

The Influence of Motivation on Employee Satisfaction and the Impact of Employee Performance in Cooperation

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Abstract — The purpose of this study is to determine the effect of motivation on job satisfaction and its impact on employee performance at the Daarut Tauhiid Islamic Boarding School cooperative. The sample in this study used saturated sampling with a total sampling of 113 respondents. The analytical method used Structural Equation Modeling (SEM) with the help of the Lisrel program. The results of the analysis in this study indicates that motivation influences employee job satisfaction either partially or simultaneously. Then, motivation affects employee performance both partially and simultaneously. Job satisfaction affects employee performance. Daarut Tauhiid Islamic Boarding School cooperative should work to increase job satisfaction through work relations between leaders and employees who care about each other. Then, the compensation system is more concerned through more detailed explanation related to the use of employee services outside working hours. In addition, the career system is more concerned with the selection of potential employees and experts in their fields. As well as the efforts to improve a more comfortable work environment by structuring, tidying, lighting and cleaning the workspace to create a better employee performance.

Keywords—Motivation, Job Satisfaction, Employee Performance

I. INTRODUCTION

In the current development, all companies including companies engaged in the field of economic institutions are required to be able to compete and remain strong and survive in the competition. Economic institution is called as a cooperative. The role of cooperatives at this present day is very important in increasing economic growth in Indonesia. Besides, the increase in cooperatives in Indonesia expected to help the community in providing funds to finance and develop industrial businesses, agriculture, trade and other non-financial sectors.

Daarut Tauhiid Islamic Boarding School cooperative, is one of the cooperatives in Indonesia and West Java. So, Daarut Tauhiid Islamic Boarding School Cooperative must use its human resources as much as possible so that it

becomes a supporting factor for the defense and progress of Daarut Tauhiid Islamic Boarding School Cooperative.

By seeing more and more company implementers, supporting factors for cooperative progress are needed, one of which is quality human resources that can provide optimal energy [6]. Human resources enable employees to acquire and use knowledge and experience in the company to develop creative ideas and find new opportunities [1].

Better human resources will form better performance or higher quality performance. Performance can also be called acquisition which means something that has been done by each employee. Performance on employees is also called job performance, work results, and task performance [2,5]. Performance is the benefit of ability and encouragement [8].

The performance of employees is very important because it can determine the progress or decline of a company. If the performance is good, the objectives of the business will be achieved. The level of employee performance at the Daarut Tauhiid Islamic Boarding School Cooperative is shown based on the results of a questionnaire that answers yes on average by 31% and the average respondent who answers no as much as 69%. This indicates that the performance of employees at the Daarut Tauhiid Islamic Boarding School Cooperative in Bandung is still not optimal.

One of the factors that influence employee performance is employee job satisfaction. To achieve good employee performance, satisfaction is required in carrying out their duties and responsibilities at work. Job satisfaction is a happy emotional state of acquisition of an individual's job size and an understanding of individual work weights associated with a valuable contribution [4].

Someone who is satisfied with his work will work more productively and faithfully with his organization, while workers who are dissatisfied with his work will work less productively and tend to have the desire to quit his job. From the results of observations made, the level of employee satisfaction is not optimal and not evenly distributed to all employees. This is supported by the initial survey related to employee job satisfaction using a questionnaire stating that

the total job satisfaction of the average employee who answered yes by 36% and the average who answered no by 64% indicates the level of employee job satisfaction in the Daarut Tauhiid Islamic Boarding School Cooperative is still classified as less than optimal.

High and low rate in job satisfaction of employees in general will affect the performance of employees in a company. To increase employee satisfaction in the work environment of the Daarut Tauhiid Islamic Boarding School Cooperative, good motivation from employees is needed in order to be able to encourage the job as well as possible. In order to improve employee performance in carrying out tasks and responsibilities, motivation is crucial because it is a condition in the human person who drives the desire of individuals in carrying out work well in achieving the goals of the company.

According to previous research, extrinsic motivation is motivation that is outside of work activities such as salary, working conditions, additional benefits, security, and promotion, service contracts, work environment, and working conditions. While intrinsic motivation is respect that can be called psychological motivation [3]. Other researches also stated that motivation is the key to a successful company for survival in a powerful technique and helping the company to survive [9,10].

