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Effect of Competence, Compensation, Discipline of Work, Work Environment Satisfaction and Performance of Employees in Construction in the City of Pare-Pare

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Abstract: Effect of competence, compensation, work discipline, work environment on employee satisfaction and performance in construction service companies in the city of Parepare, these results indicate that the increase in employee job satisfaction is influenced by the presence of adequate competency of employees of construction service companies in the City of Parepare and high work discipline. Whereas compensation is less important in increasing employee job satisfaction. One of the interesting things, that the construction service company in the City of Parepare shows that a conducive work environment is inversely proportional to job satisfaction and employee performance, both direct and indirect influence. This is due to the reality that shows that employees feel that a conducive work environment is not a determining factor in producing satisfaction with their work and good performance. Other findings in this study have proven that if a construction service company in the City of Parepare wants to improve the performance of its employees, it can maximize compensation and emphasize high work discipline, while good competence does not have a significant impact on improving performance directly, but if the employee given satisfaction with their work first, it is. Recommended that construction service companies in the city of Parepare so that employee job satisfaction needs to be a concern, because it not only plays a role in increasing the influence of compensation and discipline on employee performance, but also plays an important role in improving employee performance influenced by competence. While the work environment needs to also be a concern for Construction Service Companies in the City of Parepare, because although the findings indicate that the work environment has a negative impact on satisfaction and performance, in theory a conducive work environment will support employee work activities for the better.

Keywords: Competence, compensation, work discipline, Work Environment, Employee Papacy, Employee Performance

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I. Introduction

Human resource management is one of the factors to get the best performance, because it always handles problems, skills and expertise. Human resource management is also obliged to build conducive behavior of employees to get the best performance. Every company has an interest in the best performance that can be produced by a series of systems in force in the company to get employee satisfaction. The current competitive conditions are increasingly competitive, this requires companies to be able to improve employee performance in achieving increased productivity in quality and quantity, so that they can compete with other companies and even be able to be above other companies. Performance is a global issue today, it happens as a consequence of people's demands for the need for excellent service or high quality services.

Humans are the main assets in the company, so human resources (HR) must be managed and utilized in a balanced and humane way. Bandar and Manar (2012: 54) say that it is common for HR to be the greatest asset for the organization. While Cao and Yu (2007: 16)

Construction service companies have an important and strategic role considering that construction service companies produce the final product in the form of buildings or other physical forms, both in the form of infrastructure and facilities that function to support the growth and development of various fields. Especially in the economic, social and cultural fields. Besides playing a role in supporting various fields of development. Construction service companies also play a role in supporting the growth and development of various goods and service industries that are required in carrying out construction work.

Employees of a company provide an important role in achieving goals for the company or organization. This requires the company or organization to always try to find effective ways and policies to improve employee performance. Basically employee performance is the result of a complex process, both derived from the employee's personal self, as well as the strategic efforts of the company. Good performance is certainly a hope

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for all companies and institutions that employ employees, because the performance of these employees is ultimately expected to improve overall company performance.

This means that performance is the result of employee work in working for a certain period of time and the emphasis is on the work done by the employee within a certain time period. (Timpe, 1993: 3). Employee satisfaction is something that can happen if the employee and the company are two parties who need each other and each has a goal. To seek integration (merging) between company goals and employee goals, it is necessary to know what the needs of each party. Employee needs can be met through his work. If an employee has fulfilled all his needs, he will achieve job satisfaction and have a commitment to the company. According to VeithzalRivai&DeddyMulyadi (2011: 247) states that "There are several factors that can lead to job satisfaction, including: position, rank or position, age issues, financial security and social security, and quality of supervision". An exemplary phenomenon regarding the provision of compensation is salary, benefits and incentives which impact on the performance of employees. If the compensation is fulfilled, it directly affects the performance, otherwise it will certainly reduce employee performance.

The gap in the provision of compensation received is not in accordance with the demands of meeting the needs and satisfaction. Including the increase in consumption needs that have an impact on the high economic inflation of the community in meeting economic needs that are not balanced with the level of income received by employees from earned wages, including various types of compensation available to construction service companies in the city of Parepare.

