

Job Satisfaction Of Go-jek Drivers in South Tangerang Based on Compensation and Work Stess

Nazifah Husainah¹⁾ Abdul Gofur Ahmad²⁾ Ira Puspitadewi Samsuryaningrum³⁾ Annas Al Faqih⁴⁾

^{1,2,4)}Universitas Muhammadiyah Jakarta, Indonesia, ³⁾Universitas Muhammadiyah Jember, Indonesia

e-mail:nazifah.husainah@umj.ac.id

Article Information	Submit: 15-04-2025	Revised: 05-05-2025	Accepted: 10-05-2025
---------------------	--------------------	---------------------	----------------------

Abstrak

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh Kompensasi (X1) dan Stres Kerja (X2) terhadap Kepuasan Kerja Karyawan Gojek di Tangerang Selatan (Y). Jenis penelitian ini menggunakan penelitian kuantitatif yang bersifat asosiatif dengan menggunakan data primer dimana terdapat dua variabel yaitu Kompensasi dan Stres Kerja sebagai variabel bebas dan Kepuasan Kerja sebagai variabel terikat (Dependent). Populasi dalam penelitian ini sebanyak 125 responden. Teknik pengambilan sampel dalam penelitian ini menggunakan metode maholtra. Dalam penelitian ini pengumpulan data menggunakan kuesioner. Analisis Data Teknis dalam penelitian ini menggunakan Uji Validitas, Uji Reliabilitas, Uji Asumsi Klasik (Uji Normalitas, Uji Heteroskedastisitas, Uji Multikolinieritas), Analisis Regresi Linear Berganda, Analisis Koefisien Determinasi, Uji t dan Uji F. Hasil penelitian ini menunjukkan bahwa kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja dengan nilai t hitung $> 4,391 > 1,979$ dan nilai signifikansi $0,000 < 0,05$, Stres Kerja berpengaruh positif dan signifikan terhadap kepuasan kerja dengan nilai t hitung $> t$ tabel yaitu $5,094 > 1,979$ dan nilai signifikansi $0,000 < 0,05$, Kompensasi dan stres kerja secara bersama-sama berpengaruh positif dan signifikan terhadap kepuasan kerja dengan F hitung $> F$ tabel yaitu sebesar $64,043 > 3,07$ dan nilai signifikansi $0,000 < 0,05$.

Kata Kunci: Kompensasi, Kepuasan Kerja, Stres Kerja

Abstrak

This study aims to find out and analyze the effect of Compensation (X1) and Work Stress (X2) on Gojek's Job Satisfaction in South Tangerang (Y). This type of research uses quantitative research that is associative using primary data where there are two variables, namely Compensation and Work Stress as independent variables and Job Satisfaction as bound variables (Dependent). The population in the study was 125 respondents. The sample extraction technique in this study uses the maholtra method. In this study, data collection was used a questionnaire. Technical Data analysis in this study uses Validity Test, Reliability Test, Classical Assumption Test (Normality Test, Heteroscedasticity Test, Multicollinearity Test), Multiple Linear Regression Analysis, Determination Coefficient Analysis, t-Test and F Test. The results of this study show that compensation has a positive and significant effect on job satisfaction with a t-value of $> 4,391 > 1,979$ and a significance value of $0,000 < 0,05$, Work Stress has a positive and significant effect on job satisfaction with a t-value of $> t$ table of $5,094 > 1,979$ and a significance value of $0,000 < 0,05$, Compensation and work stress together had a positive and significant effect on job satisfaction with F calculated $> F$ table which was $64,043 > 3,07$ and a significant value of $0,000 < 0,05$.

Keywords: Compensation, Job Satisfaction, Work Stress

INTRODUCTION

In today's era of technology and globalization, technology has become an inseparable part of human life. The rapidly growing use of technology has also affected almost all aspects of life, including human resource management. Human resource management is a formal system design in a company or organization to ensure the effective use of labor talent, in order to achieve the goals of the organization/company. Human resource management is an activity of planning, organizing, coordinating, implementing, and supervising activities starting from procurement, development, compensation, integration, maintenance, and separation of labor. Human resource management is one of the general management fields that includes aspects of planning, organizing, implementing, and controlling human resources in an organization. Based on the definition above,

what is meant by HR management is a labor management activity that starts from procurement, development, compensation, integration, maintenance, and separation of labor to achieve the goals of a company or organization.

Human Resource Management (HRD) has undergone many changes since the beginning of the technological era. In this age of technology, companies not only need to understand technology, but also need to understand how technology can help in their human resource management. In human resource management, it is necessary to pay attention to technological changes that are constantly developing and their impact on human resources in the company

On the other hand, technological developments are also believed to create new jobs. As many as 85 percent of new jobs that we do not know about today will appear by 2030. This is the result of research by the Institute for The Future (ITFF) where this research explains how technology will change the way people live and work in 2030. Dell mentioned that technology can also open new jobs, one of the new jobs thanks to the development of technology that already exists today is public transportation services, namely online-based motorcycle taxis. With the new jobs that have emerged due to the development of technology, it provides convenience for people living in urban areas, they can order online motorcycle taxi services wherever and whenever they want. The existence of online-based motorcycle taxis makes people who want to order and use public transportation services such as motorcycle taxis and taxis no longer need to go to motorcycle taxi bases or terminals, just through an application on a smartphone.

