THE INFLUENCE OF MOTIVATION AND CORPORATE CULTURE TOWARDS JOB SATISFACTION IN RESORT POLICE OFFICE DEPOK

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Abstract

Employees who have a high morale will improve the life of the organization or company. Thus it is required a motivator for employees in fulfillment of physical and non-physical. Satisfaction in job is job satisfaction that is enjoyed in the work by obtaining the work result, placement, behavior and good working atmosphere. In this research, the writer uses three variables consisting of: work motivation, corporate culture and job satisfaction to measure the closeness of the relationship between the observations of the population which has two variants. This Research uses survey method by using questionnaires which were distributed to the employees at the Resort Police Office Depok. Data from the survey results is obtained by using validity and reliability, test correlation and regression analysis. The researchers took 83 people for sample by using random sampling technique. The result of this research is the higher levels of employee motivation so the higher level of job satisfaction in addition the higher level of corporate culture the higher level of job satisfaction.

Keyword: motivation, corporate culture, employee satisfaction

BACKGROUND

Today the level of competition in the business world increasingly spreads in every our lives aspect, both aspects concern the activities of individuals and businesses. Facing the business competition, companies are required to manage its resources optimally. Human resources, technology, machinery and capital can only be perceived benefits when they are processed first. Therefore it is natural, if companies give attention to the quality and capabilities of human resources in order to contribute in achieving corporate goals.

An employee is one element of a resource within the company. Employee is a living organism that enables the functioning of an organization or company and an important element in management. In order for workers to do their job well, the company creates management system within the company, which is known as personnel management. Management personnel can be formulated as a process to develop, implement and evaluate policies, procedures, methods and programs relevant to individuals in organizations (Miner and MG. Miner, 1979:23).

Employees who have a high morale will improve the life of the organization or company. Loyalty and morale can be seen from their expression of happiness with their work. They will give more attention, imagination and skill in their work. Thus we need a motivator for employees in the form of fulfillment physical and non-physical. With the fulfillment of that need, so employees would be willing to work and do their job properly. They will focus on the duties and responsibilities, so that the job results can be increasingly achieved. The Encouragement for employees is needed to organize activities in a company. This Encouragement is called by motivation.

Motivation is able to stimulate employees to mobilize energy and thought better in realizing corporate objectives. If this need is filled in then it will raise satisfaction and smoothness in increased of career develop-
ment. Career development will be realized if the employees have the ability to finish the job or task which becomes each responsibility. Therefore, leaders must be able to give an encouragement or motivation to the employees.

Job satisfaction is an emotional attitude that is fun and loves its job. This attitude is reflected by the morale, discipline and others. Satisfaction in a job is job satisfaction that is enjoyed in the work by obtaining the work result, placement, behavior and good working atmosphere. Employees who prefer to enjoy job satisfaction in the work will be more prioritize their work than the retribution even though that retribution is important.

Hasibuan (2005:117) suggests that job satisfaction is the favorableness or unfavorableness with employees view their work. According to Martoyo (2000:142), job satisfaction is the emotional state of employees in which the meeting point happen or not between value of employees retribution and the company or organization with the level of retribution value that are desired by the concerned employee.

Job satisfaction outside of work is the job satisfaction of employees who enjoy outside of work with the amount of retribution to be received from the others so they could buy their needs. Combination Job satisfaction in the basic of work is job satisfaction which is reflected by the emotional attitude balanced between retribution with the implementation of its work. Employees who enjoy combination job satisfaction within and outside of work will feel satisfied in work and retribution will be considered fair and reasonable.

There is no absolute measure of satisfaction because each individual employee has different satisfaction standards. Indicators of job satisfaction can only be measured by discipline, morale, and small change so it makes better employee job satisfaction. Whereas, if the moral discipline of work and selection of staff are great, so that the job satisfaction of employees in the company will be reduced. (Hasibuan, 2001; 202).

RESEARCH METHODS

Research is conducted by collecting data, processing data and analyzing data to get the conclusion from the overall existing problems so it can give a clear description of the problem. This Research uses survey method, by using this method the data collected based on respondents' answers on basic questions that researchers propose by filling up a list of the questionnaire questions. In this research the writer distribute the questionnaire in order to obtain primary data. Questionnaires were distributed to the employees at the Resort Police Office Depok. Data from the survey results is obtained by using validity, reliability, test correlation, and regression testing.

