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# Balancing Work and Study: How Do Minimum Wages and Workload Affect the Job Satisfaction of Working Students?

**Muhammad Ismail Sholeh[1], Agung[2]**

Pamulang University [1, 2]
Email: ismailsoleh2012@gmail.com

**Abstract**

This study aims to analyze the effect of minimum wage and workload on the job satisfaction of working students. The phenomenon of working while studying is increasing in line with financial needs and the desire to gain practical experience. This study uses a quantitative approach with a non-experimental correlational design through a cross-sectional survey of students working in the Jakarta metropolitan area. The sampling technique used purposive sampling with a minimum of 110 respondents. The data were analyzed using multiple linear regression to test the simultaneous and partial effects between the variables of minimum wage (X1), workload (X2), and job satisfaction (Y). The results show that minimum wage and workload have a positive and significant effect on job satisfaction, both partially and simultaneously, with a coefficient of determination ($R^2$) of 0.442. The minimum wage variable has a more dominant influence than workload, indicating that fair compensation is a major factor in increasing job satisfaction. However, balanced workload management also contributes to improving the welfare and performance of working students. These findings emphasize the importance of appropriate compensation policies and effective workload management in creating a work environment that supports a balance between study and work, thereby increasing productivity and retention working students.

**Keywords**:
Minimum Wage, Workload, Job Satisfaction, Working Students, University Students

## Introduction

The integration of work and study is an increasingly prevalent phenomenon, driven by financial necessity, a desire for practical experience, and evolving socio-economic landscapes. The complexity of this dual role necessitates an understanding of the factors that determine the quality of the work experience, paramount among which is job satisfaction (JS). JS, defined as the positive emotional state resulting from the appraisal of one's job or job experiences, is a critical variable impacting performance, commitment, and well-being. This research is predicated on the understanding that for working students, the work environment's characteristics directly impact their

ability to balance their responsibilities, making JS a pivotal metric of success in their combined roles.

The research background highlights a growing body of literature on work-life balance and student employment, yet a significant gap exists in the specific, combined examination of Minimum Wage (MW) and Workload (WL) as primary determinants of JS within this unique demographic. MW, serving as the legal floor for remuneration, is not merely a financial transaction but a psychological signal of the employer's valuation of the employee's contribution, touching upon equity theory. Simultaneously, WL, encompassing the quantity, difficulty, and pace of work, interacts with the student's already heavy academic load, directly influencing perceived stress and resource drain, which is a key tenet of the Job Demands-Resources (JD-R) model.

The objective of this article is to empirically test the isolated and combined effects of MW adherence/perception and WL severity/management on the JS levels of working university students. This investigation aims to provide actionable insights for employers and policymakers to optimize employment conditions for this vital segment of the labor force, thus contributing to both economic productivity and academic success. The significance and relevance lie in addressing the under-researched confluence of financial incentives and operational demands on the psychological well-being of individuals managing the dual demands of study and work, ultimately informing practices that enhance student retention and well-being.

**Theoretical Framework**

The literature review synthesizes extant research on job satisfaction, minimum wage economics, and workload management, establishing the theoretical underpinnings of this study

