

Effect Of Environmental Work Leadership Style Compensation On Employee Productivity Intervening As Employee Satisfaction In Business Unit Pt. Brantas Bipraya In Jakarta

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Abstract: The purpose of this study are: 1. To analyze the work environment on employee job satisfaction; 2. analyze the leadership style on employee job satisfaction; 3. To analyze the compensation on employee job satisfaction; 4. To analyze the job satisfaction of employees on labor productivity; 5. To analyze the work environment on employee productivity; 6. To analyze the leadership style on employee productivity; 7. To analyze compensation on employee productivity. The population in this study were employees and workers in the unit of PT. Abipraya Brantas overall amounted to 371 people. The number of respondents was 192 selected Proportionate Stratified Random Sampling method. The analyzed data are primary data. The data was obtained through a survey with questioning techniques. Further research hypothesis tested by path analysis. The results showed: 1) Work environment positive and significant effect on employee job satisfaction. 2) The style of leadership and a significant positive effect on employee job satisfaction. 3) Compensation positive and significant effect on employee job satisfaction. 4) The employee satisfaction and significant positive effect on employee productivity. 5) The working environment positive and significant impact on employee productivity. 6) The leadership style positive and significant impact on employee productivity. 7) Compensation positive and significant impact on employee productivity.

Index Terms: Work environment, style of leadership, compensation, satisfaction Labor, labor productivity

1. INTRODUCTION

Government policy in the field of infrastructure programs has increased in the last five years from the state budget in 2010 amounted to Rp.86.0 trillion to Rp. 189.7 trillion in APBN 2015, the infrastructure program will be implemented scattered throughout the regions of the country. The implementation of infrastructure works will be carried out by company companies engaged in the construction service industry in the form of work packages. In general, activities including the construction industry include, planning, design, construction, repair and maintenance and demolition, while the products produced include: buildings, airports and ports, electrical, communication and gas works, reclamation, canals and dams, pipelines and canals and highways, bridges, railroads, reservoirs and tunnels (Ofori, 1990: 105). The existence of a strong construction industry, a necessary condition is to encourage the growth of construction services, in some cases still have not been met. PT. Brantas Abipraya (Persero) is a construction services company which has activities in the field of construction industry include planning, design, construction, repair and maintenance. At the level of the business units are divided into several divisions and each division handles several business units called projects managed by the project manager.

A business unit of PT. Brantas Abipraya handle multiple projects in the field of water resources, buildings, roads, bridges, airports, docks and project engineering procurement construction (EPC). One factor that is very important for the company to achieve the goal of the organization. Defined organization is a group of people who gather together around a technology that is used to change the inputs from the environment into goods and services that can be marketed. The evaluation criteria for the performance of the construction company is net income and growth, to meet these criteria is strongly influenced by the resource productivity of Man, so that the construction company should be able to increase employee productivity right (Ali, 2010: 52). Thus, companies need to pay attention to the factors that affect employee productivity due to determine the steps to be taken by the management company regarding the development of human resources. The work environment in an organization has an important meaning for individuals who work in it, because this environment will influence directly or indirectly the individual in it. The condition of a non-conducive working environment will affect employee performance, such as reduced productivity in work, low employment rates for employees, such as postponing postponement of work that will ultimately lead to lower levels of employee productivity. Compensation is everything that employees receive as a reward for their work (Handoko, 2003,114-118). So through these compensation employees can improve work performance, motivation and job satisfaction and increase their life needs. Compensation is very important because it is the main motivation for someone to become an employee, and also the influence on the spirit and enthusiasm of the work of the employees so that it will provide optimal work productivity. Employee job satisfaction can be achieved if the fulfillment of employee needs is met, get a safe and comfortable working environment, excellent relations between employees, get compensation financially or nonfinancially and get fair treatment from the leadership.

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If employee satisfaction can be achieved, it is expected to have a positive impact on employee work productivity and corporate goals will be achieved. Job satisfaction for employees will affect the level of productivity, where work productivity will affect the level of success or progress of the organization. PT Brantas Abipraya as one construction company in lately have complaints of donor project in terms of quality or productivity of the work of employees who are not in accordance with the standards given by the giver of the project, it is obviously contributes to the high operational costs incurred, and the effect on the contribution that has been set by the company. This phenomenon became interested authors to be studied, what is the cause of the decline in the quality or productivity of employees when the review of the work environment, leadership and compensation given that impact on job satisfaction and work productivity

Formulation of the Problem

Based on the description above, the problem can be formulated as follows: 1) Is the working environment significantly influence employee satisfaction? 2) Is the effect of leadership style throughout a significant way on employee job satisfaction? 3) Are compensation significantly affect job satisfaction? 4) Is the employee satisfaction significantly influence employee productivity? 5) Is the working environment significantly influence employee productivity? 6) Is the leadership style air-significant influence on the productivity of employees? 7) What compensation will a significant influence on employee productivity?

