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The Influence of Company Reputation, Compensation and Work Environment on Interest in Applying for Jobs (Study of Abfii Perbanas Alumni, Management Department)

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Abstract

This study aims to determine how the influence of company reputation, compensation and work environment on the interest in applying for a case study job at ABFII Perbanas alumni majoring in management. The data analysis methods used are Validity Test, Reliability Test, Classical Assumption Test, Determination Coefficient Test, Statistical Test, and multiple linear regression analysis. The population of this study were alumni of ABFII Perbanas majoring in management in 2018, the sample used in this study amounted to 62 people. The data collection method used is by using a questionnaire distribution technique. The type of research used is a descriptive analysis method with a quantitative approach assisted by SPSS version 18 data processing tools. The results show that there is a significant influence between variables company reputation, salary, and work environment simultaneously on variables interested in applying for job.

Keywords: Company Reputation, Compensation, Work Environment Interest in Applying for a Job

INTRODUCTION

Human resources are an important factor in achieving goals. Human resources are a source for achieving competitive advantage because of their ability to convert other resources (machines, money) into results (products/services). Therefore, every company wants the best and highest quality human resources to carry out company activities. A very important first step for a company in determining success among business competitors is the recruitment process(Breaugh, 2008). A good recruitment process that meets needs will help companies operate with quality human resources (Navdeep: 2010). Through a well-planned recruitment process it will certainly affect the company's overall performance(Oggy, 2013). A company needs to be careful in determining the right recruitment strategy so that the company gets a large and diverse number of job applicants. With the increasing number of job applicants, of course companies will have greater opportunities to select and then recruit potential employees who are right for the company (Setiani: 2013). Prospective employees will take into account several factors that can influence whether or not prospective employees are comfortable working for a company, such as good or bad company reputation, job descriptions. clear, and compensation that will be received by prospective employees which will support prospective employees in their daily work. Company reputation is an assessment or perception generated by stakeholders towards the company(Brown et al., 2006)A company's reputation can also attract potential job candidates that the company needs(Williamson et al., 2010). Company reputation can be used to see the views of prospective employees regarding their interest in applying for a job(Fombrun, 1996).

Apart from reputation, the compensation offered by the company is also a consideration for prospective employees. Compensation is the financial and non-financial rewards that workers receive as a result of the employment relationship between the employer and the worker. Financial compensation is in the form of salary, wages, bonuses, commissions, allowances and others, while non-financial compensation is such as vehicles, houses, insurance, pension funds and others (Dessler: 1998). Providing compensation is expected to encourage prospective employees and employees to work well in accordance with the company's expectations, because after all employees and the company are partners to jointly achieve the goals that have been set, both the company's goals and the goals of each employee.

Apart from the company's reputation and the compensation offered by the company, the work environment is also a factor in attracting potential employees. The work environment is everything that surrounds workers and that can influence them in carrying out the tasks assigned to employees. The work environment of a company is a consideration for prospective employees so that in the future they can work happily and enthusiastically because it is supported by a good company work environment. Companies that have a good work environment will have an impact on employee performance (Annakis and Lobo: 2011). It can be concluded that the work environment is an important aspect around employees in carrying out work which influences employee enthusiasm and comfort at work which will have an impact on the high or low performance of a company. Indicators of the work environment include comfort, security, relationships between colleagues and between superiors and subordinates (Sedarmayanti 2011:28).

So, in this case it can be concluded that the company's reputation, the compensation offered and the work environment are important factors in influencing a person's decision process to apply for a job at a company. Therefore, researchers are interested in conducting research with the title "The Influence of Company Reputation, Compensation and Work Environment on Interest in Applying for Jobs (Study of ABFII Perbanas Management Department Alumni)".

Formula problem

Based on the background of the problem described, the problem formulation that will be studied by the author is as follows:

1. How does company reputation influence interest in applying for jobs by ABFII Perbanas alumni majoring in Management?
2. How does compensation influence interest in applying for jobs by ABFII Perbanas alumni majoring in Management?

