

# RELATIONSHIP BETWEEN THE MOTIVATION TO WORK WITH JOB SATISFACTION OF EMPLOYEES IN THE SECRETARIAT OF THE DEPARTMENT OF PUBLIC WORKS EAST DISTRICT KUTAI

Abstract: Secretariat of Public Works Bureau of East Kutai is the implementation of tasks in the field of administrative management of administrative, equipment, public administration and governance, as well as the implementation of financial administration tasks. Leaders in divided the task / job is based on a sense of favoritism, only to the employee / certain people and not by the main tasks and functions. This will lead to apathy, not excited, hesitation and fear of being wrong, disappointment, indifference, despair, making the activity that is not running as it should. This causes no job satisfaction.

After the authors analysis of the problem, the authors interested in studying the issue of motivation associated with job satisfaction pegawai. The title of the authors selected in this study are: "Relationship Between Work Motivation by Employee Job Satisfaction In Section Secretariat of Public Works Bureau of East Kutai Regency".

Keywords: Population Sample, Work Motivation, Job Satisfaction

## 1.1. Background

In an effort to organizational objectives previously set pimpinanlah duty to empower all of the resources that exist within the organization, especially its human resources through motivation. But often the problem is that the authority of a leader who is so dominant on issues of human resources, finance and other development less can be fully utilized. Leaders in divided the task / job is based on a sense of favoritism, only to the employee / certain people and not by the main tasks and functions. This will lead to apathy, not excited, hesitation and fear of being wrong, disappointment, indifference, despair, making the activity that is not running as it should. This causes no job satisfaction. Based on the background described above, the authors are interested in studying the issue of motivation associated with job satisfaction pegawai. The title of the authors selected in this study are: "Relationship Between Work Motivation by Employee Job Satisfaction In Section Secretariat of Public Works Bureau of East Kutai Regency".

## 1.2. Formulation of the problem

With a background as well as the issues that have been raised over the research problems can be formulated as follows:

1. How does employee motivation Secretariat of Public Works Bureau of East Kutai Regency?
2. How does employee satisfaction Secretariat of Public Works Bureau of East Kutai Regency?
3. How is the relationship between work motivation and job satisfaction Secretariat of Public Works Bureau of East Kutai Regency?

## 1.3. Research purposes

2. To determine employee motivation Secretariat of Public Works Bureau of East Kutai.
3. To determine employee satisfaction Secretariat of Public Works Bureau of East Kutai.
4. To determine the relationship between work motivation and employee satisfaction Secretariat of Public Works Department of East Kutai.

## 1.4. Benefits of research

1. In this study akademik dijadikan as information material for all those in need, both as study material further study as well as a report.

2. Methodologically this study can enrich the performance measurement indicators of service performed by the bureaucratic apparatus.  
 3. In practical terms this research can be used as an evaluation of the performance of the service employees in bureaucratic organizations.

2.1 Review of Literature

2.1.1. Work motivation

Motivation comes from the Latin word *movere* which means a push or move. Concretely motivation can be defined as the process of granting motif (driver) work to subordinates so that they want to work with sincerity in order to achieve organizational goals efficiently (Sarwoto, 1979: 135).

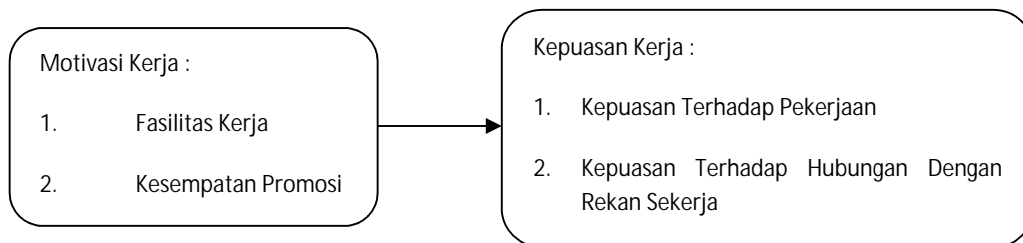
2.1.2. Job Satisfaction

Job satisfaction is a pleasant emotional disposition and loves his job. This attitude is reflected by the morale, discipline and work performance. Enjoy job satisfaction in the job, off the job, and a combination of inside and outside of work. (Hasibuan, 2001: 202).