Research Purposes

1. To analyze the work environment towards employee job satisfaction; 2. To analyze the leadership style of employee job satisfaction; 3. To analyze compensation for employee job satisfaction; 4. To analyze employee job satisfaction with employee work productivity; 5. To analyze the work environment towards employee work productivity; 6. To analyze the leadership style of employee work productivity; 7. To find out and analyze compensation for employee work productivity.

2. LITERATURE REVIEW

Definition of Human Resource Management

Dessler (2007: 58) declared "Human Resource Management is a decisive aspect of policy and practice of" man "or HR management positions, including recruiting, filter, train, reward and appraisal. Besides the human resource management can also be interpreted as a process of acquiring, train, assess and provide compensation to employees, pay attention to their labor relations, health and safety, as well as a matter of justice." According Sadili Samsudin (2009: 117) that "Human Resource Management (HRM) is a management activities include the utilization, the developer's, assessment, provision of fringe benefits, ways to design a system planner's, preparation of employees, career management, performance evaluation, compensation of employees, and the relationship employment work to do." Arep and Tanjung (2008: 98), suggests that "HRM is the science and art of governing human element (creativity, taste and intention) as an asset

of an organization by means of acquiring, developing and maintaining a workforce effectively and efficiently." based on the above understanding BE- how, it can be concluded that the human Resource Management is a science that empower people with a view achieve the goals of individuals, communities, and organizations that can meet certain satisfaction.

Functions of Human Resource Management

According to Wahyudi (2010: 12), suggests that the functions of HRM are:

a. Planning

Planning is a task in requirements planning, procurement, development and maintenance;

b. organizing

The organization is also prepared an organization by designing the tasks that must be done by workers who have been prepared;

c. briefing

Briefing is to give impetus to create unwillingness all work is carried out effectively and efficiently;

d. control

Control is the measurement between the activities carried out by the standards that have been established especially in the field of labor.

Work Environment

The work environment within an organization or company is very important influence in achieving corporate goals. The work-wan will work more quiet and comfortable and will provide work or optimal performance when supported by a conducive work environment. Understanding the working environment according to Alex S. Nitisemito (1984: 184), is everything that exists around the workers and to influenced him in carrying out the tasks assigned, for example hygiene, music, lighting, and others.

Leadership Style

Leadership factor is a control factor that will become a stabilizer in an effort to support the work productivity of employees, especially leadership that internally and externally understands the essence of being a leader, namely leadership that is applicable to the phenomena faced by organizations and employees. Leaders are sometimes found in informal groups, so they are not always responsible for management functions. A manager who wants to succeed is required to have effective leadership. Enterprises of a leader to influence others or that subordinates are instructed to follow what will largely depend on the style of leadership that is in use. However, there is no effective leadership style that applies generally to all situations.

Compensation

Compensation is important for both the organization / company and employees. For compensation organizations have a variety of objectives, among others, to attract prospective employees to join the organization, motivate employees, and increase job satisfaction. Whereas for employees compensation is a source of income for economic survival and determining social status in society (Flippo, 1994). According to Dessler (1997), compensation is any lawyer-payday or rewards that flow to employees.

This compensation includes three components: (a) direct financial payment, such as salaries, incentives, bonuses, and commissions; (B) indirect payment, namely in the form of benefits such as health insurance, family benefits, work leave, recreational programs, pensions, savings and loan cooperatives, transportation and so on; (C) non-financial rewards, the things that are difficult to quantify such as more flexible working hours, a task or job challenging and prestigious office facilities. Compensation under Hasibuan (1994) are all revenues in the form of money or goods directly or indirectly received by employees as a reward for their services provided to the organization.

