The Influence of Job Motivation and Job Environment Toward Job Satisfaction of Employee in the Resources Directorate of Universitas Airlangga

by Falih Suaedi

The Influence of Job Motivation and Job Environment Toward Job Satisfaction of Employee in the Resources Directorate of Universitas Airlangga

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Keywords: Job Motivation, Job Environment, Job Satisfaction.

Abstract: In global competition nowadays, especially for the working field in academic Higher Education such as Universitas Airlangga requires the advance human resources who is smart, innovative, and able to face the world development. In addition, improving work motivation and building a comfortable as well as safe working environment employees can affect employee job satisfaction in the Resources Directorate of Airlangga University. The purpose of this research is to analyze the influence of work motivation and work environment on job satisfaction of employee in Resources Directorate of Universitas Airlangga. The used method in this study was explanative quantitative. The population in this research was all employees of Resources Directorate of Universitas Airlangga. The sampling technique used as counted as 40 respondents while the data collection was using a questionnaire. Beside, the implemented data analysis techniques were; 1.) Test validity and reliability; 2.) Classical assumption test (data normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test); 3.) Hypothesis Test (multiple linear regression analysis, coefficient of determination, t test, and F test). The results of the study included: 1.) Job motivation had a significant effect toward job satisfaction; 2.) Job environment had a significant effect toward job satisfaction; 3.) Job motivation and job environment had a significant effect toward job satisfaction.

1 INTRODUCTION

In global competition nowadays, especially for the working field in academic Higher Education such as Universitas Airlangga requires people who are able to have an advanced thinking, intelligent, innovative, and able to work with high spirit in facing world development. When an employee has been comfortable with his job, they will have high job satisfaction. Therefore, those who have high job satisfaction can be concluded that they have a high loyalty in the company and affect their work process or performance in the company. Maghfiroh (2014) mentions that motivation is an action to influence others to behave on a regular basis. Employee with high motivation is shown by high employee performance. The work can be well-implemented and their needs can be fulfilled which will foster job satisfaction in a worker's self. Besides, a good working environment creates the employees well-accomplished work, safe, and comfortable.

The work environment according to Robbins and Judges (2008) is defined by space, physical layout, noise, tools, materials, and peer relations as well as the quality of these all have an important positive impact on the quality of work produced. Employee job satisfaction is considered very important because of the dissatisfaction cost, employee turnover, absenteeism, and job performance. Job satisfaction is a method of seeing a person both positive and negative in his work (Sutrisno, 2009). It can be seen from the Table 1 about employee labor turnover in Resources Directorate of Universitas Airlangga, as follows:

Table 1: Employee labour turnover in resources directorate of Universitas Airlangga: resources directorate of Universitas Airlangga, 2018.

Year	First Count	Labour In	Labour Out	Final Count
2013	46	1	4	43
2014	43	-	-	43
2015	43	2	-	45
2016	45	-	6	39
2017	39	5	4	40

Based on the above table, it is found out that the most outgoing employee in the year 2016 is 6 people and 50% states have retired while 50% other classifies have resigned and the most increase of employees in the year 2017 as many as 5 people. Each individual has a different level of satisfaction in accordance with the applied value system. The higher assessment of the perceived activity in accordance with the individual activities leads to the higher of satisfaction activity. The description of job satisfaction of the employees in Resources Directorate of Universitas Airlangga is shown in table 2 mentioned about the accumulation of attendance level of employees, as follows:

Table 2: The accumulation of attendance of employees: resources directorate of Universitas Airlangga, 2018.