3. How does the work environment influence the interest in applying for jobs by ABFII Perbanas alumni majoring in Management?
4. What is the influence of company reputation, compensation, work environment on interest in applying for jobs among ABFII Perbanas alumni majoring in Management?

Benefits of research

It is hoped that this research can become a new finding or reference for all society in general and students in particular, so that they can develop broad knowledge regarding human resource management, especially those related to company reputation, compensation, work environment and interest in applying for work.

Research Theory

Company reputation

Reputation is an indicator of past performance and future prospects. Reputation is built. Reputation is built on the basis of stakeholder perceptions. This perception is built after they compare the company's performance with their expectations. So, in managing reputation risk, it is very important to know the expectations of the company's main stakeholders (Nova: 2011). Reputation is the single most valuable asset of most companies, because reputation has an important role in assessing the future of a company's business by gaining potential and better future prospects. Whether a company is good or bad will influence stakeholders' decisions to maintain or release the shares they have invested in the company

For a company, reputation is a very important factor in maintaining business continuity and consumer loyalty. No company wants their reputation to be ruined in the eyes of their consumers. A good company reputation needs to be built with hard work which of course requires time, mental energy and funds.

(Fombrun: 1996) states that indicators of company reputation are building stakeholder trust, improving company performance, creating a sense of pride.

Compensation

Compensation is something that employees receive in lieu of contributing their services to the company. Providing compensation is one of the functions of human resource management that is related to everyone

a type of individual reward in exchange for performing a task

organizational. (Rivai, 2014: 357).

Compensation is a counter-performance against the use of energy or services provided by employees. Compensation is the number of packages offered by an organization to employees in return for the use of its workforce. (Wibowo: 2016). Providing compensation can improve work performance and motivate employees to continue to improve the quality of their performance. Therefore, company attention to rational and fair compensation arrangements is very necessary.

Work environment

The work environment is everything around employees that can influence employee satisfaction in carrying out their work so that maximum work results will be obtained, where in the work environment there are work facilities that support employees in completing the tasks assigned to employees (Sofyan: 2018).

The work environment in a company is one of the important things to pay attention to. Although the work environment does not implement

production process in a company, but the work environment has a direct influence on the employees who carry out the production process. A work environment that focuses on employees can improve performance. On the other hand, an inadequate work environment can reduce performance and ultimately reduce work motivation.

Interest in Applying for Jobs

Interests are activities or tasks that arouse feelings of curiosity, attention, and provide pleasure or enjoyment. Interest is a person's interest in something that is related to or in accordance with the person's own attitudes and personality. Interest usually appears starting with happy and positive feelings towards something that

interests you. Interest is something personal and related to the attitude of an individual who is interested in an object and will have the strength or encouragement to carry out a series of behaviors to approach a particular object. Gunarso (2012: 111) Interest in applying for a job is a process of interest in having a job which begins with all efforts to search for information regarding job vacancies, based on the information obtained, prospective employees then make choices and take a decision to determine which company they want. Marwansyah (2012: 111) Interest in applying for a job is a process of a person's interest in having a job which begins with all efforts to search for information - job vacancy information that can be obtained from internal and external company sources, determining choices and then making a decision on which company to apply for. . (Barber: 1998) Interest in applying for work can be interpreted as a persistent tendency in individuals who feel happy and interested in physical, psychological, mental and social activities carried out on their own awareness with the aim of obtaining satisfaction, status, economic, financial and other rewards. the meaning of life and ties a person to the individual and society.

According to Barber, there are several indicators of interest in continuing employment, namely the need for work, searching for job information, determining job choices, and decision making.