Employee Satisfaction

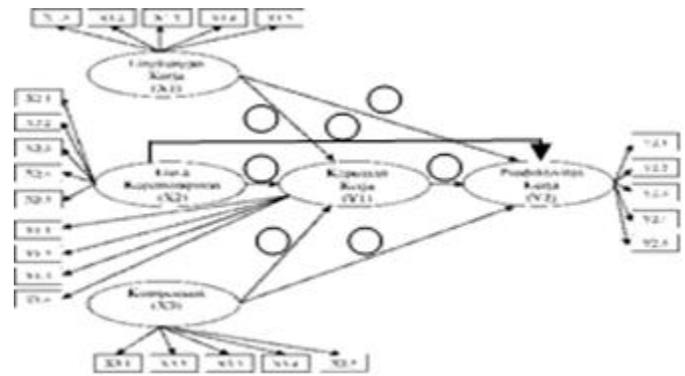
Job satisfaction according to Susilo Martoyo (2000: 115), basically is one of the psychological aspects that reflect the feelings of one person towards his work. He will feel satisfied with the compatibility between his abilities, skills, and expectations with the work he faces. Actually, satisfaction is a subjective condition, based on the conclusions of a comparison of what the employee receives from his work with what he expected, desired, and thought of. Meanwhile, each employee subjectively determines how the job is satisfying. Employee job satisfaction gained is expected to provide motivation and high productivity for employees, so that will provide a greater contribution to the company. Compensation leave for employees

Employee Productivity

Employee productivity for a company is important as a measure to not be successful in running the business. Due to the higher productivity of employees in the company, meaning corporate profits and productivity will increase. In this context, the essence of the notion of productivity is a mental attitude that always has the view that quality of life should be better today than yesterday, and tomorrow should be better than today (Kusnendi, 2003: 8.4). Various opinion that labor productivity is the ability to produce goods and services from a variety of resources or factors of production used to scan and improve the quality and quantity of work produced in a company. In an effort enhances employee productivity in a company needs to pay attention to factors that affect the productivity of employees. Many factors can influence employee productivity both related to labor itself as well as factors related to the corporate environment and government policy as a whole.

Conceptual Framework

The thought that will be used to study and simplify the process of completing the research is called the conceptual framework which functions as a guide to the flow of thinking in research. The conceptual framework of the research is explained in Figure 1. The following construct models for this study are in the form of unidimensional as in the picture below.



Hypothesis Research

A significant work environment for employee job satisfaction; 2. Significant leadership style on employee job satisfaction; 3. Significant compensation for employee job satisfaction; 4. Employee job satisfaction has a significant effect on employee work productivity; 5. Work environment that is significant towards employee work productivity; 6. Significant leadership style on employee work productivity; 7. Significant compensation for employee work productivity

3. RESEARCH METHOD

The design of the research methods used in this study is the kind of research is explanatory, as long as the data is primary data obtained directly from the employee and secondary data obtained from a unit of PT. Abipraya Brantas, data collection is done by observation and questionnaire field, formulation of the problem is the method of hypothesis testing and research using quantitative methods to approach SEM analysis.

Population and Sample

The population in this study were employees and workers in the unit of PT. Abipraya Brantas overall amounted to 371 employees. Sampling with probability sampling technique that is intake by proportional number of samples, sampling techniques using proportionate stratified random sampling technique with the number of employees who are not homogeneous strata that have the status of employees. The sample in this study were employees and workers of PT. Brantas Abipraya at the level of business units or projects. The sampling method used in this research is purposive sampling. This study used a proportionate random sampling technique using the formula of Yamane (Riduwan, 2007), namely:

$$n = \frac{N}{N \cdot e^2 + 1} = \frac{371}{371 \cdot (0,05)^2 + 1} = 192$$

So the sample size is 192 employees.

Operational Definitions of Variables

1. Exogenous variables (X) are the variables that affect productivity and job satisfaction. The independent variables in this study are:
 - a. Work environment (X1) is everything that exists around the workers and that can influence himself in shortly execute tasks in-charge
 - b. Leadership style (X2) is the leadership ability to influence others to achieve goals with enthusiasm

- c. Compensation (X3) is the entire remuneration received by employees for the work of these employees in the organization
2. Endogenous variable (Y) is the job satisfaction is an individual activity that directly to increased productivity. With indicators:
 - a. Job satisfaction (Y1) is an attitude of an individual toward his work
 - b. Labor productivity (Y2) is defined as the ratio between the output to the input.