II. METHOD

This research used a descriptive verification method. Descriptive method is a method of checking the status of a group of people, an object, discussion, understanding system or class in the current era [7]. The unit of analysis is the employees of the Daarut Tauhiid Islamic Boarding School Cooperative using the saturated sampling method with the total number of respondents with all 113 employees using questionnaire. Data analysis uses Lisrel 8.70 validity and reliability tests.

III. RESULTS AND DISCUSSION

The results showed that there was a positive effect of motivation at work on Job Satisfaction and the impact on Employee Performance at Daarut Tauhiid Islamic Boarding School Cooperative (Table I).

TABLE I. SUMMARY OF DESCRIPTIVE ANALYSIS OF MOTIVATIONAL VARIABLES

Indicator	Average	Category
Physiology	3.84	Good
Sense of secure	3.68	Good
Social needs	3.80	Good
appreciation	3.69	Good
Self-actualization	3.71	Good
Mean Motivation Variable (X1)	3.74	Good

Based on Table I, it can be seen the average response regarding the Motivation variable. The highest average occurs in physiology indicators with an average of 3.84 in the good category. While the lowest average on the indicator of security with an average of 3.68 with a good category. Overall, the average response of respondents regarding the Motivation variable that is equal to 3.74 included in both categories (Table II).

TABLE II. SUMMARY OF DESCRIPTIVE ANALYSIS OF JOB SATISFACTION.

Indicator	Average	Category
The attitude of superiors	2.10	High Enough
Partner relations	2.22	High Enough
Compensation System	2.02	Not High Enough
Career system	1.93	Not High Enough
Work environment	2.31	High Enough
Average Job Satisfaction Variable (Y)	2.12	High Enough

Based on Table II, it can be known the average response of respondents regarding the variable of job satisfaction. The highest average occurs in the work environment indicator with an average of 2.31 with a high enough category. While the lowest average on the career system indicator with an average of 1.93 in the less high category. Overall, the average response of respondents regarding the variable Job Satisfaction that is equal to 2.12 included in the category is quite high (Table III).

TABLE III. RECAPTULATION OF DESCRIPTIVE ANALYSIS OF EMPLOYEE PERFORMANCE VARIABLE.

Indicator	Average	Category
Quantity of work	2.25	Good Enough
Quality of work	2.62	Good Enough
Efficiency in carrying out tasks	2.39	Good Enough
Discipline	2.01	Deficient
Initiative	2.19	Good Enough
Accuracy	3.41	Good
Honesty	3.58	Good
Creativity	3.29	Good
Average Employee Performance Variable (Z)	2.72	Good Enough

Based on Table III, it can be seen the average response of respondents regarding the variable Employee Performance (Z) which has the highest average of honesty indicators of 3.58 with either category. While the lowest average on the indicator of discipline with an average of 2.01 with the category is not good. Overall, the average respondent's response regarding the Employee Performance variable (Z) which is 2.72 is included in the quite good category.

Next, a partial test is performed to further test which of these three variables has a significant influence on work productivity at the Daarut Tauhiid Islamic Boarding School Cooperative. In the partial test, each independent variable uses the t test which will be compared with the t table value at an error rate of 5% and 148 degrees of freedom in the two-way test that is equal to 1.96.

The results of this study hypothesize that work motivation affects job satisfaction, work motivation affects employee performance, and job satisfaction affects employee performance in Daarut Tauhiid Islamic Boarding School Cooperative. Therefore, researchers must establish a hypothesis for testing three parties with the formulation of statistical hypotheses as follows:

Statistical Hypothesis for Hypothesis 1:

H0: Motivation (X1) does not significantly influence Job Satisfaction (Y)

H2: Motivation (X1) significantly influence Job Satisfaction (Y)

Furthermore, based on the above hypothesis carried out using Lisrel 8.70 software, the following values are obtained (Table IV):

TABLE IV. PATH COEFFICIENTS AND T-COUNT X1 -> Y.

