

Influence of Giot Ipas Work Culture, Compensation, and Motivation on Employee Job Satisfaction in Gunung Tuleh District Office, West Pasaman Regency

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Abstract

The purpose of this study was to find out: 1) the influence of Giot Ipas work culture on employee job satisfaction, 2) the effect of compensation on employee job satisfaction, 3) the effect of motivation on employee job satisfaction, and 4) the influence of Giot Ipas work culture, compensation and motivation simultaneous on employee job satisfaction. This study uses primary data, quantitative methods with associative research types, the population is all employees in the Gunung Tuleh District Office with samples using saturated sampling techniques so that a total sample of 34 people. The instrument used was a questionnaire. The research hypothesis testing uses regression analysis techniques with T (Partial) and F (Simultaneous) Tests. The results of the study prove that: 1) Giot Ipas work culture has an effect on employee job satisfaction by 11.5%, 2) the effect of compensation on employee job satisfaction by 21.8%, 3) the effect of motivation on employee job satisfaction by 12.4%, and 4) the influence of Giot Ipas work culture together with compensation and motivation on employee job satisfaction by 20.8%.

Keywords: *Giot Ipas work culture, compensation, motivation, job satisfaction*

Introduction

Employee as a part element of public organization who have goal to delivery good public service. Employee satisfaction is a big concern for leaders in the Gunung Tuleh District Office of West Pasaman Regency as a Regional Organization (OPD) with an organizational structure based on West Pasaman Regency Regent Regulation Number 21 of 2016 concerning Formation and Composition of Regional Devices in West Pasaman Regency led by a Camat. The Employee's Problem of job satisfaction in the Gunung Tuleh Sub-district office is illustrated by the feelings, attitudes, and behavior of employees towards their work either happy or unhappy, satisfied or dissatisfied, which is shown by their inability to work optimally and develop their potential. organizational needs, low work motivation, delaying work so that the work is inefficient and ineffective.

Other phenomena described in employee job satisfaction include employees who pick and choose jobs and direct superiors, reluctance to do work given by superiors for various reasons such as too heavy, not following the main tasks and functions, no compensation, or incompatibility with the boss which results in a lack of loyalty to work. Job satisfaction also be seen from the factors of income (salary) and incentives received by honorary employees and freelancers (THL) that are below the standard set based on the District Minimum Wage (UMK) and insufficient to meet living needs. The workload with remuneration received by employees working in the sub-district within the Regency is very different and not worth it, the placement of employees who are not appropriate by expertise, as well as equal distribution of the lightness of a job, giving motivation to employees and a poor working environment conducive and equipment that supports the execution of work.

The office clerks of the dominant Gunung Tuleh Subdistrict are the Mandahiling ethnic group which is strongly influenced by the local culture with the slogan Giot Ipas. However, working employees do not fully implement the Giot Ipas work culture by the philosophy and values of the work culture. The

importance of implementing the Giot Ipas work culture is necessary because the condition of the Gunung Tuleh District Office when it is reached in terms of enforcing discipline and work culture regulations applied by government regulations seems very loose and burdensome to employees so that it is needed and developed is a positive work culture sourced from local culture. The Gunung Tuleh District Office has homework that must be completed, especially one of which relates to the application of work culture, namely to build and reinvest Giot Ipas as a positive work culture for employees which can be realized as a positive characteristic of Giot Ipas's culture and character currently it still reflects a negative work culture.

Besides, job satisfaction of employee in the Gunung Tuleh District office also associated with compensation and motivation. Related to compensation there are 2 (two) types of Compensation, namely 1) Compensation of Materials and 2) Non-material compensation. In this study compensation that affects employee job, satisfaction is non-material compensation such as the provision of development of employee education and training, giving praise and leave. The provision of non-material compensation will be seen as an effect on job satisfaction of employee in the Gunung Tuleh District Office.