The existence of these developments has led to the establishment of many online-based motorcycle taxi companies that can compete and offer their own advantages, one of which in Indonesia is Gojek. In addition to the convenience provided to the community, Gojek's presence in Indonesia provides job opportunities for the community because its operation requires human resources to become drivers. Due to the increasing number of drivers who register as Gojek, there is a trend of declining revenue due to a cut in application fees of more than 20% and daily bonuses are also not as attractive as when Gojek was first established, plus. In the midst of this difficulty, drivers are forced to increase working hours to increase the chances of orders coming into their accounts. Some even turn on their accounts for up to 24 hours. This phenomenon makes drivers feel dissatisfied with the policies given by the Company as an applicator. According to Robbins (2015:170), job satisfaction is a general attitude towards one's job as the difference between the number of rewards that employees receive and the number of rewards that are believed to be received.

Job satisfaction is an important thing that individuals have at work. Each individual working has different characteristics, so the level of job satisfaction is also different. The high and low job satisfaction can have a different impact. Meanwhile, according to Afandi (2018:74), job satisfaction is a positive attitude from the workforce, including feelings and behaviors towards their work through the assessment of one of the jobs as a sense of appreciation in achieving one of the important values of work. Based on the above definition, it can be concluded that job satisfaction is a result or achievement carried out by an employee in carrying out the work given.

PT Gojek Indonesia is a technology company from Indonesia that serves transportation through online motorcycle taxi services. The company was founded in 2009 in Jakarta by Nadiem Makarim. Gojek's journey began in 2010 as an online motorcycle taxi call-center in Indonesia. Then in 2015 Gojek created its own application and launched 3 main services, namely: GoRide, GoSend, and GoMart. Since then, the app has grown into a Super App, a multi-service platform with more than 20 services today. Gojek is now a leading technology platform group that serves millions of users in Southeast Asia and is a company that can meet the needs of the community, one of which is in the field of financial services platform. Currently, Gojek is available in 50 cities in Indonesia. As of June 2016, the Gojek application has been downloaded nearly 10 million times

on Google Play on the Android operating system, and is available on the App Store. Gojek also has a digital payment service called Gopay.

Based on the results of an initial survey by interviewing 30 Gojek drivers, they said that they were not satisfied with the income and orders received so that this situation could cause stress. This indicates that Gojek drivers' job satisfaction is still low or has decreased. Low or decreased job satisfaction of drivers is suspected to be caused by compensation factors and work stress.

Job satisfaction is influenced by another variable, namely the variable of work stress, because work stress is seen as having a role in driver job satisfaction. Work stress can have cognitive impacts, cognitive impacts including poor concentration, inability to make decisions and mental blocks. This causes stress can affect the mindset of the driver towards his work, this situation affects the driver's decision in the job, namely whether he is able to provide job satisfaction or not.

Work stress is a dynamic condition in which an individual is faced with opportunities, demands or resources related to what the individual desires and the outcome of which is seen as uncertain and important. Work stress is a depressed feeling that employees experience in dealing with work. Stress is a state of tension that affects a person's emotions, thought processes and conditions. This is in line with the results of research by James Renaldo, Kurniawati W, and Andani (2020) where there is a positive but not significant influence between work stress and job satisfaction. Meanwhile, the research results of Adhika Devi Aryani, Wibowo Setyo, Nur Wening (2022) found a negative influence between work stress and work satisfaction. Meanwhile, according to research by Axel R Runtalo, William A. Aereros, and Sofia A.P. Sambolus (2020), there is a significant influence between work stress and job satisfaction

Job satisfaction is influenced by other variables, namely compensation is financial rewards and intangible services as well as benefits received by employees as part of the employment relationship. Compensation is something that employees receive in exchange for their service contributions to the company Compensation is a return for services provided by the company to its employees, both financial and non-financial. Based on the above definition, what is meant by compensation is a form of reward received by employees for the services they have done to the organization or Company. This is in line with the results of research by Axel R Runtalo, William A. Aereros, and Sofia A.P. Sambolus (2020) where compensation has a significant effect on job satisfaction. Meanwhile, according to research by Chaca Wulandari and Puspita Wulansari S.P., M.M (2020), there is a significant influence between compensation and job satisfaction. Meanwhile, the results of research by Tyas Ayuningsih, and Rianasari Bimanthi Esti, S.E., Msi (2020) found a negative influence between compensation and job satisfaction.

Job satisfaction influenced by compensation variables and work stress is also suspected to be influenced by other variables that have not been studied, namely workload. According to Vanchapo (2020:1) Workload is a process or activity that must be completed immediately by a worker within a certain period of time Workload is a process in determining the number of working hours of human resources that work, use, and are needed to complete a job for a certain period of time. Workloads are tasks assigned to the workforce or employees to be completed at a specific time using the skills and potentials of the workforce. From some of the opinions above, it can be concluded that workload is a number of activities/jobs given to employees with excess workload capacity and must be completed according to the set time.

