Correlation of Job Satisfaction, Organizational Culture on Individual Behavior Through Motivation

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Abstract

Organizational culture is a strategy to revive an organization that has sunk for a long time. A strong and resilient organization has an influence on individual employee behavior, meaning that the more employees are given information and given values about organizational culture in the company, the stronger the employee's commitment to the company. Research with a quantitative approach. The population in this study were all employees of PT. Kuda Laut Mas, Sidoarjo, namely 23 employees. The sampling used is saturation sampling technique. Based on the analysis of the results of the research and discussion that has been described previously, it can be concluded in this study Organizational culture has no significant effect on the behavior of employees of PT. Kuda Laut Mas Sidoarjo. Job satisfaction has a significant positive effect on employee motivation at PT. Kuda Laut Mas Sidoarjo. Organizational culture has a significant positive effect on the behavior of individual employees of PT. Kuda Laut Mas Sidoarjo. Job satisfaction has no significant on the behavior of individual employees of PT. Kuda Laut Mas Sidoarjo. Motivation has no significant on the behavior of individual employees of PT. Kuda Laut Mas Sidoarjo.

Keywords: Correlation, Job Satisfaction, Organizational Culture, Individual behavior, Motivation.
with the company, this satisfaction makes employee behavior positive [17].

Creating professional performance within a company, the focus point is to improve its Human Resources, meaning to improve its employees, both in quality and quantity according to the fields needed by the company [18]. With the suitability of the field that exists in employees, their performance can be good and professional [19]. With professional performance, the company's goals will be achieved. Actions with organizational behavior are mutual cooperation helping fellow employees, not prioritizing individualistic interests, accepting work as a mandate and being responsible for the job without complaint. With the existence of individual behavior or personal attitudes towards good organizations, professionals in fact affect employee job satisfaction. Likewise, the existence of motivation affects job satisfaction and employee performance [20].

This research will be conducted at PT Kuda Laut Mas Sidoarjo. PT Kuda Laut Mas Sidoarjo is one of the largest tile and ceramic manufacturing private companies in Sidoarjo. With the number of employees increasing year by year. This company is successful with large profits and increases every year. PT. Kuda Laut Mas Sidoarjo was founded in 1978. This company produces ceramic tiles with unique mosaic styles, colors and shapes and models that are in great demand by its customers, consumers from PT. Kuda Laut Mas are not only from Indonesia, but also many from abroad. Every month the production capacity of PT. Kuda Laut Mas is around 98,000 m2 per month. The research being tried is entitled analysis of the factors that influence individual behavior in organizations (study of PT. Kuda Laut Mas Sidoarjo).

The Influence of Motivation, Leadership, and Organizational Culture on Employee Job Satisfaction and Their Impact on Company Performance (Case Study of PT. Pei Hai International Wiratama Indonesia). Quantitative. simultaneously all the independent variables have a significant positive effect on the dependent variable. Variable X2 has a significant negative effect on Y through Z. X1 has a significant positive effect on Y through Z.

Analysis of Motivation, Transformational Leadership and Organizational Culture on Employee Performance Mediated by Job Satisfaction in Generation Z Workers. Non-Probability Sampling Method, with a total sample of 475 respondents. Data Analysis with SEM (Structural Equation Modeling ). The results X1, X2, and X3 have a significant positive effect on Y. variable Z is proven to mediate the three exogenous variables. The Influence of Organizational Culture on Employee Performance by Mediating Job Satisfaction at PT. BPR Setia Karib Abadi Semarang. Journal of Business Administration. The result is the independent variable (X1) has a significant positive effect on the dependent variable (Y), and job satisfaction managed to mediate variable X1 to Y.

2. Research Method

Research with a quantitative approach. This means that the data obtained through questionnaires that have been distributed and distributed as well as interviews from informants which are then tabulated and reduced and processed in statistical applications. The main data source in this study is all staff at PT Kuda Laut Mas, whether employees, managers or main directors. Sources of supporting data by searching the official website of PT. Kuda Laut Mas.

