ANALYSIS OF MOTIVATION AND WORK CONDITION TO JOB SATISFACTION AND ITS IMPACT ON EMPLOYEE PERFORMANCE AT CV. BAKOH SURABAYA

Rismawati Sitepu[1,] Nuzulul fatimah[2]

Management Department, STIE Mahardika Surabaya,
INDONESIA.

rismawatisitepu@gmail.com

ABSTRACT

Human resources is a company asset that must be maintained and developed so as to contribute optimally for the continuation of the company. Because human resources play an important role for a company to run effectively and efficiently. In a company, human being is one of the most important element in a company. Without a human role even though the various factors required are available, the company will not run. To motivate people to fit the company's will, it must be understood that human motivation works within the company, because it is this motivation that determines the behavior of people to work, or in other words behavior is the simplest reflection of motivation (Sutrisno, 2012: 109).

Based on the type of data used, this study uses a quantitative approach, because all the data obtained in the form of numbers (scores, values) or statements assessed and analyzed with statistical analysis. In this study use a significant level or a confidence level of 5% or 0.05. The sampling technique is based on Roscoe's opinion in Sugiono (2012: 90-91), which states that in each study the sample size should be between 30-500 people. For that, sampling in this research is all employees CV.Bakoh Surabaya, amounting to 52 people.

Motivation has a positive and significant effect on employee job satisfaction with a t count is 4.346 and with a significant level is 0.000. Working conditions have a positive and significant effect on employee job satisfaction with a value of t count is 4.165 and with a significant level is 0.000. Job satisfaction has a positive and significant effect on employee performance with a value of t count is 2.513 and with a significant level is 0.015. Motivation has a positive and significant effect on employee performance with a value of t count is 2.583 and with a significant level is 0.015. Working conditions have a positive and significant effect on employee performance with a value of t count is 2.519 and with a significant level is 0.015.

Motivation through job satisfaction has a positive and significant effect on employee performance, from the results of calculations the results of testing the hypothesis of direct influence for motivation is 0.094, while the indirect coefficient value is 0.252. The indirect coefficient of influence is greater than the direct influence coefficient. Working conditions through job satisfaction have a positive and significant effect on employee performance, from the results of calculations the results of testing the hypothesis of direct influence for working conditions of 0.088, while the indirect coefficient value of 0.225. The indirect coefficient of influence is greater than the direct influence coefficient.

Keywords: motivation, work condition, job satisfaction, employee performance, CV Bakoh Surabaya

RESEARCH BACKGROUND

Human resources is a company asset that must be maintained and developed so as to contribute optimally for the continuation of the company. Because human resources play an important role for a company to run effectively and efficiently.

In a company, human being is one of the most important element in a company. Without a human role even though the various factors required are available, the company will not run. To motivate people to fit the company's will, it must be understood that human motivation works within the company, because it is this motivation that determines the behavior of people to work, or in other words behavior is the simplest reflection of motivation (Sutrisno, 2012: 109).

To be able to achieve the desired goals, the company should also pay attention to some things that can affect the process of smooth production of working conditions, employee job satisfaction. So this will affect the overall performance of the company.

According to A.F. Stoner (2014: 279), human resource management is an ongoing procedure that aims to supply an organization or company with the right people to be placed in the right positions when the organization requires it. Human resource management also involves the design of planning systems, staffing, employee development, career management, performance evaluation, employee compensation, and good employment relationships

According to Jerald Greenberg and Robert A. Baron in Wibowo (2014: 322) motivation is a series of processes that generate (arouse), direct and maintain human behavior toward achieving goals. Generating relates to the impetus or energy behind the action. Motivation also relates to people's choices and the direction of their behavior. Behavior of maintaining or maintaining how long people will continue to strive to achieve goals.

According to Agus Ashari in Aluwi (2016: 18) working conditions are "conditions that can be prepared by the management company at the office established by the company. Good working conditions are where conditions that make a person feel comfortable in the environment. Working conditions must be considered by a company to keep production activities in it well.

Job satisfaction is a general attitude toward one's work, which shows the difference between the number of awards the workers receive and the amount they believe they should receive (Robbins in Wibowo, 2014: 413).

Performance is a full view of the company over a period of time, is the result or achievement that is influenced by the company's operational activities in utilizing the resources that are owned (Helfert in Rivai, 2015: 01).

