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The influence of motivation competence and employee performance on job satisfaction of Saran Jaya Building Store employees, Probolinggo Regency

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Article Info

ABSTRACT

This research was conducted with the aim of determining the variables of motivation, compensation, and employee performance that influence employee job satisfaction at Sarana Jaya Building Store in Probolinggo Regency. In this study, the type of research used was Quantitative Descriptive. The variables used include independent (explanatory) and dependent (response) variables. The independent variables include: (1) motivation, (2) compensation, (3) employee performance. While the dependent variable is job satisfaction. The population in this study is all branch employees of UD. Citra Indah in Probolinggo City, namely TB. Sarana Jaya in Probolinggo Regency, totaling 40 employees. The sample taken consisted of 40 employees as respondents using saturated sampling. The data sources used include (1) primary data (2) secondary data. The analysis methods used include: descriptive statistics, validity and reliability tests, classical assumption tests, multiple regression analysis, and partial tests (t-test). The results of this study indicate that (1) the motivation variable has a significant effect on job satisfaction. (2) the compensation variable has a significant effect on job satisfaction. (3) the performance variable has a significant effect on job satisfaction.

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1. INTRODUCTION

In increasingly tight company competition, the existence of reliable human resources plays an important role in strategic planning compared to other resources. Human resources are the most important assets and assets owned by an organization, while effective management is the key to the success of an organization, because of its role as the subject of implementing company policies and operational activities. The resources owned by the company such as capital, methods and machines cannot produce optimal results if they are not supported by human resources that have optimal performance.

To get optimal performance results, human resources must be managed and arranged as well as possible, so that human resources in a company feel comfortable in carrying out their duties and get maximum results. Human resource management is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping to realize the goals of the company, employees and society (Hasibuan, 2019).

To obtain achievements that are in line with what the company expects, a leader is required to have a policy or program aimed at employees in order to obtain a high level of satisfaction so that

they can contribute optimally to the company where the employees work. Then the company leadership provides ways to achieve its goals, including providing motivation to employees so that employees feel motivated in carrying out their work so that an employee has high work morale and makes a big contribution to the company. Work motivation will of course also provide job satisfaction for employees, one of which is to always be present at the office and make maximum contributions to their place of work.

Motivation is the result of a person's interaction with the particular situation they face. For this reason, there are differences in the strength of motivation shown by someone in facing a certain situation compared to other people who face the same situation. The motivation given is by giving a promotion if you are able to work according to what is determined by the company. Given the problems above, I took the title "The Influence of Motivation, Compensation and Employee Performance on Job Satisfaction of Employees at the Sarana Jaya Building Store, Probolinggo Regency."

Motivation is a stimulus for desire and a driving force for a person's willingness to work because each motive has a certain goal to be achieved (Hasibuan, 2019; Salamullah et al, 2023; Rohmaniah et al, 2023; Ilmi et al, 2023). The indicators used are as follows: Working environment conditions, Adequate compensation, Good supervision, Good guarantees, Status and responsibility, Flexible regulations. Compensation is all income in the form of money, direct or indirect goods received by employees as compensation for services provided to the company (Hasibuan, 2019; Stiawan et al, 2023; Kulsum et al, 2023; Fatinah et al, 2023). The indicators used are as follows: Education, Experience, Work load and responsibilities, Position, Rank/class level, Work performance, Other considerations.

Employee performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given within a certain period (Kasmir, 2016; Mabrori et al, 2023; Jannah et al, 2023; Romadoni et al, 2023; Sari et al, 2023; al, 2023). The indicators used are as follows: quality, quantity, time (term), cost emphasis. Job satisfaction is an emotional state that is pleasant or unpleasant for employees to view their work. (Kumalasahri et al, 2023; Fatinah et al, 2023). The indicators used are as follows: Job content, Supervision, Organization and management, Opportunities for advancement.

2.   METHOD

The type of research used in this research is quantitative research with causal relationships. A causal relationship. So here there are independent variables (variables that influence) and dependent (influenced). Used to determine the relationship between Work Discipline, Training and Employee Performance. (Sugiyono, 2019) Population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. (Sugiyono, 2019) The population taken in this research were all TB employees.

Sarana Jaya Probolinggo Regency has a total of 40 employees consisting of 34 male and 6 female employees. With a sample of 40 employees as respondents to fill out the TB questionnaire. Sarana Jaya Probolinggo Regency from January to December 2021. The sampling technique used in this research is nonprobability sampling technique, namely saturated sampling. Data analysis carried out, Validity, Reliability, Multicollinearity, Heteroscedasticity, Autocorrelation, Multiple Linear Regression Analysis, R2 Determination Coefficient Analysis, Partial Test (Febrianto et al, 2023; Febrian et al, 2023; Sulaiman et al, 2023; Aniswati et al, 2023; Puspitasari et al, 2023).

3.   RESULTS AND DISCUSSION

Table 1. Validity Test Results

Item No	Motivation (X1)	Compensation (X2)	Employee Performance (X3)	Job Satisfaction (Y)	R table 5% df = (40-2) = 38	Information
1	0.337	0.324	0.333	0.575	0.312	Valid
2	0.458	0.359	0.428	0.354	0.312	Valid
3	0.486	0.444	0.389	0.549	0.312	Valid
4	0.320	0.436	0.333	0.336	0.312	Valid

Based on the table above, it can be said that all the variables used in this research with several statement items are declared valid because the calculated r has a value greater than the r table of 0.312.