Previous Research

This previous research became one of the author's references in conducting research so that the author could enrich the theory used in reviewing the research conducted. The following is previous research in the form of several journals related to research conducted by the author:

Table 1. Table of previous research

No.	Researcher	Research Title	Variable	Results	Difference
1	Komang Dede Permadi I Gusti Salit Ketut Netra -2015	Influence, Reputation, Compensation, and Work Environment on Interest in Applying for Jobs by Udayana University Students	X_1: Reputation X_2:Compensation X_3:Environment Work Y: Interest in Applying for a Job	The company's reputation, the compensation offered by the company and the company's work environment have a positive and significant influence on interest in applying for jobs by Udayana University FEB students.	The data collection method in this research is through observation, interviews and questionnaires
2	Octavianus Sumardana AgoesGanesha Rahyuda Ketut Sintaasih urged -2014	The Influence of Company Reputation, Job Descriptions, and Compensation Offered by the Company on Interest in Applying for Jobs	X_1:Reputation X_2:DescriptionWork X_3:Compensation Y: Interest in Applying for a Job	Company reputation, job description, and compensation have a positive and significant effect on interest apply for job.	The difference in one independent variable is the job description
3	Asri Maulana's image -2018	The Influence of Career Development, Work Environment, and Compensation on Employee Performance at PT Asuransi Kredit Indonesia (Persero)	X_1: DevelopmentCareer X_2:Environment Work X_3:Compensation Y: Performance	Career development, work environment, compensation have a positive and significant influence on employee performance.	The difference in one independent variable is career development

Framework

Based on several theories explained in the previous chapter, the framework used in analyzing the influence of company reputation, compensation and work environment on interest in applying for jobs (Study of ABFII Perbanas Alumni Management Department) can be described as follows:

```
┌──────────────────┐
│     Company      │────────── H1 ──────────┐
└──────────────────┘                        │
                                            ▼
┌──────────────────┐          ┌──────────────────────┐
│   Compensation   │── H2 ───▶│     Interest in       │
└──────────────────┘          │   Applying for Jobs   │
                              └──────────────────────┘
┌──────────────────┐            ▲
│ Work environment │────────────┘
└──────────────────┘   H3
```
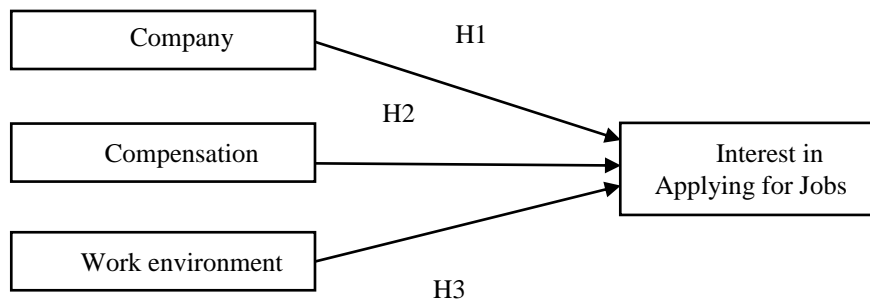
Hypothesis

A hypothesis is a temporary assumption that may or may not be true, so it can be considered a temporary conclusion. Meanwhile, rejection or acceptance of a hypothesis depends on the results of research on the factors collected. In connection with the description above, the following hypothesis can be put forward in this research:

H1   : There is an influence of company reputation on interest in applying for jobs among ABFII Perbanas alumni majoring in management

H2   : There is an influence of compensation on interest in applying for jobs among ABFII Perbanas alumni majoring in management

H3   : There is an influence of the work environment on interest in applying for jobs among ABFII Perbanas alumni majoring in management

H4   : There is a simultaneous and partial influence between company reputation, compensation and work environment, there is interest in applying for jobs among ABFII Perbanas alumni majoring in management

RESEARCH METHODS

Population and Sample

Population is a generalized area of objects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. For this research, the population taken was 164 ABFII Perbanas alumni majoring in management who graduated in 2018. The sample is part of the number and characteristics possessed by the population (Sugiyono, 2013: 116). The sampling method used in this research is Probability Sampling, namely a random sampling technique which means that sampling is carried out randomly without paying attention to the strata in the population (Wiratna, 2015: 85).

To find the minimum number of samples needed if the size is known, the Slovin formula can be used. From the results of calculations using the Slovin formula, the sample size that can be used in the research is 62 respondents from 164 ABFII Perbanas alumni majoring in management who graduated in 2018.

