

Conference Paper

Research on The Influence of Employee Job Satisfaction on Job Performance UPN "Veteran" East Java Employees

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Abstract

The advancement of science and technology can have an influence on the progress of a college. employees who have good quality are very important so that the University produces competitive graduates. Employee performance will have an impact on their personal and tertiary work satisfaction. If the level of employment is low, it will also influence the progress of the college where he works. Therefore, it is necessary to do research related to the influence of the job satisfaction of the employees on the work performance of the employees of UPN "Veteran" East Java.

This study consists of two variables namely Job Satisfaction and Job Performance employees. Given that employees also contribute in the realization of the purpose of the institution in this case is UPN "Veteran" East Java. Population of all employees UPN "Veteran" East Java. The research methodology used simple regression. The results of this study indicate that employee satisfaction affects consumer satisfaction.

Keywords: Employee job satisfaction, job performance UPN "Veteran" East Java

INTRODUCTION

The advancement of science and technology has driven the world of universities to grow very rapidly. Technology has enabled universities to produce highly competitive graduates. In general, universities are established with the hope of graduating qualified graduates who can be accepted in the world of work. It is very important to realize that one of them is the employee (education personnel). Universities can improve employee performance continuously. Employee performance will have an impact on the work satisfaction of the employee concerned and the college where he works. For employees, a high level of job performance can provide its own advantages, such as increasing salaries, expanding opportunities to promote, decreasing possibilities for demotion, and making it more expert and experienced in the field of work. In contrast, low employee performance levels indicate that the employee is in fact incompetent in his job, as a result it is difficult to be promoted to a higher level of employment, increasing the possibility of being demoted, and ultimately causing the employee to be terminated.

High job performance will increase college productivity, lower employee turnover, and consolidate college management. On the other hand, low employee performance can decrease the level of quality and work productivity, increase the level of employee turnover, which will ultimately have an impact on the downgrading of the college rank. The main thing demanded by the college of its employees (education personnel) is the

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performance they are in accordance with the standards set by Dikti.

UPN Veteran East Java is an educational institution engaged in education as a university in 2016 has become a state university. Employee education is a very important element in supporting the smooth process of education in the activities of administration and teaching and learning process, UPN leadership must be able to apply the right strategy and able to direct the employees to excel or give the best work for the company to survive and develop. Employees are required to be able to perform the tasks assigned to him more professionally, which means employees have the view to always think, work hard, work full time, discipline, honest, high loyalty and dedicated to the success of his job. For that, it needs coaching and awareness raising is also high work ability.

According Hasibuan (2005) if employees with full awareness work optimally, then the goals of the organization will be more easily achieved. According Hasibuan (2005) if employees with full awareness work optimally, then the goals of the organization will be more easily achieved. A person tends to work energetically when satisfaction can be obtained from his job and employee satisfaction is the key driver of morale, discipline, and employee performance in supporting the realization of corporate goals.

Based on the observations made on UPN Veteran East Java to employees and working conditions of employees on faculty UPN East Java environment there are some indications that reflect employee performance is still low. Indications are among others.

- 1) From monitoring in satker-satker some employees do not work without giving clear reasons, this indicates lack of discipline of some employees so that it can affect employee morale of others
- 2) There are still many facilities that are damaged and cannot be used, it is the sense of responsibility of employees is still low.
- 3) Based on observations made in some faculties, seen often occurs coordination and lack of communication. Indications are among others. In addition, employee looks at each other does not support in the completion of tasks, so that the work must be quickly resolved, but settled late into that job should be completed on time.

These conditions greatly affect the productivity of the College as a whole. To overcome these problems, East Java UPN should further enhance employee achievements so as to increase the productivity of the company. According to Hasibuan (2005) work achievement is a result of work achieved a person in carrying out the duties charged to him, based on skills, experience, and commitment. Martoyo (2007) stated the factors that may affect the achievement of employment of the employees or employee productivity among others, motivation, job satisfaction, stress levels, physical conditions of work, the compensation system, economical aspects, the technical aspects, and behavior-the behavior of others.

