

The Factors Influencing to Job Satisfaction with Work Motivation as Moderator

Budi Purwanto¹

¹(Doctor Candidate, University of Pancasila, Jakarta, Indonesia)

ABSTRACT :In order to get achieve job quality is aimed and optimally. major component to achieve the goal is employees as HRM in institutional that continue level toward any program.

This research aims to examine, analyze to investigate, the condition and influence work design, training and development, empowerment to motivation and a partial simultaneous. also the influence of the job design, training and development, employee's empowerment, and working motivation as partial and simultaneous to job satisfaction in Municipality Government Ternate. While testing and analysis of data was done using Structural Equation Model (SEM).

Output of study proved the existence of the influence of job design, training and development, empowerment both in the partial and simultaneously. The contribution of $R^2 = 0.57$, it most significant influence of empowerment and motivation of two other variables. While job design, training and development, empowerment, to get synergic with work motivation proved both partial and simultaneously it has positive effects and significant on the job satisfaction by contribution total influence direct and indirect $R^2 = 0.79$ among the fourth variables that influence the achievement of the having valuedominant are motivation.

Keywords: Job design, training and development, empowerment, work motivation and job satisfaction

I. INTRODUCTION

An impact and development of organizational environment to cause a shifting and penetration on various sectors: economic, political, social, culture, security which often does predictable. The movement and the changes, clearly shows the existence of demands and needs of society (society claims and need demands) increasingly complex. On the other hand, change and the adjustment of public policy demand a working spirit civil servants and motivation by keeping satisfaction of work so that able to contribute on the organizational goals.

Target duty officer at public organization related to the effort to perform the service on some level often still colored by several aspects such as conformity in transparent various forms, the cost of that which is obscure and the occurrence of the practice of irregularities and timeliness of constitutes an indicator of the lack of motivation the employees work in many ways at various units of the government administration in Indonesia.

Achievement of targets and organizational goals (public) the policies in achieving the performance of good governance is important do step a policy that encourages the creation of complacency the employees in carrying out tasks and responsibilities of work.

In relation to empowerment, a training program and development of important to the declaration is the policy in an effort to the development of human resources. The city of ternate governments need to have of change namely change that affects the needs of the character and behavior of a source of human resources are reliable and professional in order to improve public service. This was because the success of an organization very much depends on the perception of the value of services officials and competence of human resources.

II. HEADINGS

Job Design

Job design should be paid attention serious for any organization to support the determination of a group of duties of tasks to be carried out in an organization (Mathis&Jacson, 2006 ;Byars& Rue, 2011). For that any form and the characteristics organization was important to furnish a about the types of work be performed of each individual and his group in the organizations.

Job design is step work organization that important to arrange piece of work necessary to right on target. Design work to be very important factors that required and covers to analysis work, aimed to make design work could become the foundation and grooves that is easy to to establish conformity employment for an organization (Geoge&Jones, 2013; Hyu Jung Lee 2007; Newstrom,2013). In this case planning work(SoelaimanSukmalana, 2010) as a process that titling to give information and facts about a job, relating to the activity and the responsibility of every individual / employees. For that any duties and functions of a job in accordance with the things needed.Vichita&Jintawee (2007), Xiohovi Wang (2011), From his research

concluded that the amount of work to be basic facts and data next could become the foundation to draw up job design.

Training and Development

Organization responsible for fixing and develop expertise and knowledge of human resources (employees) Noe, et. al. (2010). As a member of organization through patterns and the development of human resources. An effort in performance achievement training & the development programs employees important, because it could provide for changes behavior and aptitude that may be impact on performance Chang M (2007). A policy of opposition to an increase in the quality of human resources through training programs whatever form have to be serious attention in support of the success of the organization. In the face of a challenge, demands and attention organization (Luthans, 2012) Very intent faced with pressure competition should organization must be able to put any clerk required a training program and development for having knowledge, skill and the ability globally. These demands be able to meet through development program that should not be went bankrupt (units, as a form of inevitability investment human resources.

