

Analysis of Reward, Work Environment, Job Promotion And Supporting Facilities Towards Job Satisfaction

Widy Hastuty HS¹, Nasib², Maya Syahlina³, Srie Hartati⁴, Ballian⁵
^{1,2,3,4}Politeknik Unggul LP3M
⁵ STIE Mahkota Tricom Unggul

Abstract:- One of the companies goals is keeping up its profitability by winning the competition againts its competitors in long terms period. The measurement of satisfaction is absolutely have to do to seeing how job satisfaction be perceived by the employee. The main objection of this research is analyze the impact of reward, working environment, job promotion and supporting facilities towards of the lecturer satisfaction on Politeknik Unggul LP3M. Quantitative method is applied on this research. The population and sample of this research are 52 permanent lecturer of Politeknik Unggul LP3M. The analysis of the data is double lineary regression by using Eviews 7 application programme.

The results shows that all independent variable both partially and simultaneously are positively and significantly affected the level of satisfaction. Independent variabel of this research are reward, working environment, job promotion and supporting facility, those are positively affecting the level of job satisfaction.. and the dominant variabel whose affecting the level of job satisfaction is supporting facilities on Politeknik Unggul LP3M.

Keywords:- Reward, Working Environment, Job Promotion, Supporting Facilities, Job Satisfaction

I. INTRODUCTION

Politeknik Unggul LP3M is one of the private educational institution whom always settling up their management by increasing their supporting facilities and good administrative governance. Satisfaction is a important factor for its employee especially permanent lecturer as educational employee. Satisfaction is not only given to student, lecturers are also have to get some satisfaction too.

According to the result of observation that the researcher do that there are so many lecturer are complained about the dissatisfaction of work. This dissatisfaction is clearly found from the reward like incentive and compliment that they get are not worth. Reward is important element which can motivating the lecturers to do their job. And the result of their job showed on Beban Kerja Dosen (BKD) report, which is reported every semester that explained about educational, research, and compliment report.

Dissatisfaction of work environment also make the lecturer dissatisfied with their job, which are there are some of lecturer are creating groups that is making a gap to the others. And its effect is make the situation inconvinient.

Job promotion on Politeknik Unggul LP3M is depend on closeness of the lecturer to the management or its owner. It makes the role of job promotion procedure is not effectively do and get some fraud by put the wrong person in the wrong position, especially for important position like official structure position . And its furthermore can be affecting to the acreditation of Politeknik Unggul LP3M in the future.

At last, supporting facilities that Politeknik Unggul LP3M posses is the last complain that lecturers are often be explained. Inconvinient classroom, and the amount infocus which are inadequate is making the lecturer felt dissatisfied.

With the explanation above, the researcher believe that there are relationships between level job satisfaction with reward, working environment, job promotion, supporting facilities. Therefore, this research will provide the analysis regarding the factors are explained above towards level job satisfaction.

II. LITERATURE REVIEW

A. Jobs Satisfaction

Satisfaction is just not only for the costumer, the employee also have to get it, wherever the employee are deploy in every companies unit. The employee seeks the companies or the workplace where they can get worth benefit that they are expected. Job satisfaction is a behaviour or expression that employee express to all delightful aspect about their job which is suited with their valuation (Badriah, 2015). And it have to be valued by their leader to see their employee satisfaction (Hasan, 2015). Job satisfaction is undeniably considered as one important role of any business organizations. As a matter of fact, businesses the consideration of the employees' personal needs, wants and desires to be a very good indicators for achieving job satisfaction (Siagian, 2014).

B. Reward Towards Job Satisfaction

Compensation is something that employee get as benefit as thier work for. The companies should be achieveing their employee in accordance with their agreement (Handoko, 2012). Not at all reward can get job satisfaction (Wahyudi, 2015). But reward can also get some job satisfaction (Saragih & Siagian, 2018) (Muqoyyarah, 2018). Therefore, its necessary to get some clear rules and role model in order the employee knows what they have to do.

H1 : reward is influencing to the job satisfaction.

C. Working Environment Towards Job Satisfaction

Working environment is some place where are the group of employee and its supporting facilities are doing activities to accomplished the vision and mission of the companies (Sedermayanti, 2013). An conducive work environment makes employee work with maximum results. The companies necessarilly creating the enviroment that supports their employee to work comfortably. Working environment can be situation and facilites or working (Siagian, 2014). Job satisfication can be increased by good working environment. Its similar with the research do by (Fakhri, 2015) (Mukzam, 2017) (Sitinjak, 2018) (Martin, 2018) that revealed when the working environmet is increased, job satisfaction is increasing too.

H2 : working environment is influencing the job satisfaction.

D. Job Promotion Towards Job Satisfaction

Every employee hopes get promotion to the higher level more than now. Optimizing the effort with the workload absolutely creates an oppotunity or a chance for promotion. It means a transform to the higher level of job that affecting increasing salaries and the others benefit (Fadli & Nasib, 2020). But not at all of it are affecting the job satisfaction (Paramarta, 2015). On the other side, job promotion is giving siginificant job satisficstion to the employee (Harini, 2018) (Hasibuan, 2010). Its showed that job promotion which is on the right procedure can affecting the job satisfaction.