CONCEPTUAL FRAMEWORK

The following can be described the conceptual framework used as the rationale in this research are as follows:
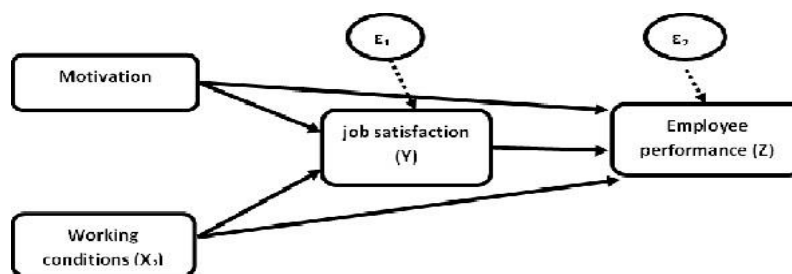

Figue 1. The conceptual framework

RESEARCH METHODS

Based on the type of data used, this study uses a quantitative approach, because all the data obtained in the form of numbers (scores, values) or statements assessed and analyzed with statistical analysis. In this study use a significant level or a confidence level of 5% or 0.05. The sampling technique is based on Roscoe's opinion in Sugiono (2012: 90-91), which states that in each study the sample size should be between 30-500 people. For that, sampling in this research is all employees CV.Bakoh Surabaya, amounting to 52 people.

RESULTS ANALYSIS OF RESEARCH AND DISCUSSION

Research Result

From the results of validity test with Corrected Item-Total Correlation method above obtained four outputs. The first is a Motivation variable (X1), Working Conditions (X2), Job Satisfaction (Y), Employee Performance (Z). From the output can know the value of correlation between each item with the total score of items that have been corrected. Correlation value compared with r table. r table is searched on 0.05 significance with 2 side test and the amount of data (n) = 52 or df = 52-2 = 50 then r table is 0,2732. It can be seen that the value of coreccted Item Total Correlation, on each question point has the lowest value is 0.509. So the questionnaire is valid and can be used for research

Table 1. Validity Test Results

Variable	*Croncbach's Alpha if item Deleted*	Description
Motivation (X1.1)	0,838	Valid
Motivation (X1.2)	0,761	Valid
iMotivation (X1.3)	0,635	Valid
Motivation (X1.4)	0,840	Valid
Working Conditions (X2.1)	0,509	Valid
Working Conditions (X2.2)	0,744	Valid
Working Conditions (X2.3)	0,614	Valid
Working Conditions (X2.4)	0,727	Valid
Job Satisfaction (Y.1)	0,592	Valid
Job Satisfaction (Y.2)	0,685	Valid
Job Satisfaction (Y.3)	0,753	Valid
Job Satisfaction (Y.4)	0,549	Valid
Employee Performance (Z.1)	0,797	Valid
Employee Performance (Z.1)	0,835	Valid
Employee Performance (Z.1)	0,799	Valid
Employee Performance (Z.1)	0,729	Valid

Based on Table 4:20 on the reliability test after the calculation with SPSS version 13.00 obtained the results of alpha value of each variable that indicates a number greater than 0.60 then the questionnaire declared reliable or reliable and can then be used as a tool for collecting further research data, especially on variables of motivation, working conditions, job satisfaction and employee performance.

Table 2. Reliability Test Results

Variable	*Croncbach's Alpha if item Deleted*	Description
Motivation(X1.1)	0,937	Reliable
Motivation (X1.2)	0,939	Reliable
Motivation (X1.3)	0,942	Reliable
Motivation (X1.4)	0,942	Reliable
Working Conditions (X2.1)	0,945	Reliable
Working Conditions(X2.2)	0,940	Reliable
Working Conditios (X2.3)	0,943	Reliable
Working Conditions(X2.4)	0,940	Reliable
Job Satisfaction (Y.1)	0,944	Reliable
Job Satisfaction (Y.2)	0,941	Reliable
Job Satisfaction (Y.3)	0,940	Reliable
Job Satisfaction (Y.4)	0,944	Reliable
Employee Performance (Z.1)	0,939	Reliable
Employee Performance (Z.2)	0,938	Reliable
Employee Performance (Z.3)	0,939	Reliable
Employee Performance (Z.4)	0,940	Reliable

Source: SPSS output

Path Analysis

Path Analysis was first developed in the 1920s by a geneticist Sewall Wright. Ridwan and Kuncoro in Kristiningtyas (2016: 66) stated that the path analysis model is used to analyze the relationship patterns between variables with the aim of knowing the direct or indirect effect of a set of independent variables on endogenous variables.