Policy training and HR development is a step in an effort to meet the standard of the quality of human resources for organization. Rees&McBain (2008) Who will be expected to meet the human quality acceptable and into the shape of capital humans. But many the fact (Arnold Baker, Carolyn & Nicole Gillepsi, Anthony Winefied, 2010) because of the complexity of the activities of the organization and various changes demands people ongoing, being an organization stuck on achieving the goal. While placing the role of employees as human resources and a member of an often ignored, in terms of attempted to increase knowledge and expertise

Employees Empowerment

Human resources for organization (Daft, 2010, Noe et, al 2011 & Dessler 2013) Is the key strategic different from management tool which are assessed as an investment (human investment capital) not as a burden alone. So important role of human resources as human capital for organization now so gets less attention, so it is time that the role of human resources must be admitted and proven spearheads in performance achievement as well as the objectives organization.

Empowerment of various the findings of the study research means do the act of develop and offer the opportunity to employees to using the ability experience knowledge and talent in carrying out a work assignment or opportunities positive to produce its performance (Gillamnia Scohras & Housein Ganjima, 2013; Conger & Kanungo, 2005).

Empowerment in the sight of Noe, et. al. (2012) Is a form of the act of and activities are to do continuous about matters relating to the provision of responsibilities and competence over workers to take decisions relating to all activities the jobs and decision-making. Empowerment in the sight of Towns (2010) and Growe (2011) Is the link between personal to build confidence between members in an organization with made an effort to excite power / work fighting and fix his ability, its existence, so that courageous take up and make a decision for his successes.

Work Motivation

Attention to work motivation, being one important aspect Kreitner & Kinicki (2010) Said, "researchers have proposed two general categories of motivation theories to explain the psychological processes the underlying employee motivation; content theories and process theories ". Explained that researchers have agreed that there are two a general category of the theory motivation to through the process of psychological underlying motivation employees namely the theory content and the theory the process .Explained that the theory content motivation focus on identifies factors the internal factor as instinct , needs , satisfaction , and characteristic of work energize motivation employees .For that motivation work employees as one of the aspects that attached to and from attachment a person in the attitudes and behavior work has becomes the talk warm and draw in between manager face around the world because a factor who contributed to behavior employees that can grow satisfaction work .

Job Satisfaction

Every individuals working in any organization basically expects to obtain all something useful and profitable for themselves of what is needed. Their eyes with the environment condition as well as a feeling of satisfaction or not satisfied with these conditions, will affect their behavior in working (Lund, Daulataram B, 2008). Satisfaction is not a concept single it will involve some other element inherent as a person can be relatively satisfied with an aspect of own of jobs and dissatisfied with one of the other (Lynn Mc Farlane Shore & Harry J Martin ,2005).

Satisfaction is attitudes of individuals indicated in general against owned job. Someone will show positive position if the environment the job give satisfaction and vice versa, or there will be in contrast namely

views “negative “. Views employees with the environment condition of job and a feeling of satisfaction or they are not satisfied with this condition will affect their behavior in working. Support the job satisfaction of any employees to give positive (Newstrom, 2011) that work attitude devoted can strongly influence the behavior of employees, positive attitude can lead to constructive behavior, while negative attitude can lead to undesired behavior. Attitude work consists of work satisfaction and commitment organization affecting work performance employees.

The Population and Technique Sampling

A population that used in this research was government official’s municipality ternate were 2.054 people, while approach to the population is probability of sampling. Consideration this was done in the assumption that any member of the population has rights and equal opportunities to use as respondents. While to determine the amount of a measure of the amount samples to approach analysis model equation structure (Hair, et.al,2010) used simple technique random sampling , namely the election and determination of the quantity of random samples .The determination of sample focus on that which is required Lomax & Schumacher (2010)On structural engineering equation model , the needs of samples for lab data can be used by a ratio of 5 to 10 times with variable an observer or a minimum of five times the number of indicators required by .Thus of the population 2.054 employees set minimum needs as samples 420 a number of respondents , through the distribution of poll by some 640 based on the proportion set back as much as 560 total data .But expressed to deform sample as many as 60 , so that data that are set up as 500 sample data.