The population in this study were all employees of PT. Kuda Laut Mas, Sidoarjo, has 23 employees. By using a saturation sampling technique, or the entire population at PT Kuda Laut Mas is used as a sample in this study. The questions or statements in the questionnaire are usually adjusted to the number of variables in our research or research. Both the independent variable and the dependent variable. The questionnaire design used as an answer to the respondent uses a Likert scale, namely the interval 1-5. Here the researcher immediately plunged into observing PT. Kuda Laut Mas. In addition, do not forget that the researcher also directly met the resource manager to be interviewed so as to obtain data or information. The calculations used to calculate the validity of the data are as follows It can be seen from the SPSS output results which have been processed by looking at the Pearson correlation table by considering the results, as follows If the value of the output significance is <0.05, then it can be said to be valid; If the output significance value is > 0.05, then the data being tested can be said to be invalid.

The reliability test is carried out by looking at the value of Cronbach Alpha with the following criteria If the Cronbach Alpha coefficient> 0.6, it can be said that the instrument has high reliability. If the Cronbach Alpha coefficient is <0.6, it can be said that the instrument has low reliability. The first step, translating the research hypothesis in the form of a proposition into the form of a diagram. To simplify the symbol, only two symbols are used namely X and ε which are further represented by (X1, X2, X3,...Xn) which consists of the dependent and independent variables. While other factors which are variables that are not intentionally measured are denoted by ε which is differentiated by (ε1, ε2, ε3,...,εn) which here in after are called error variables. Structural equation is an equation that states the relationship between variables in the existing path diagram. The Thinking Framework is shown in Figure 1.

The means used in the model trimming namely recalculating the path coefficient without including the
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independent variables whose path coefficient is not significant.

3. Result and Discussion

Respondent characteristics are presented in Table 1.

<table>
<thead>
<tr>
<th>Age</th>
<th>Informa Amount</th>
<th>Presentase</th>
</tr>
</thead>
<tbody>
<tr>
<td>No.</td>
<td>1</td>
<td>20-30</td>
</tr>
<tr>
<td>2</td>
<td>31-40</td>
<td>16</td>
</tr>
<tr>
<td>3</td>
<td>41-50</td>
<td>1</td>
</tr>
<tr>
<td>Amount</td>
<td>23</td>
<td>100%</td>
</tr>
</tbody>
</table>

Description of the table 1 Those who filled out the most questionnaires, characteristics based on age were dominated by ages 31-40 years (69.57%). Is a continuation of the descriptive analysis by looking at the correlation and regression between variables. Next, the correlation is presented in Table 2.

<table>
<thead>
<tr>
<th>Organizational culture</th>
<th>Pearson Correlation</th>
<th>N</th>
<th>.000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Satisfaction</td>
<td>.784</td>
<td>23</td>
<td>.000</td>
</tr>
<tr>
<td>Satisfaction</td>
<td>.000</td>
<td>23</td>
<td>1</td>
</tr>
<tr>
<td>Pearson Correlation</td>
<td>.784</td>
<td>23</td>
<td>.000</td>
</tr>
<tr>
<td>N</td>
<td>23</td>
<td>23</td>
<td></td>
</tr>
</tbody>
</table>

From the table 2, a correlation coefficient of 0.784 is obtained. This means that there is a relationship or correlation between variables X1 and X2 of 0.784 which is included in the strong category, which is between 0.71-0.90. The data used in this study are primary data, obtained from distributing questionnaires to employees of PT. Sidoarjo's Mas Seahorse. In this study, it explains the effect of the independent variables on the dependent variable through intervening variables by testing the hypothesis with data from predetermined variables. Data processing in this study uses SPSS version 25.

The analytical tool used in this research is path analysis. Path analysis techniques are used to examine the magnitude of the contribution shown by the path coefficients in each path diagram from the causal relationship between variables X1, X2, and Z and their impact on Y. Correlation and regression analysis form the basis for calculating path coefficients. Before carrying out path analysis, data normality, multicollinearity and heteroscedasticity tests were carried out which are requirements in conducting path analysis. After processing the data, the data will be analyzed using Path analysis. This test was conducted to examine the effect of organizational culture (X1), job satisfaction (X2) on individual behavior (Y) through motivation (Z).

Substructural equation 1 describes the effect of X1, X2 on Z. Next, Substructure Equalization Band Coefficient 1 is presented in Table 3.

