

The Influence of Work Motivation on Employee Job Satisfaction in The Pringsewu Regency Public Works Department

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Human resources have an important role in every activity of the organization. For community service organizations to run, in line with expectations and to meet the needs of the community, the organization must have reliable and competitive human resources. Because it's good that an organization must be run by people who can manage existing resources to be effective and efficient so that it can make the organization competitive, creative and innovative. Organizational management must have a strategy in realizing human resources that can realize organizational goals. This study has a goal to be achieved, which is to know the effect of work motivation on employee job satisfaction at the Public Works Department of Pringsewu Regency. From the analysis of data processing for simple regression analysis, the results of the regression equation with $Y = 30.887 + 0.476X_2$. The acquisition of statistical tests using the t-test on the variable work motivation of employees showed a value of a t-count of 5.357. The decision of the test, the t-value was 5.357. When compared to the prices of the t-student distribution table $n = 44$ at the real level of 0.05, a critical price of 1.671 is obtained $t\text{-count} > t\text{ table}$ Conclusions H_0 is rejected and H_a is accepted or employee work motivation variables are proven to have a significant effect on employee job satisfaction. The value of R Square (R^2) is 0.406. This shows that the motivation variable influences 40% of employee job satisfaction, while the remaining 60.4% is the influence of other independent variables not explained by this research model. The relationship between motivation and job satisfaction was 63.7%".

Keywords: motivation, job satisfaction, Public Works, Pringsewu

Introduction

Human resources have an important role in every organizational activity. For the community service organization to run as expected and to meet the needs of the community, the organization must have reliable and competitive human resources. Organizations must be run by people who have the ability to manage existing resources so that they can be effective and efficient so that they can become competitive, creative, and innovative organizations. For this reason, organizational management must have a strategy in realizing human resources who can achieve organizational goals.

Employees' work motivation will certainly be heterogeneous with the organization, this can be influenced by educational factors, personalities, and their respective needs. With the provision of incentives, it will be able to narrow the differences in employee goals so that it can motivate employees to be eager to give high dedication to the organization.

Based on data obtained from preliminary observations, data shows that there has been a decrease in employee motivation, in the data got indicating that out of 44 employees the percentage of employee attendance has decreased, where until December 2019 only 85% of employees attended. Meanwhile, absenteeism increased by 15%. This data shows that the low level of employee attendance indicates a decrease in work motivation. The objectives to be

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achieved in this study were to determine the effect of work motivation on employee job satisfaction at the Pringsewu Regency Public Works Office.

Literature Review

Motivation

(Nawawi, 2003) states that motivation means a condition that encourages or causes someone to do something (activity). According to Maslow, (Robbins, 2006) suggests that: "Motivation is a process of meeting needs. According to (Mangkunegara, 2001) states that motivation is a condition that moves employees to be able to achieve the goals of their motives."

Abraham Maslow's Motivation Theory

"This theory is called " Theory of Human Motivation ". This theory follows the plural theory, where someone behaves (works) because of the urge to meet various needs. Maslow argues, the needs that a person wants are tiered, meaning that if the first need has been met, then the second level needs will become the main one. Furthermore, if the needs of the second level have been met, then the needs of the third level and so on until the fifth level. The basis of this theory is":

- a. Man is a creature who wants, he always wants more. This desire is continuous and will stop when the end comes.
- b. A need that has been satisfied does not become a motivator for the doer, only an unmet need will become a motivator.
- c. Human needs will be arranged in a level, namely:
 - 1.) Physiology needs
 - 2.) Security or safety needs
 - 3.) Affiliation or acceptance needs
 - 4.) Esteem or status needs
 - 5.) Self-actualization

Job satisfaction

According to Robert L. Mathis and John H. Jackson at (Sadeli & Prawira, 2001), job satisfaction is a positive emotional state of evaluating one's work experience. (Handoko, 2001), that job satisfaction is a pleasant or unpleasant emotional state in which employees view their work. Job satisfaction is a concept that has many dimensions, meaning that job satisfaction is influenced by various factors. As stated by Robert L. Mathis (2001: 98), job satisfaction has many dimensions. In general, the observed stages are satisfaction in the job itself, salary, recognition, the relationship between supervisors and the workforce, and the opportunity to advance. Each dimension produces an overall feeling of satisfaction with the work itself, but work also has different definitions for other people".