Type and Source of data

The type of data used in this research is quantitative data. Quantitative data is data in the form of numbers or qualitative data that is collected or scored (Sugiono, 2012:137). This data is in the form of the results of filling out a questionnaire regarding the influence of company reputation, compensation and work environment on interest in applying for jobs (case study of ABFII Perbanas alumni majoring in management).

In this research, the data sources used were primary data and secondary data. Primary data is a data source that is directly provided to data collectors. Data was obtained directly from respondents and then analyzed further. Primary data in this research was obtained from answers to questionnaires distributed to respondents,

namely 62 ABFII Perbanas alumni majoring in management. Secondary data is primary data that has been further processed and presented. Collecting secondary data in this research is through literature study, namely reading and studying books or journals that are appropriate to the research carried out.

Method of collecting data

The data collection method or technique used in this research is to use a questionnaire with closed questions. A questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents for them to answer. (Sugiyono, 2013:39).

Through the questionnaire, respondents were asked to answer using a Likert scale and calculated using the IBM SPSS 25.0 for Windows application. The Likert scale is a scale used to measure the attitudes, opinions and perceptions of a person or group regarding social phenomena. With a Likert scale, the variables to be measured are translated into indicator variables. Then these indicators are used as a starting point for compiling instrument items which can be in the form of statements or questions (Sugiyono, 2013: 136). For respondents' answers to eating, pay attention to the following Likert scale table:

Table 2. Grouping based on the Likert Scale Method

Statement	Value Weight/Score
Strongly Disagree (STS)	1
Disagree (TS)	2
Neutral (N)	3
Agree (S)	4
Strongly agree	5

RESULTS AND DISCUSSION

General Description of Research Objects

Perbanas Institute is one of the first higher education institutions to provide education in the fields of finance, banking and informatics in Indonesia. Founded on February 19 1969 by the Association of National Commercial Banks (Perbanas) which was initially established to meet the needs of operational personnel in the banking sector. This institution cannot be separated from the Perbanas Education Foundation (YPP) as the official education organizing body. In 1982 YPP organized higher education in the form of the Banking Science Academy (AIP), which later developed into the Banking Accounting Academy (AAP) and responded to market demands and needs for educated workers with a Bachelor's degree (Strata 1). In 1998 this institution developed from an academy into the Perbanas College of Economics (STIIE Perbanas). On December 10 1999 STIE Perbanas opened a Master of Management Postgraduate Program and on October 23 20017 STIE Perbanas and the Perbanas College of Information and Computer Management (STIMIK Perbanas) were merged into one with the name Perbanas Asia Institute of Banking and Informatics Finance (IKPIA Perbanas) or known as with the name Perbanas Institute based on Decree of the Minister of National Education No. 209/D/0/2007

Descriptive Analysis

In this study, researchers submitted a questionnaire to 62 respondents. This questionnaire consists of 25 statements representing the 4 (four) variables studied. The four research variables in the questionnaire are Company Reputation (X1) consisting of 6 statements, Compensation (X2) consisting of 6 statements, Work Environment (X3) consisting of 7 statements and Interest in Applying for a Job (Y) consisting of 6 statements.

Respondent Characteristics

Based on research that was carried out by distributing questionnaires to randomly selected respondents, data was obtained relating to the overall identity of the respondents based on gender, age and employment status.

1. Characteristics of Respondents Based on Gender

Table 3. Respondents by Gender

Gender	Frequency	Percentage
Man	20	32.3%
Woman	42	67.7%
Total	62	100%

Based on table 4.1 above, it can be explained from the 62 respondents that 20 people (32.3%) were male and the remaining 42 people (67.7%) were female.

2. Characteristics of Respondents Based on Age

Table 4. Characteristics of Respondents Based on Age

Age	Frequency	Percentage
23	14	22.6%
24	24	38.7%
25	9	13.5%
26	3	4.8%
27	5	8.1%
28	1	1.6%
30	1	1.6%
31	1	1.6%
32	1	1.6%
34	2	3.2%
55	1	1.6%
Total	62	100%

Based on table 4.2 above, the total number of respondents who are ABFII Perbanas alumni majoring in Management is 62 people. With the highest number of respondents aged 24 years with 24 people (38.7%) and the few respondents aged 28 years (1.6%), 30 years (1.6%), 31 years (1.6%), 32 years (1.6%), 35 years (1.6%).

