectly received by employees in return for services provided to the company (Hasibuan 2001).

Siswanto (1990) argues that compensation is the remuneration that a company provides to an employee consisting of wages and salaries as well as housing facilitation benefits, vehicle facilities, family allowances, medical benefits and money-earned. Meanwhile, according to Dessler (2002) states that compensation is one form of payment or compensation received by employees and arise from the employee's job.

**Job Stress**

According to Keller (1984) stress is a psychological reaction because of the feeling of distress caused by work. According to Gibson (2000) defines that "job stress is an adjustment response mediated by individual differences and / or psychological processes that are a consequence of any external action, situation or event that sets psychological and / or excessive physical demand to a person. According to Handoko (2001) stress is a condition of tension that affects the emotions, thinking processes, and conditions of a person. Stress is a condition of tension that affects the emotions, thought processes, and conditions of a person (Handoko, 2008).

From the understanding of stress, according to Anorga (2009) work stress is a form of a person's response, both physically and mentally to a change in the environment that is perceived to be disturbing and causing himself threatened. Anatan and Ellitan (2009) define stress as an issue that can not be avoided by everyone and often has many negative effects on one's health or career, but stress can be a positive thing in improving one's career, depending on each response individuals face stressors. According to Robbins (2011) defines that "stress are a dynamic condition in which an individual is confronted with an opportunity, constraint or demand attributed to what he desperately want's or the result is removed as uncertain and important".

**Hypotheses**

a. There is a positive effect of compensation on job satisfaction
b. There is a positive effect of compensation on motivation
c. There is a negative effect of job stress on motivation
d. There is a negative effect of job stress on job satisfaction
e. There is a positive effect of Motivation on Job Satisfaction
f. Perceived value has a positive effect on customer loyalty.
METHODS
The method used is survey and sampling technique used is nonprobability sampling with saturated sampling. Population in this research is permanent employee of Health Office Karawang with sample counted 100 responden. Data analysis used in this research is using Partial Least Square (PLS).

RESULTS AND DISCUSSION
Descriptive statistical analysis was carried out to see a general description of the characteristics of the minimum value, maximum value, mean, standard deviation, and coefficient of variation. So that it can be known the general characteristics of compensation, job stress, motivation, and job satisfaction. If the mean value is < 2 then it is said to be low, 2-3 is said to be moderate, and > 4 is said to be high. The following are the results of descriptive statistical analysis that describes the research variables.

Table 1 Statistic Descriptive

<table>
<thead>
<tr>
<th>Var.</th>
<th>N</th>
<th>Max</th>
<th>Min</th>
<th>Mean</th>
<th>SD</th>
<th>KV</th>
</tr>
</thead>
<tbody>
<tr>
<td>(X1)</td>
<td>100</td>
<td>5</td>
<td>1</td>
<td>3.20</td>
<td>1.14</td>
<td>35.62</td>
</tr>
<tr>
<td>(X2)</td>
<td>100</td>
<td>5</td>
<td>1</td>
<td>2.95</td>
<td>1.02</td>
<td>34.57</td>
</tr>
<tr>
<td>(X3)</td>
<td>100</td>
<td>5</td>
<td>1</td>
<td>3.42</td>
<td>0.94</td>
<td>27.48</td>
</tr>
<tr>
<td>(Y)</td>
<td>100</td>
<td>5</td>
<td>1</td>
<td>2.90</td>
<td>1.08</td>
<td>37.24</td>
</tr>
</tbody>
</table>

The Goodness of Fit Test
Test model fit (fit model) is used to determine whether a models have a match with the data. In the test model fit (model fit), there are three tests, namely R - squared, AV E and Goodness of Fit declared value has a value GoF, with the result summary can be seen in Table 2.

Table 2. Goodness of Fit Test

<table>
<thead>
<tr>
<th>Variables</th>
<th>AVE</th>
<th>R-square</th>
<th>GoF</th>
</tr>
</thead>
<tbody>
<tr>
<td>Motivation</td>
<td>0.684</td>
<td>0.657</td>
<td>0.449</td>
</tr>
<tr>
<td>Job satisfaction</td>
<td>0.845</td>
<td>0.693</td>
<td>0.586</td>
</tr>
</tbody>
</table>

Hypotheses Testing
This test is to know the magnitude of each independent latent variable by looking at t-statistics and probability value. Before discussing hypothesis testing, first see the results of the path coefficient for explain the relationship between variables. The result of the path coefficient is shown in the table below.