The number of complaints and dissatisfaction over the provision of compensation received by employees, then directly or indirectly have an impact on the work activity process, which affects daily work implementation activities, because employees are not motivated in carrying out their work activities, due to the compensation they receive cannot improve their income and his welfare. Grand Theory based on the opinion of Michael and Harold (2004: 43) states that the distribution of financial compensation in three categories, namely salary, benefits and incentives: 1) salary is the basic income provided to each employee, 2) benefits are gifts for employee welfare, and 3) incentives are extra pay as remuneration, for example overtime.

Besides the work discipline of employees is also very important for the company in carrying out activities in accordance with applicable regulations, so that implementing work rules for employees in an effort to maintain a high level of work discipline, the company applies a disciplinary system which is also an effort to enforce the rules. Regulations made by the company so that the company's business activities do not go out of its objectives and also to maintain order in work.

Davis and Newstrom (1985: 87) describe discipline (discipline) as management actions to enforce organizational standards ("discipline is management actions to enforce organization standards"). A good discipline system will create an orderly work atmosphere so that employees can work without interruption. Mondy and Noe (1996: 36) effective disciplinary actions will encourage individuals to improve performance that benefits the individual and of course also the organization. Work discipline in a company has a very large contribution to employee performance and the achievement of targets and company goals that have been set. Prijodarminto (1999: 43) in his book "Discipline Tips for Success", defines discipline as a condition that is created and formed through a process of a series of behaviors that demonstrate the values of obedience, obedience, loyalty, order and or order. Without good performance and disciplined employees in each employee, the achievement of company goals and targets will be difficult to do.

Environmental factors affect human life and it cannot be separated from the environment that affects them around humans, both physical and non-physical. Humans at work also are in an environment called the work environment. The work environment is very influential on the success of work performed by employees. According to Alex SoemadjiNitiseMITO (2001: 110) "The work environment is everything that exists around employees and can influence employees in carrying out the tasks that are charged".

According to Sondang P. Siagian (1992: 139) "The work environment is a physical condition where a person performs his daily duties including the conditions of the room, both from the office and factory". Work environment is an environment where employees do their daily work. A conducive work environment provides a sense of security and allows employees to work optimally. From some of the above opinions it can be concluded that a conducive work environment will be able to provide a sense of security and allow employees to work optimally. Where the work environment can affect employee emotions. If the employee likes the work environment where he works, then the employee will feel comfortable in his workplace to carry out activities so that working time used effectively and optimistically will create high employee performance.

The phenomenon of the construction sector in Indonesia needs to be improved the quality of its human resources at a minimum in terms of competence, compensation, work discipline, work environment to meet company standards. Indonesia's construction world has experienced rapid development in the last few decades. Construction service companies are demanded to increase the effectiveness of work in all stages of the construction project. Control and supervision of the project activity process becomes an important part in the planning, implementation and supervision of construction projects. In this case competence, compensation, discipline and work environment are things that need to be controlled and monitored in quality.

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TrinelaFibrian ES (2009: 18) Construction services are a strategic sector in the development journey of the Indonesian people. This strategic position can be represented by the magnitude of forward and backward links with other sectors. The construction sector contributes around 7-8% of GDP, and provides employment for more than 5% of the population. Construction can actually be conceptualized as products, processes and actors so as to form a "meso economic system" in the realm of clusters, sectors, industries and services that will play a role in building the socio-economic development (construction driven socio-economic development). Development of construction services is a necessity in the context of globalization and liberalization, poverty and inequality, democratization and regional autonomy, damage and natural disasters amid the ongoing political, cultural, economic and bureaucratic transformation.

The phenomenon of the work of construction service companies in the city of Parepare is related to their performance in terms of quality is still low, this can be seen in every end of the fiscal year, where the work of construction service companies has been completed and then examined by the Regional Inspectorate Office of the city of Parepare. information that there are still many construction service companies doing poor quality work, and this is greatly influenced by competence, compensation, work discipline and the work environment of employees of construction service companies.

What is very relevant to this regulation is that there is a different national context in 2015 compared to 1999 when the law on construction services was issued. In the current context there is the issue of government decentralization that affects the development of national construction service companies. In addition, the development of the situation in recent years has occurred a conflict of interest in the role of the construction service community.