III. INDENTATIONS AND EQUATIONS

Analysis and the Hypothesis

In this research analysis testing use structural equation model(SEM). It was done to test confirmatory factors analysis, so that the measurement of indicators, the dimensions and variable exogenous to variable endogenous it can be seen, with hypothesis as follows:

- 1) There is the influence of job design to work motivation employees in the Government Municipality Ternate.
- 2) There is the influence of training and development to work motivation employees in the Government municipality Ternate.
- 3) There is the influence of employee’s empowerment to work motivation employees in the Government Municipality Ternate.
- 4) There is the influence of job design, training and development, empowerment simultaneously to work motivation employees in the Government municipality Ternate.
- 5) There is the influence of job design to employee’s performance in the Government municipality Ternate.
- 6) There is the influence of training and development to employee’s performance in the Government municipality Ternate.
- 7) There is the influence of empowerment to employee’s performance in the Government municipality Ternate.
- 8) There is the influence of work motivation to employee’s performance in the Government municipality Ternate.
- 9) There is the influence of job design, training and development, empowerment, motivation simultaneously to employee’s performance in the Government municipality Ternate.

The examination of with the approach structural equation model (SEM), the output as the following:

The Influence Job Design ξ_1 to Work Motivation (η_1)

The results of testing on hypothesis Job design in partial proven have had a positive impact and significant impact on motivation with the regression coefficient of 0.34, with a test significantly from t-value value $t_{value} 4,08 > 1,96$ (a value critical). In which dimensions’ job rotation is dimensions the most dominant explain value contribution with standard loading factor.

The Influence Training and Development ξ_2 to Work Motivation (η_1)

The results of testing on hypothesis training and development variable partially prove the influence a positive and significant impact on the motivation with the regression coefficient of .28 and a significant degree of t-value with the $t_{value} 10.62 > 1,96$ (a value critical). Where dimensions the program material was dimensions the most dominant put a value contributed.

The Influence Empowerment ξ_3 to Work Motivation (η_1)

The results of testing on hypothesis empowerment variable as partial prove the influence a positive and significant impact on the motivation with the regression coefficient of 0.32 with extent of signification of t-value having value $t_{value} 5,00 > 1,96$ (a value critical). Where dimensions information distribution the most dominant put a value contributed.

The Influence Job Design, Training and Development, Empowerment Simultaneously ($\xi_1 \xi_2 \xi_3$) to Work Motivation (η_1)

The results of testing on hypothesis variable job design, training and development, and empowerment simultaneously had a positive influence and significant impact on the motivation with the coefficients terminated (R^2) by 0.57 (57 %) with a significance f-value with the $f_{\text{value}} 14,71 > 2,96$ (a value critical). The results of testing this indicates that of 0.43 (43%) is another variable (zeta / ζ) that influence the motivation , but not investigated and measured in this research. From the data testing is indicated that variable employee's empowerment are variable the most dominant an enormous impact on work motivation, with a value of the regression coefficient = 0.32 compared with other exogenous variable

The Influence Job Design ξ_1 to Job Satisfaction η_2

The results of testing on hypothesis variable job design partially prove the influence a positive and significant impact on career development with the regression coefficient of .24 with a significant degree t-value having value $t_{\text{value}} 4,39 > 1,96$ (a value critical). In which dimensions' job rotation is dimensions the most dominant explain value contribution.

The Influence Training and Development ξ_2 to Job Satisfaction η_2

The results of testing on hypothesis training and development variable partially prove the influence a positive and significant impact on satisfaction with the regression coefficient of 0.26 the rate of significant t-value having value $t_{\text{value}} 11,33 > 1,96$ (a value critical). Where dimensions the program material was dimensions the most dominant put a value contributed.