Umar (2005) stated that to determine how minimum samples are needed if the population size is known by using the Slovin formula The population of employees earned in Depok Resort Police Office is 475 by using the formula Slovin the critical value of 10%, the number of samples required is = 83 respondents using random sampling technique. Independent variable used in this research is motivation and corporate cultural given the notation X. The dependent variable used in this study is the job satisfaction of noted Y. Type and form of the questionnaire questions are the closed questions and scale of measurement is the Likert scale. The researcher used primary data for this research. Stages of testing data are started by the test validity and reliability. Validity is a condition in which this research can be said to be valid, if the data obtained can answer the purpose of research. Reliability is defined as a condition in which the measuring device is said to reliable, if data does not change at different times. Correlation analysis is used to determine the pattern and the relationship between two or more variables. In principle, the correlation procedure aims to find out two things in the relationship between variables if these variables have a significant relationship. The validity and reliability is one important aspect that must be considered in drafting the questionnaire. The goal of questionnaire is
able to describe the phenomenon that want to be measured and the truth can be trusted, so this research can be justified scientifically. (Umar, 2005) stated that the number of respondents who were taken in the trial questionnaire is recommended at least 30 people if a large sample is $n > 10$.

It is a tool to determine the regression equation which is used to predict a dependent, based on one or several other variables in a linear equation or in other words to see if the free variables and bound variables have a significant effect or not. Before distributing questionnaires to employees, the writers do the validity and reliability test of the questionnaire. Validity test is conducted to determine a tool of measurement to measures what is wanted while the reliability tests to determine the consistency of a tool of measurement in measuring the same symptoms, significance level ($\alpha = 0.05$) and calculation is performed by using SPSS 17.0 software for windows.

RESULT AND DISCUSSION

In this research, the researcher uses three variables consist of: work motivation, corporate culture and job satisfaction. To test this correlation is used to measure the closeness of the relationship between the observations of the population which has two variants. Motivation and job satisfaction. The value of Pearson correlation between employee motivation and job satisfaction of employees amounted to $0.472$ with significant level of $0.000$, so there is strength and unidirectional relationship, since the correlation approaches $1$ and is positive $(+)$. It can be seen from the level of Sig. $<0.05$ then Ho is rejected, which means there is a significant relationship between two variables. The higher levels of employee motivation, the higher the level of satisfaction of the employee. (2) Corporate culture with employees’ job satisfaction. The value of Pearson correlation between variables of corporate culture and job satisfaction of employees is $0.289$ with significant level of $0.008$, so there is strength and unidirectional relationship, since the correlation approaches $1$ and is positive $(+)$. It can be seen from the level of Sig. $<0.05$ then Ho is rejected, which means there is a significant relationship between two variables. The higher levels of employee motivation, the higher the level of satisfaction of the employee. (3) Motivation of employees to the corporate culture. The value of Pearson correlation between employee motivation to the corporate culture of $0.339$ with significant level of $0.002$, so there is strength and unidirectional relationship, since the correlation approaches $1$ and is positive $(+)$. Judging from the level of Sig. $<0.05$ then Ho is rejected, which means there is a significant relationship between two variables. The higher levels of employee motivation, the higher level of satisfaction of the employee.

<table>
<thead>
<tr>
<th>Correlations</th>
<th>job satisfaction</th>
<th>motivation</th>
<th>corporate culture</th>
</tr>
</thead>
<tbody>
<tr>
<td>job satisfaction</td>
<td>Pearson Correlation</td>
<td>$1$</td>
<td>$.472^{**}$</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>.</td>
<td>$.000$</td>
<td>$.008$</td>
</tr>
<tr>
<td>N</td>
<td>$83$</td>
<td>$83$</td>
<td>$83$</td>
</tr>
<tr>
<td>motivation</td>
<td>Pearson Correlation</td>
<td>$.472^{**}$</td>
<td>$1$</td>
</tr>
<tr>
<td>Sig. (2-tailed)</td>
<td>$.000$</td>
<td></td>
<td>$.002$</td>
</tr>
<tr>
<td>N</td>
<td>$83$</td>
<td>$83$</td>
<td>$83$</td>
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<tr>
<td>corporate culture</td>
<td>Pearson Correlation</td>
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<tr>
<td>N</td>
<td>$83$</td>
<td>$83$</td>
<td>$83$</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.01 level (2-tailed).