The current LPJK institutional system, in addition to creating conflicts of interest, also makes this agency unclear. This institution is entrusted with the task of developing a very strategic construction service company, so that to support the existence of good infrastructure, it is important for companies to possess and improve the human resource skills used. Construction service companies, oriented to the functions of management activities and the ways planned and implemented to win a competition. One way / strategy to compete in the construction services business is to improve its HR management capabilities starting from the top leadership, including HR acceptance, selection, development, maintenance, and use of HR to achieve both individual and corporate goals. Only companies that are able to fight in the arena of business competition and corporate reliability today, are largely determined by the HR that is in it.

Maybe this is an important thing that every actor in the construction service company needs to think about because HR is a very important company asset. The success of the construction business depends not only on the amount of capital and fixed assets of the company, but lies in the human resources who have the vision, mission, integrity and professionalism of the construction service itself. To take control and win a competition in a construction service company, the project manager must have in HR management used to support the development of a construction service company.

In construction service companies, work with good results relates to the workforce used. However, workers or employees in the construction service industry according to TEMPO.COM Jakarta, the Indonesian National Construction Association or Gapensi revealed, foreign companies are superior in seizing projects than national companies. According to Gapensi General Chair Soeharsojo, due to the lack of education and training for prospective workers the lack of human resources in the construction sector.

This is because the government and employers only focus on how to obtain construction business entity certificates, so that the problem of trained personnel is ignored. During 2011, out of 5.7 million construction workers, only 10 percent were in the reliable category. While 30 percent are in the criteria of being quite skilled and 60 percent are unskilled, aka unskilled workers. When viewed from education, only 10 percent of construction workers hold bachelor degrees. The remaining 30 percent are high school graduates and 60 percent are elementary school graduates (2012). So from the existing reality, it is important for companies to manage and develop human resources which also supports the growth or progress of the company which is undeniably closely related to human resource management.

II. Rivew Literature

Construction Services Construction

is generally understood as all forms of infrastructure construction / construction (roads, bridges, weirs, irrigation networks, buildings, airports, ports, telecommunications installations, process industries, etc.) as well as the implementation of infrastructure maintenance and repair (Well, 1986). However, construction can also be understood based on a perspective framework in the service, industry, sector or cluster context. According to the Law on Construction Services, construction services are the planning, implementation and supervision services of a construction work. The construction sector is conceptualized as one of the economic sectors which includes elements of planning, implementation, maintenance, and operation in the form of transformation from various material inputs into a form of construction (Moavenzadeh, 1978: 13). The construction industry is very essential

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in its contribution to the development process, where the results of the construction industry products such as various facilities and infrastructure are absolute necessities in the development process and improving the quality of life of the people (Henriod, 1984: 54). The broad construction industry which consists of carrying out activities in the field along with stakeholders such as contractors, consultants, material suppliers, plant suppliers, transport suppliers, labor, insurance, and banking in a transformation of inputs into a final product which is used to accommodate social activities and the business of society (Bon, 2000: 32).

The definition of the construction sector by the US SIC (United State Standard Industry Classification) is that the construction sector comprises construction primarily engaged in the construction of buildings and other structures, heavy construction (except buildings), additions, alterations, reconstruction, installation, and maintenance and repairs. Establishments engaged in demolition or wrecking of buildings and others structures, clearing of building sites, and sale of materials from demolished structures are also included. This sector also includes those establishments engaged in blasting, test drilling, landfill, leveling, earthmoving, excavating, land drainage, and other land preparation. buildings and engineering works, and in subdividing and developing land. These establishments may operate on their own account or under contract to other establishments. They may produce complete projects or just parts of projects. Establishments often subcontract some or all of the work involved in a project. Establishments may produce new construction, or undertake repairs and renovations to existing structures. A construction establishment may be the only establishment of an enterprise, or one of natural establishments of an integrated real estate enterprise engaged in and sale of large projects

Competency

According to Sudarmayanti (2001: 45) An employee who has high social competence will make the skills of employees more able to work and use work facilities properly. Employees will become more skilled if they have sufficient skills and experience to produce good performance in productivity must be equipped with competencies related to knowledge, skills and attitude.

By implementing this competency system, employees who have specific competencies are needed to be developed, namely employees who are in accordance with the competencies needed in the positions of each position in order to achieve work success and organizational goals. According to the theory put forward by Siregar (2007: 62) that competence and compensation are two interrelated variables that can affect employee performance.

These variables are the main factors to motivate employees to improve their performance. This theory is supported by the results of empirical research from Sekarmini (2015), saying that financial competence and compensation affect employee performance where competence and compensation together play a role in efforts to improve employee performance.