Year	Attendance Percentage (%)	On The Job Hour Accuracy Percentage (%)	Off The Job Hour Accuracy Percentage (%)	Job Overtime Hour Accuracy Percentage (%)	Absence Percentage (%)		
					Permission	Sick	Unexplanation
2013	97,5	96,7	99,2	22,3	2,1	0,4	0
2014	97,3	97,8	99,4	18,6	1,8	0,9	0
2015	98,2	96,8	99,2	19,3	1,6	2	0
2016	97,8	97,8	99,4	16,8	1,2	1	0
2017	96,7	95,2	98,6	18,8	1,2	1,3	0,8
Average	97,5	96,86	99,16	19,16	1,58	1,12	0,16

Based on the data, the accumulation of the attendance rate of employee of Resources Directorate of Universitas Airlangga decrease significantly in 2017 with the description among others: 1.) The percentage rate of attendance decrease to 96.7%; 2.) The percentage rate of on the job hour accuracy decline to 95.2%; 3.) The percentage rate of off the job hour based on fingerprint machine also fall to 98.6%; 4.) The percentage rate of employee absenteeism is 0.8% without explanation and the indication in which some employees do not attend to work without permission. Motivation is an action to influence others to behave on a regular basis (Maghfiroh, 2014). Job satisfaction is a method of seeing a person both positive and negative about his work (Sutrisno, 2009).

In this study, the discussion focuses more on the conditions experienced by employees, whether employees feel satisfied or not with their work in certain conditions. Otherwise, It is indicated by the presence of several employees who are not stationed during their working hours, often late, and do not adhere to the rules, especially job responsibilities, as well as the tendency to be sluggish in the consumer services. In addition, improving work motivation and building a comfortable and safe working environment for employees can affect employee job satisfaction in the Resources Directorate of Universitas Airlangga.

1.1 Research Problem

1. Are the job motivation and job environment significantly and partially influencing job satisfaction of employee in the Resources Directorate of Universitas Airlangga?
2. Are the job motivation and job environment significantly and simultanly influencing job satisfaction of employee in the Resources Directorate of Universitas Airlangga ?

1.2 Aim and Significance

The purpose of this study is to find out and analyze the influence of job motivation and job environment toward job satisfaction of employee in the Directorate Resources of Universitas Airlangga either partially or simultanly. From theoretically and practically, this research is expected to give material and information to the management of Universitas Airlangga in taking policy related to employee job motivation, employee job environment, and employee job satisfaction.

2 LITERATURES

2.1 Job Motivation

Mangkunegara (2010) states that motivation is an action to influence others to behave on a regular basically. Motivation is a task owned by managers to influence subordinates/others (employees) within a company. Job motivation questioned how to encourage the subordinate's passion, so they will work hard by giving all the abilities and skills to realize the company's goals (Hasibuan, 2009). According to Robbins (2009), job motivation goals are: 1.) Encourage the passion and morale of employees; 2.) Improve employee morale and job satisfaction; 3.) Improve employee work productivity; 4.) Maintaining the loyalty and stability of company employees; 4.) Creating a good atmosphere and working relationship.

Some indicators of job motivation according to Hasibuan (2009), as follows: a.) Responsibility; b.) Achievements; c) Opportunities to move forward; d.) Recognition of performance; e.) A challenging job. According to Nawawi (2010), the factors that influence work motivation are: external factors and internal factors. External factors, among others: (a) Leadership; (b) Enjoyable working environment; (c) Adequate composition; (d) There is an award for achievement; (e) Status and responsibility. Internal factors, among others: (a) Personal maturity; (b) Education Level; (c) Personal wishes and expectations; (d.) Needs are met; (e.) Weakness and extravagance; (f) Satisfaction in work.

2.2 Job Environment

According to Sedarmayati (2013), job environment is the whole tool pekakas and materials faced, the environment around where a person works, methods of work, as well as the arrangement of work either as individuals or as a group. Work environment is the social, psychological, and physical life in the company that affects the workers in performing their duties (Subroto, 2005). According to Mangkunegara (2010), job environment are all aspects of physical work, psychological work and work regulations that can affect job satisfaction and achievement of productivity.