The phenomenon of compensation received by employees as remuneration in carrying out work looks still unsatisfactory and so is motivation which is also low including senior staff still found in Gunung Tuleh District both in terms of age and rank with lower positions, less conducive workplace conditions such as heat because there is no air conditioning such as fans, and other work equipment that is still inadequate so that it does not provide employee job satisfaction. Based on all the phenomena found, the authors are very interested in knowing whether there is an influence on the Giot Ipas work culture, Compensation and Motivation towards job satisfaction.

(Frinaldi, 2013) said that work culture is a basis that is seen or not seen in a person, viewed from the perspective of values and beliefs, understanding of work methods, norms, thought patterns, and behavior of each person or people group who can get achieve organizational goals. That goals can achieved if organization have good leadership, healthy communication, time awareness, and a consistant system of reward and punishment. Culture is all daily actions obtained by a person from habits, which is a system of ideas and tastes, actions and works produced by humans in social life that are inherent in him through experience in the lives of his community groups (Koentjaraningrat, 2002).

According to Nawawi in (Purnamasari, 2015) that Work Culture is a habit that carried out repeatedly by employees in organization, the infraction this habit unexplicitly sanctioned, but morally, organizational actors have habit that must be adhered to achieve the goal of iorganization. Giot Ipas Work culture based on Frinaldi in (Sudarman, 2018) states "that work culture provides a perspective of positive values and negative values in understanding how to work, norms of mindset, and behavior of each person or group of people in carrying out a job" by looking at: a) Leadership, b) Appearance, c) Awareness of time, d) Communication, e) Awards and recognition and f) Value and trust.

(M. S. Hasibuan, 2002) suggest that meaning of compensation as all of thing in money, good as directly or indirectly was received by employees as return for services provided to companies. Sikula in (Mangkunegara, 2009) suggest that the process of administration of wages or salaries (sometimes called compensation) involves consideration or balance of calculation. According to (Saputra, 2016) in (Wayne, 2008), compensation is divided into financial compensation and non-financial compensation. The purpose of giving compensation according to (M. S. Hasibuan, 2002) is for: a). Cooperation bond, b). Job satisfaction, c). Effective procurement, d) Motivation, e) Stability of employees, f). Discipline, g). Effects of labor unions and i). Government influence.

Compensation Indicators According to Samsudin in (Muflih, 2015) there are two indicators for measuring compensation variables, namely: a). Compensation is material, consisting of Salaries,

Incentives and Bonuses and b). Non-material compensation, which consists of Training and development, Praise and Leaves.

Motivation is a psychological process that build and directs of behavior employee towards achieving goals or goal-directed behavior (Robert Kreitner, 2014). work motivation defined as a process that causes intensity (intensity), direction (direction), and continuous effort (persistence) of individual toward achieving goals (Robbins, 2001). According to (Mangkunegara, 2015), motivation factors are grouped into two groups, namely internal factors including desires and expectations that are contained within the individual and external factors include work environment, salary, working conditions, and company policies, and work relations. (Davis, R. C., & McClelland, 2006) argues that there are three very important needs needed by humans as motivation in the organization, namely: a) Need for achievement, b) Need for power and c) Need for affiliation.

According to (Baron, 2008) suggest that job satisfaction describe as positive or negative attitude done individually to their work. Along with with that, (Siagian, 2009) states that job satisfaction is a person's perspective both positive and negative about his work. Meanwhile, (Colquitt, Jason A., Jeffery A. LePine, 2011) states job satisfaction as a thought, feeling, and tendency for one's actions, which is a person's attitude towards work. (Gibson, 2008) also stated that job satisfaction as meaning as an attitude must have by employees about their work. The Factors can influence toward job satisfaction based on (Robert Kreitner, 2014), namely: a). Fulfillment of needs, b). differences, c). achievement of value, d). Equity and e). Dispositional / genetic components.

(M. Hasibuan, 2006) also explained that the factors that can influence job satisfaction are: (a) fair and equity of service, (b) Right appoinment by expertise, (c) lightweight of work (d) atmosphere and work environment, (e) support instrument which carry out of work, (f) the leadership attutude (g) the attitude of employee.

The measure of job satisfaction according to (Rivai, Bachtiar, & Amar, 2014) is a) Content of work, b). Supervision, c) Organization and management, d) Opportunities to advance, e) Salaries and benefits in the financial sector, f) coworkers and g). Working conditions.