According to Wibowo (2007: 325) that "competence is a characteristic or nature of someone who is associated with effective and superior performance in a job or situation". Another thing also expressed by Spencer and Spencer (1993: 9) states that "competence is a characteristic or nature of someone who is associated with effective and superior performance in a job or situation". Another case revealed by Julianti (2015) that "competence is a character of attitude, ability and willingness which is relatively stable when dealing with situations in the workplace in the form of synergy between character, self-concept, internal motives and conceptual knowledge capacity".

The dimensions used in measuring the competencies used in this study are (1) intellectual competence, (2) emotional competence, (3) social competence, and (4) spiritual competence. The concept of dimensions used in this study is the concept of Winanti (2008). Trianto (2006: 62) mentions that competence is the ability, skills and skills possessed by a person regarding his job duties or profession. Meanwhile, according to Mitrani, et.al (1995) in Pfeffer, et al (2003: 110) there are 5 characteristics of competence, namely: The properties mentioned above can be defined as follows: Motive (Motives), a motive is something where someone consistently thinks so he took action. Traits, temperaments are characters that make people behave or how someone responds to something in a certain way. Self Concept (Self Concept), Self concept is an attitude or value that is measured by the respondent's test to find out what is considered good by someone, what they have done or what they want to do. Knowledge (Knowledge), Knowledge is information that is owned by someone for a particular field. Knowledge is a complex competency. Skills, skills are the ability to carry out certain tasks both physically and mentally.

Compensation

Malayu SP Hasibuan (2006: 142) says that compensation is all income in the form of money, direct or indirect goods received by employees in return for services for services given to the company. Compensation is compensation, compensation given to employees, can be in the form of money or not money. Compensation for an organization or company means an award / reward to workers who have contributed in realizing company goals, through activities called work Compensation is also interpreted as an amount of money or award given by

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an organization or company to its employees, in return for their services in carrying out duties, obligations and responsibilities imposed on him.

The conclusion that can be drawn from the description above is that compensation is defined as a number of rewards or remuneration obtained by employees who work for a company for what they have done, these rewards can be in the form of financial rewards or non-financial rewards in accordance with company policy. Compensation according to Hasibuan (2012: 118) is all income in the form of money, direct or indirect goods received by employees in return for services provided to the company.

Discipline Work

Discipline is an attitude, behavior and deeds in accordance with company regulations both written and which is not written. The regulations in question include absenteeism, slow entry, and fast employee leave. (Hasibuan, 2009:212) Discipline work can be defined as an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and able to run it and not reluctant to accept sanctions if it violates the duties and the authority given to him. (Sastrohadiwiryo, 2003:291). Meanwhile, according to Rivai, Discipline is the most important HRM operative function, because the better employee discipline is at the company, the higher job performance can be achieved. (Rivai, 2009:824). Employee discipline is a person's behavior in accordance with regulations, existing work procedures or discipline is an attitude, behavior and actions that are in accordance with the rules of the organization both written and unwritten. (Sutrisno, 2009: 94).

Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations and applicable social norms. (Veithzal, 2006:444). Another understanding of discipline, namely procedures that correct or punish because they violate rules or procedures. (Simamora, 2004:610) Discipline is the desire and awareness to obey organizational rules and social norms. Therefore discipline is an important means to achieve goals, so fostering discipline is a very important part of management. Any management in its implementation requires discipline of all members of the organization. Discipline is also said as a means to train and educate people on rules so that there is compliance and so that it can run in a thin and orderly manner in the organization. Discipline is also said to be a means of communicating with employees so that employees want to do what is recommended by superiors and in accordance with established company regulations. Enforcing discipline is important for the company, because discipline contains rules that employees must obey. With discipline is expected to make work as efficient as possible. Work discipline can be seen as something of great benefit, both for the benefit of the organization and for the employees. For organizations the existence of work discipline will guarantee the maintenance of order and the smooth implementation of tasks, so that optimal results are obtained. Whereas employees will get a pleasant working atmosphere so that it will increase the morale in carrying out their work. Thus, employees can carry out their duties with full awareness and can develop energy and mind as much as possible for the realization of organizational goals.