The job environment are situation around the workplace both physically and non-physically that can give the impression of fun, securing, appeasing, and feel at work (Martoyo, 2009). According to Ishak and Tanjung (2003), the benefits of job environment is to create a passion for work, so that productivity and job performance increases. Job environment indicators (Sedarmayanti, 2013), as follows: 1.) Lighting; 2.) Air temperature; 3.) Noising voice; 4.) Use of color; 5.) Space required; 6.) Job security; 7.) Employee relationship.

2.3 Job Satisfaction

Job satisfaction is an evaluation that describes a person's feelings of pleasure or dislike, satisfied or not satisfied in working (Wiradana, 2011). Job satisfaction occurs when the individual needs are met and related to the degree of joy and dislike associated with the employee, is a common attitude held by employees who are closely related to the rewards they believe they will receive after making a sacrifice (Robbins, 2009). According to Wicaksana (2016), job satisfaction is a pleasant or unpleasant emotional state of employment, job satisfaction reflects a person's feelings towards his work.

According to Mangkunegara (2013), there are five aspects of job satisfaction, such as: 1.) Work Itself; 2.) Supervisior; 3.) Workers; 4.) Promotion; 5.) Salary/Wage. According to Handoko (2009), affected factors of job satisfaction known by looking at some things that can cause and encourage job satisfaction are: 1.) Psychological factors; 2.) Social Factors; 3.) Physical Factors; 4.) Financial Factors.

3 MATERIAL AND METHODS

The method used in this study was the explanative quantitative with the purpose in analyzing about the influence of a relationship on the variables of existing research. In this study, the researchers desired to find out the influence of job motivation and job environment on job satisfaction. The population in this research was all employees Resources Directorate of Universitas Airlangga. The sampling technique used in this research was total sampling

with 40 respondences. The used data collection was a questionnaire while the used data analysis techniques were; 1.) Test validity and reliability; 2.) Classical assumption test (data normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test); 3.) Hypothesis Test (multiple linear regression analysis, coefficient of determination, t test, and F test).

Below is described hypothetical frame about the influence between research variables and theoretical basis, It can be made a frame of thought as follow:
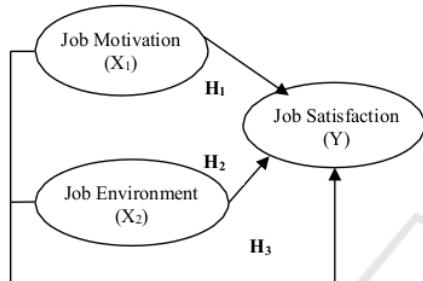

Figure 1: Hypothetical frame : primary data, 2018

Based on the hypothetical frames mentioned above, the hypothesis in this study can be formulated as follows:

- H_1: There is influence of job motivation toward job satisfaction of employee in Resources Directorate of Universitas Airlangga significantly.
- H_2: There is influence of job environment toward job satisfaction of

employee in Resources Directorate of Universitas Airlangga significantly.

- H_3: There is influence of job motivation and job environment toward job satisfaction of employee in Resources Directorate of Universitas Airlangga significantly and simultaneously.

4 RESULT AND DISCUSSION

4.1 Validity and Reliability Test

Related to the result of validity test for each indicator in questionnaire using 40 respondence data, it was known that each indicator produces Pearson correlation value ($r_{counted}$) which the value was bigger than r_{table} (0,312), thus it could be determined as the valid indicators. Each dimension of research variables resulted Cronbach's Alpha value which the value is greater than 0.6, so it was concluded that all indicators in this study have been categorized reliable.

4.2 Multicollinearity Test

Multicollinearity test showed a strong correlation (relationship) between independent variables in the regression model. If the value of VIF < 10 and tolerance value > 0.1 then the regression model is free from multicollinearity. Here is the value of VIF generated by regression model:

Table 3: Multicollinearity test: primary data, 2018.