3. Characteristics of Respondents Based on Working Status

Table 5. Characteristics of Respondents Based on Working Status

Working Status	Frequency	Percentage
Already working	59	95.2%
Not yet working	3	4.8%
Total	62	100%

Based on table 4.3 above, it can be seen from the 62 respondents that 59 people (95.2%) are already working and the remaining 3 people (4.8%) are not yet working.

Descriptive Statistics

This research data is primary data obtained from distributing questionnaires to alumni of ABFII Perbanas, Department of Management. The number of research respondents was 62 respondents, the following is descriptive data which can be seen in the following table:

Table 6. Descriptive Statistics
Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Company Reputation	62	3.00	5.00	4.1344	.49665
Compensation	62	3.67	5.00	4.5269	.40058
Work environment	62	3.71	5.00	4.3790	.41780
Interest in Applying for Jobs	62	3.33	5.00	4.3871	.43291
Valid N (listwise)	62				

Based on the table above, the minimum value for the Company Reputation variable is 3, for the maximum value the value is 5 with an average value of 4.1344 and a standard deviation value of 0.49665. For the Compensation variable, a minimum value was obtained of 3.67, for a maximum value a value of 5 was obtained with an average value of 4.5269 and a standard deviation value of 0.40058. Furthermore, for the Work Environment variable, a minimum value was obtained of 3.71, for the maximum value a value of 5 was obtained with an average value of 4.3790 and a standard deviation value of 0.41780. Meanwhile, for the variable Interest in Applying for a Job, a minimum value was obtained of 3.3, for the maximum value a value of 5 was obtained with an average value of 4.3871 and a standard deviation value of 0.43291.

Validity test
Validity according to Sugiyono (2016:177) shows the degree of accuracy between the data that actually occurs on the object and the data collected, if the coefficient between the item and the total items is the same or above 0.3 then the item is declared valid. All variables in this study were declared valid. Of all 6 indicators in the company reputation variable (X1) have a value greater than 0.3, all 6 indicators in the compensation variable (X2) have a value greater than 0.3, all 7 indicators of the work environment variable (X3) have a value greater than 0.3 and 6 indicators in the variable interest in applying for a job have a value greater than 0.3. All indicators in this study obtained validity values for variables X1, X2,

Reliability Test
Reliability test is the extent to which measurement results using the same object will produce the same data (Sugiyono, 2012: 177). If the correlation is 0.6 then it is said that the item provides a sufficient level of reliability, conversely if the correlation value is below 0.6 then it is said that the item is less reliable.

Table 7. Reliability Test

Research variable	Crobach's Alpha	Criteria	Information
Company Reputation	0.780	0.600	Reliable
Compensation	0.625	0.600	Reliable
Work environment	0.680	0.600	Reliable
Interest in Applying for Jobs	0.720	0.600	Reliable

Based on the results of all reliability tests, all variables in this research, namely Company Reputation, Compensation, Work Environment, and Interest in Applying for Jobs were declared reliable because the Cronbach's Alpha value was more than 0.6.

Classic assumption test
Normality test
The normality test is to determine whether the dependent, independent or both variables are normally distributed, close to normal or not. The test used to test normality is Kolmogorov-Smirnov.

Table 8. Kolmogorov-Smirnov sample
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		62
Normal Parameters[a, b]	Mean	.0000000
	Std. Deviation	.36677143
Most Extreme Differences	Absolute	,084
	Positive	,084
	negative	-.082
Statistical Tests		,084
Asymp. Sig. (2-tailed)		,200[CD]

Test distribution is Normal.
a. Calculated from data.
b. Lilliefors Significance Correction.
c. This is a lower bound of the true significance.

In table 4.4 above, a significance value of 0.200 is obtained with a confidence level of 0.05, so 0.200 > 0.05, so accept H0, so in this study the residual data is normally distributed.