Work Environment

According to (Nitisemito in Nuraini 2013:97) The work environment is everything that is around the employee and can influence in carrying out the tasks assigned to him for example with the presence of air conditioner (AC) or air conditioner, adequate lighting and so on. The work environment is something that exists in the environment of workers who can influence themselves in carrying out tasks such as temperature, inertia, ventilation, lighting, noise, cleanliness of the workplace and the adequacy of working equipment. (Isyandi, 2004:134) According to (Simanjuntak, 2003: 9) work environment can be interpreted as the whole tool that is faced, the surrounding environment in which a person works, his work methods, as the effect of his work both as individuals and as groups. Meanwhile according to (Mardiana, 2005:78) work environment is an environment where employees do their daily work. From some of the definitions above it can be concluded that the work environment is everything that exists around the workers / employees that can affect employee job satisfaction in carrying out his work so that maximum work results will be obtained, where in the work environment there are work facilities that support employees in completing tasks which is burdens on employees to improve employee work in a company

Job Satisfaction

According to Wexly and Yulk quoted by MohAs'ad (1995:105), basically the theory of job satisfaction that is commonly known there are three kinds, namely: The theory of discrepancy (Discrepancy theory) This theory was first pioneered by Porter. Porter measures a person's job satisfaction by calculating the difference between what should be and perceived reality. Then Locked explained that one's job satisfaction depends on the discrepancy between what should be according to what he feels or his perception has been obtained or achieved through work. People will feel satisfied if there is no difference between what they want and their perception of reality. Additional vacation time will support the satisfaction of employees who enjoy free time after work, but does not support the work satisfaction of another employee who feels free time cannot be enjoyed. Example: A

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person with personality A or someone who is "addicted to work" will not be happy if you get extra free time. If what is found is greater than what is desired, people will be even more satisfied even if there is discrepancy. Conversely, if what is obtained below the minimum standard becomes negative discrepancy, or even greater in someone's dissatisfaction with work. While the theory of justice (Equite theory) this theory was developed by Adams. This theory says that people will feel satisfied or dissatisfied, depending on feeling justice (equite) or not on a situation. Feelings of equite or inequity over a situation obtained by people by comparing themselves with others. There are three elements of equite, namely: input, outcomes and comparison person. What is meant by input is anything that is valuable that an employee feels as a contribution to a job, for example education, work experience and skills. Out comes is anything that is valuable, that employees feel as a "result" of their work such as: salary (wages), awards and status symbols. Whereas what is meant by comparison person is to others with whom the employee compares the input ratio without comes. And the twofactor theory (Two factor theory) This theory was first put forward by Herzberg which was then translated by MohAs'ad who stated that the principle of this theory is job satisfaction and dissatisfaction where both are two different things (MohAs'ad, 1995:108). That is, satisfaction and dissatisfaction with the work does not constitute a continuous variable.

Performance

One of the determinants of performance is motivation. The widely accepted theory regarding the relationship between motivation and performance is the theory of expectations (expectations) from Victor Vroom. This theory argues that the strength of a tendency to act in a certain way depends on the strength of an expectation that the action will be followed by a certain output and on the attractiveness of that power to the individual concerned. In more practical terms, expectancy theory says that an employee is motivated to carry out a high level of effort if he believes the effort will deliver a good performance appraisal, and a good performance appraisal; and good judgment will encourage organizational rewards (rewards), such as bonuses, salary increases or promotions. These various rewards will ultimately satisfy the employee's personal goals. Therefore, expectancy theory focuses on three relationships as follows (Robin, 2001): First, the relationship of effort and performance. In this case, the probability perceived by the individual who issued a certain amount of effort will drive performance. Second, the relationship between performance and reward, which is the degree to which the individual believes that performing at a certain level will encourage the achievement of the desired output. Third, the relationship of reward and personal goals, is the degree to which organizational rewards fulfill a person's personal goals or integrity and the potential attractiveness of these rewards to individuals.

III. Research Method

This research is designed to answer the problems that have been formulated, and the objectives of the research to be achieved and test the truth of research hypotheses that have been made. The design of this study is an observational study of causality in which this study collects data from the phenomena of competence, compensation, work discipline and the work environment of the Construction Services Construction Company, then measures the causal relationship between variables, furthermore this research is descriptive in nature, namely to describe competencies, compensation, work discipline and work environment in achieving employee satisfaction and performance of Construction Service Companies in the City of Parepare. This study analyzes a sample of population data management of Construction Service Companies in the City of Parepare. The location of the study was planned in the city of Parepareprovinsi South Sulawesi on the grounds that the researchers settled in the city.