Independent Variable	Tolerance	VIF	Information
Job Motivation (X_1)	0.419	1.269	There is no multicollinierity
Job Environment (X_2)	0.419	1.269	There is no multicollinierity

Based on table 3 above, it is shown that all VIF values in both independent variables in the regression model are less than 10 and tolerance value > 0.1. Therefore, it is concluded that free regression model of multicollinearity thus non-multicolinearity assumption has been fulfilled.

4.3 Heteroscedastisity Test

Heteroscedastisity test was used to test the same or not variant between residual observations with each other, the result of Spearman rank correlation, as following:

Table 4: Heteroscedastisity test: primary data, 2018.

Independent Variable	Coefficient of Rank Spearman	Significant Level	Information
Job Motivation (X_1)	0.121	0.215	There is no heteroscedasticity
Job Environment (X_2)	0.174	0.089	There is no heteroscedasticity

Based on table 4, the significant level of Spearman rank has a correlation with independent variables on the model which more than 0.05. Therefore, it is concluded that there is no heteroscedasticity in the regression model, thus it is assumed that no heteroscedasticity has been fulfilled.

4.4 Autocorrelation Test

An observation is said to be no autocorrelation if the value of Durbin-Watson = dU < dw < 4-dU. Here is the value of Durbin-Watson generated from the regression model:

Table: The result value of *Durbin-Watson* : primary data, 2018.

Lower Limit	Durbin-Watson Value	Upper Limit	Information
1.32	1.58	2.18	Non autocorrelation

Based on table 5, it is figured that the Durbin-Watson (dw value) regression model is at du and 4-dU intervals. Therefore, these results indicate no autocorrelation occurred in the regression model, or assumption of free autocorrelation in regression model is fulfilled.

4.5 Data Normality Test

The residual normality test procedure is performed by Kolmogorov-smirnov test. If the value of significance resulting from the test Kolmogorov-smirnov > 0.05 ($\alpha = 5\%$), then the residual regression model is normally distributed. From the calculation results obtained significance value Kolmogorov-smirnov residual test as follows:

Table 6 : The result of residual normality test : primary data, 2018.

Kolmogorov Smirnov Z	Significant Level	Information
0.711	0.625	Normal

Table 6 shows that Kolmogorov-smirnov residual test generates a significance value of 0.625 > 0.05, It can be concluded that the residual regression model is normally distributed, thus the assumption of residual normality has been fulfilled.

4.6 Hypothesis Test

From result of regression analysis obtained by regression equation as follows:

$$Y = 1.655 + 0.182\ X_1 + 0.192\ X_2$$

The explanation of the regression equation above is:

a = constant = 1.655. This means that if the independent variables X_1 and X_2 = 0, then the value of the dependent variable (Y) is 1.655. In other words, if job motivation (X_1) and job environment (X_2) do not give effect, so job satisfaction (Y) of employee in Resources Directorate of Universitas Airlangga still have value equal to 1,655.

b_1 = regression coefficient of job motivation (X_1) = 0.182. It means that if X_1 changes one unit, then Y will change by 0.182 assuming variable X_2 fixed. The positive sign on regression coefficient value represents the direct relationship between X_1 and Y. It means that if the job motivation factors are better, then job satisfaction (Y) of employee in Resources Directorate of Universitas Airlangga will increase by 0.182.

b_2 = coefficient of regression of job environment (X_2) = 0.192. It means that if X_2 changes one unit, then Y will change by 0.192 assuming variable X_1 fixed. The positive sign on regression coefficient value represents the direct relationship between X_2 and Y, It means that if the job environment is better, then job satisfaction (Y) of employee in Resources Directorate of Universitas Airlangga will increase increase by 0.192.

4.6.1 R and R^2 Value

Testing influence of job motivation and job environment toward job satisfaction of employee in Resources Directorate of Universitas Airlangga yield

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value of R (multiple correlation) and value of R2 (coefficient of determination multiplier) as follows:

Table 7: The value of R and R^2: primary data, 2018.