This is in line with previous research where career planning and career management have a positive and significant impact on employee performance in Fadhlurrahman latief's research. In addition to these variables, there are other variables that have not been studied, namely motivation, motivation is a potential force that exists within humans, which can be developed by oneself or developed by a number of external forces which in essence revolve around monetary rewards and non-monetary rewards. Motivation is the manager's effort or activity to be able to generate or

increase the enthusiasm and enthusiasm of the workers or their employees. Motivation is the work drive that arises in a person to behave in achieving a predetermined goal. This is in line with previous research by James Renaldo and Kurniati W. Andini (2022) where motivation has a positive and significant effect on job satisfaction. Meanwhile, the results of research by Endo Wijaya Kartika and Thomas Kaithu (2020) have a significant effect on job satisfaction. Meanwhile, according to the results of Ni Kadek Eni Juiari (2015) research, there is a positive and significant influence between motivation and job satisfaction.

RESEARCH METHODS

In research planning that aims to build a useful strategy and build a strategy that produces a blueprint or research model, according to Sugiyono (2010, p. 53) research based on the level of explanation (level of clarity) is the research in question explaining the position of other variables. Based on this, research can be categorized as follows: Descriptive Research is research conducted to determine the value of independent variables, either one or more variables (independent) without making comparisons, or connecting with other variables, Comparative Research is a comparative study. Here the variables are still the same as independent variables but for more than one sample, or in different times, Associative Research is a study that aims to determine the influence or relationship between two or more variables, with this study can function to explain, predict, and control a symptom.

Types of associative research. This study is associative in the sense that it aims to test which variables have interrelated relationships. Where is the relationship between variable X (compensation and work stress) and variable Y (job satisfaction).

The population in this study is Goride Drivers in South Tangerang, Serpong, North Serpong, and Setu areas. However, the number of the population in this study is unknown. The amount of samples taken can be determined by multiplying the number of statements by 5. The indicators in this study consist of 2 independent variables and 1 bound variable. The total statement in this study is 25 questions, so the minimum sample size of this study is $25 \times 5 = 125$, so the number of samples taken in this study is 125 respondents.

RESEARCH RESULTS

1. Data Analysis Results

The analysis of respondent response data is an elaboration of the questionnaire that has been distributed to 125 respondents. The respondents were Gojek Drivers, which consisted mostly of men. Based on the results of the questionnaire distribution, a profile was obtained, namely based on gender, age, education level and length of work. To find out the instruments that are classified as the characteristics of the respondents, you can see from the following table.

1. Characteristics of Respondent Data

1. Based on Respondent Gender

Table 1. Gender of Gojek Driver Respondents in South Tangerang

No.	Gender	Number of Respondents	Presentase (%)
1	Laki-laki	124	99%
2	Woman	1	1%
	Total	125	100%

Source: Questionnaire Data Processing Results



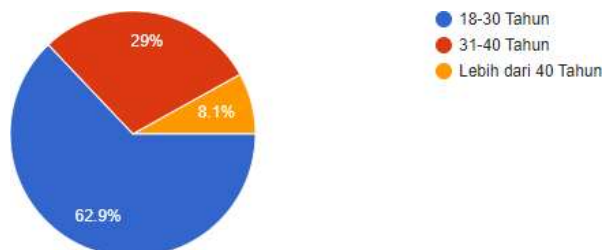
Based on the data above, there are more male respondents than female respondents. Male respondents were 99% or as many as 124 respondents, while female respondents were 1% or as many as 1 respondent

2. Based on Respondent Age

Table 2. Age of Gojek Driver Respondents in South Tangerang

No	Respondent Age	Number of Respondents	Presentase (%)
1	18 – 30 Year	78	62,9%
2	31 – 40 Year	37	29%
3	> 40 Year	10	8,1%
Total		125	100%

Source: Results of Quizzeone Data Processing



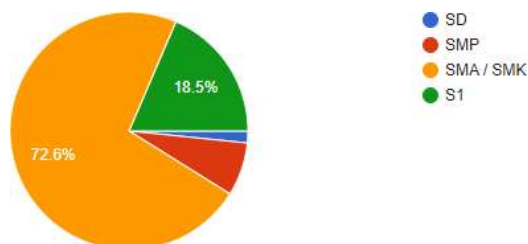
Based on the graph, respondents were divided into three groups: first, those aged between 18 and 30 years old (62.9%, or as many as 78 respondents), second, those between 31 and 40 years old (29% or as many as 37 respondents), third, those over 40 years old (8.1% of participants, or as many as 10).