Method

This research was used quantitative approach with associative of type research, using primary data, which goal to establish the influence of independent variables namely, work culture Giot Ipas, Compensation and Motivation towards the dependent variable namely Employee Job Satisfaction, both influence individually and simultaneously. The study population was 34 staff of Gunung Tuleh Sub-District Officers, 34 Civil Servants, and Permanent Servants. The determinig of sample used saturated sampling techniques. It means that all members of the population as samples research.

Therefore, to see whether there is a positive relationship between the variables of this study. Following the theoretical basis and explanation above, a conceptual framework will be made that will be guided as shown below :

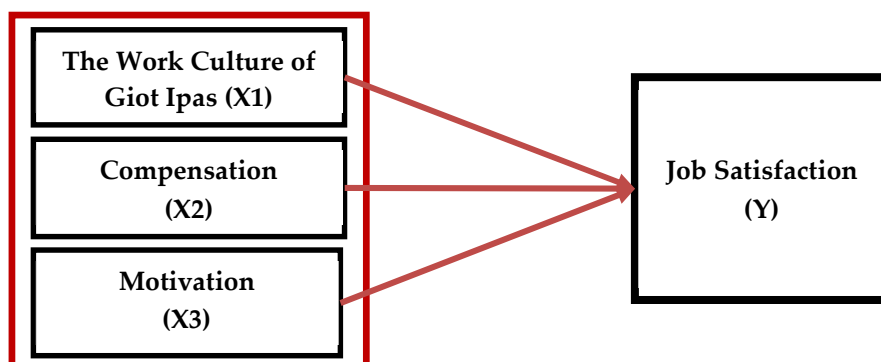


Figure 1. Relationship Between Research Variables

Based on Figure above, the hypothesis of research as follows:

- H1:** There is positive significant influence of Giot Ipas Work Culture toward Employee Job Satisfaction at the office of Gunung Tuleh District, West Pasaman Regency
- H2:** There is positive significant influence of Compensation toward Employee Job Satisfaction at the office of Gunung Tuleh District, West Pasaman Regency
- H3:** There is positive significant influence of Motivation toward Employee Job Satisfaction at the office of Gunung Tuleh District, West Pasaman Regency
- H4:** There is positive significant influence of Giot Ipas work culture, Compensation, and Motivation towards Employee Job Satisfaction at the office of Gunung Tuleh District, West Pasaman Regency

To see the effect of independent variables toward dependent variable, for analysis of data used regression equation. The influence of each independent variable on the dependent variable was done by partial regression test (t-test), while to simultaneously see the influence of independent variables toward the dependent variable.

Results and Discussion

Descriptive Analysis

Descriptive analysis of research as follows:

Table 1. Conclusion of Descriptive Analysis Work Culture Variables Giot Ipas, Motivation and Employee Job Satisfaction

Statement	N	Mean	Respondent's Achievement Rate	Information
Average Work Culture of Giot Ipas	34	4,48	89,61	Very high
Average Compensation	34	4.28	85.53	Very high
Average Motivation	34	4.51	90.25	Very high
Average Employee Job Satisfaction	34	4.58	91.60	Very high

Source: Research Primary Data Processing, 2019

Based on Table 1 it was found that the value of the Respondent's Achievement Rate Giot Ipas work culture variables as a whole was 89.61%, meaning that the Giot Ipas work culture was include in the very high category. The Achievement Rate value of the Compensation variable respondents can be seen in the table at 85.63%, which means that compensation at Gunung Tuleh District office include in very high category. Value of Achievement Rate of Respondents The overall Motivation variable can be seen in the table of 90.25%, which means that the motivation in the Gunung Tuleh District office is in the very high category. Achievement of Level Respondents value of variable Employee job satisfaction as a whole seen at the table of 91.60% and it concluded that employee job satisfaction in the Gunung Tuleh District Office is in the very high category.