According to Fanstino Cardoso Gomes, followed by (Suwanto & Priansa, 2013) in the book Principles of Human Resource Management, the factors that affect job satisfaction are (1) Salary, (2) Work safety, (3) Promotion, (4)) Relationships and work, (5) Job opportunities and, (6) Workload. According to (Hasibuan, 2001), factors that affect job satisfaction include: (1) remuneration, (2) placement, (3) lightness of work, (4)) The atmosphere and work environment, (5) equipment, (6) the attitude of the leadership and (7) the nature of the job. (Desantris & Durst, 1999) job satisfaction can be influenced by factors that can be grouped into four groups, namely: (1) Monetary, non-monetary, (2) Job characteristics, (3) Job characteristics (work characteristics), (4) individual characteristics.

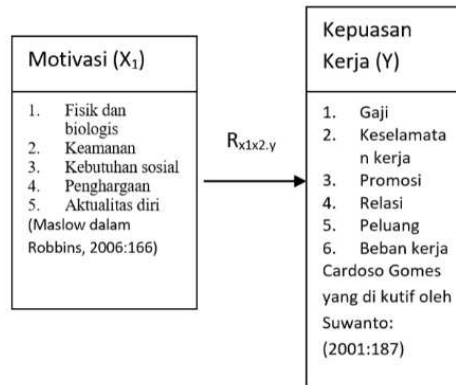


Figure 1. Framework of thinking

Methods

The operational definition of a variable

1. Work motivation (X2), is motivation which means a condition that encourages or causes someone to do something (activity).
2. Job satisfaction (Y) is the attitude of actions and behavior shown in carrying out the duties and responsibilities of the job.

Data collection techniques in this study were divided into two parts, namely field research and library research. Field research is carried out so that the objectives to be achieved can be more objective. The way this is done is through:

- a. Interviews, namely data collection using interview guidelines conducted by interviewing research subjects or informants.
- b. The questionnaire is several questions in writing that are submitted to respondents, namely employees of the Pringsewu Regency Public Works Office

Namely, data collection techniques that are sourced from literature, books and reports that are relevant to the research objectives.

Validity and Reliability Test

1. Validity test

According to (Umar, 2005) validity shows the extent to which a measuring device measures what you want to measure. The type of validity used is constructed validity where the researcher looks for definitions put forward by experts writing in the literature. The method of testing the validity of the research instrument used is the product-moment correlation with the following formula:

$$r = \frac{n\sum xy - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

Information :

r_{xy} = korelation

x = total score of questions

y = the total score of the questions

n = the number of samples to be tested

Decision criteria :

$r_{count} > r_{table}$ and sig. $< 0,05$ then the instrument used is valid.

$r_{count} < r_{table}$ and sig. $> 0,05$ then the instrument used is invalid.

2. Reliability test

(Uyanto, 2006) states that a measurement instrument (for example a questionnaire) is said to be reliable if the score results are consistent on each measurement. A measurement may be reliable but not valid, but a measurement cannot be said to be valid if it is not reliable. The reliability test uses the alpha Cronbach correlation formula using the following formula:

$$\alpha_{cronbach} = \left(\frac{k}{k-1} \right) \left(1 - \frac{\sum_{i=1}^k S_i^2}{S_p^2} \right)$$

Information :

k = the number of items on the measurement scale

S_i^2 = variance from item-i

S_p^2 = variance of the total score

The instrument can be said to be reliable if it has a reliability coefficient of reliability of 0.6 or more. The calculation of research instruments (validity and reliability) used the SPSS statistical program tools (Statistical Product Solution Service).

Data analysis

Qualitative Analysis

Qualitative analysis is carried out using a single or partial table analysis which describes the criteria for the incentive variable, the motivation variable, and the job satisfaction variable. The criteria for each variable in the table analysis refer to the normative or expected score interval with the following formula:

$$I = \frac{NT - NR}{A}$$

I = interval score

NT = The highest total score expected

NR = The lowest total score expected

A = Alternative answers

From the analysis of these intervals are grouped based on the following criteria:

Score	Criteria
0 - 20	Bad
21 - 40	Not good
41 - 60	Middle
61 - 80	Good
81 - 100	Very good

Quantitative Analysis

Qualitative analysis is carried out based on primary data obtained from distributing instruments (questionnaires) to the sample, and to determine the effect of the independent variable on the dependent variable. The formula used to measure the extent to which the influence of incentives and work motivation on job satisfaction of the Pringsewu Regency Public Works Department employees with a simple linear regression equation with the following formula:

Simple Linear Regression Equation

Determine the simple linear regression equation for X1.