Validity and The reliability

Validity test is done to determine the level of ability of an instrument or data collection tool in uncovering something that is a fundamental objective of the measurements made. An instrument is said to be valid if the instrument is able to measure what should be measured and capable of expressing what you want to reveal (Sutrisno Hadi, 1993: 47) In SEM testing validity is done by analyzing the value of Variance Extract where the value of Variance Extract that can be received is a minimum of 0.50. Reliability testing is required to determine the level of constancy of the measuring instrument used. Measuring instrument can be said to be reliable (trustworthy), when the measurement result or the value obtained remains consistent, even if carried out repeated measurements on the same subject (Sutrisno Hadi, 1993: 82). SEM concept of reliability in the known value of Construct Reliability. The minimum reliability value of dimension / indicator forming a latent variable that can be received is equal to 0.70.

Data Analysis Method

In this study to analyze the study data using software Structure Equation Modeling (SEM). Generally SEM can be used to analyze the research model that has several independent variables (exogenous) and dependent (endogenous) as well as moderating or intervening variables.

4. RESULT AND DISCUSSION

Validity Test

Based on the results of the analysis can be seen that each of the indicators that are used both in research variable loading factor has a value greater than 0.05. This means that the indicators used in the study variables is feasible or valid in use right as data collectors.

Reliability Test

Based on the results of analysis of each latent variables used in the study provide CR values above the cut-off of 0.7. That is to say each latent variable is reliable.

Normality Test

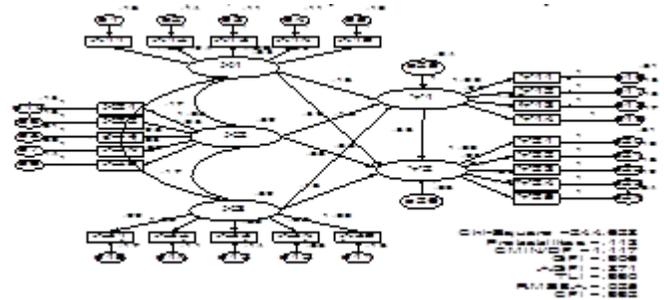
The test results obtained normality CR value of 1.315 which means the CR is in the $-1.96 \leq CR \leq 1,96$ so that it can be stated that the data multivariate normal distribution. In addition to normal univariate data also demonstrated by all the critical value ratio of all indicators located at $-1.96 \leq CR \leq 1.96$.

Multicollinearity Test

The test results multico-linearity provides Determinant value of the sample covariance matrix at 79.151, This value is far above zero so that we can conclude there are no issues multicollinearity and singularity on the analyzed data.

Outliers Test

Detection of multivariate outliers is done by paying attention to the value of the Mahalanobis Distance. The criteria used are based on the value of Chi Square on the degree of freedom equal to the number of indicator variables at the level of significance $p > 0.01$ (Ghozali, 2005: 130). The results of the outliers test in this study indicate the value of Mahalanobis d-squared is smaller than the value of Chi Square which is equal to 42.160. This means that in this study all cases did not experience outliers or it could be said that there was no significant difference between the data and the data group.



Analysis of Structural Equation Modeling (SEM)

The results of testing with the AMOS version 5.0 program give the results of the SEM model as shown in the following figure that shows the influence of the work environment, leadership style, compensation, on employee work productivity: employee job satisfaction as intervening in the PT. Brantas Abipraya in Jakarta.

Conformance Test Model (Goodness of Fit Test)

Tests on models of SEM aims to look at the suitability of the model. Results of testing the suitability of the model in this study are presented in Table 1.

Table 1. Suitability Index SEM

Criteria	Value Cut Off	Test result	Information
Chi Square	Expected to be smaller than the X2 df = 192, namely 225.329	224 628	Well
Sig. probability	≥ 0.05	0.135	Well
RMSEA	≤ 0.08	0,025	Well
GFI	≥ 0.90	0,906	Well
AGFI	≥ 0.90	.871	marginal
CMIN / DF	≤ 2 or 3	1,117	Well
TLI	≥ 0.95	0,990	Well
CFI	≥ 0.95	.992	Well

Based on the above table it can be seen that the eight criteria used to assess the feasibility of a model has been fulfilled. So it can be stated that the model can be accepted, which means there is a fitness model with data.

Causality test

Detailed testing path coefficients are presented in Table 2.