Partial Hypothesis Test (t-test)

The Result of the t-test as follows:

Table 2. t-Test Results

Variable	Adjusted R Square	t Count	Coefficients Sig
Work Culture Giot Ipas	0.115	2.300	0.028
Compensation	0.218	3.201	0.003
Motivation	0.124	2.37	0.024

Source: Research Primary Data Processing, 2019

Based on Table 2 found the adjusted r square variable of Giot Ipas Work Culture is 0.115 or it can be concluded that the Working Culture variable of Giot Ipas has an effect of 11.5% on the variable job satisfaction of employee in the office of Gunung Tuleh District. the value of t-count is 2,300 and in this study t table is 2.04227, it mean t-count > t table, while the significance value of Compensation variable is 0.028 <0.05, that it means that the working culture variable Giot Ipas has a positive significant effect toward job satisfaction in the Gunung Tuleh District Office from the research findings the initial hypothesis which states that the Giot Ipas work culture have positive significant influence toward Employee Job Satisfaction, it means that Ha2 is accepted.

Based on Table we can look that the adjusted r square value of the Compensation variable was 0.218 or it could be interpreted that the Compensation variable had an effect of 21.8% on the Job Satisfaction variable in Gunung Tuleh District, the count was 3.201 and in this study t table was 2.04227, means t count> t table, while the value’s significance of Compensation variable is 0.003 <0.05 it interpretation that ompensation has a significant influence toward Job Satisfaction of employee in the Office of Gunung Tuleh district. So he initial findings suggest that Compensation have effects Employee Job Satisfaction (Ha2) was accepted.

Furthermore, based on Table 2 also found the adjusted r square value of Motivation variable is 0.124. it means that the Motivation variable has influence of 12.4% toward the variable employee job satisfaction in the office of Gunung Tuleh District. The t-count is 2.378 and in this study t table is 2.04227, means t count more than biggest from t table (tcount>t table), while the value significance of Motivation variable is 0.024 <0.05, so it can be interpreted that motivation variable have influence toward job satisfaction of employee in the office of Gunung Tuleh District significantly with trust reached 97.60%. So that from the research findings the initial hypothesis states that motivation have a significant effect on employee job satisfaction (Ha2) was accepted.

Test the Simultaneous Hypothesis (F test)

The F test results are as follows:

Table 3. Results of Multiple Linear Regression of Giot Ipas Work Culture (X1), Compensation (X2) and Motivation (X3) for Employee Job Satisfaction (Y)

Variable	Adjusted Square	F Count	ANOVA b Sig
The Culture of Giot Ipas, Compensation and Motivation	0.208	3.887	0.018

Source: Research Primary Data Processing, 2019

Based on Table 3 found the value of adjusted r square is 0.208, it means that the variable Giot Ipas work culture, compensation and motivation together have a magnitude of influence of 20.8% on the job satisfaction of employee. From table 4.19 it found a significance value is 0.018 <0.05, it can be concluded that the Giot Ipas work culture of employee, compensation and motivation simultaneously have a positive influence on the variable Job Satisfaction of employees in the Gunung Tuleh District Office.

The Effect of Giot Ipas Work Culture toward Employee Job Satisfaction in the office District of Gunung Tuleh

The positive perspective of the Giot Ipas work culture that is applied by employees in the District Office of Gunung Tuleh comes from the homogeneous/dominant local culture of the Mandahiling ethnic group which later became the organizational culture in the Gunung Tuleh District Office. The results of this study have linearity with (Lubis, 2018) on the influence of work culture and leadership style toward job satisfaction of administrative staff at IAIN Padang Sidempuan, which shows that organizational culture and leadership style have a significantly positive relationship toward job

satisfaction. This study also was found that the influence and relationship between Giot Ipas work culture and job satisfaction of employee, especially in the District of Gunung Tuleh illustrates that the work culture of Giot Ipas is built or determined by the leadership (officials). Furthermore, the leader's actions will greatly influence the behavior in which habitual patterns that have been created can be accepted or rejected by existing employees or members of the organization such as appearance, awareness of time, ways of communicating, ways of respecting and acknowledging / praise and most importantly the value and trust in life. In another sense, the form of socialization depends on the success achieved in applying values in the process of fulfilling employee job satisfaction. But slowly these values will automatically be selected to make adjustments to changes that will eventually emerge other desired work cultures.