Table 1 can be explained that correlations have variables such as (1)
The variable value of motivation to job satisfaction has a greater correlation value than the value of corporate culture that is equal to 0.472. The value of corporate culture on motivation have a greater correlation value than the value of corporate culture on employee job satisfaction variable that is equal to 0.339. So it can be concluded that the employee motivation and corporate culture are equally affecting employee of job satisfaction or a correlation value that is equal to 0.472, compared with corporate culture variables have a lower correlation value that is equal to 0.289.

Based on the model summary, the value of correlation between job satisfaction with motivation and corporate culture is generally (R) of 0.491. This shows that there is strength and unidirectional relationship between the independent variable to the dependent variable. While determinant coefficient (R Square) of 0.222 indicates that approximately 222% job satisfaction are influenced by motivation and corporate culture. Standard Error of Estimate is 2.500 or 250% units used are job satisfaction.

F test is used to test the significance of the overall linearity of independent variables on the dependent variable. Previously it is determined the hypothesis, Ho: (no linear relationship in the multiple regression models between employee motivation and corporate culture on job satisfaction). From this table we can see the value F counting = 12.714 with a significant level of 0.000 because of Sig. < α (0.000 < 0.05), then Ho is rejected and Ha is accepted. This means that there are linear relationships in multiple regression models between employee motivation and corporate culture on job satisfaction.

The constant of 19.547 states that if there is no variable of employees’ motivation and employee corporate culture so employee satisfaction is 19.547. Regression coefficient from the variable employee motivation is 0.311 states that the greater level of employee motivation, the higher level of job satisfaction of employees is 0.311. Regression coefficient from the corporate culture variables is 0.141 states that the higher level of corporate culture, the higher level of job satisfaction of employees is 0.141. From the above table, we can set up a general model of multiple regression equation, namely Y = 19.547 + 0.311 employee motivation + 0.141 corporate culture.

Furthermore, the multiple regression equation models can be seen the significance of individual independent which influence on the dependent variable to consider other variables is constant by using t test. Previously set hypothesis, Ho: (constant a not significant), and Ha: (constant a significant). From this table, coefficients can be seen a significant level of 0.000 because the Sig < α (0.000 < 0.05), then Ho is rejected and Ha is accepted. This means a significant constant.

<table>
<thead>
<tr>
<th>Coefficients</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
<td>B</td>
<td>Std. Error</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>19.547</td>
<td>2.618</td>
</tr>
<tr>
<td>motivation</td>
<td>0.311</td>
<td>0.076</td>
</tr>
<tr>
<td>corporate culture</td>
<td>0.141</td>
<td>0.100</td>
</tr>
</tbody>
</table>

a. Dependent Variable: job satisfaction

From the table above, so it can be set up a general model of multiple regression equation, namely Y = 19.547 + 0.311 employee motivation + 0.141 corporate culture.
Testing the significance coefficient of independent variables of employee motivation (b1) in the linear model. Previously set the hypothesis, Ho: (regression coefficient b1 on the independent variables of employee motivation is not significant). From this table, coefficients can be seen the level of Sig. 0.000 because the value of Sig. < α (0.000 < 0.05), then Ho is rejected and Ha is accepted. This means that the regression coefficient b1 on independent variables of employee motivation is significant.

Testing the significance coefficient of independent variables of corporate culture (b2) in the linear model. Previously set hypothesis, Ho: (regression coefficient b2 on the independent variables of corporate culture is not significant). From this table, coefficients can be seen the level of Sig. 0.054 because the value of Sig> α (0.162 > 0.05), meaning coefficient significant regression or in other words, corporate culture does not significantly influence employee job satisfaction.

CONCLUSIÓN AND SUGGESTION

Variable of employee motivation and job satisfaction of employees have significant relationships between two variables. The higher level of employee motivation, the higher level of job satisfaction.

While among the variable of corporate culture and employees’ job satisfaction have a significant relationship between two variables. The higher level of corporate culture, so the higher level of employees’ job satisfaction. So from these two variables, between the variables employee motivation and corporate culture has a significant relationship or equally affects employees’ job satisfaction.

REFERENCES


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