Based on the table 3 it is known that the significance value of the t test variable X1 to Z is 0.832 > 0.05, meaning that variable X1 is not significant to variable Z. Furthermore, the significance value of variable X2 to Z is 0.018 <0.05, meaning that variable X2 is significant to variable Z. In the substructural equation 1 there are insignificant variables, so the substructural equation 1 model needs to be improved through the method trimming namely significant, as for the results. Next, Substructure Equalization after trimming X2 to Z is presented in Table 4.

Table 2. The Correlation

<table>
<thead>
<tr>
<th>Path</th>
<th>t</th>
<th>Sig</th>
<th>R²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coeficient</td>
<td>0.564</td>
<td>0.626</td>
<td>0.000</td>
</tr>
</tbody>
</table>

Based on the table above, it shows that the significance value of the t test on variable X2 to Z is 0.000 <0.05. Furthermore, the resulting residual coefficient in the equation is \( \rho = \sqrt{1-0.312^2} = 0.829 \), so the structural equation is obtained \( Z = 0.564x_1 + 0.829x_2 \). Substructural equation 2 describes the effect of X1, X2, Z on Y. Next, Substructure Equalization Band Coefficient 2 is presented in Table 5.

Substructural equation 2 describes the effect of X1, X2 on Z. Next, Substructure Equalization Band Coefficient 2 is presented in Table 6.

Based on the table 5 it is known that the significance value of the t test variable X1 to Y is 0.000 <0.05, meaning that variable X1 is significant to variable Y. Furthermore, the significance value of variable X2 to Y is 0.664 > 0.05, meaning that variable X2 is not significant to variable Y. Furthermore, the Z variable to Y is 0.112 > 0.05, meaning that the Z variable is not significant to the Y variable. In substructure equation 2 there are variables that are not significant, so the model of substructure equation 2 needs to be improved through methods trimming namely recalculating the path coefficient by removing the independent variable whose path coefficient is not significant. Next, the Path Coefficient Equation After Trimming X1 to Y is presented in Table 6.
The Effect of Organizational Culture on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo.

Ho: There is no significant influence of organizational culture on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo. Ha: There is a significant influence of organizational culture on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo. Based on the hypothesis test, the significance value of the X2 hypothesis is Z = 0.664 > 0.05, then Ho is accepted and Ha is rejected, meaning that the path analysis coefficient is significant. Thus, it can be concluded that there is a significant effect of organizational culture on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo.

The Effect of Job Satisfaction on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo.

Ho: There is no significant effect of job satisfaction on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo. Ha: There is a significant effect of job satisfaction on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo. Based on the hypothesis test, the significance value of the X2 hypothesis is Z = 0.664 > 0.05, then Ho is accepted and Ha is rejected, meaning that the path analysis coefficient is significant. Thus, it can be concluded that there is a significant effect of job satisfaction on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo.

The Effect of Motivation on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo.

Ho: There is no significant effect of Motivation on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo. Ha: There is a significant effect of Motivation on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo. Based on the hypothesis test, the significance value of the Z hypothesis test for Y = 0.112 > 0.05, then Ho is accepted and Ha is rejected, meaning that the path analysis coefficient is significant. Thus, it can be concluded that there is a significant effect of Motivation on Individual Behavior in Organizations at PT. Kuda Laut Mas Sidoarjo.

4. Conclusion

Based on the analysis of research results and discussion that has been described previously, it can be concluded in this study the influence of organizational culture variables on motivation shows the result that organizational culture is not significant on the motivation of employees of PT. Kuda Laut Mas Sidoarjo. The influence of job satisfaction variables on motivation shows the result that there is a positive significant effect of job satisfaction on motivation of employees of PT. Kuda Laut Mas Sidoarjo.
employees of PT. Kuda Laut Mas Sidoarjo. The influence of organizational culture variables on individual behavior shows the result that there is a positive significant influence of organizational culture on individual behavior of employees of PT. Kuda Laut Mas Sidoarjo. The effect of the variable job satisfaction on individual behavior shows the result that job satisfaction is not significant on the motivation of employees of PT. Kuda Laut Mas Sidoarjo. The influence of motivation variables on individual behavior shows the result that motivation is not significant on individual behavior of PT. Kuda Laut Mas Sidoarjo.

References