3. By Education Level

Table 3. Gojek Driver Education Level in South Tangerang

No	Tingkat Pendidikan	Jumlah Responden	Presentase (%)
1	SD	2	1,6%
2	SMP	10	7,3%
3	SMA/SMK	90	72,6%
4	S1	23	18,5%
	TOTAL	125	100%

Source: Questionnaire Data Processing Results



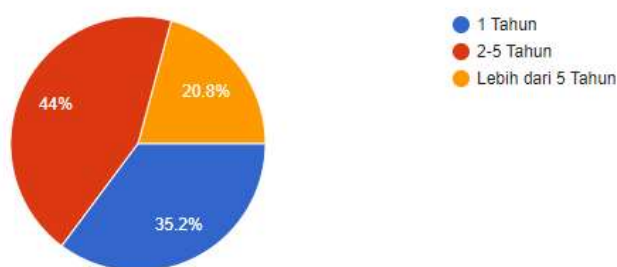
Based on the diagram above, 2 respondents who only graduated from elementary school (1.6%), respondents who graduated from junior high school were 10 people (7.3%), participants who had completed high school/vocational education as many as 90 people (72.6%), and those who had completed bachelor's education as many as 23 people (18.5%).

4. Based on Working Time

Table 4. Working Period of Gojek Driver in South Tangerang

No	Tenure	Number of Respondents	Presentase (%)
1	1 YEAR	44	35,2%
2	2-5 YEAR	55	44%
3	>5 YEAR	27	20,8%
	TOTAL	125	100%

Source: Results of Quizzeone Data Processing



According to the diagram, it shows that the 1-year working period is 44 respondents or 35.2%, the 2-5 years working period is 55 respondents or 44%, the working period is more than 5 years as many as 27 respondents or 20.8%.

2. Test Data Instruments

The data instrument test includes a validity test and a reliability test that is carried out to determine whether the instrument used in this study is valid and reliable.

1. Validity Test

Used to determine whether a questionnaire is valid or not. A model that is said to be valid if the significant value is below 0.05 or 5%. The test criterion is that if r is calculated $> r$ table, then the instrument or statement items are significantly correlated to the total score (declared valid). The sum of data (n) = 125, then the r table is 0.176.

Table 5. Compensation Validity Test Results (X1)

Butir Pernyataan	Nilai r Hitung	Nilai r Tabel	Keterangan
Instrumen 1	0,708	0,176	Valid
Instrumen 2	0,761	0,176	Valid

Instrumen 3	0,815	0,176	Valid
Instrumen 4	0,768	0,176	Valid
Instrumen 5	0,745	0,176	Valid
Instrumen 6	0,688	0,176	Valid
Instrumen 7	0,633	0,176	Valid
Instrumen 8	0,732	0,176	Valid
Instrumen 9	0,681	0,176	Valid
Instrumen 10	0,739	0,176	Valid

Source: Data Processing Results

Based on Table 5 by comparing r calculation with r of the table of 0.176. So the result of the Compensation variable is obtained because all instruments r are calculated larger than r tables

Table 6. Results of the Work Stress Validity Test (X2)

Butir Pernyataan	Nilai r Hitung	Nilai r Tabel	Keterangan
Instrumen 1	0,633	0,176	Valid
Instrumen 2	0,524	0,176	Valid
Instrumen 3	0,671	0,176	Valid
Instrumen 4	0,515	0,176	Valid
Instrumen 5	0,661	0,176	Valid
Instrumen 6	0,635	0,176	Valid
Instrumen 7	0,756	0,176	Valid
Instrumen 8	0,736	0,176	Valid
Instrumen 9	0,701	0,176	Valid
Instrumen 10	0,646	0,176	Valid
Instrumen 11	0,604	0,176	Valid

Source: Data Processing Results

Based on Table 6 by comparing r calculation with r in the table of 0.176, the result of the work stress variable is valid because all r calculation instruments are greater than r table.

Table 7. Results of the Validity Test of Gojek Driver's Job Satisfaction (Y)

Butir Pernyataan	Nilai r Hitung	Nilai r Tabel	Keterangan
Instrumen 1	0,746	0,176	Valid
Instrumen 2	0,750	0,176	Valid
Instrumen 3	0,776	0,176	Valid
Instrumen 4	0,795	0,176	Valid
Instrumen 5	0,761	0,176	Valid
Instrumen 6	0,801	0,176	Valid
Instrumen 7	0,749	0,176	Valid
Instrumen 8	0,752	0,176	Valid
Instrumen 9	0,816	0,176	Valid
Instrumen 10	0,432	0,176	Valid
Instrumen 11	0,495	0,176	Valid
Instrumen 12	0,619	0,176	Valid
Instrumen 13	0,759	0,176	Valid
Instrumen 14	0,505	0,176	Valid

Source: Data Processing Results

Based on Table 7 by comparing r calculation with r table of 0.176, the results of the Gojek driver Job Satisfaction variable are valid because all r calculation instruments are larger than r table.