Sub Structure 1

Table 3. Coefficient of Determination Sub Structure 1

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,839[a]	,705	,693	1,49336	2,186

Where the value of the residual coefficient of job satisfaction (Y) variable on Sub Structure 1 is 0.543From table 3. above can be seen that the value of R square in the table summary model is 0.705, it shows that the contribution or contribution of the influence of X1 and X2 to Y is equal to 0.705 or 70.5% while the remaining 29.5% is a contribution of other variables not included in the study.

Test t Sub Structure 1

Table 4. Coefficient Sub Structure 1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,692	1,079		1,568	,123
	MOTIVASI	,393	,090	,466	4,346	,000
	KONDISI KERJA	,441	,106	,447	4,166	,000

Sub Structure 2

Table 5. Coefficient of Determination Sub Structure 2

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,861[a]	,742	,726	1,50654	2,070

Where is the residual coefficient variable of Employee Performance (Z) in Sub Structure 2 that is equal to 0.507. From table 5 above it can be seen that the R square value contained in the summary model is 0.742, this shows that the contribution of X1, X2 and Y to Z is 0.742 or 74.2% while the remaining 25.8% is the contribution of other variables that are not researched**.**

Table 6. Coefficient Sub Structure 1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,994	1,115		1,788	,080
	MOTIVASI	,277	,107	,308	2,583	,013
	KONDISI KERJA	,313	,124	,297	2,519	,015
	KEPUASAN KERJA	,362	,144	,339	2,513	,015

a. Dependent Variable: KINERJA KARYAWAN

From the results seen in the table above, it can be seen the value of the beta coefficient for the motivation variable on employee performance is 0.308 and the t count value is 2.583 with a sig value is 0.013, because sig <0.050, it can be concluded that the motivation variable has a significant effect on employee performance, with the magnitude of the influence is 0.308 or 30.8% with a positive influence direction.

From the results shown in the above coefficien table, it can be seen the value of the beta coefficient for the working conditions variable on employee performance is 0.297 and the t count value is 2.519 with a sig value is 0.015, because sig <0.050, it can be concluded that the working condition variable has a significant effect on employee performance , with the magnitude of the influence is 0.297 or 29.7% with the direction having a positive influence.

From the results seen in the table above the coefficien can be seen the value of the beta coefficient for the variable work satisfaction of employee performance is 0.339 and the amount of t count is 2.513 with a sig value is 0.015, because sig <0.050 it can be concluded that the variable job satisfaction has a significant effect on employee performance , with the magnitude of the influence is 0.339 or 33.9% with the direction having a positive influence.

The contribution of each variable

a. Motivation Contribution (X1) to Employee Performance (Z)

To determine the amount of Motivation (X1) contribution to employee performance (Z), namely:

1. Direct contribution to motivation (X1) on employee performance (Z) is $\rho z.x1^2 = 0.308^2$ x 100% = 30.8%

2. Indirect contribution of motivation (X1) to employee performance (Z) through job satisfaction (Z) is:

   X1 to Y = $\rho y.x1$ = 0,466 b. Y to Z = $\rho z.y$ = 0.339

0.466 x 0.339 = 0.1579 x 100% = 15.79% The value of indirect contribution of Motivation (X1) towards Employee Performance (Z) through job satisfaction (Y) is 15.79%.

3. Motivation Variable Sobel Test (X1)

The following is the Sobel Test of Motivation (X1) variables on Employee Performance (Z) through job satisfaction (Y):

a = 0.466 Sa = 0.090

b = 0.308 Sb = 0.107

$$Z = \frac{0,466 \times 0,308}{\sqrt{(0,466)^2.(0,107)^2+(0,308)^2.(0,090)^2+(0,090)^2.(0,107)^2}} = 2.224$$

Z value (2.224) is greater than 1.96 means that motivation (X1) has a significant effect on employee performance (Z) through job satisfaction (Y). So that it can be seen the direct influence of motivation on employee performance (X1 → Z) 2 = (0.308) 2 = 0.094 and indirect contribution to motivation on employee performance (X1 → Y → Z) = (0.094x0.308) = 0.028

4. Total contribution of motivation (X1) to employee performance (Z) (X1 → Y → Z) = (0.0948 + 0.1579) = 0.2527 or by 25.27%.