H3 ; Job promotion is influencing job satisfaction

E. Supporting Facilities Towards Job Satisfaction

Good supporting facilities maka employee feel helped with their duty to do their job. Supporting facilities is a tool which make employee easier to do their job. Supporting facilites are differently according to the companies business core and scale of it (Mangkunegara, 2013) . the research that did by (Suroño, 2018) (Putra, 2018) (Rahardja, 2017) showed that good supporting facilities affecting to job satisfaction. It have to be concerned by the companies leaders to give the jobs satisfaction to their employee.

H4 : supporting Facilities is influencing job satisfaction

III. METHODOLOGY

This approaching of this research is quantitative method, population and sample are whole permanent lecturer of Politeknik Unggul LP3M.siang The data are collected from 52 questionnaire which are using double regression analysis with 7 Eview application programme.

The equation model of multiple regression analysis of this research is

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

- Y = job satisfaction
- a = constanta
- b₁b₂ b₃b₄ = regression coefficient
- X₁ = reward
- X₂ = working environment
- X₃ = job promotion
- X₄ = supporting facilities
- e = error term

IV. RESULT

❖ *Classic Assumption Test*

➤ *Normality test*

The result of normality test are showed on this picture

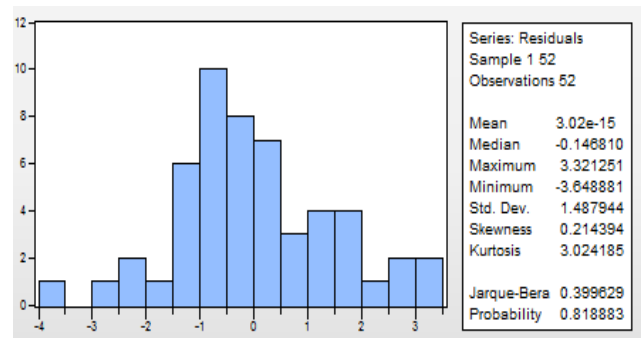


Fig 1

According to the picture, the probability value is sebesar 0,818883 > 0,05. It means that data are normally distributed.

➤ *Multicolinearity test*

The result of multicollinearity test are showed on this table

Variance Inflation Factors
Date: 04/04/20 Time: 15:26
Sample: 1 52
Included observations: 52

| Variable | Coefficient Variance | Uncentered VIF | Centered VIF |
|----------|----------------------|----------------|--------------|
| C | 18.47812 | 399.9591 | NA |
| X1 | 0.028798 | 812.9181 | 5.082536 |
| X2 | 0.011120 | 182.2948 | 1.031414 |
| X3 | 0.061982 | 677.2006 | 4.961555 |
| X4 | 0.006807 | 193.6445 | 1.263870 |

Fig 2

According to the table, it showed that centered VIF value for X1, X2, X3 and X4 are less than 10. It can conclude that there are no problem of multicollinearity on this prediction model.

➤ *Heteroscedasticity test*

The result Heteroscedasticity test are showed on this table

Heteroskedasticity Test: Breusch-Pagan-Godfrey

| | | | |
|---------------------|----------|---------------------|--------|
| F-statistic | 1.446274 | Prob. F(4,47) | 0.2337 |
| Obs*R-squared | 5.699052 | Prob. Chi-Square(4) | 0.0028 |
| Scaled explained SS | 4.712072 | Prob. Chi-Square(4) | 0.3181 |

Fig 3

P value is showed with prob value, chi square(4) on Obs*R-Squared value is 0,00028, because of value 0,0028 > 0,05. The H0 is accepted, then it is strongly homoscedasticity, or there are no heteroscedasticity in this regression model.

| Dependent Variable: Y Method: Least Squares Date: 04/04/20 Time: 10:24 Sample: 1 52 Included observations: 52 | | | | |
|---|-------------|-----------------------|-------------|----------|
| Variable | Coefficient | Std. Error | t-Statistic | Prob. |
| C | 7.809614 | 4.298619 | 1.816773 | 0.0756 |
| X1 | 0.488141 | 0.169699 | 2.876504 | 0.0060 |
| X2 | 0.049568 | 0.105452 | 2.470057 | 0.0005 |
| X3 | 0.937004 | 0.248962 | 3.763641 | 0.0005 |
| X4 | 0.716211 | 0.082505 | 8.680860 | 0.0000 |
| R-squared | 0.723409 | Mean dependent var | | 35.73077 |
| Adjusted R-squared | 0.699870 | S.D. dependent var | | 2.829227 |
| S.E. of regression | 1.549968 | Akaike info criterion | | 3.805558 |
| Sum squared resid | 112.9129 | Schwarz criterion | | 3.993177 |
| Log likelihood | 93.94450 | Hannan-Quinn criter. | | 3.877487 |
| F-statistic | 30.73153 | Durbin-Watson stat | | 1.951304 |
| Prob(F-statistic) | 0.000000 | | | |