The Influence Empowerment ξ_3 to Job Satisfaction η_2

The results of testing on hypothesis empowerment variable as partial prove the influence a positive and significant impact on job satisfaction with the regression coefficient as much as 0.28 the rate of significant t-value having value $t_{\text{value}} 4,39 > 1,96$ (a value critical), in which dimensions' job rotation is dimensions the most dominant put a value contributed

The Influence Motivation η_1 to Job Satisfaction η_2

The results of testing on hypothesis motivation variable partially shows the existence of the influence of a positive and significant impact on job satisfaction the regression coefficient of 0.32 the rate of significant t-value having value $t_{\text{value}} 11,39 > 1,96$ (a value critical). In which dimensions need power is dimensions the most dominant put a value contributed.

The Influence Job Design, Training and Development, Empowerment, Work Motivation ($\xi_1 \xi_2 \xi_3 \eta_1$) to Job Satisfaction η_2

The results of testing on hypothesis job design variable , training and development , empowerment and motivation simultaneously shows have had a positive impact and significant impact on job satisfaction with the coefficients terminated (R^2) as much as 0,79 or 79 % , evidenced of the trial significantly from F-value having value $F_{\text{value}} 17,37 > 2,37$ (a value critical) .While of 0.21 or 21 % for another variable (zeta / ζ) that influence the job satisfaction , but aren't pursuing in this research .Variable work motivation is the variable the most dominant influential on variables the size of the job satisfaction 0.32.

IV. FIGURES AND TABLES

Figure.1: Grand Model and the formula

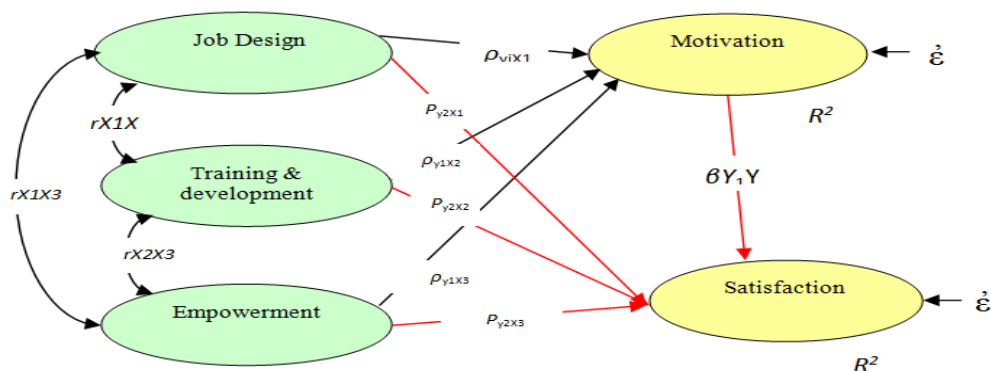


Table 1: reliability test:

No	Variable	Alpha Cronbach's r_{value}	$\geq 0.70 r_{tabel}$	Remarks
1	Job design	0.894	0.70	Reliable
2	Training & development	0.971	0.70	Reliable
3	empowerment	0.918	0.70	Reliable
4	motivation	0.881	0.70	Reliable
5	satisfaction	0.930	0.70	Reliable

