

Job Satisfaction Optimization by Work Atmosphere, Stress of Work, and Work Motivation

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Abstract:- The objective of its research is to find out the effect of work atmosphere, stress of work, and motivation of work are affecting job satisfaction both partially and simultaneously on Budisatrya Institution. Its research using cause and effect approach which measured the effect of independent variable to dependent variable. The population of its research are 97 the teachers of Budisatrya Institution as respondent. Sample was taken by using saturated technique, it means by using all respondent as sample. The data of the research are from questionnaire that were distributed and answered by the respondent. Double linear regression analysis is using of its research.

The results shows that partially work atmosphere and work motivation are positively and significantly affected to the job satisfaction of the teachers. And stress of work isn't affected to it. Coefficient of determination is 0.833 (83.3%). It means that 83.3% of dependent variable, which are work atmosphere, work stress, and motivation work can affecting job satisfaction. And 16.3% is affecting by the others from the outside model.

Keyword:- Work Atmosphere, Stress, Motivastion, Satisfaction.

I. INTRODUCTION

School is a place where someone get the knowledge, and it also a place for someone to get some character building on it. One of the important factors for creating the best school is the teacher. Budisatrya Institution is one of the private school in Medan Tembung, Indonesia. Budisatrya is focused in educational service, and its still providing the worth quality of education which are expected by the people and Indonesian nation also.

Job satisfaction for the teachers is an important thing that the institution board have to know, the satisfaction is reflected from the teachers passion for teaching and its liveliness on the school activities. If the satisfaction is not found from its teachers, it hard to get a high quality of education in that school which is everyone expected. According to Siagian on (A. F. Nasib 2020), job satisfaction have some important value to the organization, it means when employee is satisfied with the job, so it affected to the performance than the others employee, loyalty, low absenteeism rate, duration of its employee, and promotion. And the effect of dissatisfaction is decreasing of work passion. It important to measure the satisfaction by

the leaders to know their employee satisfaction level from the benefit that employee get from the company.

Work atmosphere is one of the matters that affecting the job satisfaction(Salindeho 2016). It means a perception about the role of conduct, procedure, and it organizational practice, which are felt and did on their workplace (Haslam & Platow, 2010). The good atmosphere make the employee happy to work, because the employee are treated well and be created as an important part of the organization.

Stress of work that are faced by the employee can decreasing their satisfaction of work (Uhing 2018). It can be happened if the employee got the workload that is overload. And it also make the employee surfeited with the job. Outsider stress source, like financial issues, family relationship, disease and accident, lost of their family member (Siagian, 2014).

Minimization of its stress that faced by the employee have to do by the organization and the employee either. The employee have to resolve their problem itself. They can do religious ways like meditation, do some sport activities, recreation and support form their families and relatives, and also eschew from the monotonous activities (Rivai & Sagala, 2013).

Work motivation is also creating the job satisfaction (Dotulong 2015). Motivation is a condition that make someone do something with no coercion from the others and happy to do it (Handoko, 2012). Motivated employee are happy if their leaders are encourage them. The support make the employee work happy and motivated. It defines to negative motivation and positive motivation negatif (Hasibuan, 2013).

II. LITERATURE REVIEW

➤ Job Satisfaction

Job satisfaction is difficult to ascertain because it may change at any time, and the employee. Its difficult to accept the satisfaction of the jobs. Especially to the employee that is work for money, its often to move from one company to the others (A. F. Nasib 2020). Job satisfaction is a response of the all aspect of job, its not a single concept, someone can relatively satisfied with one aspect, or dissatisfied with one or more other aspect (Hasibuan, 2013).

➤ *Work atmosphere towards job satisfaction*

The companies that have good atmosphere make their employee work with happy and passionate. Work atmosphere are relatively different in every company, work atmosphere means psychological situation which is affecting behavior of organization members, which created from organization treat and interaction between organization members (Agustini, 2013). The further research were done by (Salindeho 2016)(Salam 2016)(Subhan 2017) tells that satisfaction is increased if the atmosphere is good. It have to be keep by the stakeholder on the companies.

H1 : Work atmosphere is affecting the job satisfaction

➤ *Stress of work towards job satisfaction*

Every company obviously had the goals that they have to fulfilled, work activities is one of the important way to do. The employee are work hard according to their job desk. Accomplishment of job for the employee, have to consider from the employee condition. It may caused the stress of work that company have to prevent it. Stress is a condition in high tense that affecting someone emotional, way of thinking, and physical (Siagian, 2014). Previous research were done by (Sendow 2016) tells that increasing stress is also increasing satisfaction. But its different with (Riana 2016)(Ratnawati 2017)(Uhing 2018) tells that increasing stress make satisfaction is decreasing.