Table 2. Results of Causality Test

Influence	Estimation	SE	CR	P	Label
Y1 <- X1	0.179	0,072	2.487	0,013	Significant
Y1 <- X2	0.385	0.074	5,178	0,000	Significant
Y1 <- X3	.216	0.061	3,529	0,000	Significant
Y2 <- Y1	.560	0.191	2,936	0,003	Significant
Y2 <- X1	.180	0.089	2,027	0.043	Significant
Y2 <- X2	.224	0.106	2,122	0,034	Significant
Y2 <- X3	0.176	0.079	2,231	0,026	Significant

Based on Table 2. it can be stated that the results of testing the path coefficient for work environment (X1) on job satisfaction (Y1) has a positive path of 0.179 with CR of 2.487 and probability (p) of 0.013 which means that the work environment (X1) has a significant effect towards job satisfaction (Y1). So that the hypothesis states that the work environment (X1) has an effect on job satisfaction (Y1) of employees in the Business Unit of PT. Brantas Abipraya Jakarta proved the truth or H1 was accepted. This means that if the work environment is getting better, it will further improve employee job satisfaction. The results of testing the path coefficient for leadership style (X2) on job satisfaction (Y1) has a positive path of 0.385 with C.R of 3.280 and probability (p) of 0.000 which means that leadership style (X2) has a significant effect on job satisfaction (Y1). So that the hypothesis states that leadership style (X2) has an effect on job satisfaction (Y1) of employees in the Business Unit of PT. Brantas Abipraya Jakarta proved the truth or H2 was accepted. This means that if the leadership style gets better, it will further improve employee job satisfaction. The results of testing the path coefficient for compensation (X3) on job satisfaction (Y1) has a positive path of 0.216 with C.R of 3.529 and the probability (p) of 0,000 which means that compensation (X3) has a significant effect on job satisfaction (Y1). So the hypothesis which states that compensation (X3) has an effect on job satisfaction (Y1) of employees in the Business Unit of PT. Brantas Abipraya Jakarta proved the truth or H3 was accepted. This means that if compensation is getting better, it will further increase employee job satisfaction. The test results of the path coefficient for job satisfaction (Y1) on work productivity (Y2) have a positive path of 0.560 with C.R of 2.936 and the probability (p) of 0.003 which means that job satisfaction (Y1) has a significant effect on work productivity (Y2). So the hypothesis that states that job satisfaction (Y1) affects work productivity (Y2) of employees in the Business Unit of PT. Brantas Abipraya Jakarta proved the truth or H4 was accepted. This means that if job satisfaction is getting better, it will further improve employee work productivity. The results of testing the path coefficient for the work environment (X1) on work productivity (Y2) has a positive path of 0.180 with C.R of 2.027 and the probability (p) of 0.043 which means that the work environment (X1) has a significant effect on work productivity (Y2). So the hypothesis that states that the work environment (X1) affects work productivity (Y2) of employees in the Business Unit of PT. Brantas Abipraya

Jakarta proved the truth or H5 was accepted. This means that if the work environment is getting better, it will further improve employee work productivity. The test results of the path coefficient for leadership style (X2) against work productivity (Y2) have a positive path of 0.224 with CR of 2.122 and probability (p) of 0.034 which means that leadership style (X2) has a significant effect on work productivity (Y2) . So the hypothesis which states that leadership style (X2) has an effect on work productivity (Y2) of employees in the Business Unit of PT. Brantas Abipraya Jakarta proved its truth or H6 was accepted. This means that if the leadership style is getting better, it will further improve employee work productivity. The test results of the path coefficient for compensation (X3) on work productivity (Y2) have a positive path of 0.176 with C.R of 2.231 and the probability (p) of 0.026 which means that compensation (X3) has a significant effect on work productivity (Y2). So the hypothesis which states that compensation (X3) affects work productivity (Y2) of employees in the Business Unit of PT. Brantas Abipraya Jakarta proved its truth or H7 was accepted. This means that if compensation is getting better, it will further improve the work productivity of employees.

Direct Impact Between Variables

In the study the direct influence relationships occur between the exogenous latent variable work environment (X1), leadership (X2), compensation (X3) with intervening endogenous variables job satisfaction (Y1) and endogenous latent variables tied to labor productivity (Y2). A summary of the direct influence of these variables can be seen in Table 3.