Figure 2: Model A and the confession value

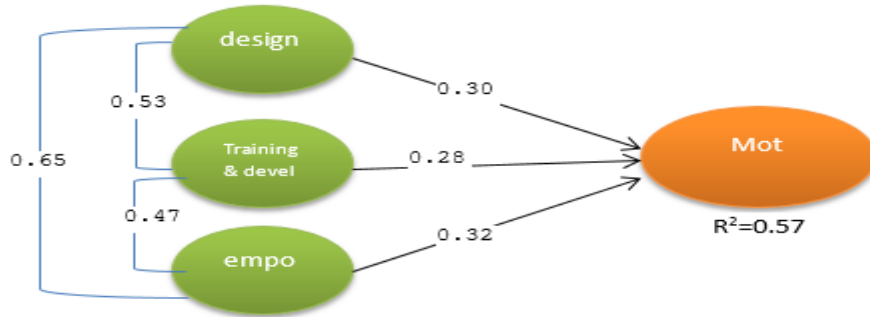


Figure 3: Model B and the confession value

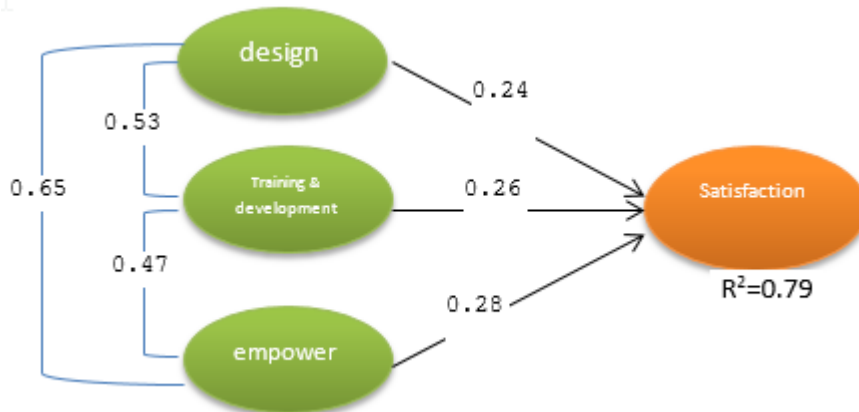
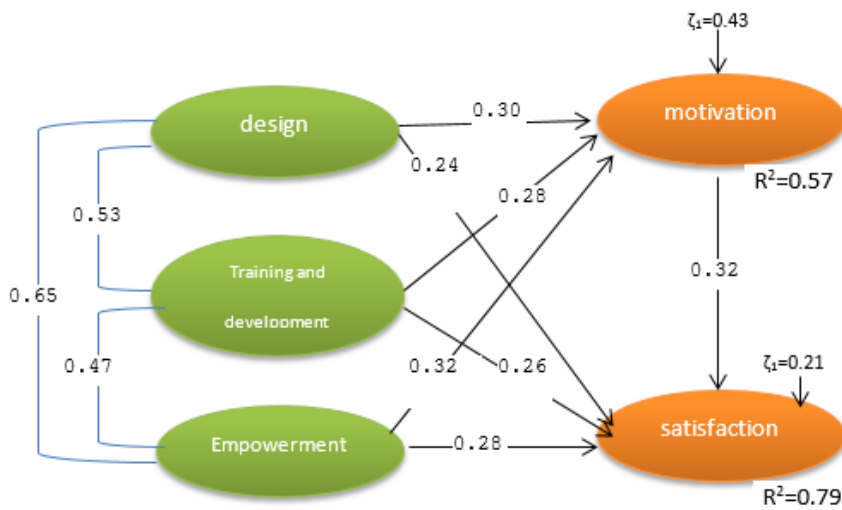


Figure 4: Model complete/full model and the confession value



V. CONCLUSION

Job design, training and development, empowerment employees, and work motivation simultaneously proven have had a positive impact and significant impact on satisfaction work of staff at the City Government Ternate Province north Maluku, contributing total influence (direct and indirect the coefficient terminated R^2 of 0.79 or 79 %. The contribution of the influence of the most dominant indicated by work motivation variable, compared to influence third exogenous variable other. Based on it motivation verb denoting function as moderating variables capable of mediate and strengthened third the variable affect satisfaction work employees, which has indicated by value $\eta^2 R^2$ (R square) > value $\eta^1 R^2$ (square compared when testing not through work motivation).

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