b. Contribution of working conditions (X2) to employee performance (Z)

To find out the magnitude of the contribution of working conditions (X2) to employee performance (Z), namely:

1. Direct contribution of working conditions (X2) on employee performance (Z) is ρy2.x22 = 0.2972 x 100% = 29.7%

2. The indirect contribution of working conditions (X2) to employee performance (Z) through job satisfaction (Y) is:

   X2 to Y = ρy.x2 = 0.447 d. Y to Z = ρz.y = 0.308

0.447 x 0.308 = 0.1376 x 100% = 13.76% The value of indirect contribution of working conditions (X2) on employee performance (Z) through job satisfaction (Y) is 13.76%

3. Sobel Test of Working Conditions Variable (X2)

The following is the Sobel Test of working conditions (X2) on employee performance (Z) through job satisfaction (Y):

a = 0,447 Sa = 0,106

b = 0.297 Sb = 0.124

$$Z = \frac{0,447 \times 0,297}{\sqrt{(0,447)^2.(0,124)^2+(0,297)^2.(0,106)^2+(0,106)^2.(0,124)^2}} = 2.100$$

Z value (2,100) greater than 1,96 means that working conditions (X2) have a significant effect on employee performance (Z) through job satisfaction (Y). So that it can be seen the direct effect of working conditions on employee performance (X2 → Z) 2 = (0.297) 2 = 0.088 and indirect contribution to working conditions on employee performance (X1 → Y → Z) = (0.088x0.297) = 0.026

4. The total contribution of working conditions (X2) to employee performance (Z) is (X2 → Y → Z) = (0.0882 + 0.1376) = 0.2258 or equal to 22.58%

CONCLUSION

1. Motivation has a positive and significant effect on employee job satisfaction with a t count is 4.346 and with a significant level is 0.000.

2. Working conditions have a positive and significant effect on employee job satisfaction with a value of t count is 4.165 and with a significant level is 0.000.

3. Job satisfaction has a positive and significant effect on employee performance with a value of t count is 2.513 and with a significant level is 0.015.

4. Motivation has a positive and significant effect on employee performance with a value of t count is 2.583 and with a significant level is 0.015.

5. Working conditions have a positive and significant effect on employee performance with a value of t count is 2.519 and with a significant level is 0.015.

6. Motivation through job satisfaction has a positive and significant effect on employee performance, from the results of calculations that have been done obtained the results of testing the hypothesis of direct influence for motivation is 0.094, while the indirect coefficient value is 0.252. The indirect coefficient of influence is greater than the direct influence coefficient.

7. Working conditions through job satisfaction have a positive and significant effect on employee performance, from the results of calculations that have been carried out obtained the results of testing the hypothesis of direct influence for working conditions of 0.088, while the indirect coefficient value of 0.225. The indirect coefficient of influence is greater than the direct influence coefficient.

REFERENCES

[1]   Arikunto, S. (2013). *Research procedure: A practice approach*. Jakarta: Rineka Cipta.

[2]   Ghozali, I. (2011). *Multivatiate analysis application with SPSS program*. Semarang: Issuing Board of Diponegoro University.

[3]   Kuncoro, K. (2012). *Analysis of quantitative methods*. Jakarta: Bumi Aksara.

[4]   Ridhotul, S., & Mohammad, J. (2015). *Introduction to management*. Jakarta: Achievement of Putra Karya.

[5]   Rismawati, S., & Rahaju, S. (2017). Influence of direct compensation, indirect compensation, work environment, training and development of theacher and employees quality in SMA Muhammadiyah 1 Babat Lamongan. *Academic Research International, 8* (4).

[6]   Rivai, V. (2015). *Performance management*. Yogyakarta: BPFE.

[7]   Sekaran, U. (2000). *Methodology for business research*. Jakarta: Salembaempat.

[8]   Sugiyono, S. (2015). *Educational research methods: Quantitative, qualitative, and R & D*. Bandung: Alfabeta.

[9]   Sujianto, A. E. (2012). *Statistical application with SPSS 16.0*. Surabaya Indonesia: Achievement Library.

[10]   Sule, E., & Kurniawan, S. (2012). *Introduction to management*. Jakarta: Prena Damedia Group.

[11]   Sutrisno, E. (2012). *Human resource management*. Jakarta: Prenamedia Group.

[12]   Wibo, W. (2014). *Performance management*. Bandung: Raja Grafindo.