H2 ; stress of work is affecting job satisfaction

➤ *Work motivation towards job satisfaction*

Someone is get some job in order to fulfill their life necessities, and the passion on someone are different with the others, so there are various way in human to do their work (Hasibuhan, 2016). Previous research by (Rahyuda 2018)(S. C. S. A. Y. Nasib 2019) tells that work motivation is positively and significantly affecting job satisfaction, while (Lumanauw 2011)(Maramis 2013) tells that work motivation is not affecting the job satisfaction.

➤ *Conceptual Framework*

Conceptual framework of this research is described on this fig

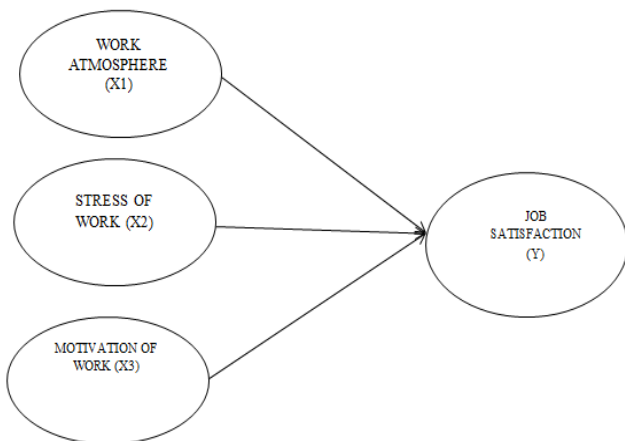


Fig 1:-Conceptual Framework

III. METHOD

It is an causal research, or usually known as cause and effect method, the purpose of this method is to examine the correlation degree and pattern form between two variable or more, so it can be found one theory can describing, forecasting and controlling a phenomenon (Rusiadi, Subiantora, & Hidayat, 2017). Population and sample of this research were 97 teachers of Budisatrya Senior High School and Vocational High School, with saturated technique, with the condition if sample of this research less than 100 respondent, it all can be the sample (Sugiyono, 2014). The sample of this research were 97, so all of the respondent are sample . the collection of data is using questionnaire with Likert scale and using Double linear regression analysis and 22nd SPSS application program.

IV. RESULT

❖ *Classic Assumption test*

➤ *Normality test*

The normality test result is showed on the fig below

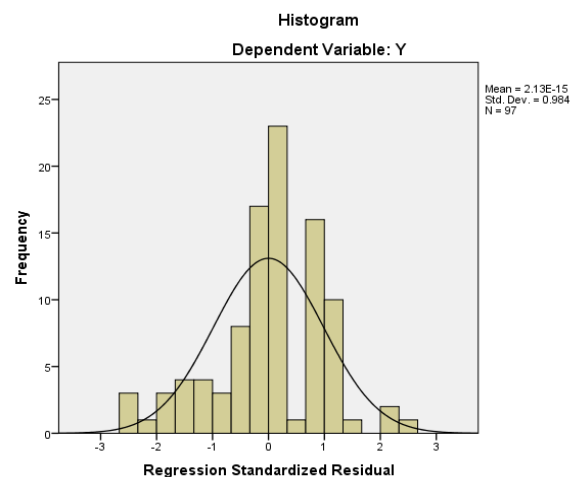


Fig 2:- Result Normality test

According to the fig above, it seems that bell shaped line and its not deviated to the left or right. It showed that the data normally distributed and occupied the normality assumption.

➤ *Multicollinearity test*

This test purpose is to informed the existence relation that occur independent variable w, the result showed that VIF for independent variable is 3,524, it is smaller than 10 (VIF < 10). And tolerance value for two variable were more than 0.10. it means that equation regression is clear from multicollinearity assumption.