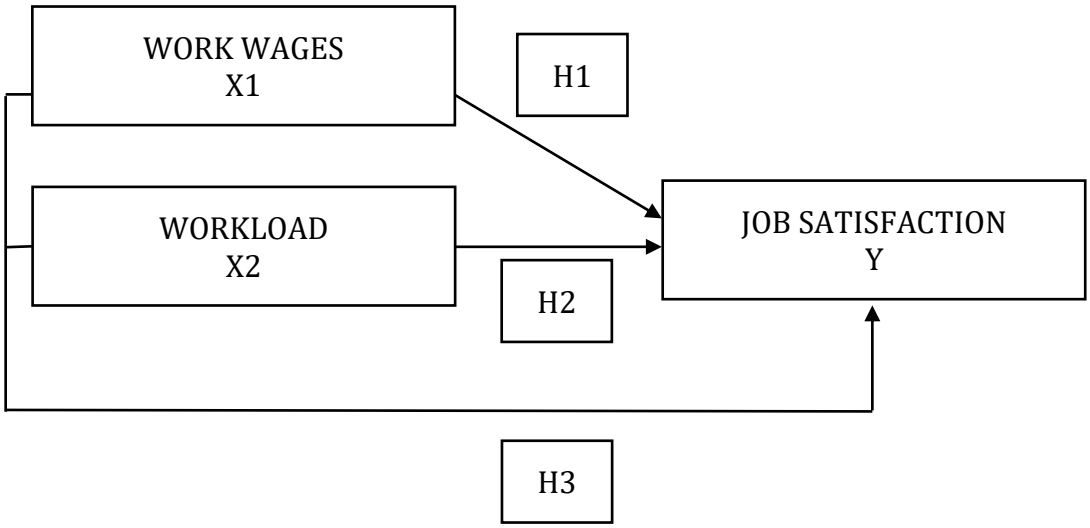
Job Satisfaction Theories

Herzberg's Two-Factor Theory (Motivator-Hygiene Theory) is foundational. This theory posits that certain factors (Hygiene factors), such as pay (related to MW) and working conditions (related to WL), prevent dissatisfaction but do not necessarily lead to satisfaction. Pay equity, a critical component of MW perception, relates to the Hygiene factors, whereas achievement and recognition (which can be negatively impacted by excessive WL) are Motivators that actively drive satisfaction.

Minimum Wage and Job Satisfaction

The theoretical link between Minimum Wage (MW) and JS is largely mediated by Equity Theory (Adams, 1965). Students working for MW often compare their input (effort, time, opportunity cost of academic time) with their output (wages) relative to others. Perceived underpayment, or non-adherence to the legal MW, creates distributive injustice, a powerful predictor of job dissatisfaction. Conversely, while

MW adherence may not elevate satisfaction significantly, non-adherence or perception of the MW as inadequate for the effort expended will almost certainly precipitate strong dissatisfaction.




1. Hypothesis 1 (H1): Adherence to or positive perception of the Minimum Wage will have a significant positive effect on the Job Satisfaction of working university students. (Based on Equity and Hygiene Theories).
2. Hypothesis 2 (H2): Higher Workload will have a significant negative effect on the Job Satisfaction of working university students. (Based on the JD-R Model).
3. Hypothesis 3 (H3): Workload will moderate the relationship between Minimum Wage perception and Job Satisfaction, such that the positive effect of the Minimum Wage is significantly diminished under conditions of high Workload. (Suggesting a trade-off is often perceived as inequitable).

**Method**

The methodology section describes the research design, participant characteristics, data collection, instrumentation, and analysis techniques utilized to test the formulated hypotheses

Research Design

This study employs a quantitative, non-experimental correlational research design. This approach is optimal for investigating the relationships and potential influences between the predictor variables (Minimum Wage perception and Workload) and the criterion variable (Job Satisfaction) without manipulating the variables themselves. A cross-sectional survey approach was utilized to gather data efficiently from a large, dispersed population of working university students.

The target population comprises all undergraduate and postgraduate students enrolled in recognized universities within a defined geographic area (Jakarta Metropolitan Area) who are currently engaged in part-time or full-time employment. A convenience and purposive sampling technique was employed to recruit participants, targeting students known to be working. The sample size was determined based on power analysis requirements for multivariate regression, aiming for a minimum of 110 respondents to ensure adequate statistical power (N > 110). Inclusion criteria required participants to be actively enrolled in a university and employed for at least three months prior to data collection.

## Results

**Table 1. determination coefficient**

**Model Summary[b]**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | | Durbin-Watson |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | R Square Change | F Change | df1 | df2 | Sig. F Change | |
| 1 | ,665[a] | ,442 | ,431 | 4,71204 | ,442 | 40,425 | 2 | 102 | <,001 | 2,099 |

a. Predictors: (Constant), Workload, Minimum Wage

b. Dependent Variable: Job Satisfaction

The coefficient of determination (R Square) value of 0.442 indicates that 44.2% of the variation or change in job satisfaction can be explained by workload and wages simultaneously, while the remaining 55.8% is influenced by other factors not examined in this study, such as work environment, motivation, or leadership.

