

Effect of Motivation Toward Work Satisfaction Employee in Regional General Hospital East OKU

Anton Isni Sanjaya

*Sekolah Tinggi Ilmu Ekonomi Trisna Negara Belitang OKU
Timur Sumatera Selatan*

Article history:

Received 15 September 2019;
Revised 25 September 2019;
Accepted 5 October 2019;
Available online 3 November 2019

Keywords:

Motivation,
Job Satisfaction of Employees

Abstract

The workforce in an organization is one of the factors that has a great responsibility towards increasing development and economic development. When training is directed and organized by a leader on an ongoing basis. With training provided to employees based on high responsibility and discipline of each employee, it will form quality human resources so that it automatically reduces the impact of the economic crisis through. The problems that exist in the General Hospital East OKU is "How does the motivation to Satisfaction Work Employee and achievable goal is to determine effect motivation working towards satisfaction of work Employee. The hypothesis is the presence of P engaruh strong between motivation toward the satisfaction of the work of employees at Regional General Hospital (Hospital) East OKU.

I. INTRODUCTION

In this era of globalization, the Indonesian people are faced with various complex problems. There are so many things that need to be considered, examined, and acted upon. The public is required to adapt to technological advances that are very rapid and the flow of information that cannot be dammed anymore. This requires the community to build and develop themselves and carry out renovations and development in all fields.

Based on the background as mentioned above then the problem in this research is "How can Influence Motivation on Job Satisfaction Employee at Regional General Hospital East OKU"

The aim of this research; to determine the influence of Motivation on Job Satisfaction Employees at General Hospital East OKU and to increase knowledge for the authors about the effects of motivation on employee job satisfaction at the Regional General Hospital East OKU.

II. RELATED WORKS/LITERATURE REVIEW (OPTIONAL)

Motivation

Motivation comes from the word *Movere* which means encouragement or moving motivation in management is only aimed at human resources in general and in particular subordinates. Motivation questions how to direct the power and potential of subordinates so that they will be able to work together productively to achieve and realize their stated goals.

The motivation is: " Shows the development of individual employees in the level of office / appointment that can be achieved during the work period in an organization ". (Jhon Suprihanto 2009: p. 52).

Job satisfaction

Job satisfaction is an affective or emotional response to various aspects or aspects of one's work so that job satisfaction is not a single concept. Someone can be relatively satisfied with one aspect of the work and not satisfied with one or more other aspects.

Thus the employees or employees in the company will see the welfare given by the company to him, if it is profitable for him, then the employee's job satisfaction can be seen.

The definition of job satisfaction is: A general attitude towards someone's work that shows the difference between the amount of appreciation received by workers and the amount they believe they should receive. (Robin, 200 3:p. 78).

III. METHODS

Framework of thinking

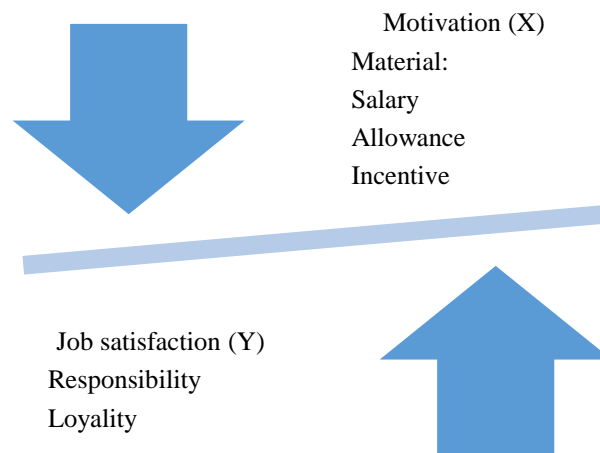


Fig 1. Framework Thought Research.

Sample

The sample is a portion of individuals who can represent the population according to Arikunto suharsimi if the total population is below 100 people, then all of them are taken as samples. Furthermore, if the population is above 100 people taken as much as 10% - 15% or 20% - 25% or more, depending on the ability of researchers in terms of time, energy and cost. Then all of the employees are taken as samples.

Research Instruments

1. Research variable
According to WJS Poerwadarminta (2000: 141), what is meant by variables is various, changing and different.
2. Data analysis technique

Analysis of the data used in this study is qualitative and quantitative analysis, namely:

- a. Qualitative Analysis
Namely analyzing data or information obtained descriptively obtained then carried out interpretation based on existing data.
- b. Quantitative Analysis
Namely Statistical analysis because the data collected is in the form of quantitative data or data in the form of numbers obtained from the extraction of answers to the distribution of questionnaires that are useful for testing hypotheses, while for finding the relationship between variables X and Y both individually and together using the method Product moment correlation coefficient.