Effect of Compensation on job satisfaction of employee in the District Office of Gunung Tuleh

The effect of compensation toward job satisfaction of employee in this study was linierity with the results research by (Haryadi, 2012) on the effect of work culture, conflict and compensation toward teacher job satisfaction in Cilacap 4 Junior High School, which shows that Compensation is the most influential factor on teacher job satisfaction at SMP 4 Cilacap. These results are proven by the elasticity test, with the greatest elasticity value is for the compensation variable, with the conclusion that the better the compensation is, the better the employee's job satisfaction in the District Office of Gunung Tuleh.

Effect of Motivation on employee job satisfaction in the Gunung Tuleh District Office

The influence of motivation on employee job satisfaction in this study is linierity with the results research by (Setiawan, Syamsir, & Khaidir, 2018) examining the influence of Work Discipline, Work Motivation, and Job Satisfaction on employee performance at the Kerinci Regency Regional Secretariat. That study was found that there is a direct effect of work motivation on job satisfaction by 21.5% with a significance of 0,000. This gives the meaning that if the motivation was high, the greater the job satisfaction of employees, especially in the Regional Secretariat of Kerinci Regency.

The conclusions of this research finding that the motivation given to employees of the Gunung Tuleh District office will also affect the employee's job satisfaction itself because motivation is an effort to improve the skills and abilities of employees to be able to complete a task or job charged to him effectively and efficiently with the conclusion that the better the motivation of employees, the higher the satisfaction of employees in the Gunung Tuleh District office.

Effect of Giot Ipas Work Culture, Compensation and Motivation toward Job Satisfaction of employees in the District Office of Gunung Tuleh

Many factors can influence one's job satisfaction but in this study researchers only focused on examining three factors, namely the Giot Ipas work culture (X1), Compensation (X2) and employee Motivation (X3) as independent variables. Based on results of this research, it was found that the three factors or the three independent variables together had an influence toward job satisfaction of employee in the District Office of Gunung Tuleh with a number of effect is 20.8%, Conclusion of the findings of this study that efforts in providing satisfaction Employee work in the Gunung Tuleh District Office can be done by creating a positive work culture guideline such as implementing a positive work culture sourced from the local culture (Giot Ipas) which is used as an employee culture. Besides that, the Gunung Tuleh sub-district provides compensation including non-material compensation and giving motivation to employees in the Gunung Tuleh District Office. In practice, these three factors have a mutually influential relationship to job satisfaction. Giot Ipas' work culture, compensation, and motivation have a mutual relationship and influence each other, in the sense that the culture of Giot Ipas work can affect compensation and motivation, and vice versa. So that these three variables become factors that influence employee job satisfaction in the Gunung Tuleh District Office.

Conclusions

The conclusions of this study are:

- 1) There is a significant influence on Giot Ipas' work culture on employee job satisfaction in the Gunung Tuleh District Office. The significance of the influence of Giot Ipas' work culture on employee job satisfaction is 0.028 and the magnitude of the influence of Giot Ipas' work culture on employee job satisfaction at the study site is 11.5%.
- 2) There is a significant effect of compensation (non-material compensation) on employee job satisfaction in the Gunung Tuleh District office. The significance value of the effect of compensation on employee job satisfaction is 0.003 and the magnitude of the effect of Compensation on employee job satisfaction at the study site is 21.8%.
- 3) There is a significant effect of motivation on employee job satisfaction in the Gunung Tuleh District office. The significance value of the effect of motivation on employee job satisfaction is 0.024 and the magnitude of the effect of motivation on employee job satisfaction at the study site is 12.4%.
- 4) There is the influence of Giot Ipas' work culture, compensation and motivation together towards job satisfaction in the Gunung Tuleh District office. With a significance value of 0.018 and the magnitude of the effect of the three independent variables together on employee job satisfaction at the research, location is 20.8%, the rest is influenced by other variables not included in this study at 79.2%.

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