In addition, the Adjusted R Square value of 0.431 confirms that after adjusting for the number of independent variables, the regression model is still able to explain 43.1% of the variation in job satisfaction. This shows that the regression model used has a fairly good level of goodness of fit.

Thus, it can be concluded that workload and wages contribute significantly to increasing employee job satisfaction.

**Table 2. Partial T-Test**

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | 95,0% Confidence Interval for B | | Correlations | | | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Lower Bound | Upper Bound | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 13,858 | 2,978 | | 4,654 | <,001 | 7,952 | 19,765 | | | | | |
| | Minimum Wage | ,437 | ,092 | ,462 | 4,735 | <,001 | ,254 | ,620 | ,634 | ,425 | ,350 | ,574 | 1,742 |
| | Workload | ,252 | ,093 | ,264 | 2,700 | ,008 | ,067 | ,437 | ,565 | ,258 | ,200 | ,574 | 1,742 |

a. Dependent Variable: Job Satisfaction

the t-value for the Wage variable (X1) was 4.735 with a significance value of < 0.001. Since the significance value is less than 0.05, it can be concluded that Wage has a

positive and significant effect on Job Satisfaction. This means that the higher the wages received by employees, the higher their level of job satisfaction.

Meanwhile, the t-value for the Workload (X2) variable is 2.700 with a significance value of 0.008, which is also less than 0.05. This shows that Workload has a positive and significant effect on Job Satisfaction. Thus, an appropriate and balanced workload can increase employee job satisfaction.

Overall, the partial t-test results show that both independent variables, namely Wages and Workload, have a positive and significant effect on Job Satisfaction, with Wages being the most dominant variable.

**Table 3. Multiple Linear Regression Test**

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | | | 95,0% Confidence Interval for B | | Correlations | | | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | t | Sig. | Lower Bound | Upper Bound | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 13,858 | 2,978 | | 4,654 | <,001 | 7,952 | 19,765 | | | | | |
| | Minimum Wage | ,437 | ,092 | ,462 | 4,735 | <,001 | ,254 | ,620 | ,634 | ,425 | ,350 | ,574 | 1,742 |
| | Workload | ,252 | ,093 | ,264 | 2,700 | ,008 | ,067 | ,437 | ,565 | ,258 | ,200 | ,574 | 1,742 |

a. Dependent Variable: Job Satisfaction

The regression coefficient for the Wage (X1) variable is 0.437 with a Sig. value of < 0.001, indicating that Wage (X1) has a positive and significant effect on Job Satisfaction. This means that the higher the pay received by employees, the higher their level of job satisfaction.

The regression coefficient for the Workload (X2) variable is 0.252 with a Sig. value of 0.008, indicating that Workload (X2) has a positive and significant effect on Job Satisfaction. This means that a balanced and appropriate workload can increase employee job satisfaction.

Thus, it can be concluded that Wages and Workload have a positive and significant effect on Job Satisfaction, with Wages being the most dominant variable in influencing employee job satisfaction.

**Table 4. F- Test**

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 1795,113 | 2 | 897,557 | 40,425 | <,001[b] |
| | Residual | 2264,734 | 102 | 22,203 | | |
| | Total | 4059,848 | 104 | | | |

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Workload, Minimum Wage

Based on the F test results, an F value of 40.425 was obtained with a significance value of < 0.001. Since the Sig. value is < 0.05, it can be concluded that Work Pay and Workload simultaneously have a significant effect on Job Satisfaction.

This means that both independent variables (wages and workload) together have a significant effect on employee job satisfaction levels.

**Table 5. Simple Linear Regression**

Coefficients[a]

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | 95,0% Confidence Interval for B | | Correlations | | | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Lower Bound | Upper Bound | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 17,306 | 2,771 | | 6,245 | <,001 | 11,810 | 22,801 | | | | | |
| | Minimum Wage | ,600 | ,072 | ,634 | 8,326 | <,001 | ,457 | ,743 | ,634 | ,634 | ,634 | 1,000 | 1,000 |

a. Dependent Variable: Job Satisfaction

Based on the results of simple linear regression analysis in the table above, a constant value of 17.306 and a regression coefficient for the Minimum Wage (X1) variable of 0.600 were obtained. This indicates that when the Minimum Wage (X1) is zero, Job Satisfaction (Y) is predicted to be 17.306. A positive coefficient of 0.600 indicates that every one-unit increase in Minimum Wage (X1) will increase Job Satisfaction (Y) by 0.600. Thus, there is a positive relationship between Minimum Wage (X1) and Job Satisfaction (Y). This means that the higher the minimum wage received by employees, the higher their job satisfaction tends to be.

