

# The Impact of Competence and Motivation on Job Satisfaction of Women Bamboo Workers in Sidetapa Village

Kadek Megawati<sup>1</sup> Putu Bimantara<sup>1,\*</sup> Komang Ricky Wira Adinata<sup>1</sup> Ni Kadek Dwi Candra<sup>1</sup> Made Sukeni<sup>1</sup> Ni Putu Hertina Arisanati<sup>1</sup>

<sup>1</sup> Department of Economic and Accounting, Universitas Pendidikan Ganesha, Singaraja, Indonesia

\*Corresponding Author. Email: [putubimantara01@gmail.com](mailto:putubimantara01@gmail.com)

## ABSTRACT

This study is to find out about goals to look at the impact of competence and motivation on job pride of female bamboo craftsmen in Sidetapa village. The lookup diagram used to be carried out the usage of the kind of casual quantitative research. The lookup subjects were ladies bamboo craftsmen. The lookup objects used have been competence, motivation, and job satisfaction. The sample used in this learn about had been 71 female bamboo craftsmen in the village of Sidetapa. Data were amassed by using recording document, interviews, and questionnaires and have been analyzed the usage of route analysis. The consequences obtained are: (1) competence and motivation have a advantageous impact on job satisfaction of female bamboo craftsmen in Sidetapa village, (2) competence has a wonderful and enormous effect on the work motivation of ladies bamboo craftsmen in Sidetapa village, (3) competence has a nice and tremendous on job pleasure of ladies bamboo craftsmen in Sidetapa village, and (4) motivation has a fantastic and vast effect on job pleasure of girls bamboo craftsmen in sidetapa village.

**Keywords:** Competence, Motivation, Job satisfaction.

## 1. INTRODUCTION

Everyday needs or the needs of everyone's life will continue to grow, particularly family demands. Every family has its own unique style of meeting their life's demands, because meeting life's needs is not an easy task; very rarely, many families struggle to meet their family's needs. Difficulties in providing basic needs might be apparent in the high cost of the necessities required or in the fact that the necessities sought are extremely difficult to obtain. To address this demand, each family attempts to accumulate rupiah coffers, where members of the family, whether male and female, work continuously in the expectation that the job accomplished will be sufficient to support their family's needs. In this scenario, women's roles in their lives continue to evolve, particularly in terms of their contribution to family welfare. Women's independence is inextricably linked to their roles as mothers and wives. When a woman is at home, she always acts as a wife who serves her husband, as a mother who oversees all household operations,

whereas when she is not at home, she attempts to meet the needs of her family.

According to initial interviews with female bamboo artisans, their revenue has reduced as a result of delays in the supply of goods as a result of widespread social limitations (PSBB). As a result, their job happiness decreases. According to [1], job satisfaction is the gap between what an individual perceives and what he obtains via his employment. Job satisfaction declined as a result of insufficient competence and motivation. Motivation is the ability of a person to contribute significantly to the achievement of a specific objective through encouragement or enthusiasm. Additionally, [2] states that while each person's potential to perform something is unique, this capacity reflects the individual's competency. Women's participation in the labor force is also critical for family welfare, since they can contribute to increasing family income among lower-middle-income households. Women earn their living as bamboo craftsmen, garden/rice field farmers, agricultural

laborers, and market vendors. The husband's job as a farmer is insufficient to meet his family's daily necessities. While the majority of people continue to believe that a woman should take care of all domestic needs, this belief has been abandoned. This is inextricably linked to the growing number of requirements that must be satisfied, and the more realistic a person's view of life is, the more he or she realizes that not all of the burden of family income must fall on the shoulders of the spouse.

Women who weave bamboo are an inescapable part of the family of bamboo craftsmen, who play a critical role in the family economy. Expanding women's roles through the establishment of productive economic enterprises is one of the attempts to empower women in exploiting available resources in each region, which has a direct impact on the household income of bamboo craftsmen. Women's roles are not limited to occupying their free time with activities such as weaving rattan from bamboo. Women also contribute significantly to the household economy; there are individuals whose primary occupation is as bamboo weavers in order to sustain themselves as single persons or widows. Apart from the skills of women with artistic souls who can create crafts, here ladies are able to influence the thinking of ancient people by demonstrating that women can earn money and are not fully dependent on males or burden the head of the household financially.