2. Reliability Test

An instrument is declared reliable if *Cronbach's alpha* value is more than 0.600. On the other hand, if *Cronbach's alpha* value is less than 0.600, the data is declared unreliable. The sum of data (n) = 125, then the r table is 0.176

Table 8. Reliability Test Results

Variabel	Crobach'sAlpha	Batas	Keterangan
Kompensasi (X1)	0,901	0,600	Reliabel
Stresss Kerja (X2)	0,863	0,600	Reliabel
Kepuasan Kerja (Y)	0,922	0,600	Reliabel

Source: Data Processing Results

Based on table 8, it shows that the variables of Compensation, Work Stress, and Job Satisfaction of Gojek drivers in South Tangerang are declared reliable because they have a *Cronbach's alpha* value of more than 0.600.

3. Classic Assumption Test

In this study, the classical assumption test consisted of a multicollinearity test, a heteroscedasity test, and a normality test.

a. Multicollinearity Test

The Multicollinearity test is used to determine the relationship between independent variables and dependent variables. In the multicollinearity test, the *value of the Variance Inflation Factor* (VIF) and *the tolerance* value can be seen. If the VIF value is < 10 and *the tolerance* value is > 0.10 , there are no symptoms of mutilinearity.

Table 9. Multicollinearity Test Results

Coefficients^a

a. Dependent Variable: Kepuasan Kerja driver Gojek

Model	Unstandardized Coefficients		Sig.	CollinearityStatistics	
	B	Std. Error		Tolerance	VIF
(Constant)	8.133	3.606	.026		
Kompensasi (X ₁)	.498	.113	.000	.580	1.725
Fleksibilitas (X ₂)	.585	.115	.000	.580	1.725

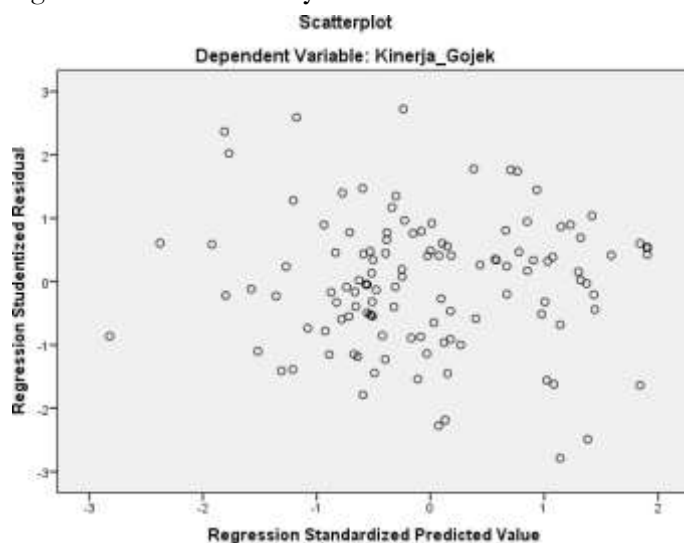
Source: Data Processing Results

Based on table 9, it can be seen that the variables Compensation (X₁) and Work Stress (X₂) have a tolerance value of $0.580 > 0.10$ and a VIF value of $1.725 < 10$. This shows that there are no symptoms of multicholinitis.

1. Heteroscedasity Test

The heteroscedasity test in this study by looking at the plot graph between the predictive value of the ZPRED dependent variable and the residual value of SRESID. Symptoms of heteroscedasity can be seen by looking at the pattern on the scatterplot graph between ZPRED and SRESID. The following are the results of the heteroscedasity test:

Figure 1. Heteroscedasity Test Results



Source: Data Processing Results

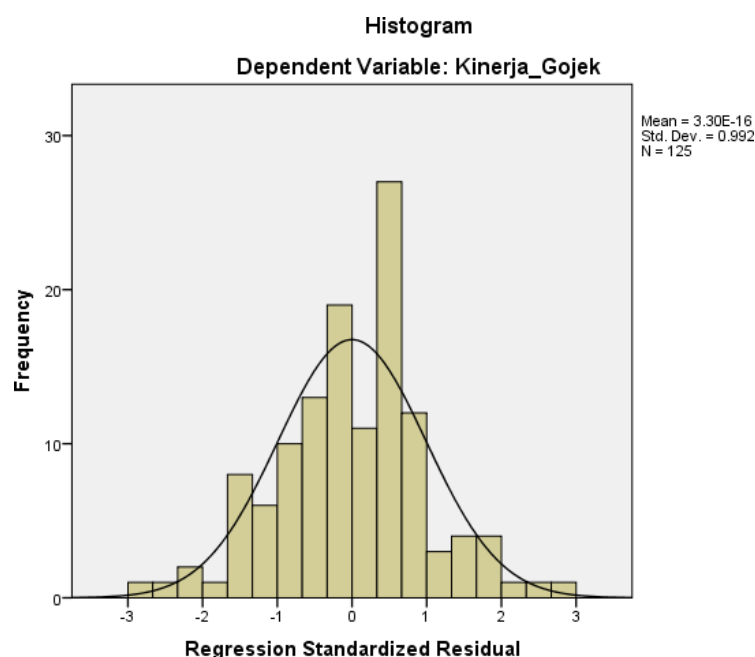
Based on table 9, it can be seen that the variables Compensation (X1) and Work Stress (X2) have a tolerance value of $0.580 > 0.10$ and a VIF value of $1.725 < 10$. This shows that there are no symptoms of multicholinearitis. Based on figure 1, it can be seen that there is a random and scattered pattern and scattered points above and below the Y axis.