Based on observations made at UPN Veteran East Java against the employee and the employee's working conditions at the Faculty of East Java UPN surroundings there are several indications that reflects the employee's achievements are still low. These indications among others. 1) of monitoring in the satker-satker some employees do not work without notifying the obvious reasons, indicates less the responsible of some employees so that it can affect the morale of the employees of the other 2) are still large number of facilities damaged and could not be used, this sense of responsibility employees are still low. 3) based on observations carried out at several faculties, occurs frequently visible coordination and communication is lacking. In addition, between individual/employee looks at each other does not support in the completion of tasks, so that the work must be quickly resolved, but settled late into that job should be completed on time. These conditions greatly affect the productivity of the College as a whole. To overcome these problems, East Java UPN should further enhance employee achievements so as to increase the productivity of the company. According to Hasibuan (2005) work achievement is a result of work achieved a person in carrying out the duties charged to him, based on skills, experience, and commitment. Martoyo (2007) stated the factors that may affect the achievement of employment of the employees or employee productivity among others, motivation, job satisfaction, stress levels, physical conditions of work, the

compensation system, economical aspects, the technical aspects, and behavior-the behavior of others.

Hvid and Hasle (2003) suggested that the individual work achievement is a combination of three factors, namely; (1) abilities, temperaments, and the interest of a worker; (2) the clarity of the explanation and acceptance of the role of a worker; (3) the level of motivation of working. Someone who has a very low ability though has a high motivation, will result in lower achievement as compared to people who have a higher capability with the same level of motivation. Instead of someone who has a high capability but with lower motivation will result in lower achievement than someone who has the same capabilities but with a higher motivation. This relates to the ability and motivation of working for UPN Veteran East Java condition factors of job satisfaction of the employees are also very need to get attention because of the satisfaction arises when a particular employee needs and expectations are met. According to Lee et al (2004) job satisfaction is the emotional state of a pleasant or unpleasant for the employees regard their work. Job satisfaction reflects one's feelings towards his work. Employees who do not have job satisfaction will never achieve the psychological satisfaction and eventually will develop negative attitudes or behavior and in turn can lead to frustrating, otherwise satisfied employees will be able to working with good, vigorous, active and may be doing better than employees who do not have job satisfaction. In this case only satisfied employees who will be able to satisfy the students and the community. The granting of the right motivation is expected every employee would be compelled to increase the accomplishment of work. Therefore the leadership must give rise to encouragement of employment or a high motivation to employees in order to improve the accomplishment of work. Based on the background of the above then the employee Educational achievements at UPN Veteran East Java is essential for researched specifically associated with work motivation, job satisfaction, and the ability of the employee. Research objectives to find out and analyze the effect of employee satisfaction towards the Accomplishment of work employees Education Officer of UPN Veteran East Java.

METHODS

Variables in this study generally can be identified as follows:

1. The dependent variable or variables are bound is (Y) employees with work achievement, the indicator: (Y 1.1) Quality The work, (Y 1.2) the quantity of the work, and (Y 1.3) Timeliness of work.
2. The independent variable or variables the following free job satisfaction (X) With indicator: (X 1.1) an opportunity to move forward), security work (X 1.2), in recognition of achievement (X 1.3) and received (X 1.4).

Research data used in this study is composed of two types: quantitative and qualitative data on the following:

- 1 Quantitative Data is a type of data that is expressed in the form of numbers or quantities with units of measure which can be systematically calculated. In this study which includes quantitative data is the score of the answers of the respondents.
2. Qualitative Data is a data type that is not in the form of numbers, such as the organizational structure, the task description, and work unit.

Population this study was the employee educational section on all of the entire faculty at UPN Veteran East Java. Research instruments include: the scale of Measurement the measurement of free and bound variables are variables in the study measured with the scale the scale of assessment with a linkert (score) 1 to 4, with variations of answers for each item the question is as follows:

Category Score	= 5
Agree Strongly agree	= 4
Disagree	= 3
Strongly disagree	= 2

Some Analysis Data used:

1. Test Validity to data validation questionnaire is declared invalid if the questions on the questionnaire were able to reveal something that would be measured by questionnaire. Testing the validity of every grain used analysis of items, that correlate to the score of each grain with the total score is the sum of each score grains. The minimum requirement is usually a questionnaire to meet the validity is if r is worth a minimum of 0.3.
2. Test Reliability Reliability is the index indicating the degree to which a measurement tool can be trusted or relied upon by the said instrument reliability if the instrument is used several times for the same object capable of measuring produce the same data. While the reliability in testing can be performed by using statistical techniques Cronbach's alpha. Instrument is said to be reliable if the alpha value is greater than 0.60.
3. Descriptive Analysis the objective of this analysis is to describe the conditions of work motivation, job satisfaction, and the ability to work and the employee's achievements at UPN Veteran East Java. This analysis technique on entire variables can examined described by using the average value and presentation of score the answers of respondents.
4. Statistical analysis of simple Linear Regression to test hypothesis and stated the deciding variable power of clarity against the achievements of the work of employees in this study is a simple linear regression analysis

$$Y = a + bx$$

Where:

Y = variable employee Accomplishments (value Y predictions),

a = Intercept or average value prediction if $X Y = 0$

b = Regression Coefficient all non-variable

X = employee job satisfaction

5. Population the population is the overall material or elements that are examined. All the results of the calculation or measurement of both quantitative as well as qualitative rather than specific subject about a group of characteristic and clear. In the study which became population all employees is UPN "Veteran" of East Java.
6. Samples and sampling withdrawal technique is part of a number of companies owned by its characteristic and population. The sample in this research is the use of the member sections of population research or often called purposive sampling of 100 employees UPN Veteran of East Java.

RESULT AND DISCUSSION

Research Results

A. Test Data Quality

On regression analysis were obtained the following results:

Table 1. Model Summary

Model	R	R Square	Adjust R Square	Std. Error of the Estimate	Durbin Watson
1	.515 ^a	.265		.91566	2.139

a. Predictors (Constant), x_1 = job satisfaction

b. Dependent variable: y = employee performance

Multiple regression analysis tool which is used as a tool of analysis of this match, with the significant level of 0.000. as a result of the following:

Seen from Table 1 35.333 with Sig. 0.000 0.05: significantly positive <, means a change of variables (X 1) job satisfaction. Able to explain the change of variables Y Employee Achievements. Table 1 shoowed that R Square 0.265] or 26.5% 73.5% remainder are [100%-26.5%] explained by variables other than the variable x 1.

The classical Assumption of detection: test Normality

Normality: a regression model which the dependent and independent variables or both have a normal distribution or not seen in table 2. Detection of Normality: using a test Scatterplot data are said to be ascertained from a Gaussian population if the image Scatterplot gathered and exception, presented in figure 1. By using this test obtained analysis results that variable (X1), job satisfaction (meet the normality of the data so that it can meet recapitulated Gaussian assumptions. As in the picture of normality following data:

Non Autocorrelation

Autocorrelation: the existence of a correlation between the error of a bully in the period t with error bullies period t-1 (earlier). If the data in the top 15 Note: Autocorrelation on most of time series data.

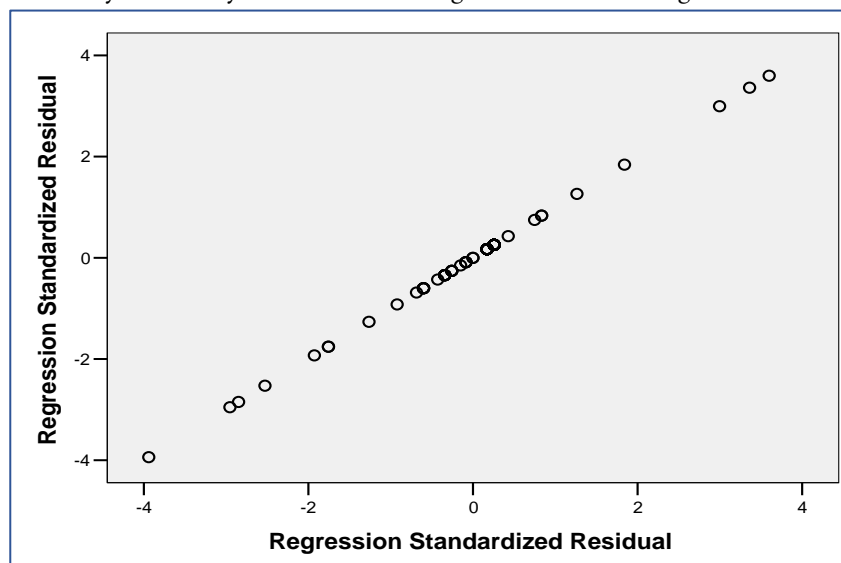
Table 2. Annova test result

Model		Sum of Squares	df	Mean Square	F	Sig.
1.	Regression	29.624	1	29,624	35,333	,000 ^a
	Residual	82,166	98	,838		
	Total	111,790	99			

a. Predictors (Constant), x1= job satisfaction

b. Dependent variable: y= employee performance

1. The results of this analysis an analysis of the F test using this model shows significant results (Figure 1).



Dependent variable: y= Employee Performance

Figure 1. Scatterplot of regression

Autocorrelation detection:

- Magnitude of the Durbin Watson Benchmark Figures: figures D-W under -2 there is autocorrelation (positive), it showed in table 3
- Number D-W above 2 is no autocorrelation (negative) numbers between -2 to 2

- c. non Autocorrelation (or Compare with Table Durbin Watson) identification of symptoms of the autocorrelation it can be done with the curve that showed in Figure 2.

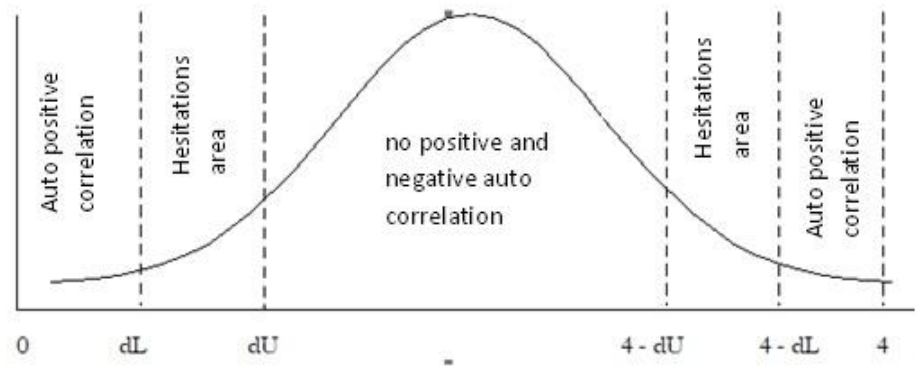


Figure 2. Autocorrelation Curve

- the coefficient of multiple determination (R square) high correlation Coefficient, seen in figure 2
- put simply.
- the value of F high count (significant)
- But none (or very little) between the free variables are significant

Table 3. Model Summary

Model	R	R Square	Adjust R Square	Std. Error of the Estimate	Durbin Watson
1	.515 ^a	.265		.91566	2,139

a. Predictors (Constant), x1= job satisfaction

b. Dependent variable: y= employee performance

Nevertheless, described the results of a regression analysis as follows:

B. Simple Regression Results

Table 4. Coefficients

Model		Unstandardized Coefisient		Standardized Coefisient		Correlation		Collinearity Statistic	
		B	Std. Error	Beta	t	Sig	Partial	Tolerance	VIF
1.	(Constant)	9,016	1,160		7,772	0,000			
	x1= employee performance	,078	0,13	,515	5,944	0,000	,515	1,000	1,000

a. Dependent variable: y= employee performance

Table Coefficient

Test Hypotheses:

1. Job satisfaction (X 1) real and positive Effect toward Y (Feat Employee), or acceptable level [Sig. 0.000 0.05: significantly < [positive].

2. To determine the test hypothesis tested or do not match with the research hypothesis (in accordance with the direction of the coefficient). With the results of the following regresinya equation:

$$Y = 9.016 + 0.078 X 1$$

CONCLUSION

Employee UPN "Veteran" of East Java who got satisfaction of work usually have a record attendance and a better turnover, less active in kegiatanyang harms the institution, and sometimes perform better than working employees who do not have job satisfaction.

Therefore, job satisfaction have significance both for employees of UPN "Veteran" of East Java, mainly because creating a positive work environment in the UPN "Veteran" of East Java. A person tends to work vigorously in satisfaction can be taken from her work and job satisfaction of employees of UPN "Veteran" of East Java are key drivers of moral good. Discipline, and employee achievements in supporting the attainment of the objectives of the institution. If the level of job satisfaction of employees of UPN "Veteran" East Java high so they will be more loyal on UPN "Veteran" of East Java, and they work with comfortable and passion, which will ultimately improve the work achievement.

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