Table 3. Result Of Path Coefficient

<table>
<thead>
<tr>
<th>Variable</th>
<th>Motivation</th>
<th>Job satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Compensation</td>
<td>0.310</td>
<td>0.342</td>
</tr>
<tr>
<td>Job stress</td>
<td>-0.550</td>
<td>-0.219</td>
</tr>
<tr>
<td>Motivation</td>
<td>0.348</td>
<td></td>
</tr>
<tr>
<td>Job satisfaction</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The first hypothesis proposed in this study is compensation positive effect on job satisfaction. The result of analysis as shown in table 4.18 above it is known that the value of t arithmetic variable compensation amounted to 3, 7 34 greater than 1.98 (3, 7 34> 1.98), the significant value of 0.00 0 smaller than the alpha value of 0.05 (0.00 0 <0.05); and positive directional coefficient values. Those values indicate that the variable compensation has a positive effect on job satisfaction. Thus, the first hypothesis that the variable compensation positively affects the job satisfaction, accepted.

The second hypothesis proposed in this study is compensation positively influence on motivation. The result of analysis as shown in table 4:18 above is known that the value of compensation variable t count amounted to 3.778 greater than 1.98 (3.778> 1.98), with a significance value of 0.000, which is smaller than the alpha value of 0.05 (0.00 0 <0.05) and the coefficient of positive directional path. These values indicate that the compensation variable has a significant positive effect on motivation. Thus, the second hypothesis which states that the compensation variable positively affects motivation, accepted.

The third hypothesis proposed in this research is job stress influential negation against motivation. Results of analysis in table 4:18 above, note that the value of t arithmetic job stress variable is equal to 6, 374 is greater than 1.98 (6, 374 > 1.98), with a significance value of 0.000 smaller than the alpha value of 0.05 (0.00 0 <0.05) and the negative direction path coefficient. These values indicate that job stress variables influential negative significant to motivation. Thus the hypothesis to third which states that job stress variable influential negation against motivation, accepted.

The fourth hypothesis proposed in this research is job stress negatively affect the job satisfaction. Results of analysis in table 4:18 above, note that the value of t arithmetic job stress variable is 2.039 greater than 1.98 (2.039> 1.98), with a significance value of
0.042 which is smaller than the alpha value of 0.05 (0.042 < 0.05) and the negative direction path coefficient. These values indicate that job stress variable has a significant negative effect on job satisfaction. Thus, the fourth hypothesis which states that job stress variable negatively affect job satisfaction, accepted.

The fifth hypothesis proposed in this study is the motivation has a positive effect on job satisfaction. Results of analysis in table 4:18 above, note that the value of t arithmetic variable motivation is equal to 3.141 greater than 1.98 (3.141 > 1.98), with significance value equal to 0.002 smaller than alpha value 0.05 (0.002 < 0.05) and positive directional coefficient values. These values indicate that the motivation variable has a significant positive effect on job satisfaction. Thus, the fifth hypothesis which states that the motivation variable has a positive effect on job satisfaction, accepted.

Table 4. Summary Of Results T Test

<table>
<thead>
<tr>
<th></th>
<th>t</th>
<th>p value</th>
<th>Sig.</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>H1</td>
<td>3.34</td>
<td>0.000</td>
<td>0.05</td>
<td>Accepted</td>
</tr>
<tr>
<td>H2</td>
<td>3.78</td>
<td>0.000</td>
<td>0.05</td>
<td>Accepted</td>
</tr>
<tr>
<td>H3</td>
<td>6.37</td>
<td>0.000</td>
<td>0.05</td>
<td>Accepted</td>
</tr>
<tr>
<td>H4</td>
<td>2.03</td>
<td>0.042</td>
<td>0.05</td>
<td>Accepted</td>
</tr>
<tr>
<td>H5</td>
<td>3.14</td>
<td>0.002</td>
<td>0.05</td>
<td>Accepted</td>
</tr>
</tbody>
</table>

CONCLUSION

In an effort to increase the level of job satisfaction experienced by the employee of the Health Unit Karawang, the management or company needs to consider the factors that can influence the occurrence of job satisfaction that is done in doing work, one of the factors that can lead to job satisfaction is compensation and motivation. The way that can be done is to consider fair aspects, reduce workload and good motivation. Based on the result of this study, it can be calculated that compensation and motivation have significant. The management of the Helat Unit Karawang also needs to increase compensation and increase through encouragement. Giving compensation or motivation leads more to the results of work produced by employees. Employees who are looking for a fair job by their employee or company will work and produce a positive attitude.

REFERENCES