Autocorrelation Test

The aim of the autorelation test is to test that in the regression model there is a correlation between usage errors in period t and confounding errors in period t-1 or before. If correlation occurs, it is said to have an autocorrelation problem. Ghozali (2013:63).

Table 9. Autocorrelation Test
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.831a	,828	,825	.37614	2,077

a. Predictors: (Constant), Work Environment, Compensation, Company Reputation
b. Dependent Variable: Interest in Applying for a Job

Based on the table above, the Durbin-Watson value is 2,077. Next, we will compare the Durbin-Watson (dw) value of 2,077 with the Durbin-Watson table value with a significance level of 0.05 with the formula (k; N) where k is the number of independent variables and N is the number of research samples. Thus we get the formula (3; 70). We look at this number in the Durbin-Watson table value distribution, then we get dL = 1.5245 and dU = 1.7028. Where dL is the lower durbin and dU is the upper durbin, because dU < dw < 4-dU (1.7028 < 2.077 < 2.297), then accept H0 which means the autocorrelation test in this study means that there are no autocorrelation symptoms so the model is said to be good.

Heteroscedasticity Test

Scatterplot
Dependent Variable: Minat Melamar Pekerjaan
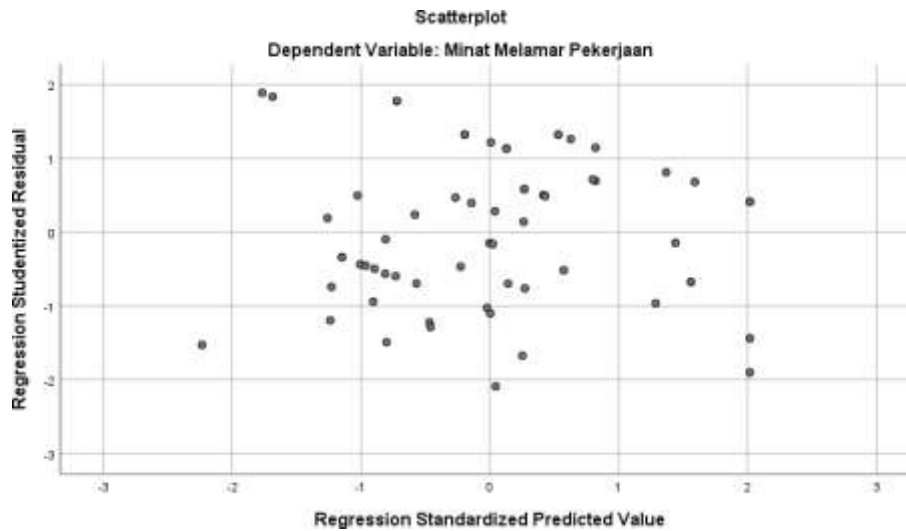
The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another observation, if the variance from the residuals of one observation to anotherothers are different, it is called heteroscedasticity.

Figure 1. Scotter Plot

In the picture above, the distribution of points does not form a clear pattern and is below the numbers 0 and 1 on the Y axis, thus there are no symptoms of heteroscedasticity in this study.

Multicollinearity Test

To test multicollinearity by looking at the VIF value of each independent variable. The required value for the tolerance value is greater than 0.01 and for VIF less than 10.

Table 10. Multicollinearity Test

Model	Tolerance	VIF
Company Reputation	0.794	1,259
Compensation	0.864	1,157
Work environment	0.856	1,169

a. Dependent Variable: Interest in Applying for a Job

It can be seen from the table above, the tolerance value for each variable is 0.794, 0.864, and 0.856, where this value is greater than 0.10, and the VIF value for each variable is 1.259, 1.157, and 1.169, where this value is smaller than 10 so that the multicollinearity assumption is met, which means there are no symptoms of multicollinearity in this research.

Multiple Linear Regression Analysis

Regression analysis is a method or technique for finding the relationship between one variable and another variable which is expressed in the form of a mathematical equation in a functional relationship.