The competencies acquired here are still relatively insufficient, owing to the fact that the work they typically undertake does not correspond to what they are doing presently. Since the majority of people who worked outside the village changed professions to become craftsmen following the epidemic, their work experience can be deemed quite limited due to the lengthy process of learning to weave. Since for other concerns, their lack of competence in creating bamboo handicrafts causes buyers to be more cautious when purchasing items, as buyers must inspect the quality of the goods they purchase.

According to [3], a person's skills and knowledge required to complete a job, which are complemented by a positive attitude toward work, constitute a person's competence, although these competencies are naturally distinct from one another. The indicators used in this study are based on [4] research, which identified three indicators: (a) knowledge, (b) expertise, and (c) attitude. Competence is the ability of an individual to combine the knowledge he or she possesses, the technology used, and the conditions in the surrounding environment. According to [5], the intellectual capital of a competency can be viewed from three perspectives: intellectual, emotional, and social, because competence is measured using the dimensions of knowledge, skills, and education. While each person's capacity for completing a task assigned to him is undoubtedly unique, it is each person's

competence that accounts for the variation in each person's capacity [2]. Additionally, this competency is required to perform a specific function in order to produce a job that satisfies [6]. Skills, attitudes, and knowledge refer to an individual's ability to perform a job-related task. [3]. Meanwhile, [7] asserts that individual employees' competencies must be capable of supporting the organization's strategic implementation and any changes made by management. Of all the possible explanations for the definition of competence, the one that makes the most sense is that competence is defined in terms of the work accomplished. This means that each work produced is contingent upon the individual's competence. Thus, competence can be defined as an individual's ability to perform a task. Competence indicators according to Edition (2016) (1) In addition to knowledge, a person must possess the ability to perform the task at hand and the desire to continue improving that ability. (2) Expertise, demonstrating technical proficiency in the field of work handled. (3) Attitude, initiative in assisting colleagues, friendliness and courtesy in carrying out work, and taking any existing complaints seriously. Then, according to Amador et al. (2006), incompatibility of competencies can result in a decrease in job satisfaction. Competence can have an effect on job satisfaction; the higher the level of competence, the higher the level of job satisfaction.

H<sub>1</sub>: Competence has an impact on job pleasure among female bamboo craftspeople in Sidetapa Village.

Motivation is a factor that influences a person's behavior, and thus can be said to be a factor in [8] behavior. The indicators used in this study are based on a study conducted by [9], which identified five indicators: (a) accountability, (b) work performance, (c) advancement opportunities, (d) performance recognition, and (e) challenging work. Motivation has an effect on the increase in employee work and job satisfaction [10]. Employees feel better and enjoy their work more when they are motivated. A motivation is the response to every effort made by employees regarding how to work and so on, and the response is capable of bringing about an impulse. [9] explains that attitudes and work situations influence motivation. Each company aspires to accomplish a goal for the benefit of the organization, and with motivation, it is expected to be able to motivate employees to accomplish the organization's objectives. [11] discovered

H<sub>2</sub>: Motivation has an impact on job pleasure among female bamboo craftsmen in Sidetapa Village.

Competence can influence the motivation; people's competence at work can be determined by the results achieved, and motivation grows as a result of our perspective on performance results achievement.. One way to increase employee motivation is to recognize employee success through the presentation of an award; this award is expected to motivate all employees to

perform well, ensuring that each employee has an equal opportunity to earn awards. As a result, it is possible to conclude that competence has an effect on motivation.

H<sub>3</sub>: Competence has an impact on the motivation of female bamboo craftspeople in Sidetapa Village.