2. Normality Test

The normality test aims to find out whether the data is distributed normally or not. In this study, the normality test can be seen from the histogram and the results of the P-P Plot

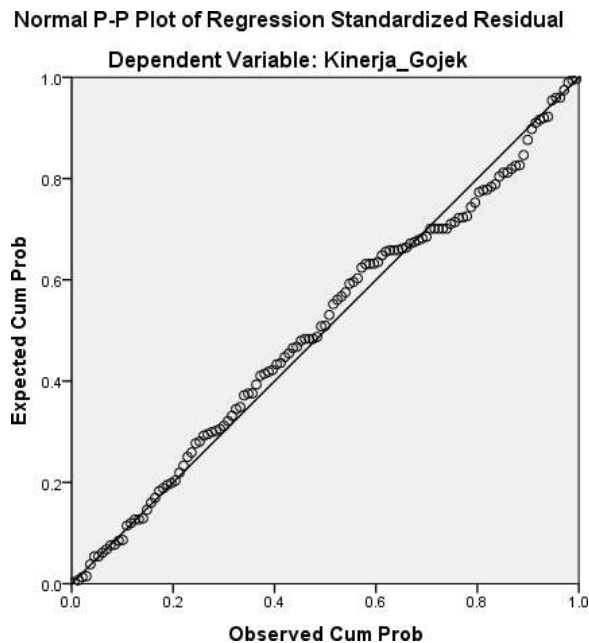
Figure 2. Histogram Graph Normality Test Results

Source: Data Processing Results



Based on figure 2, it can be seen that the data is distributed normally because the lines form like a bell and are balanced between right and left.

Figure 3. Normality Test Results of P-Plots



Source: Data Processing Results

Based on figure 3, it can be seen that the distribution of the dots is around and close to the diagonal line. This shows that the data is distributed normally.

3. Analysis Methods

a. Multiple Linear Regression Analysis

Multiple linear regression analysis aims to determine independent variables versus dependent variables.

Table 10. Multiple Linear Regression Test Results

Coefficients ^a			
Model	Unstandardized Coefficients	Standardized Coefficients	
	B	Std. Error	Beta
(Constant)	8.133	3.606	
Kompensasi (X ₁)	.498	.113	.365
Stress Kerja (X ₂)	.585	.115	.423

Dependent Variable: Kepuasan Kerja *Driver* Gojek

Source: Data Processing Results

Based on the results of the above data processing, the following multiple linear regression equations were obtained:

$$Y = 8.133 + 0.498X_1 + 0.585X_2$$

The coefficient of the regression equation can be interpreted as follows:

1. $\alpha = 8,133$ means Compensation and Work Stress = 0, then the Job Satisfaction of the Gojek driver will show a value of 8,133 or in other words if there is no Compensation and Work

- Stress, then the Job Satisfaction of the Gojek driver is 8,133 points.
- $\beta_1 = 0.498$ shows that the regression coefficient of Compensation has a positive direction, where every increase in one Compensation point means that the Job Satisfaction of Gojek drivers will increase by 0.498 points. It can be concluded that the more compensation increases, the job satisfaction of Gojek drivers will increase.
 - $\beta_2 = 0.585$ shows that the regression coefficient of Work Stress has a positive direction, where every increase in one point of Work Stress means that the Job Satisfaction of Gojek drivers will increase by 0.585 points. It can be concluded that the more Work Stress increases, the Job Satisfaction of Gojek drivers increases.

Coefficient of Determination Test (R^2)

Table 11. Determination Coefficient Test Results (R^2) Model Summary^b

Model	R	R Square	Adjusted RSquare	Std. Error of the Estimate
1	.716 ^a	.512	.504	9.093

a. Predictors: (Constant), Stress Kerja, Kompensasi

b. Dependent Variable: Kepuasan Kerja Driver Gojek

Source: Data Processing Results

Based on table 11, it can be seen that the Coefficient of Determination (R^2) is 0.512 or 51.2%. This shows that Compensation and Work Stress affect the Job Satisfaction of Gojek drivers in South Tangerang by 51.25%, the remaining 0.488 or 48.8% is influenced by other variables that were not studied in this study such as workload and motivation.