Table 11. Multiple Linear Regression Analysis Test
Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1,479	,679		2,177	,034
	Company Reputation	,252	.109	,289	2,317	.024
	Compensation	,112	,129	.104	2,168	,039
	Work environment	,310	.125	,299	2,488	.016

a. Dependent Variable: Interest in Applying for a Job

Based on table 4.7 above, a multiple linear regression model equation can be formed as follows:

Y = 1.479+ 0.252 X1 + 0.112 X2 + 0.310 X3 +ς

The regression equation can be interpreted as follows:

1. Constant = 1.479

   A constant value of 1479 can be interpreted to mean that if the independent variable is constant, then variable Y has a positive value of 1,479.

2. X coefficient$_1$ = 0.252

   The coefficient value shows that variable$_1$ has a positive effect on Y. If it is assumed that the values of the other variables are constant, when there is an increase in variable X1, the value of variable Y will increase by 0.252.

3. X coefficient$_2$ = 0.112

   The coefficient value shows that variable$_2$ has an effect on variable Y. If it is assumed that the values of the other variables are constant, when there is an increase in variable X2, the value of variable Y will increase by 0.112.

4. X coefficient$_3$ = 0.310

   The coefficient value shows that variable$_3$ has an effect on variable Y. If it is assumed that the values of the other variables are constant, when there is an increase in variable X3, the value of variable Y will increase by 0.310.

Hypothesis testing

t test

The partial test (t test) is used to test whether each independent variable, namely Company Reputation (X1), Compensation (X2), Work Environment (X3) has a positive and significant influence on the dependent variable, namely Interest in Applying for a Job (Y) partially.

Table 12. T test
Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1,479	,679		2,177	,034
	Company Reputation	,252	.109	,289	2,317	.024
	Compensation	,112	,129	.104	2,168	,039
	Work environment	,310	.125	,299	2,488	.016

a. Dependent Variable: Interest in Applying for a Job

Based on table 4.8 above, the following research hypothesis can be proven:

1. Influence of Variable1 against Y

   From the table above, the t-statistic value for variable X is found1 is 2.317 with a significance value of 0.024 and a confidence level of 0.05, so 0.024 < 0.05, it can be concluded that H0 is rejected and H1 is accepted, thus it can be interpreted that there is a significant influence between variable X1 partially on Y.

2. Influence of Variable2 against Y

   By carrying out the t test, it is possible to prove the research hypothesis. It is found that the t-statistic for the variable between variable X2 partially to Y.

3. Influence of Variable3 against Y

   In the table above, the t-Statistic value for variable X is obtained3 is 2.488 with a significance value of 0.016 and a confidence level of 0.05, so 0.016 < 0.05, so it can be concluded that H0 is rejected and H1 is accepted, which can be interpreted as meaning that there is a significant influence between variable X3 partially on Y.

F test

This simultaneous test (F test) is used to see whether each independent variable, namely Company Reputation (X1), Compensation (X2), Work Environment (X3) together has a positive and significant influence on the dependent variable, namely Interest in Applying for a Job (Y).

Table 13. F Test
ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,226	3	1,075	7,601	,000b
	Residual	8,206	58	.141		
	Total	11,432	61			

      a. Dependent Variable: Interest in Applying for a Job
      b. Predictors: (Constant), Work Environment, Compensation, Company Reputation

By looking at the F test results in the table above, a significance value of 0.000 was found with a confidence level of 0.05, so 0.000 < 0.05 which can be interpreted as meaning that there is a significant influence between variables X1, X2 and X3 simultaneously on variable Y.

Coefficient of Determination

The R2 test or determination test is an important measure in regression, because it can inform whether the estimated regression model is good or not, or in other words, this number can measure how close the estimated regression line is to the actual data.

Table 14. Determination Coefficient Test
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.831a	,828	,825	.37614	2,077

      a. Predictors: (Constant), Work Environment, Compensation, Company Reputation
      b. Dependent Variable: Interest in Applying for a Job

In the table above, the coefficient of determination test results (R Square) found a value of 0.828 or 82.8%. This can be interpreted as meaning that the independent variable has an influence on variable Y of 82.8%, while the remaining 17.2% is influenced by other variables that are not in this study.