Table 3. Effect of Direct Variable

Direct Impact	Endogenous variables	
	Job Satisfaction (Y1)	Work Productivity (Y2)
Working Environment (X1)	.208	.160
Leadership style (X2)	0.507	0.226
Compensation (X3)	0.286	0.179
Job Satisfaction (Y1)	0,000	.429

Based on Table 3 it can be seen that the direct influence of the working environment (X1) to the satisfaction to work (Y1) of 0.208 with a positive direction. Style to leadership (X2) on job satisfaction (Y1) of 0.507 with a positive direction, compensation (X3) on job satisfaction (Y1) of 0.286 with a positive direction. The work environment (X1) on work productivity (Y2) is 0.160 in a positive direction. The style to leadership (X2) on work product (Y2) is 0.226 with positive direction, compensation (X3) on productivity (Y2) is 0.179 in a positive direction. And job satisfaction (Y1) on work productivity (Y2) is 0.429. Based on these tests can be stated that the force to leadership (X2) has the largest direct effect on job satisfaction (Y1) Business Unit employee at PT. Brantas Abipraya Jakarta, besides compensation (X3) also had the greatest effect on labor productivity (Y2) Business Unit employee at PT. Brantas Abipraya Jakarta.

Indirect Influence Between Variables

Indirect relationship occurs between exogenous latent variable work environment (X1), style to leadership (X2), compensation (X3) with intervening endogenous variables job satisfaction (Y1) and endogenous latent variables tied to labor productivity (Y2).

Table 4. Indirect Influence Between Variables

Indirect Influence	Endogenous variables	
	Job Satisfaction (Y1)	Work Productivity (Y2)
Working Environment (X1)	0,000	0.089
Leadership style (X2)	0,000	.218
Compensation (X3)	0,000	0.123
Job Satisfaction (Y1)	0,000	0,000

Based on Table 4, it can be seen that the indirect effect of work environment (X1) on work productivity (Y2) is 0.089 with positive direction, leadership style (X2) on work productivity (Y2) of 0.218 with positive direction, compensation (X3) on productivity work (Y2) of 0.123 with a positive direction. Based on these tests it can be stated that leadership style and compensation have the greatest indirect effects on employee work productivity at PT. Brantas Abipraya Jakarta.

Total Inter Variables Influence

The net effect is an effect caused by the various relationships between variables either directly or indirectly. A summary of the direct influence of these variables can be seen in Table 5.

Table 5. Effect of Total Delivery Variables

Effect of Total	Endogenous variables	
	Job Satisfaction (Y1)	Work Productivity (Y2)
Working Environment (X1)	.208	0,249
Leadership style (X2)	0.507	.444
Compensation (X3)	0.286	0.301
Job Satisfaction (Y1)	0,000	.429

Based on Table 5. it can be seen that the effect of total work environment (X1) on job satisfaction (Y1) is 0.208 with positive direction, leadership style (X2) on job satisfaction (Y1) of 0.507 with positive direction, compensation (X3) on job satisfaction (Y1) of 0.286 in a positive direction. The effect of total work environment (X1) on work productivity (Y2) is 0.249 with positive direction, leadership style (X2) on work productivity (Y2) is 0.444 with positive direction, compensation (X3) on work productivity (Y2) is 0.301 with direction positive. And job satisfaction (Y1) on work productivity (Y2) is 0.429 in a positive direction. Based on these tests it can be stated that the leadership style has the greatest total effect on employee job satisfaction in the Business Unit of PT. Brantas Abipraya Jakarta.

Discussion

Work Environment Influence on Job Satisfaction

The results showed the working environment has a significant effect on job satisfaction. Thus the hypothesis that became clearer that the working environment air right influence on job satisfaction of employees at Business Unit PT. Brantas Abipraya Jakarta proved its correctness or hypothesis 1 was accepted. This is supported by research Sardzoska and Tang (2012), Annakis et al. (2011) and Plenary (2013) Mukti Wibowo, et al (2014) reported significant and positive job satisfaction is influenced by the working environment. Fulfillment wan work would lead to job satisfaction for employees. Satisfactory working environment of the employees of the company will encourage those employees to work as well as possible, so that the implementation of the production process within the company will be able to run well too. (Ahyari, 1999: 122)

Influence of Leadership Style on Job Satisfaction

The results showed leadership style has a significant effect on job satisfaction. So the hypothesis that the style of leadership to influence the job satisfaction of employees at Business Unit PT. Brantas Abipraya Jakarta unsubstantiated or second hypothesis 2 was accepted. This is supported by the results of empirical research from Griffin (1980), Mc Nesse-Smith (1990) which states a positive correlation between leadership attitudes and leadership behavior with job satisfaction. Also supported by the results of Baihaqi's research (2009) that leadership style is influential and significant towards employee job satisfaction.