The significant level used is $\alpha = 0.05$ or 5%, Whereas to test partially the t test was used with the following formula: $t = (J. Supranto. 2001, p. 202)$

IV. RESULTS

Variable Description

Based on the data from the respondents' answers about Motivation , Employee Job Satisfaction , the criteria of the two variables can be made as follows:

1. Motivation

Based on data processing to the respondents' answers about Motivation, the Motivation criteria obtained by the table as follows:

Table 1. Distribution of Respondents Answers About Motivation on Regional General Hospital East OKU

The answer	Interval	Recommendations from details Questions 1-5	
		Frequency	%
Very strong	42-50	2	20.00
Strong	34-41	1	10.00
Is	26-33	5	50.00
Low	18-25	2	20.00
Very low	10-17	-	-
amount		10 people	100.00

Source: Data processed

2. Employee Job Satisfaction

Based on the data processing of the respondents' Job Satisfaction Employee then the criteria Job Satisfaction Employee obtained the following table:

Table 2. Distribution of Respondents Answers About Job Satisfaction Employee On Regional General Hospital East OKU

The answer	Interval	Recommendations from details Questions 1-5	
		Frequency	%
Very strong	42-50	2	20.00
Strong	34-41	2	20.00
Is	26-33	5	50.00
Low	18-25	1	10.00
Very low	10-17	-	-
amount		10 people	

Source: Data processed

Relationship of Employee Motivation and Job Satisfaction

Analysis of the relationship of Motivation (X) and Employee Job Satisfaction (Y) for windows version 20 obtained the value of the coefficient r X (Motivation) with Y (Employee Job Satisfaction) obtained r value of 0,719 consulted the value of r interpretation is between 0.600 - 0.799 and includes in the level of strong relationships. After knowing the correlation r product moment of 0,719, then to find out the percentage of the influence of motivation on employee job satisfaction used the correlation coefficient formula as previously presented. Analysis of quantitative methods correlation coefficient approach (J. Supranto. 2010, p: 157).

$r =$

Information:

Σ = Amount

r = correlation coefficient

n = Number of respondents

x = independent variable (motivation)

y = Dependent variable (Employee Job Satisfaction)

XY = Multiplication results between independent variables and variables bound.

Guidelines for interpreting the correlation coefficient

Correlation interval (r)	Relationship Level
0.00 - 0.199	Very low
.20 - 0.399	Low
0.40 - 0.599	Is
0.60 - 0.799	Strong
0.80 - 1,000	Very strong

(Sugiyono, 2004: p. 183)

To find out the size of the independent variable (X) to the fixed variable (Y) the presence or absence of influence or causal relationship using the formula determining coefficient (KP) or coefficient (J. Supranto, 2000: 187) as follows:

$$KP = r^2 \times 100\%$$

KP = Determination Coefficient Value

R = Correlation Coefficient Value

$$Kp = r^2 \times 100\%$$

$$= (0.719)^2 \times 100\%$$

$$= 0.517 \times 100\%$$

$$= 51.7 \%$$

Hypothesis testing

Results of data if the correlation between Motivation and Job Satisfaction Employees obtained the numbers 0,719 and content percentage = 51,7%, then to answer the hypotheses that have been proposed previously, namely Effect of Motivation and Job Satisfaction Employees at General Hospital OKU East proven

V. CONCLUSION

Based on the results of the research and discussion in the previous chapters, the writer can draw some conclusions as follows is Correlation between Motivation to Job Satisfaction Employees at General Hospital East OKU is having the effect was due to obtained figures $r = 0,719$. After being consulted with conservative standards it turns out that 0,555 is located between 0,600 - 0,799 which is included in the moderate correlation.

To answer the hypothesis stated in the previous chapter by using the hypothesis test formula, obtained (t) table = 1, 8 6 0 while (t) count = 2,927 which can be concluded that (t) count > (t) table or (t count greater than t table), so the hypothesis proposed in the previous chapter is not proven or H_0 is accepted and H_a is rejected, because the correlation is moderate.

REFERENCES

J. Supranto, Statistik Teori dan Aplikasi. Erlangga, Jakarta, 2014.

Robbines, Steven P. Perilaku Organisasi, Edisi Bahasa Indonesia Jilid 2. Jakarta : PT Indek Kelompok Gramedia, 2015.

Wiliam J. Staton, Prinsip-Prinsip Pemasaran. Erlangga, Jakarta, 2014.

Sugiyono, Metode Penelitian Bisnis. Alfabeta, Bandung , 2014.

Suciat,i D. A. P., M. K. Sri Budhi, & K Jayastra. (2013). Pengaruh Jumlah Penduduk, Dana Perimbangan Dan Investasi Pada Kesejahteraan Masyarakat Melalui Belanja Langsung Pada Kabupaten/Kota Di Provinsi Bali. Working Paper

Sularso, H., & Restianto, Y. E. (2011). Pengaruh Kinerja Keuangan Pada Alokasi Belanja Modal dan Pertumbuhan Ekonomi Kabupaten/Kota di Jawa Tengah. Media Riset Akuntansi. 1(2), 109-124.

Tewuh G. A. J. (2014) Analisis Korelasi Pendapatan Daerah Dengan Pertumbuhan Ekonomi Kabupaten/Kota Di Propinsi Jawa Tengah. *Jurnal Prestasi*, 13(1) - Juni 2014