4. Uji Hypothesis

1. Partial Test (t-test)

The t-test is used to see how far independent variables influence dependent variables. To find out the statistical t-value of the table is determined with a significance level of 5% or 0.05 and the degree of freedom $df = (n-2)$ where n = number of observations. The description t ($df: 123, \alpha: 0.05$) = 1.979 with the result of t of the table is 1.979. The following is a presentation of the results of the partial test (t-test) as follows:

Table 12 . Hasil Uji t Coefficients^a

Model	Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
	B		Beta		
(Constant)	8.133	3.606		2.256	.026
Kompensasi (X_1)	.498	.113	.365	4.391	.000
Stress Kerja (X_2)	.585	.115	.423	5.094	.000

a. Dependent Variable:

Kepuasan Kerja Driver Gojek

Source: Data Processing Results

Based on table 12 it can be concluded that:

- The Effect of Compensation on Gojek Drivers' Job Satisfaction Based on the results of the t test in table 4.12, it can be seen that t calculates $> t$ of the table, which is $4.391 > 1.979$ and the significance value is $0.000 < 0.05$. Therefore, it can be concluded that H_0 was rejected and

- Ha was accepted, meaning that Compensation has a positive and significant effect on *Gojek* Drivers' Job Satisfaction
2. The Effect of Work Stress on *Gojek* Drivers' Job Satisfaction Based on the results of the t-test in table 12, it can be seen that t calculates $> t$ of the table, which is $5.094 > 1.979$ and the significance value is $0.000 < 0.05$. So it can be concluded that H_0 was rejected and H_a was accepted, meaning that Work Stress has a positive and significant effect on *Gojek* drivers' Job Satisfaction.

Simultaneous Test (F Test)

The F test is used to see the effect of independent variables together on dependent variables.

Table 13. Hasil Uji F ANOVA^a

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10590.692	2	5295.346	64.043	.000 ^b
	Residual	10087.500	122	82.684		
	Total	20678.192	124			

a. Dependent Variable: Kepuasan Kerja *Driver* *Gojek*

b. Predictors: (Constant), Stress Kerja, Kompensasi

Source: Data Processing Results

Based on the results of the F test in table 13, it can be seen that F calculates $> F$ table, which is $64,043 > 3.07$ and a significant value of $0.000 < 0.05$. This shows that H_0 was rejected and H_a was accepted, meaning that Compensation and Work Stress together have a positive and significant effect on *Gojek* drivers' Job Satisfaction.

DISCUSSION

1. The Effect of Compensation on *Gojek* Drivers' Job Satisfaction

Based on the results of the t-test, it can be seen that career development has a positive and significant effect on employee performance. This can be seen from the results of the t calculation of the $> t$ table, which is $4,391 > 1,979$ and the significance value of $0.000 < 0.05$. So it can be concluded that H_0 was rejected and H_a was accepted, meaning that compensation has a positive and significant effect on *Gojek* drivers' job satisfaction. The results of this study are in line with Chaca Wulandari and Puspita Wulansari, S.P., M.M. (2020) who stated that there is a significant positive influence between compensation and job satisfaction.

2. The Effect of Work Stress on *Gojek* Drivers' Job Satisfaction

Based on the results of the t-test, it can be seen that Work Stress has a positive and significant effect on employee performance. This can be seen from the results of the t calculation of the $> t$ table, which is $5,094 > 1,979$ and the significance value of $0.000 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted, meaning that Work Stress has a positive and significant effect on the Job Satisfaction of *Gojek* drivers. The results of this study are in line with James Renaldo, Kurniawati w, and Andani (2020) who stated that work stress has a positive and significant effect on job satisfaction.

3. The Effect of Compensation and Work Stress Together on *Gojek* Drivers' Job Satisfaction

Based on the results of the F test, it can be seen that Compensation and Work Stress have a positive and significant effect on the Job Satisfaction of Gojek drivers. This can be seen from the results of the F calculation $> F$ table, which is $64,043 > 3.07$ and the significance value of $0.000 < 0.05$. So it can be concluded that H_0 was rejected and H_a was accepted, meaning that Compensation and Work Stress have a positive and significant effect on Gojek drivers' Job Satisfaction. The results of this study are in line with Axel R Runtalo, William A. Aereros and Sofia A.P. Sambolus (2020) who stated that compensation and work stress have a positive and significant effect on job satisfaction.