Discussion

Based on the results of the analysis, it can be seen that the company reputation of ABFII Perbanas alumni majoring in management is in the good category. To determine the influence of company reputation on interest in applying for jobs, a case study of ABFII Perbanas alumni majoring in management carried out a t test. Based on the results of the t test, the calculated t for company reputation is 2,317 with a significance value of 0.024 and a confidence level of 0.05, so 0.024 < 0.05 can be interpreted as meaning that there is a significant influence between the company reputation variable partially on interest in applying for jobs in the ABFII Perbanas alumni case study. This research is in line with that conducted by Komang Dede Permadi & I Gusti Salit Ketut Nera (2015) who stated that the work environment has a significant influence on interest in applying for jobs. The results of this research are in line with previous research conducted by Komang Dede Permadi and I Gusti Salit Ketut Netra (2015) which stated that company reputation has a significant effect on interest in applying for jobs, seen from the calculated t value = 3.816.

Minar applying for jobs by ABFII Perbanas alumni majoring in management can run well because of knowledge about the company's reputation, according to research by Williamsn (2010) which examined company reputation, recruitment via websites and the interest of prospective applicants, seeing that there is a link between company reputation and recruitment via website. By using technological developments in the recruitment process, companies can be superior in obtaining potential employees.

Based on the results of this research, it is clear that there is an influence of company compensation on interest in applying for a job. It can be seen from the research results that the probability value is 0.039 < 0.05. This means that company compensation has a significant effect on interest in applying for jobs. This research is in line with that conducted by Oktavianus Sumarna, Agoes Ganesa Rahyuda & Desak Ketut Sintaasih (2014) and Komang Dede Permadi & I Gusti Salit Ketut Nera (2015) which states that company compensation has an influence significantly on Interest in Applying for Jobs. Compensation, if managed properly, can help a company achieve company goals, attract potential job applicants, increase competitiveness and retain existing employees (Siti; 2013)

Based on the results of this research, it is clear that there is an influence of the work environment on interest in applying for a job. It can be seen from the research results that the probability value is 0.016 < 0.05. This means that the work environment has a significant effect on interest in applying for a job. This research is in line with that conducted by Komang Dede Permadi & I Gusti Salit Ketut Nera (2015) which states that the work environment has a significant influence on interest in applying for a job. According to Edy and Tresna (2013), the work environment of a company has a huge influence on human resources in a company. The work environment of a company is a consideration for prospective employees so that in the future they can work happily and enthusiastically because it is supported by a good company work environment.

CONCLUSION

Based on the results of research regarding an analysis of the influence of company reputation, compensation and work environment on interest in pursuing work in the case study of ABFII Perbanas alumni majoring in management, in this chapter the author draws the conclusion that company reputation has a significant influence on interest in applying for jobs among ABFII Perbanas alumni majoring in management. Compensation has a significant effect on interest in applying for jobs among ABFII Perbanas alumni majoring in management. The work environment has a significant effect on interest in applying for jobs among ABFII Perbanas alumni majoring in management. Company reputation, compensation and work environment, together simultaneously influence interest in applying for jobs among ABFII Perbanas alumni majoring in management.

RECOMMENDATION

Based on the research results, researchers provide recommendations that company reputation can be taken into consideration in attracting interest in applying for jobs, so there is a need to improve and develop company reputation, such as: implementing good communication strategies to maintain and maintain the

company's reputation. Compensation can be taken into consideration in attracting interest in applying for a job, so it is necessary to increase and develop compensation, such as: always routinely providing salaries/wages to employees, providing additional compensation (rewards) to employees as an effort to improve welfare, stimulate work enthusiasm and motivate employees to continue to improve the quality of performance. The work environment can be taken into consideration in attracting interest in applying for a job, so it is necessary to improve the work environment, such as: always paying attention to the fulfillment of facilities as a means of supporting work, providing all appropriate and adequate facilities

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