$Y = a + b_1X_1 + e$

Information :

Y = Job satisfaction
a = constant
b1 = regression coefficient X1
X1 = motivation
e = error factor

Results

Table 1. Results of the Validity Test of Work Motivation

Butir Pertanyaan	r hitung	r tabel	Status
1	0.585	0,297	Valid
2	0.615	0,297	Valid
3	0.525	0,297	Valid
4	0.759	0,297	Valid
5	0.675	0,297	Valid
6	0.754	0,297	Valid
7	0.372	0,297	Valid
8	0.615	0,297	Valid
9	0.425	0,297	Valid
10	0.455	0,297	Valid
11	0.627	0,297	Valid
12	0.805	0,297	Valid
13	0.576	0,297	Valid
14	0.589	0,297	Valid
15	0.742	0,297	Valid

Based on the table above, the validity of the employee motivation variable question is shown in the calculated r column, the highest value of the validity level for each question of the employee motivation variable is 0.805 and the lowest is 0.372. With a confidence level of 95% and the number of n of 44, the value in the distribution table r is 0.297, $r_{\text{count}} > r_{\text{table}}$, so each question on the employee motivation variable is declared to have met the validity level.

Table 2. Job Satisfaction Validity Test

Butir Pertanyaan	r hitung	r tabel	Status
1	0.685	0,297	Valid
2	0.554	0,297	Valid
3	0.744	0,297	Valid
4	0.581	0,297	Valid
5	0.482	0,297	Valid
6	0.629	0,297	Valid
7	0.388	0,297	Valid
8	0.607	0,297	Valid
9	0.841	0,297	Valid
10	0.554	0,297	Valid
11	0.621	0,297	Valid
12	0.64	0,297	Valid
13	0.649	0,297	Valid
14	0.388	0,297	Valid
15	0.601	0,297	Valid

Based on the table above, the validity of the job satisfaction variable questions is shown in the calculated r column, the highest value of the validity level for each question of the job satisfaction variable is 0.841 and the lowest is 0.388. With a confidence level of 95% and the number n of 44, the value in the distribution table r is 0.297, $r_{\text{count}} > r_{\text{table}}$, so each question on the job satisfaction variable is declared to have met the level of validity ".

Reliability

Table 3. The results of the reliability test of the Employee Motivation variable

Cronbach's Alpha	N of Items
.839	15

Cronbach's Alpha incentives for non-work material is 83% and the total number of questions is 15. According to Uyanto, Cronbach's Alpha standard above 60% is declared reliable. This means that every question of work motivation indicators has been reliable.

Table 3. The results of the reliability test of the job satisfaction variable

Cronbach's Alpha	N of Items
.837	15

Cronbach's Alpha non-work material incentives amounted to 83% and total questions amounted to 15. According to Uyanto, Cronbach's Alpha standard above 60% is declared reliable. This means that every question of job satisfaction indicators has been reliable.

Results of Simple Regression Analysis the Effect of Work Motivation on Employee Job Satisfaction.

Based on the results of data processing with SPSS for simple regression analysis, the regression equation is obtained with $Y = 30.872 + 0.476X_2$. Based on the regression equation, it can be analyzed the effect of work motivation on job satisfaction, namely:

1. A constant of 30.872 means that if the motivation value is zero, then the profitability of job satisfaction will increase by 30.872%.
2. The regression coefficient of the motivation variable is 0.476, meaning that if motivation has increased by 1, then the profitability of job satisfaction will increase by 0.476. The coefficient is positive, meaning that there is a positive influence between non-material incentives on job satisfaction.
3. From the statistical analysis, it can be seen that the value of R Square (R^2) is 0.406. This shows that the work motivation variable has an effect of 40% on employee job satisfaction, while the remaining 60.4% is the influence of other independent variables that are not explained by this research model.

Hypothesis Test Results

T test results (partial) work motivation on job satisfaction.