Table 1

Multiple Regression Analysis

The result of multiple regression analysis

- This regression model constant is 7,809614, it means if independent variable on this model can be assume equally with 0, or the other average of variable outside the fixed model can increasing 7,809614. The other word is, if reward, working environment, job promotion, supporting facilities are not increased well, there is no job satisfaction.
- b₁ coefficient regression value is 0,488141. In this research can be explained that when reward increased one point, it get job satisfaction in amount of 0,488141.
- b₂ coefficient regression value 0,049568, so working environment (X₂) and the value 0,049568 show that working environment increasing one point. It make job satisfaction increasing on 0,049568.
- B₃ coefficient regression value is 0,937004, when job promotion (X₃) get one point increased, so it make job satisfaction increasing on 0,937004.
- B₃ coefficient regression value is 0,716211, when supporting facilities increasing one point, so it make job satisfaction increasing on 0,716211.

➤ *t Test Result*

- reward partially have t value is 2,876 > t table 2,010, significance value is 0,000 < 0,05. It means reward partially positive and significant affecting job satisfaction on Politeknik Unggul LP3M.
- working environment partially have t value is 2,470 > 2,010 with significance 0,000 < 0,05. It means working environment partially positive and significant affecting job satisfaction on Politeknik Unggul LP3M.
- job promotion partially have t value 3,764 > t table 2,010 with significance 0,000 < 0,05. It means job promotion partially positive and significant affecting job satisfaction on Politeknik Unggul LP3M.
- when supporting facilities partially have t value 8,681 > t table 2,010 with significance 0,000 < 0,05. It means supporting facilities promotion partially positive and significant affecting job satisfaction on Politeknik Unggul LP3M.

➤ *Simultaneous Test Result*

In this regression test, significant value is 0,000, terms of F significance is less than 5% or 0,05 or F value 30.73153 > F_{table} 2,80 (df1= k-1=4-1=3) and (df2 =n-k (52-4=48)). It means all independent variabel are positive and significant affecting job satisfaction on Politeknik Unggul LP3M.

➤ *Determination Coefficient*

Regression corelation value is 0,723, it means all indepent variable simultaneously have contribution on the strong level. Adjusted R Square value is 0.699 (69,9%). It means all dependent variabel are 69,9% affecting job satisfaction on Politeknik Unggul LP3M. 30,1% is caused by others variable.

V. CONCLUSION

➤ *Reward is influencing to the job satisfaction*

Analysis showed that this research supporting the previous research by (Saragih & Siagian, 2018) (Muqoyyaroh, 2018) that reward can also get some job satisfaction (Saragih & Siagian, 2018) (Muqoyyaroh, 2018). This research also disputing research by (Wahyudi, 2015). reward partially have t value is 2,876 > t table 2,010, significance value is 0,000 < 0,05. Implication of this research is the lecturer of Politeknik Unggul LP3M often complains about reward that they get is not worth with management commitment, it affecting to their motivation to do their job.

➤ *Working environment is influencing the job satisfaction*

Analysis showed that this research supporting the previous research by (Fakhri, 2015) (Mukzam, 2017) (Sitinjak, 2018) (Martin, 2018) that Job satisfaction can be increased by good working environment. working environment partially have t value is 2,470 > 2,010 with significance 0,000 < 0,05. It revealed analysis showed that this research supporting the previous research and there are some of lecturer are creating groups that is making a gap to the others. And its effect is make the situation inconvenient.

➤ *Job Promotion is influencing Job Satisfaction*

Job promotion affecting to job satisfaction. It have to be concerned by the companies leaders to give the jobs satisfaction to their employee (Suroño, 2018) (Putra, 2018) (Rahardja, 2017). Job promotion partially have t value 3,764 > t table 2,010 with significance 0,000 < 0,05.it implicate a bad competition on job promotion and there is not the job promotion procedure. And it have to cut off the practice of abusing of power by management and owner for choosing official sturcutre on Politeknik Unggul LP3M.

➤ *Supporting Facilities is influencing Job Satisfaction*

When supporting facilities partially have t value 8,681 > t tabel 2,010 with significance 0,000 < 0,05. This research supporting previous research by(Suroño, 2018) (Putra, 2018) (Rahardja, 2017) showed that good supporting facilities affecting to job satisfaction. It have to be concerned by the companies leaders to give the jobs satisfaction to their employee. It implicate that Politeknik

Unggul LP3M have to increasing their facilities in order to increasing their lecture job satisfaction by rising their projector and air conditioner unit.

CLOSING

- the lecturer have to get more previlige and benefit especially who get official structure position in order they have motivate to make Politeknik Unggul LP3M greater by using their capability.
- Harmonization relationship on working environment is nesecarilly to be done, to vanish the gap between the lecturer and making a good situation on Politeknik Unggul LP3M
- Job promotion is based on the right procedure , so the lecture can compete to get promotion with the right place and position according to their performance and educational terms.
- Increasing supporting facilities so that lecturer can maximizing their effort to make on Politeknik Unggul LP3M by replenishment of new inventory every years in order that facilities can be available on the right time.

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