Job satisfaction, according to Siagian, is a person's perspective on a job, whether positive or negative (2012). The indicators used in this study are based on [12] research, which identified five indicators: (a) employment, (b) wages, (c) promotions, (d) supervisors, and (e) coworkers. Job satisfaction is influenced by a number of factors, including employee motivation at work and employee competencies. Along with the competence and satisfaction that employees must possess, motivation must always be provided [8]. This is consistent assertion that providing employees with a commensurate salary, adequate motivation, and pre-existing competencies increases employee satisfaction. [13] argue that job satisfaction refers to an individual's perception of the outcomes of his work. Job satisfaction, according to [3], is the degree to which an individual feels positive or negative about various work tasks, the workplace, and relationships with coworkers. According to [14], job satisfaction is an emotional state in which one is content and enjoys one's work.

H<sub>4</sub>: Competence has an impact on the job satisfaction of female bamboo craftsmen in Sidetapa Village via motivation.

**2. METHOD**

The purpose of this study is to ascertain the impact of competence and motivation on job pleasure among female bamboo artisans in Sidetapa Village. The study was conducted using a causal quantitative research design. Thus, there are independent variables (influence) and dependent variables in this study (influenced). The independent variables in this study are competence (X1) and motivation (X2), while the dependent variable is job satisfaction (Y). The study population consists of 250 bamboo craftsmen from Sidetapa Village. The study sampled 71 bamboo craftsmen from Sidetapa Village.

The data in this study are quantitative in nature. The data were derived from the competence, motivation, and job satisfaction questionnaires. The data collection method for this study is as follows: document recording, interviews, and questionnaires. (1) The document recording technique is based on data already available in Sidetapa Village, specifically the number of female bamboo craftsmen. As secondary data sources, direct document recording was conducted with representatives of women bamboo craftsmen in Sidetapa Village. (2) An interview is a data collection technique used to supplement the information obtained through document recording. It is expected that this interview will elicit data

on the variables of competence, motivation, and job satisfaction. As secondary data, interviews with representatives of women bamboo craftsmen in Sidetapa Village were conducted. (3) A questionnaire is used to collect data on indicators of competence, motivation, and job satisfaction.

The data will be gathered and analyzed using a scoring system; each response will be graded on a Likert scale. The data analysis technique used in this study is path analysis. The Statistical Package for Social Science (SPSS) 20 for Windows program was used to process the data in this study.

**3. RESULTS & DISCUSSION**

Before conducting the path analysis, the questionnaire instrument was tested first. The first questionnaire instrument has passed the validity and reliability test and has passed the validity and reliability test. The results of the path analysis test in this study are briefly presented in Table 1.

Based on the results of the Path Analysis statistical test in Table 1 and Table 2, it is known that the influence of competence positively on competence, with a large relationship of 53.8%, while the contribution of the influence of competence on job satisfaction is 28.9%. Competence is a person's ability with a combination of personal, scientific, technological, social and spiritual abilities. [5] explains three aspects of competence, namely intellectual, emotional, social aspects because the measurement of competence uses the dimensions of the level of knowledge, skills and education. These results are in line with Lawler's theory which states that expertise is part of the input factors that affect job satisfaction or dissatisfaction in [15]. This is in line with Khan (2015) who said that good competence in employees will increase motivation to work in the company and then will increase the sense of pleasure in themselves with salaries that are in accordance with their abilities. Then research Amador, et al (2006) where the incompatibility of competencies will be able to reduce the level of job satisfaction.

**Table 1.** Summary of Pathway Analysis Testing the impact of Competence and Motivation on Job Pleasure

Parameter	Coefficient	p-value	Alpha
$R_{yX_1X_2}$	0,882	0,000	0,05
$R^2_{yX_1X_2}$	0,778	-	0,05
$P_{X_2X_1}$	0,699	0,000	0,05
$P^2_{X_2X_1}$	0,489	-	0,05
$P_{yX_1}$	0,538	0,000	0,05
$P^2_{yX_1}$	0,289	-	0,05
$P_{yX_2}$	0,630	0,000	0,05
$P^2_{yX_2}$	0,397	-	0,05

$Py\epsilon_2$	0,222	-	0,05
$PX_2\epsilon_2$	0,511	-	0,05

**Table 2.** Contribution of the Influence of Competence and Motivation on Job Satisfaction

Description	Contribution	Percentage (%)
The direct effect of X1 on Y	0,289	28,9%
The magnitude of the indirect effect of X1 on Y through X2	0,440	44,0%
The total effect of X1 on Y	0,729	72,9%
How much effect X2 has on Y	0,397	39,7%
The total effect of X1 and X2 on Y	0,778	77,8%
The effect of other factors on Y	0,222	22,2%
Total	1,000	100%