Based on the above considerations, the sample selection in the study taken were 200 employees or 50 companies from the number of variables Roscoe (1982: 19) in Sugiyono (2007:21). The research sample is a Construction Company in the City of Parepare, while the object of research is the Construction Service Companies in the City of Parepare. While the subjects in this study were employees of the Construction Services Company in the City of Parepare, totaling 1573 employees. The data analysis technique in this research is descriptive, which is interpreting the results of the study, then testing the measurement model, testing the overall model, and proving the research hypothesis. The analysis starts from the framework of research, then will be developed into a research model. By using equipment Structural Equation Model (SEM)

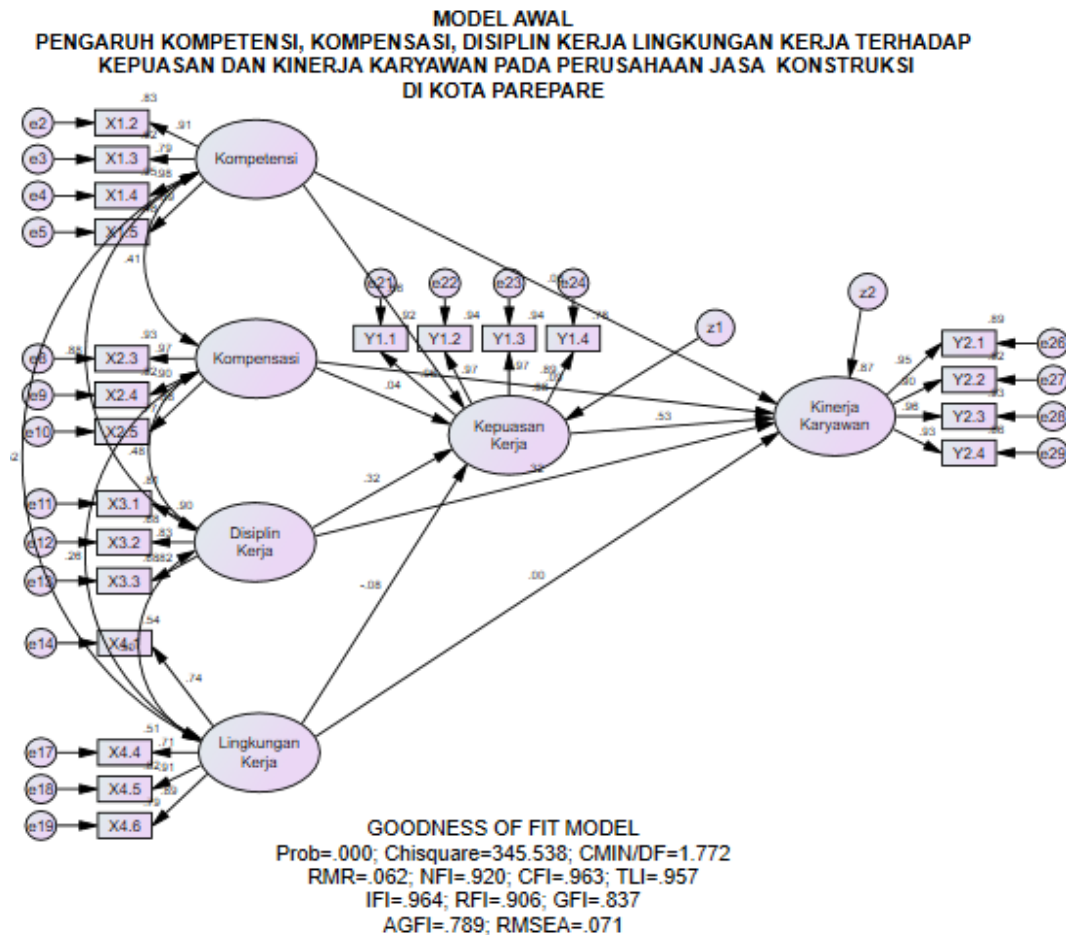
IV. Results And Analysis

In modeling the SEM analysis, test system compatibility or suitability is very important *fortestgoodness of fit* merupakan testing the suitability or the good fit between the observations (observed frequencies) with a certain frequency obtained based on the expected value (theoretical frequency) (Muhammad Burhanuddin, 2014). Structural model compatibility test in SEM analysis is done by looking at several criteria *Goodness of fit model* such as *valueChi Square*, probability, CMIN / df, RMR, NFI, CFI, TLI, IFI, RFI, GFI, AGFI, and RMSEA. In this study, the fulfillment of the model *goodness of fit* is based on the criteria