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Provision	Information
Motivation	0.829	> 0.60	Reliable
Compensation	0.860	> 0.60	Reliable
Employee performance	0.726	> 0.60	Reliable
Job satisfaction	0.874	> 0.60	Reliable

Based on the table above, all the variables used have Cronbach's Alpha numbers > 0.60 so they are said to be reliable.

Table 3. Multicollinearity Test Results

Variable	VIF	Provision	Information
Motivation	1,034	< 10	Multicollinearity does not occur
Compensation	1,016	< 10	Multicollinearity does not occur
Employee performance	1,030	< 10	Multicollinearity does not occur

Based on the table above, it is known that the tolerance value for each variable is > 0.1 and the VIF value is < 10. So it can be stated that there is no multicollinearity.

Table 4. Multiple Linear Regression Test Results

Variable	Unstandardized Coefficients B	Information
	2,438	
Motivation	0.016	Positive Relationships
Compensation	0.009	Positive Relationships
Employee performance	0.010	Positive Relationships

The constanta value is 2.438, meaning that if there is no change in the employee motivation, compensation and performance variables, it is 0, then the job satisfaction of the Sarana Jaya Building Store, Probolinggo Regency is 2.438. Regression coefficient (b1) for the motivation variable = 0.016, explaining that if there is an addition of one unit of motivation it will increase job satisfaction by 0.016. Regression coefficient (b2) for the compensation variable = 0.009, explaining that if there is an addition of one unit of motivation it will increase job satisfaction by 0.009. Regression coefficient (b3) for the employee performance variable = 0.010, explaining that if there is an addition of one unit of motivation it will increase job satisfaction by 0.01.

Table 5. Coefficient of Determination Test Results

Model	R Square	Information
1	0.275	(27.5%) influential

To find out the percentage change in the dependent variable caused by the independent variable, use R square. And from the results above it can be seen that the coefficient of determination (R2) is 0.275 (27.5%). This means that 27.5% of the dependent variable of job satisfaction is influenced by the independent variables of employee motivation, compensation and performance. Meanwhile, the rest is influenced by other variables not included in this research. Bearing in mind the low coefficient of determination of the variables studied, it is necessary to examine other variables with higher coefficients of determination.

Table 6. T Test Results

Variable	T count	Sig.	Sig Terms.	Information
Motivation	3,248	0.003	0.05	Influential
Compensation	2,523	0.016	0.05	Influential
Employee performance	2,186	0.035	0.05	Influential

The results of the T test for the Motivation variable obtained a value of tcount ≥ ttable (3.248 > 2.024) (sig. 0.003 < 0.05) so H0 is rejected. This means that the Motivation variable (X1) has a partial effect on employee job satisfaction (Y), the Compensation variable has a value of tcount ≥ ttable (2.523 > 2.024) (sig. 0.016 < 0.05) so H0 is rejected. This means that the Compensation variable (X2) has a partial effect on employee job satisfaction (Y), while the Employee Performance variable has a value of tcount ≥ ttable (2.186 > 2.024) (sig. 0.035 < 0.05) so H0 is rejected. This means that the Employee Performance variable (X3) has a partial effect on employee job satisfaction (Y).

3.1. The Effect of Motivation on Employee Job Satisfaction

Based on the research results for the motivation variable on job satisfaction, it can be concluded that the significance of the t test is <0.05 so that Ho is rejected and Ha is accepted, which means that the motivation variable has a significant influence on the job satisfaction of employees at the Sarana Jaya Building Store, Probolinggo Regency. These results show that if motivation is good it will further increase job satisfaction with this TB. Sarana Jaya provides good motivation to increase job satisfaction.

3.2. The Effect of Compensation on Employee Job Satisfaction

Based on the research results for the compensation variable on job satisfaction, it can be concluded that the significance of the t test is <0.05 so that Ho is rejected and Ha is accepted, which means that the compensation variable has a significant influence on the job satisfaction of employees at the Sarana Jaya Building Store, Probolinggo Regency. These results show that if compensation is good it will further increase job satisfaction, one of which is good compensation, namely by providing benefits such as employment benefits.

3.3. The Influence of Employee Performance on Employee Job Satisfaction.

Based on the research results for the employee performance variable on job satisfaction, it can be concluded that the significance of the t test is <0.05 so that Ho is rejected and Ha is accepted, which means that the employee performance variable has a significant influence on the job satisfaction of employees at the Sarana Jaya Building Store, Probolinggo Regency. These results show that if the performance is good it will further increase job satisfaction by providing better motivation.

4. CONCLUSION

Motivation has a significant influence on the job satisfaction of employees at the Sarana Jaya Building Store, Probolinggo Regency, thus a high level of motivation increases satisfaction. Compensation has a significant influence on the job satisfaction of employees at the Sarana Jaya Building Store, Probolinggo Regency, thus a high level of compensation increases satisfaction. Employee performance has a significant influence on employee job satisfaction at the Sarana Jaya Building Store, Probolinggo Regency, thus a good level of employee performance increases satisfaction.

products in the city of Probolinggo. Apart from looking for other variables, future researchers can also use variables similar to those studied, namely brand ambassador and brand trust for different research objects. Or try to deepen and expand the reach of this research by adding other variables, expanding the research sample and conducting more in-depth testing.

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