So, the point is that job satisfaction will be influenced by competence. The better the competence, the employees will be satisfied in their work and have expertise in their respective fields. Based on the research that has been done, it shows that there is an influence of the variables of competence and work motivation together affecting job satisfaction of female bamboo craftsmen in Sidetapa Village. Job satisfaction can be considered from several factors, namely employee motivation at work, employee competencies. In addition to the competence and satisfaction that employees must have, the organization is also obliged to motivate employees to do better at work [8]. Related to this, the fact in the field at this time is that competence still requires knowledge such as training to increase competence in producing bamboo crafts. In addition, there are many new craftsmen who are less experienced so that job satisfaction decreases because they do not get maximum results. So it is necessary to select new craftsmen and conduct training so that there is an increase in competence which will have an impact on job satisfaction.

Work motivation has a positive effect on job satisfaction. The magnitude of the influence relationship is 63%, while work motivation contributes 39.7% to job satisfaction. Motivational factors have a significant impact on employee job satisfaction [10]. Employees who are highly motivated will be happier and more willing to work for the organization According to [9],

motivation is derived from an employee's attitude toward work situations (situation). Motivation is a state of mind or energy that compel employees to be directed or directed toward achieving the organizational goals of the company. This finding is consistent with the findings of [11], who discovered that job motivation has a positive and significant effect on employee job satisfaction. Competence, according to [16], is a factor that influences work motivation. Competence can be demonstrated through the outcomes of work or employees, as well as through knowledge, skills, behavior, character, attitudes, and talents. Giving employees awards and recognition from the organization can motivate them to utilize their abilities to do work and increase their work efforts in order to advance their careers in the world of work. According to the research, work motivation variables have an effect on job satisfaction for women bamboo craftsmen in Sidetapa Village. Job satisfaction is influenced by a number of factors, including employee motivation at work and employee competencies. Along with the competence and satisfaction that employees must possess, organizations must also motivate employees to perform better at work [8]. in accordance with the work performed, so that with sufficient motivation, job satisfaction can be referred to.

Competence has a positive impact on work motivation. The relationship has a magnitude of 69.9 percent, while competence has a contribution of 48.9 percent to work motivation. Other factors have a 51.1 percent effect on work motivation. The outcomes of one's work can be used to ascertain a person's competence. Giving employees awards and recognition from the organization can motivate them to utilize their abilities to do work and increase their work efforts in order to advance their careers in the world of work. According to the research conducted, the work motivation competence variable has an effect on the motivation of women bamboo craftsmen in Sidetapa Village. Related to this, the field's reality is that competence is inextricably linked to motivation, with high levels of competence easily translating into job satisfaction, which results in motivation in the form of maximum results or pay.

Work competence has an effect on job satisfaction for women bamboo craftsmen in Sidetapa Village, with a 77.8 percent contribution from the influence of competence level and work motivation, compared to a 22.2 percent contribution from other factors. Competence has a 44 percent indirect effect on job satisfaction via motivation. This finding implies that competence and work motivation play a role in efforts to foster job satisfaction among Sidetapa Village's women bamboo craftsmen. Job satisfaction is influenced by a number of factors, including employee motivation at work and employee competencies. Along with the competence and satisfaction required of employees, the organization is also responsible for motivating employees to perform better at work [8]. According to the findings of the

research, work competence has an effect on job satisfaction for women bamboo craftspeople in Sidetapa Village. Through the tremendous motivation of Sidetapa Village's female bamboo craftsmen. Job satisfaction is influenced by a number of factors, including employee motivation at work and employee competencies. Along with the competence and satisfaction required of employees, the organization is also responsible for motivating employees to perform better at work [8]. The reality on the ground is that there is still a lack of work competence due to the presence of new craftsmen who lack training, but with motivation, they can compensate for these deficiencies by conducting training to maximize internal competence, which has a positive effect on job satisfaction.

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#### **4. CONCLUSION**

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