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of goodness of fit model that is met or meets the requirements. The results of the full model test with SEM-Amos are shown in the following figure:

Initial Full Model Test Results The initia



Full model test results, indicate that there are still criteria for *goodness of fit models* that have not been met, as seen from the table above

Test Goodness of Fit in Preliminary Model

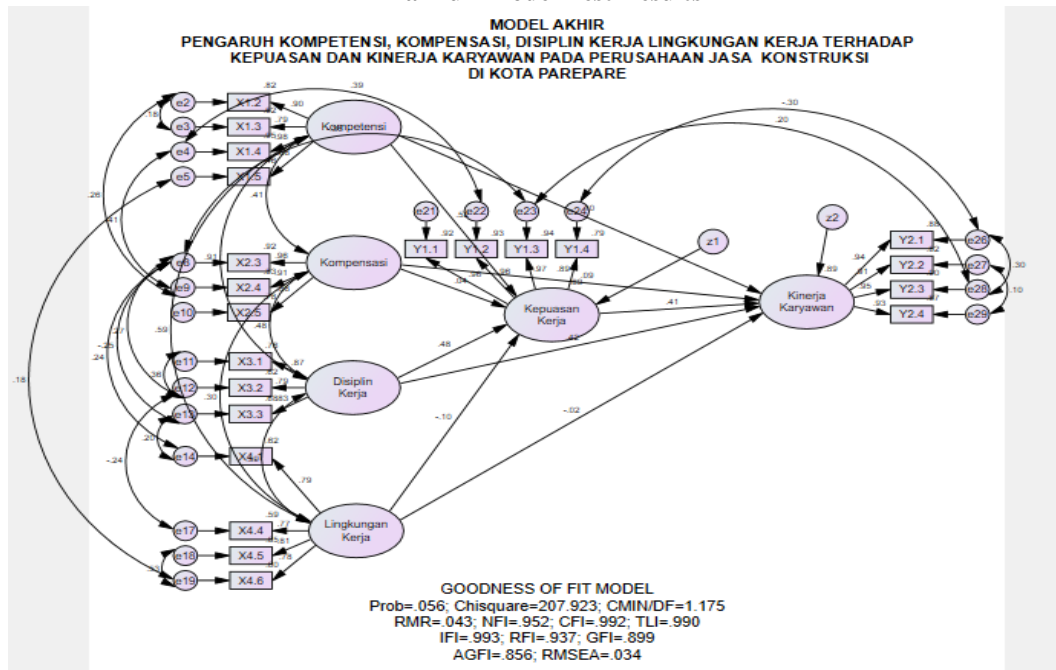
Goodness of fit index	Results	Required	Information
Chi-square	345,538	Expected small	Not Good
Probability	0,000	≥ 0.05	Not Good
CMIN / DF	1,772	≤ 2.00	Good
RMR	0.062	≤ 0.05	Not Good
NFI	0.920	≥ 0.90	Good
CFI	0.963	≥ 0.95	Good
TLI	0.957	≥ 0.95	Good
IFI	0.964	≥ 0.90	Good
RFI	0.906	≥ 0.90	Good
GFI	0.837	≥ 0.90	Not Good
AGFI	0.789	≥ 0.90	Not Good
RMSEA	0.071	≤ 0.08	Good

Source: Amos output from primary data processed in 2019

From the Table, that at the initial model still has several criteria that do not meet the requirements of *goodness of fit model*, so it is necessary to modify the model with reference to the AMOS output in the *modification indices* (Appendix C). Based on the *modification indices*, the path between the errors is added, the results of which can be seen in the following figure.

