

THE INFLUENCE OF COMPENSATION, SELF-ESTEEM RECOGNITION, AND WORK ENVIRONMENT ON APPLICANTS INTEREST IN NGAWI

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Abstrak

Tujuan dari penelitian ini yaitu untuk menganalisis pengaruh Kompensasi, Pengakuan Harga Diri dan Lingkungan Kerja terhadap minat Pelamar Pekerjaan di Kabupaten Ngawi. Dalam penelitian ini, populasi yang digunakan adalah masyarakat usia kerja yang ada di Kabupaten Ngawi. Jumlah responden, sebanyak 384 orang dengan menggunakan rumus Roa Purba dikarenakan tidak diketahui secara pasti jumlah masyarakat usia kerja yang ada di Kabupaten Ngawi. Metode penelitian yang digunakan adalah kuantitatif Teknik pengambilan sampel, yang digunakan dalam penelitian ini adalah purposive sampling. Teknik pengumpulan data melalui kuesioner yang disebarkan secara online melalui google form. Analisis data dilakukan menggunakan perangkat lunak SPSS versi 25. Untuk analisis data menggunakan uji instrumen penelitian yang terdiri dari uji validitas stan uji reliabilitas, analisis, uji asumsi klasik (meliputi uji normalitas, multikolinearitas, heterokedastisitas dan regresi linear berganda), analisis uji hipotesis menggunakan uji t, uji simultan dan uji koefisien determinasi.

Kata Kunci: Kompensasi, Pengakuan harga diri, Lingkungan kerja, Minat Pelamar pekerjaan masyarakat usia kerja

Abstract

This study aims to analyze the influence of Compensation, Self-Esteem Recognition, and Work Environment on job applicants' interest in Ngawi Regency. The population in this research is the working-age population in Ngawi Regency. The number of respondents was 384, determined using the Roa Purba formula due to the unknown exact number of working-age individuals in Ngawi Regency. The research method employed was quantitative, with purposive sampling as the sampling technique. Data collection was conducted through online questionnaires distributed via Google Forms. Data analysis was performed using SPSS version 25, including research instrument tests (validity test, reliability test), classical assumption tests (normality test,

multicollinearity test, heteroscedasticity test, and multiple linear regression analysis), and hypothesis testing (t-test, simultaneous test, and coefficient of determination test).

Keywords: *Compensation, Self-Esteem Recognition, Work Environment, Job Applicants' Interest, Working-Age Population.*

A. INTRODUCTION

In recent years, global trends have indicated a significant increase in competition in the labor market, particularly in sectors requiring specialized skills. The development of industrial zones in Ngawi Regency has become the focus of study, as this project holds substantial potential to create new job opportunities and enhance the absorption of local labor. However, this potential does not necessarily align with the interest of the local community, especially the younger generation, in applying for jobs in the industrial sector. Various factors influence the interest in applying for jobs, such as perceptions of industrial occupations, compatibility with educational background, compensation, work environment, and the values held by job applicants in Ngawi Regency.

The interest in applying for jobs begins with efforts to search for information on job vacancies, from which prospective applicants decide which companies they prefer (Putri, 2024). Recent findings show that many applicants are less interested in jobs that do not meet their expectations regarding compensation and the work environment (Brown & Green, 2022). Current trends also highlight that companies offering competitive compensation tend to attract more applicants (Smith et al., 2022). The magnitude of compensation not only affects the decision to apply but also contributes to employee morale, productivity, turnover rates, and individual motivation at work.

Another factor that may influence job application interest is self-esteem recognition. Johnson and Lee (2021) argue that a high level of self-esteem recognition can increase applicants' motivation and interest in applying for jobs. Preliminary survey results indicate respondents' agreement regarding various self-esteem factors influencing job application interest. In addition,

the work environment is one of the key determinants influencing prospective employees' decisions to apply for jobs in a company. According to a LinkedIn survey (2023) reported by *Kompas*, 72% of Generation Z in Indonesia prefer companies with flexible work cultures (such as WFH or hybrid policies) and facilities that support mental well-being, even with lower salary offers. The preliminary survey also shows that a positive work environment and corporate reputation are the most dominant factors influencing job application interest, with approval rates of approximately 80% and 76%, respectively.

Data from Statistics Indonesia (Badan Pusat Statistik, 2023) indicate that although there are many graduates seeking employment, a significant number of them do not obtain jobs that match their expectations. The selection of Ngawi Regency as the research location is based on its relatively high unemployment rate and the need to understand the factors that influence job applicants' interest in the region. The specific problem statement of this study is how compensation, self-esteem recognition, and the work environment affect job applicants' interest in Ngawi Regency.

Theoretical Study

1. Job Application Interest

Job application interest is a process that begins with efforts to explore available job vacancy information. Based on this information, prospective employees then determine which company they wish to apply to (Ekhsan & Fitri, 2021). This concept is grounded in the Theory of Planned Behavior, which states that an individual's intention to act (in this case, applying for a job) is shaped by their beliefs about the outcomes of the action, social pressure, and their perceived ease or difficulty in performing the action. Job application interest thus starts from the process of seeking information about job opportunities, from which candidates decide which company they prefer (Putri, 2024).