**Table 6. Simple Linear Regression**

Coefficients[a]

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | 95,0% Confidence Interval for B | | Correlations | | | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Lower Bound | Upper Bound | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 19,419 | 3,008 | | 6,457 | <,001 | 13,454 | 25,384 | | | | | |
| | Workload | ,540 | ,078 | ,565 | 6,955 | <,001 | ,386 | ,695 | ,565 | ,565 | ,565 | 1,000 | 1,000 |

a. Dependent Variable: Job Satisfaction

Based on the results of simple linear regression analysis in the table above, a constant value of 19.419 and a regression coefficient for the Workload (X2) variable of 0.540 were obtained. This constant value indicates that when Workload (X2) is zero, the level of Job Satisfaction (Y) is predicted to be 19.419. The positive regression coefficient (0.540) indicates that every one-unit increase in Workload (X2) will increase Job Satisfaction (Y) by 0.540. This indicates a positive relationship between Workload and Job Satisfaction, meaning that the better the workload applied to employees, the higher their job satisfaction.

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Interpretation of Results

Overall, this study concludes that both wages and workload are positive and significant predictors of job satisfaction among working students, with wages being the most dominant factor.

## Discussion

The results of the analysis show that both wages and workload play an important role in influencing employee job satisfaction. Based on the coefficient of determination ($R^2$) of 0.442, it can be seen that 44.2% of the variation in job satisfaction is explained by these two factors simultaneously. This means that fair compensation and an appropriate workload are key aspects that determine how satisfied employees feel with their jobs. The remaining 55.8% is influenced by other factors such as work environment, motivation, and leadership, which are not included in this study.

The results of the partial t-test also reinforce this conclusion. The wage variable has a significant positive effect on job satisfaction ($t = 4.735$; Sig. $< 0.001$), indicating that higher wages tend to increase satisfaction levels. This aligns with the theory that fair and competitive compensation acts as a motivator and a form of recognition for employee contributions. Meanwhile, the workload variable ($t = 2.700$; Sig. $= 0.008$) also shows a positive and significant effect, meaning that when workloads are balanced and manageable, employees tend to feel more satisfied and less stressed in their jobs.

The multiple linear regression analysis further confirms that both variables positively affect job satisfaction, with wages having a stronger influence than workload. This implies that while maintaining a reasonable workload is essential, improving compensation policies may yield a greater impact on overall employee satisfaction.
Finally, the F-test result ($F = 40.425$; Sig. $< 0.001$) demonstrates that wages and workload together have a significant simultaneous effect on job satisfaction. This means that efforts to improve employee satisfaction should focus not only on one aspect but on a combination of fair remuneration and effective workload management.

In conclusion, the discussion supports that both wages and workload significantly and positively affect employee job satisfaction, with wages being the most dominant factor. Organizations should therefore ensure that compensation systems are fair and that workloads are appropriately distributed to maintain and enhance employee satisfaction and performance.

## Conclusion

Based on the results of the analysis, it can be concluded that wages and workload have a positive and significant effect on employee job satisfaction, both partially and simultaneously. The coefficient of determination ($R^2$) value of 0.442 shows that 44.2% of job satisfaction can be explained by these two variables, while the remaining 55.8% is influenced by other factors not examined in this study.

The wage variable is the most dominant factor, meaning that the higher the wages received by employees, the higher their job satisfaction. Meanwhile, a balanced and reasonable workload also contributes to increasing satisfaction levels.
Overall, this study emphasizes the importance of providing fair compensation and managing workload effectively to improve employee job satisfaction, which in turn can enhance productivity and organizational performance.

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