Compensation Effect on Job Satisfaction

The results show that compensation has a significant effect on job satisfaction. So that the hypothesis states that compensation affects employee job satisfaction in the Business Unit of PT. Brantas Abipraya Jakarta proved the truth or hypothesis 3 was accepted. This is supported by the results of research conducted by Dhermawan, et al. (2012) which proves that compensation has a significant influence on employee job satisfaction. Likewise, the research of Sanjaya and Suryantini (2012) also proves that compensation, the effect on job satisfaction. From the results of the study it can be seen that good compensation can increase the satisfaction of good work as well. Employees will work well and according to company standards.

Effect of Job Satisfaction on Work Productivity

The results showed job satisfaction has a significant impact on work productivity. So the hypothesis that job satisfaction affects the productivity of employees at PT Business Unit. Brantas Abipraya Jakarta unsubstantiated or hypothesis 4 was accepted. This is also supported by the results of research by Irvan Adiwinata & Eddy M. Sutanto (2014) that job satisfaction has a positive and significant influence on employee work productivity. For a company, employees are a very important production tool. Therefore, the company always strives to improve the work ability of its employees so that productivity can increase. All are intended so that the company can compete with other companies, especially with similar companies. There are several factors that can

affect employee work productivity, including employee job satisfaction.

Work Environment influence on Work Productivity

The results showed the working environment has a significant effect on work productivity. Thus the hypothesis which states that the work environment affects the productivity of employees at PT Business Unit. Brantas Abipraya Jakarta unsubstantiated or H5 was accepted. This is also supported by the results of research by Diana Khairani Sofyan (2013), I Putu Sedhana Yasa, et al (2014). The work environment has a positive effect on employee work productivity. The more comfortable the work environment in the workplace that is felt by employees results in increasing work productivity for employees.

Influence of Leadership Style on Work Productivity

The results showed leadership style has a significant impact on work productivity. So the hypothesis that leadership style affects the productivity of employees at PT Business Unit. Brantas Abipraya Jakarta unsubstantiated or Hypothesis 6 was accepted. These results are also supported by the results of research Husna Purnama (2012) that the leadership style air-influence on employee productivity. As we know that the style of leadership is a process whereby a person influences another person or a group in an attempt to achieve certain goals. Every leader has his own leadership style. Someone good leader, very air hanging on the leader's ability to adjust his style of leadership at work situation it faces.

Compensation Effect on Work Productivity

The results show that compensation has a significant effect on work productivity. So that the hypothesis states that compensation affects the work productivity of employees in the Business Unit of PT. Brantas Abipraya Jakarta proved the truth or Hypothesis 7 was accepted. This result is supported by the research results Sumam Pouw Lydia Christine (2013) and Vicky Frestiani Goddess (2014) that the compensation can give a considerable influence on Increased employee productivity. Results of this research is that compensation can increase work productivity, and employees will work well according to standards of the company.

5. CONCLUSION AND SUGGESTION

The work environment influences employee job satisfaction; 2. The leadership style influences employee job satisfaction; 3. Compensation affects employee job satisfaction; 4. Employee job satisfaction affects employee work productivity; 5. The work environment influences employee work productivity; 6. Leadership style influences employee work productivity; 7. Compensation affects employee work productivity.

Suggestion

Based on the results of the research that has been done can be given the following suggestions: (1) PT. Brantas Abipraya has the characteristics of a complex type of business unit, spread across several regions in Indonesia, the aim of the company is to increase employee job satisfaction which will support employee work productivity by taking into account the factors that influence it: improving a conducive work environment, providing supervisors who

have style leadership in accordance with the characteristics of employees and pay attention to compensation according to standardization and type of work. (2) Companies need to improve a conducive work environment, especially providing security personnel at work sites, based on job characteristics that are spread across several locations. (3) Companies need to carry out planning and management of human resources by providing and developing capacity in terms of leadership. this will affect employee productivity in a team. (4) Companies need to pay attention to the needs of employees, namely compensation in accordance with the collective agreement of employees, applicable government regulations and provide policies in accordance with the company's financial and non-financial conditions.

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