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Final Full Model Test Results



Based on the test results after the model modification is done, the criteria for *goodness of fit* models have been met, especially at *avaluesignificance probability* greater than 0.05. *Significance probability* is a significant test of the differences in *the data covariance matrixcovariance matrix* and the estimated. Significance probability value is 0.05 indicating that the model is acceptable. The results of testing the *model goodness of fit* are described as follows:

Test of Goodness of Fit in the Final Full Model

Goodness of fit index	Results	Required	Information
Chi-square	207,923	Expected to be small	Good
Probability	0.056	≥ 0.05	Good
CMIN / DF	1.175	≤ 2.00	Good
RMR	0.043	≤ 0.05	Good
NFI	0.952	≥ 0.90	Good
CFI	0.992	≥ 0.95	Good
TLI	0.990	≥ 0.95	Good
IFI	0.993	≥ 0.90	Good
RFIRFI	0.9370.9370.937	$\geq 0.90 \geq 0.90 \geq 0.90$	Good,Good,Good
GFIGFIGFI	0.8990.8990.899	$\geq 0.90 \geq 0.90 \geq 0.90$	Marginal,MarginalMarginal
AGFIAGFIAGFI	0.8560.8560.856	$\geq 0.90 \geq 0.90 \geq 0.90$	Marginal,MarginalMarginal
RMSEARMSEARMSEA	0.0340.0340.034	$\leq 0.08 \leq 0.08 \leq 0.08$	Good,Good,Good

Source: Amos OutputSource: Amos OutputSource: Amos Output From the primary data processed in 2019

From the above table, shows that of the 12 criteria of *goodness of fit models*, nine of them have met the criteria means that the majority of the criteria have been fulfilled, so it can be concluded that the model was feasible to be used to test hypotheses. Or in other words, that the model is acceptable or there is a match between the model and the data.

V. Discussion

From the results of statistical testing has proven that competence has a positive and significant effect on employee job satisfaction in construction service companies in the City of Parepare. This means that, if employee competency is getting better, employee job satisfaction is also increasing, conversely if employee competency is getting worse, then employee job satisfaction will also decrease, with an increase and decrease in job satisfaction that has a real (significant) impact. While the results of statistical testing have proven that compensation has a positive but not significant effect on employee job satisfaction in construction service companies in the City of Parepare. This means that, if employee compensation is higherthen employee job satisfaction will also increase, conversely if employee compensation is lower, employee job satisfaction will also decrease, with increases and decreases in job satisfaction that have little or no significant effect. positive and significant impact on employee job satisfaction in construction service companies in the City of Parepare.

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This means that, if employee work discipline is getting higher, employee job satisfaction will also increase, conversely if employee work discipline is getting lower, then employee job satisfaction will also decrease, with an increase and decrease in job satisfaction that has a real (significant) impact. While the work environment has a negative and not significant effect on employee job satisfaction in construction service companies in the City of Parepare. This means that, if the work environment is more comfortable, then employee job satisfaction will decrease, conversely if the work environment is felt by employees to be less comfortable, then employee job satisfaction is likely to increase, even though changes in employee job satisfaction have only a small or no significant effect.

From the research that has been carried out, it has been found that the increase in employee job satisfaction is influenced by adequate competency of construction service employees in the City of Parepare, as well as the presence of high work discipline. Whereas compensation is less important in increasing employee job satisfaction. One of the interesting things, that the construction services in the City of Parepare shows that a conducive work environment is inversely proportional to job satisfaction and employee performance, both direct and indirect influence. This is due to the reality that shows that employees feel that a conducive work environment is not a determining factor in generating satisfaction with their work and good performance. Other findings in this study have proven that if construction services in the City of Parepare want to improve the performance of its employees, it can maximize adequate compensation and emphasize high work discipline, while good competence does not have a significant impact on improving performance directly, but if employees are given satisfaction with their work first, then employees will produce better performance. Therefore, the novelty of this finding is that a good work environment does not guarantee that employees will feel high job satisfaction and performance. Likewise with adequate competence, it will not directly provide a change in employee performance better, if someone does not feel job satisfaction first.

VI. Conclusions And Suggestions

Based on the discussion and conclusions previously stated, the suggestions of this study are: It is recommended that Construction Service Companies in the City of Parepare so that employee job satisfaction needs to be a concern, because it does not only play a role in increasing the effect of compensation and discipline on employee performance, but also plays an important role in improving the performance of employees affected by competence. Because if employees feel dissatisfied with their work, adequate competence will not have a real impact on changes in employee performance.

The work environment needs to be a concern for Construction Service Companies in the City of Parepare, because even though the findings indicate that the work environment has a negative impact on satisfaction and performance, in theory a conducive work environment will support employee work activities for the better.

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