The statistical test using the t-test on the employee work motivation variable shows the t value of 5.357. The decision of the test, the t value is 5.357 when compared to the prices of the distribution t -table student $n = 44$ at the 0.05 level, the critical price is 1.671. $T_{\text{count}} > t_{\text{table}}$ Conclusion H_0 is rejected and H_a is accepted or the employee work motivation variable is proven to have a significant effect on employee job satisfaction. The test results have more or less

revealed some of the facts that have occurred. In accordance with the initial hypothesis stated that employee motivation is one of the variables that can affect the level of employee job satisfaction.

Discussion of Research Results

The Effect of Work Motivation on Employee Job Satisfaction

Answering the second hypothesis that there is an effect of work motivation on employee job satisfaction at the Public Works Office of Pringsewu Regency. Based on the hypothesis partially and the results of simple regression analysis of work motivation on employee job satisfaction are as follows:

Based on the results of data processing with SPSS for simple regression analysis, the regression equation is obtained with $Y = 30.872 + 0.476X_1$. Based on the regression equation, the effect of work motivation on job satisfaction can be analyzed, namely:

1. A constant of 30.872 means that if the material motivation is zero, then the profitability of job satisfaction will increase by 30.872%.
2. The regression coefficient of the motivation variable is 0.476, meaning that if motivation has increased by 1, then the profitability of job satisfaction will increase by 0.476. The coefficient is positive, meaning that there is a positive influence between motivation on job satisfaction.
3. From the statistical analysis, it can be seen that the value of R Square (R^2) is 0.406. This shows that the work motivation variable has an effect of 40% on employee job satisfaction, while the remaining 60.4% is the influence of other independent variables that are not explained by this research model. The relationship between work motivation and employee job satisfaction is 63.7%.

The statistical test using the t-test on the employee work motivation variable shows the t value of 5.357. The decision of the test, the t value is 5.357. When compared to the prices of the distribution table student t $n = 44$ at the 0.05 level, the critical price is 1.167. $T_{count} > t_{table}$ Conclusion H_0 is rejected and H_a is accepted or the employee work motivation variable is proven to have a significant effect on employee job satisfaction. The test results have more or less revealed some of the facts that have occurred. In accordance with the hypothesis stated that employee work motivation is one of the variables that can affect the level of employee job satisfaction.

Based on tabulation, the highest respondent's answer score is 182, namely the indicator of self-actualization, and the lowest answer score is 168, namely, the indicator of social needs. This means that there are still employees who are not satisfied with their work to follow good deeds at work. Based on this study, the authors argue that motivation has an effect on employee job satisfaction at the Public Works Office of Pringsewu Regency.

This opinion is supported by Maslow's theory in (Robbins, 2006) to measure these variables, namely: (1) physical needs, (2) safety needs, (3) social needs, (4) need for self-preservation, (5) self-actualization. This theory is called the "Theory of Human Motivation". This theory follows the plural theory, where someone behaves (works) because of the urge to meet various needs. Maslow argues, the needs that a person wants are tiered, meaning that if the first need has been met, then the second level needs will become the main one.

Conclusion

Based on data and analyzed qualitatively and quantitatively in this study, a conclusion can be drawn from a statistical test using the t-test on the employee material work motivation variable showing a t-count of 5.357. The decision of the test, the t value is 5.357 when compared to the prices of the distribution table-t student $n = 44$ at the significant level of 0.05, the critical price is 1.671 $T_{count} > t_{table}$ Conclusion H_0 is rejected and H_a is accepted or employee work motivation variable proved to have a significant effect on employee job satisfaction. The value of

R Square (R²) is 0.406. This shows that the motivation variable has an effect of 40% on employee job satisfaction, while the remaining 60.4% is the influence of other independent variables that are not explained by this research model. The relationship between motivation and job satisfaction is 63.7%.

Based on the results of qualitative and quantitative data research, several findings need to be recommended to the Pringsewu Regency Public Works Office to take policy steps to increase employee job satisfaction, namely:

1. In work motivation, the lowest answer score is 168, that is, I am ready to help other employees who are tied to work. This indicates that the level of social needs of employees at the Public Works Office of Pringsewu Regency is very low. To increase these social needs, it is necessary to develop a sense of cooperation and togetherness by holding entertainment activities for employees that foster a sense of togetherness.
2. Job satisfaction, the lowest answer score is 167, that is, I feel comfortable and safe in working with the security of the agency. This statement indicates that there is a low sense of security and comfort at work. To increase employee satisfaction, increase security in the agency environment.

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