2. Compensation

Sulastri (2022) explains that the compensation offered by a company has an impact on employee morale, performance, turnover, and the work motivation of prospective employees. Qualified job applicants tend to pay close attention to the compensation provided by a company before deciding to apply for a position. According to Febrianti & Hendratmoko (2022), there are three main compensation factors that significantly influence job application interest: salary and financial benefits, career development opportunities, and non-financial welfare.

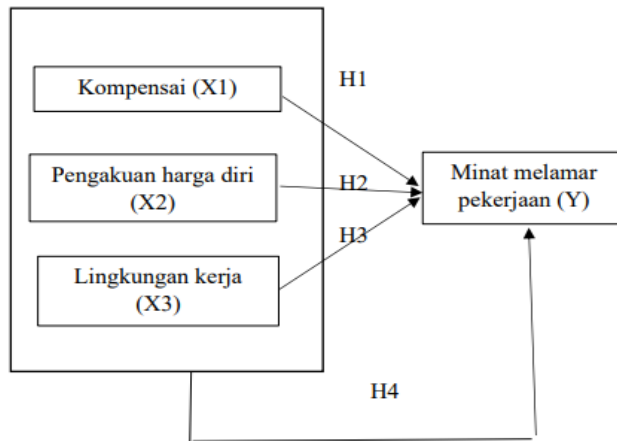
3. Self-Esteem Recognition

According to Ariani (2022), self-esteem recognition is an individual's evaluation of themselves, whether positive or negative, which is reflected in their attitudes toward their own abilities, worth, and competence. This concept is commonly measured using the Rosenberg Self-Esteem Scale, which is widely applied in psychological research. Self-esteem recognition refers to the extent to which individuals feel valued and acknowledged in the workplace. In the work context, it also reflects how much individuals perceive themselves as being appreciated and recognized within their organization. When an individual's self-esteem is high, their motivation and interest in applying for jobs tend to increase. According to Sari & Wijaya (2021), the indicators of self-esteem include: level of self-acceptance, sense of competence, sense of worth, and self-confidence.

4. Work Environment

Markus et al. (2023) define the work environment as all physical facilities and infrastructure that support work activities. The work environment represents the company's form of support for both job activities and employee well-being in the workplace. It can be interpreted that the work environment, both in its physical aspects and the various surrounding elements, plays a crucial role in facilitating employee work activities. A supportive work atmosphere positively affects employees' comfort, performance, and motivation.

Conceptual Framework



H1: Compensation has a significant effect on job application interest in Ngawi Regency.

H2: Self-esteem recognition has a significant effect on job application interest in Ngawi Regency.

H3: The work environment has a significant effect on job application interest in Ngawi Regency.

H4: Compensation, self-esteem recognition, and the work environment simultaneously have a significant effect on job application interest in Ngawi Regency.

Picture 1. Conceptual Framework

Source: Modified from previous studies (Syafira & Pratiwi, 2022; Yuniarti & Suharnomo, 2020; Lianopoulos & Wijoyo, 2022).

B. METHOD

This study employs a quantitative research method. The population of the study consists of job applicants in Ngawi Regency, the exact number of which is unknown. The sample size was determined using the Roa Purba formula (Sompie et al., 2022), resulting in a total of 384 respondents. This research was conducted over a period of four (4) months, from April 2025 to July 2025. Data collection techniques include preliminary surveys, observations, and the distribution of questionnaires to job applicants in Ngawi Regency.

The questionnaire was used to obtain data related to opinions, attitudes, perceptions, or other relevant information from the research subjects in a systematic and structured manner. The data analysis in this study was conducted using SPSS (Statistical Package for the Social Sciences) version 25.

C. RESULTS AND DISCUSSIONS

Classical Assumption Test

This test consists of the Normality Test and Heteroscedasticity Test. The results show that the significance value (α) > 0.05, indicating that there is no heteroscedasticity problem in this study. Similarly, the results of the Multicollinearity Test if the tolerance value is greater than 0.10 and the VIF is less than 10, then the regression model is free from multicollinearity and is suitable for further analysis. The Autocorrelation Test also shows no issues, with the value of $DU < DW < 4 - DU = 1.620 < 1.648 < 2.380$. Thus, it can be concluded that there is no autocorrelation. The results of the Normality Test can be seen in the following table:

**Table 1. Normality Test
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		384
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	2.93177029
Most Extreme Differences	Absolute	.058
	Positive	.058
	Negative	-.058
Kolmogorov-Smirnov Z		1.143
Asymp. Sig. (2-tailed)		.146

Sumber: Output SPSS

Based on Table 1, it can be seen that the significance value of Asymp. Sig (2-tailed) is 0.146, which is greater than 0.05. Therefore, according to the decision rule of the Kolmogorov-Smirnov normality test, it can be concluded that the data are normally distributed.

Hypothesis Testing

The hypothesis testing in this study consists of two types of tests, namely the t-test (partial) and the F-test (simultaneous).