	Path coefficient	t-count	t-table	Conclusion
X1 -> Y	0.271	3.564	1.96	Reject H0

Source: Data Processing (2019)

From the results of Table IV above, the path coefficient value of 0.271 shows that the direction of the relationship between Motivation (X1) and Job Satisfaction (Y) is positive or unidirectional, meaning that if Motivation (X1) Daarut Tauhiid Islamic Boarding School Cooperative Employees increase the Job Satisfaction (Y) Daarut Tauhiid Islamic Boarding School Cooperative will increase, vice versa. The relationship between motivation (X1) and job satisfaction (Y) is significant in the 2-tailed test (t table = 1.96) with a t-test value of 3,564 greater than t table. Thus, H2 is accepted meaning Motivation (X1) significantly influences Job Satisfaction (Y). [2]

Statistical Hypothesis for Hypothesis 2:

H0: Motivation (X1) does not significantly influence Employee Performance (Z)

H5: Motivation (X1) significantly influences employee performance (Z)

Furthermore, based on the above hypothesis conducted using Lisrel 8.70 software, the following values are obtained (Table V):

TABLE V. PATH COEFFICIENTS AND T-COUNT X1->Z.

	Path coefficient	t-count	t-table	Conclusion
X1 -> Z	0.147	2.540	1.96	Reject H0

Source: Data Processing (2019)

From the results of Table V above, the path coefficient value of 0.147 shows that the direction of the relationship between Motivation (X1) and Employee Performance (Z) is positive or unidirectional, meaning that if Motivation (X1) of Daarut Tauhiid Islamic Boarding School Cooperative Employees increases, Employee Performance (Z) Daarut Tauhiid Islamic Boarding School Cooperative will increase, and vice versa. The relationship between Motivation (X1) and Employee Performance (Z) is significant in the 2-tailed test (t table = 1.96) with a t-count value of 2.540 greater than t table. Thus, H5 is accepted, meaning Motivation (X1) significantly influences Employee Performance (Z) [3],[5],[10].

Statistical Hypothesis for Hypothesis 3:

H0: Job Satisfaction (Y) does not significantly influence Employee Performance (Z)

H6: Job Satisfaction (Y) significantly influences Employee Performance (Z)

Furthermore, based on the above hypothesis conducted using Lisrel 8.70 software, the following values are obtained (Table VI):

TABLE VI. PATH COEFFICIENTS AND T-COUNT Y -> Z.

	Path coefficient	t-count	t-table	Conclusion
Y -> Z	0.836	5.138	1.96	Reject H0

Source: Data Processing (2019)

From the results of Table 6 above, the path coefficient value of 0.836 shows that the direction of the relationship between Job Satisfaction (Y) and Employee Performance (Z) is positive or unidirectional. Meaning that if Job Satisfaction (Y) Daarut Tauhiid Islamic Boarding School Cooperative Employees increase then Employee Performance (Z) Daarut Tauhiid Islamic Boarding School Cooperative will increase, and vice versa. The relationship between Job Satisfaction (Y) and Employee Performance (Z) is significant in the 2-tailed test (t table = 1.96) with a t-test value of 6,880 greater than t table. Thus, H6 is accepted meaning Job Satisfaction (Y) significantly influences Employee Performance (Z) [2].

IV. CONCLUSION

In general, the motivation level of employees of the Daarut Tauhiid Islamic Boarding School Cooperative is high, the job satisfaction of Daarut Tauhiid Islamic Boarding School Cooperative employees is quite high, and the performance of the Daarut Tauhiid Islamic Boarding School Cooperative employees is quite good. This can be seen from the effect of motivation on employee job satisfaction and its impact on employee performance at the Daarut Tauhiid Islamic Boarding School Cooperative. Motivation is an important factor in increasing employee job satisfaction and employee performance; therefore, companies are required to create motivation and job satisfaction systems that focus on the employee. In this study, gameplay starts with "verbing" and ends with feedback; verbing - action - effect - appreciation as feedback. Verification starts the players' actions. Based on the data, clauses are constructed by verbal groups with the basic form taken for verbing and nominal groups. Data makes the subject implicit in the grammatical structure. Subjects are referred to the players themselves. Data is classified based on: (1) type of activity; (2) the elements that build clauses; (3) role in the exchange; (4) type of mood. The data classification is shown in Table I, Table II and Table III.

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