2.2 hypothesis

the hypothesis that the writer formulated in this study are: "Suspected motivation to work has a positive relationship with job satisfaction".

2.3 Conceptual Framework



3.1 Types of Research

3.1.1. Population

The population is defined as the total number of analyzes whose characteristics can be expected. As for the population in this study is overall employee at the Secretariat of Public Works Bureau of East Kutai Regency totaling 78 people, consisting of 31 civil servants (PNS) and 47 Regional Labor Contract (TK2D).

3.1.2. samples

Samples that part of the population, the informant actual data in a study and a representative portion of the population studied.

Given the relatively large number of employees, this study will use samples. Sampling was conducted using Slovin with the following formula:

3.2. Research variable

1. Work Motivation is a condition that affects evoke, directing and maintaining behavior related to performance.

2. Job Satisfaction psychological atmosphere of pleasant or unpleasant feelings towards the work of an employee which includes satisfaction with work, relationships with colleagues and working atmosphere.

To take measurements of the two variables are then each variable has an indicator. The indicators of each variable is:

1. Work Motivation, with indicators:
  - a. Work facilities.
  - b. Promotion opportunities.
  - c. Appreciation.
2. Job Satisfaction, with indicator-indikatyor:

- a. Satisfaction with the job.
- b. Satisfaction with the relationship with colleagues.
- c. Satisfaction with the work atmosphere.

3.3. Data collection technique

1. The questionnaire / Questionnaire, namely the collection of data by spreading a number of questions to the respondent.
2. Observation is its undertaking research that relies on direct observation of the object (;
3. The interview is the collection of data that the data is collected through interviews with respondents.

4. Documentation is data collection through written materials issued by institutions that become the object of research, both in the form of procedures, rules, images, reports the results of the work as well as in the form of photographs or electronic documents (records).

3.4. Data analysis

Analysis of the data that I use in this research is the analysis method Product Moment Correlation Coefficient (Pearson) with the following formula:

Where :

r: Correlation Coefficient

x: Independent Variables

y: Dependent Variable

n: Number of Observations (Sample)

3.5. Research Schedule

The time required in the implementation of this study approximately six (6) months, commencing from the research proposals until pendadaran exam. Details of these research activities is as follows:

1. In December 2015 the authors conducted observation and literature study in order to collect data as well as the theories and concepts that can support further research to submit a research proposal.
2. In December 2015 - January 2016, after the research proposal is approved the next step is writing Chapter I to Chapter III, in consultation with the Supervisor and to make improvements in accordance with the advice of the Supervisor and seminars proposal.
3. In February-March 2016 the implementation of field research by distributing questionnaires to the respondents who made the object in this study. Furthermore, the preparation of Chapter IV to Chapter VI is based on data obtained in the field, consultation with the Supervisor and make repairs in accordance with the advice of the Supervisor.
4. April - May 2016, the preparation and implementation of the research seminar and thesis final exam.

4.1. Conclusion

1. It was concluded that employee motivation Secretariat of Public Works Bureau of East Kutai reached Interval 0.40 to 0.599 with the value Value (Medium)
2. The employee satisfaction Secretariat of Public Works Bureau of East Kutai reached Interval 0.40 to 0.599 with the value Value (Medium)
3. Work motivation and job satisfaction of employees Secretariat of Public Works Department of the East Kutai Regency Interval 0.40 to 0.599, Value Relations / The correlation between the two is Medium.

4.2. Suggestion

1. Report of the authors make is far from perfect, and therefore the authors expect the development to the next entry.
2. For Limited Time Research and Report Writing So the author can not entirely Lifting complex issue in the Secretariat of Public Works Bureau of East Kutai.