➤ Heteroscedasticity test

The result is showed from the fig below

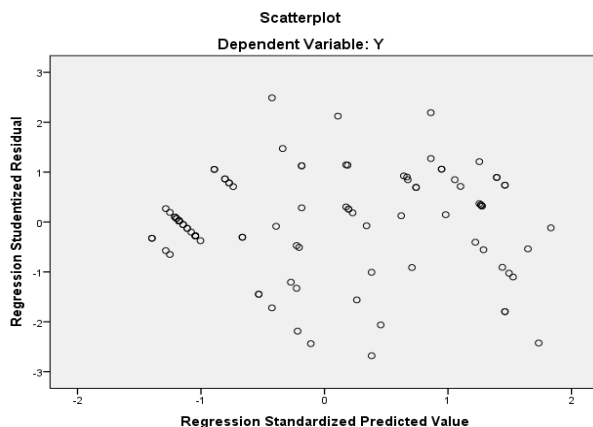


Fig 3:- Result Heteroscedasticity test

❖ Double linear regression analysis

1. This regression model, constant value is 3,264, it means independent variable are equal with 0, the outsider variable of this model creating the increasing of job satisfaction in the amount of 3,264 denomination. It tells that independent variables are affecting the dependent variable.
2. Coefficient regression value b_1 is 0,419, it means that if work atmosphere raised in 1 denomination, the job satisfaction also raised to 0,419 denomination.
3. Coefficient regression value b_2 is - 0,090, it means that if stress of work raised in 1 denomination, the job satisfaction also raised to -0,090 denomination.
4. Coefficient regression value b_3 is 0.560, it means that if motivation of work was raised in 1 denomination, the job satisfaction raised to 0,560 denomination.

➤ t test result

- Significant value for work atmosphere (0.000) smaller than alpha (0.05) or $t_{count} = 5,175 > t_{table} 1,985$ (n-k=97-4=93). H_0 is denied and accept H_a , it means work atmosphere positively and significantly affecting job satisfaction.
- Significant value for stress of work (0.138) smaller than alpha (0.05) or $t_{count} = -1,495 > t_{table} 1,985$ (n-k=97-4=93). H_a is denied and accept H_0 , it means stress work is not affecting job satisfaction.
- Significant value for motivation of work (0.000) smaller than alpha (0.05) or $t_{count} = 6,923 > t_{table} 1,985$ (n-k=97-4=93). H_0 is denied and accept H_a , it means motivation of work positively and significantly affecting job satisfaction.

➤ F test result

Significant value F is 0,000, the term is F is smaller than alpha (0.05) or $F_{count} = 161,069 > F_{table} 2,70$ (df1= k-1=4-1=3) while (df2 = n - k (97-4=93)). It means all independent variables are positively and significantly affecting job satisfaction.

➤ Determination Coefficient

Regression correlation value is 0.916, simultaneously all independent variable have strong contribution into it. Adjusted R square (R^2) is 0,833 (83.3%). It means that independent variable is affecting the job satisfaction, and 16,7 % is another variable from the outsider model.

➤ Work atmosphere towards job satisfaction

The research showed that work atmosphere is positively and significantly affecting job satisfaction on Budisatrya Institution, it is similar with the previous research by (Salindeho 2016)(Salam 2016)(Subhan 2017) (Ballian 2020) tells that satisfaction is increased if the atmosphere is good and conducive. It have to be keep by the stakeholder on the companies. This research implicated that Budisatrya Institution atmosphere is good, and togetherness of its also good.

➤ Stress of work towards job satisfaction

According to the processing of the data, stress of work is not significantly affected. It implicate that stress is partially affected the job satisfaction. When someone get stressed, it make them get bored, research showed that Previous research were done by (Sendow 2016) tells that increasing stress is also increasing satisfaction are similar with this research. It showed the capability in managing their communication to the employee. When communication goes well, coordination and cooperation become easier to do.

➤ Work motivation towards job satisfaction

When teacher be motivated, job satisfaction is also increased. When performance is getting better, satisfaction is also increased and also providing the facility and incentive in order to rise up their motivation and effort to give their best performance to accomplish their goals. The research showed that Previous research by (Rahyuda 2018)(S. C. S. A. Y. Nasib 2019) tells that work motivation is positively and significantly affecting job satisfaction, it similar with the research.

V. CONCLUSION

A. Summary

- Work atmosphere partially positively and significantly affecting the jobs satisfaction, it means good atmosphere have to be adopted in Budisatrya workplace.
- Stress partially not positively and significantly affecting job satisfaction.
- Motivation of work is positively and significantly affecting job satisfaction.

B. Suggestion

- Maintain the good atmosphere by do some family gathering to increase the kinship relation between the Budisatrya teacher.
- Minimization level of stress by cooperation and joint task for every teacher to maintain level of stress
- Increasing the motivation and make the teacher be motivated.

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