Partial Test (t-test)

Table 2. Partial Test (t-test)

Model	Coefficients ^a			t	Sig.	
	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta			
1	(Constant)	2.422	1.001		2.419	.016
	X1	.308	.041	.299	7.443	.000
	X2	.342	.042	.351	8.085	.000
	X3	.285	.039	.296	7.321	.000

a. Dependent Variable: Y1

1. Based on the results of the partial test, the Compensation variable on Job Application Interest shows a t value of 7.443 > t table 1.966 with a significance value of 0.000 < 0.05. Therefore, H1 is accepted. It can be concluded that Compensation has a significant effect on Job Application Interest.
2. Based on the results of the partial test, the Self-Esteem Recognition variable on Job Application Interest shows a t value of 8.085 > t table 1.966 with a significance value of 0.000 < 0.05. Therefore, H3 is accepted. It can be concluded that Self-Esteem Recognition has a significant effect on Job Application Interest.
3. Based on the results of the partial test, the Work Environment variable on Job Application Interest shows a t value of 7.321 > t table 1.966 with a significance value of 0.000 < 0.05. Therefore, H2 is accepted. It can be concluded that the Work Environment has a significant effect on Job Application Interest.

Simultaneous Test (F-test)

**Table 3. Simultaneous Test (F-test)
ANOVA^b**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6823.114	3	2274.371	293.187	.000 ^a
	Residual	2955.576	381	7.757		
	Total	9778.691	384			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y1

Based on the results of the F-test in Table 3 above, it is known that the calculated F value is $7.443 > F$ table 1.966 with a significance value of 0.000, which is smaller than 0.05. This indicates that the result is significant, and therefore the variables Compensation, Self-Esteem Recognition, and Work Environment simultaneously have a significant effect on Job Application Interest.

Coefficient of Determination Test (R²)

Tabel 3. Simultaneous Test (F-test)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.408 ^a	.167	.160	1.83785

Sumber: Output SPSS

The results of the coefficient of determination test in Table 4.20 show an Adjusted R Square value of 0.160 or 16%. This indicates that Job Application Interest is influenced by Compensation, Self-Esteem Recognition, and Work Environment by 16%, while the remaining 84% is influenced by other factors not explained in this study.

Discussions

1. The Influence of Compensation on Job Application Interest among the Working-Age in Regency

Offering attractive compensation is aimed at increasing job application interest. An increase in job application interest will, in turn, lead to a higher number of applicants, thereby improving the company's chances of acquiring qualified candidates (Hayomi & Suharnomo, 2024). Thus, it can be concluded that compensation plays a central role in shaping prospective employees' perceptions of an organization, making it a key factor in stimulating job application interest, particularly among the working-age population in Ngawi Regency.

2. The Influence of Self-Esteem Recognition on Job Application Interest among the Working-Age Population in Ngawi Regency

Psychologically, self-esteem recognition (esteem needs) is part of Maslow's hierarchy of needs theory, which places appreciation and recognition as essential needs once basic and safety needs are fulfilled. Thus, it can be concluded that self-esteem recognition is an important factor that significantly encourages the working-age population's interest in applying to an organization or company, including in Ngawi Regency.

3. The Influence of Work Environment on Job Application Interest among the Working-Age Population in Ngawi Regency

A work environment that aligns with individual preferences and personality can serve as an attraction that fosters job application interest. Conversely, fresh graduates who find a company's work environment incompatible with their expectations tend to seek opportunities in other organizations (Pramudya et al., 2024). In this context, the work environment becomes a part of employer branding, directly influencing the company's attractiveness in the eyes of potential applicants.

4. The Influence of Compensation, Self-Esteem Recognition, and Work Environment on Job Application Interest among the Working-Age Population in Ngawi Regency

Therefore, it can be concluded that an effective recruitment strategy must consider the integration of various internal organizational factors, as prospective employees assess the workplace holistically not only in terms of salary, but also with regard to psychological recognition and the social work environment. These findings are consistent with the studies conducted by Permandi & Netra (2015), Gisheila et al. (2024), and Hayomi & Suharnomo (2024), which demonstrate that compensation, self-esteem recognition, and work environment have a significant influence on job application intention.

D. CONCLUSIONS

Based on the results of this study on the influence of compensation, self-esteem recognition, and work environment on job application interest among the working-age population in Ngawi Regency, it can be concluded that all three factors have a significant effect, both partially and simultaneously. The more attractive the compensation offered by a company (including salary, benefits, and bonuses), the higher the interest of individuals to apply. Recognition and appreciation of individual abilities also significantly increase people's willingness to seek employment in an organization. In addition, a safe, comfortable, and supportive work environment plays a crucial role in strengthening job application interest. Therefore, compensation, self-esteem recognition, and work environment collectively shape the attractiveness of a company for potential applicants in the recruitment process.

E. SUGGESTIONS

Several suggestions from the researcher that need to be considered by the object of study as well as for future research are as follows: conducting further studies in other regions, both in big cities and rural areas, so that the results can be more comprehensive and generalizable; adding

other variables such as organizational culture, company reputation, and work flexibility; and grouping respondents to examine whether there are differences in variable preferences across certain groups.

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