REFERENCES

- A.A. Anwar Prabu Mangkunegara. (2010). Evaluasi Kinerja SDM. Bandung: PT. Refika Aditama.
- A.A. Anwar Prabu Mangkunegara. (2017). Manajemen Sumber Daya Manusia Perusahaan. Bandung: Remaja Rosdakarya
- AA. Anwar Prabu Mangkunegara. (2013). Manajemen Sumber Daya Manusia Perusahaan. Bandung: Remaja Rosdakarya.
- ADHIKA DEVI ARYANI, WIBOWO SETIYO NUGROHO, & NUR WENING. (2022). PENGARUH KOMPENSASI, MOTIVASI DAN STRES KERJA TERHADAP KINERJA KARYAWAN: STUDI KASUS PADA KOMUNITAS KELUARGA GOJEK 24 YOGYAKARTA (2021). *Jurnal Ekonomi, Bisnis Dan Manajemen*, 1(4), 281–305. <https://doi.org/10.58192/ebismen.v1i4.165>
- Afandi, P., (2018). Manajemen Sumber Daya Manusia; Teori, Konsep dan Indikator, edisi 1. ed. Zanafa, Pekanbaru
- Basri, A. F. M., dan Rivai, V.(2005). Performance appraisal. Jakarta: PT Raja. Grafindo Persada.
- Edison, Anwar dan Komariyah. (2016). Manajemen Sumber Daya Manusia Edisi Pertama. Bandung: Alfabeta.
- Edy, Sutrisno. (2016). Manajemen Sumber Daya Manusia. Jakarta: Kencana Prenada Media Group.
- Gering, Dhian. (2017). Motivasi Kerja. Jakarta: Pustakamedia
- Gunawan, Imam. (2016). Metode Penelitian Kualitatif. Jakarta: Bumi Aksara.
- Hafidz Adnin Adiesta Maarij.,Dian Marlina Verawati. (2022). Pengaruh Motivasi Kerja Terhadap Kinerja Mitra Pengemudi Gojek di Magelang Pada Masa Pandemi Covid-19. *Jurnal Akuntansi, Manajemen, Bisnis Dan Teknologi*, 2(2), 175-181. <https://doi.org/10.56870/ambitek.v2i2.46>
- Hasibuan, Malayu S.P, (2011). Manajemen Sumber Daya Manusia. Jakarta: PT Bumi Askara.
- Hasibuan, Malayu S.P. (2013). Manajemen Sumber Daya Manusia. Jakarta: PT Bumi Aksara
- Hasibuan, Malayu SP. (2014). Manajemen Sumber Daya Manusia, Cetakan keempat belas, Jakarta. Penerbit: Bumi Aksara
- James Renaldo, Kurniawati W, dan Andani. Pengaruh Motivasi, Budaya Organisasi, dan Stress Kerja terhadap Kepuasan Kerja mitra gojek. *Jurnal Manajerial dan Kewirausahaan*, Vol 4, No 4, 2020
- Kasmir. (2019). Analisis Laporan Keuangan. Edisi Pertama. Cetakan Keduabelas. PT Raja Grafindo Persada. Jakarta
- Luis Preselliya Siregar, Adietya Arie Hetami, dan Wira Bharata. Pengaruh Kompensasi dan Fleksibilitas Driver Gojek terhadap Kinerja dengan Kepuasan Kerja Sebagai Variabel Intervening PT GOJEK Cabang Semarang. *Jurnal Administrasi Bisnis*, Vol 1, No 1, 2021. DOI: <https://doi.org/10.35194/jubis.v1i1.1518>
- Mathis, R. L., and J. H. Jackson. (2016). Human Resource Management. Edisi 10 Jilid 3. Salemba Empat. Jakarta.
- Nitisemito. (2019). Manajemen Sumber Daya Manusia. Edisi Ketiga. Ghalia Indonesia, Jakarta.
- Priansa, (2016). Perencanaan dan Pengembangan SDM .Penerbit : Alfabeta Bandung.

- Rivai Dan Ella Sagala. (2013). *Manajemen Sumber Daya Manusia Untuk Perusahaan*, Rajawali Pers, Jakarta.
- Robbins, Stephen P. & Timothy A. Judge. (2016). *Perilaku Organisasi: Organizational Behavior*. Terj: Ratna Saraswati Dan Febriella Sirait. Jakarta: Salemba Empat
- Robbins, Stephen P. dan Timothy A. Judge. (2018). *Perilaku Organisasi. Organizational Behavior* (Buku 1, Edisi Ke-12). Jakarta: Salemba Empat.
- Runtulalo, A. R., Areros, W. A., & Sambul, S. A. P. (2020). Kompensasi Finansial dan Stres Kerja Terhadap Kepuasan Kerja Mitra Driver PT. Go-Jek Indonesia (GoRide). *Productivity*, 1(4), 312–316. <https://ejournal.unsrat.ac.id/v3/index.php/productivity/article/view/30037>
- Simamora, Henry (2015). *Manajemen Sumber Daya Manusia*. Yogyakarta: STIEY
- Sudaryo, Yoyo., Agus Aribowo, Nunung ayu Sofiati. (2018). *Manajemen Sumber Daya Manusia, Kompensasi Tidak Langsung dan Lingkungan Kerja Fisik*. Yogyakarta: Penerbit Andi
- Sugiyono. (2013). *Metode Penelitian Bisnis (Pendekatan Kuantitatif, kualitatif, dan R&D*, Alfabeta : Bandung
- Sugiyono. (2019). *Metodelogi Penelitian Kuantitatif dan Kualitatif Dan R&D*. Bandung: ALFABETA.
- Tyas Ayuningsih, dan Rianasari Bimanthi Esti, S.E., Msi. Pengaruh Penilaian Kinerja, Motivasi, dan Kompensasi terhadap Kepuasan Kerja Driver Gojek di Indonesia. *Jurnal Manajemen*, Vol 2, No 1, 2022
- Veithzal Rivai. (2014). *Manajemen Sumber Daya Manusia untuk Perusahaan*, Edisi ke 6, PT. Raja Grafindo Persada, Depok, 16956.
- Wibowo. (2017). *Manajemen Kinerja*. Edisi Kelima. Depok: PT. Raja Grafindo Persada.