R	R^2
0.422	0.318

Based on table 7, it is known that the value of R obtained for 0.422 indicating that the influence of job motivation and job environment on job satisfaction of employee in Resources Directorate of Universitas

Airlangga is quite strong. Value R^2 obtained for 0.318 has the meaning that the job motivation and job environment are giving effects to the job satisfaction of employee in Resources Directorate of Universitas Airlangga.

4.6.2 T Test

Result of t test of influence of job motivation and job environment toward job satisfaction of employee in Resources Directorate of Universitas.Airlangga, as following:

Table 8 : The result of t test : primary data, 2018.

Independent Variable	B	Beta	t_{count}	Significant Level	Information
Job Motivation (X_1)	0.202	0.343	2.421	0.018	Significant
Job Environment (X_2)	0.232	0.291	2.319	0.043	Significant

From table 8 above, it can be seen:
- t test result between job motivation toward job satisfaction, yield t_{count} (2.421) > t_{table} (0.312), (df = 38, α / 2 = 0.025) and significant level = 0,018 < 0.05. Based on the results of the first hypothesis of research (H_1) suspecting an influence of job motivation toward job satisfaction of employees in Resources Directorate of Universitas Airlangga is acceptable significantly.
- t test result between job environment toward job satisfaction, yield t_{count} (2.319) > t_{table} (0.312), (df = 38, α/2 = 0.025) and significant level = 0,043 < 0.05. Based on the results of the second hypothesis of research (H_2) suspect an influence of job environment toward job

satisfaction of employees in Resources Directorate of Universitas Airlangga is acceptable significantly.

4.6.3 F Test

To find out the influence of independent variable toward the dependent variable, it is used F test simultaneously. With the provision if F_{count} > F_{table} and significance value < 0.05 (α = 5%), then the independent variable has significant effect on the dependent variable simultaneously. Result of F test of influence of job motivation and job environment toward job satisfaction of employee of employees in Resources Directorate of Universitas Airlangga, as following:

Table 9: The result of F test: primary data, 2018.

Model	Sum of Squares	df	Mean Square	F_{count}	Significant Level
Regression	1.236	2	0.643	10.032	0.000
Residual	2.209	38	0.054		
Total	3.445	40			

Based on table 9 above F test results F_{count} (10.032) > F_{table} (3.445), (df1 = 2, df2 = 43, α = 0.05) and significance value = 0.000 < 0.05. It was concluded that the job motivation and job environment have a significant effect toward job satisfaction of employee of employees in Resources Directorate of Universitas Airlangga. Based on these results, the third hypothesis of research (H_3) suspecting an influence of job motivation and job

environment toward job satisfaction of of employee of employees in Resources Directorate of Universitas Airlangga simultaneously can be accepted and proven true.

CONCLUSION

After data collection, data processing, data analysis with statistical method and technique, then the conclusions of this study were: 1.) There was an

influence of job motivation toward job satisfaction of employee in Resources Directorate of Universitas Airlangga significantly; 2.) There was an influence of job environment toward job satisfaction of employee in Resources Directorate of Universitas Airlangga significantly; 3.) There was an influence of job motivation and job environment toward job satisfaction of employee in Resources Directorate of Universitas Airlangga significantly and simultaneously.

Job motivation goals are: 1.) Encourage the passion and morale of employees; 2.) Improve employee morale and job satisfaction; 3.) Improve employee work productivity; 4.) Maintaining the loyalty and stability of company employees; 4.) Creating a good atmosphere and working relationship (Robbins, 2009).

The benefits of job environment is to create a passion for work, so that productivity and job performance increases (Ishak and Tanjung, 2003).

Job satisfaction occurs when the individual needs are met and related to the degree of joy and dislike associated with the employee, is a common attitude held by employees who are closely related to the rewards they believe they will receive after making a sacrifice (Robbins, 2009).

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