



THE RELATIONSHIP BETWEEN JOB SATISFACTION AND WORK ENVIRONMENT WITH EMPLOYEE WORK SPIRIT AT THE JAKARTA COOPERATIVE AND UMKM SERVICE

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ABSTRACT

This study was conducted to analyze the influence of job satisfaction and work climate on employee morale at the Jakarta City Cooperatives and SMEs Office. The method used in this study was a sampling method, with 35 respondents taken from the relevant population. Based on the results of the F test, the F count value was 14.405 which was greater than the F table of 3.285, with a significance of 0.000 which was smaller than the significance level of 0.05. This indicates that the null hypothesis (H0) is rejected and the alternative hypothesis (H1) is accepted, which means that job satisfaction and work climate simultaneously have a significant effect on employee morale. From the results of the t test, it is known that the t count value for job satisfaction is 3.181, greater than the t table of 1.692, with a significance level of 0.003 < 0.05, which indicates a significant effect on work morale. Meanwhile, the work climate variable also showed a significant influence, with a calculated t value of 4.363 > t table 1.692 and a significance level of 0.000. The Adjusted R Square value of 0.441 indicates that 44.1% of the variation in work morale can be explained by the job satisfaction and work climate variables. The remaining 55.9% is influenced by other factors outside this research model.

Keywords: Job Fulfillment, Work Environment, Job Security

INTRODUCTION

Currently, the existence of Small and Medium Enterprises (SMEs) in non-industrialized countries can be said to be the mainstay of the national economy. The presence of SMEs has proven to be able to drive the wheels of the national economy and reduce unemployment. Although these SMEs have several requirements, if doubted, they can match various associations. Business competition in Indonesia is growing from year to year, this encourages SMEs to entertain buyers continuously to attract buyers with their workforce and products. In addition, associations must also have adequate resources such as standard resources, capital resources, and human resources. These three resources must be properly examined by the association in a sincere and beneficial manner to achieve hierarchical goals. The Cooperative and Small and Medium Enterprises (SMEs) Office of Jakarta City is a Regional Work Unit of Jakarta City that complements government and business efforts in the cooperative and small and medium enterprise sector that regulates cooperatives and small and medium enterprises in Jakarta City. Like several other associations, the Cooperative and SME Office requires qualified human resources to assist and understand its legitimate goals. The matters of concern of the Cooperatives and SMEs Service related to the workforce include the



results made by the delegation are still experiencing a decline, the achievement of work targets is still experiencing obstacles, work standards are still not in accordance with expectations, and handling problems in the work environment is still not good. The spirit of depiction is very important in achieving legitimate goals, this is because with sincerity, workers will have the will and happiness in carrying out their obligations which are their responsibility as delegates. The thoughts and training of delegates who have high confidence will be given to make something better in a more limited time. Agents who have high enthusiasm in working will certainly not give up if they experience obstacles in their work, with the work spirit driven by the delegation that will make workers work together, help each other, and not bring each other down in working. Seeing from the above stance, approximately then the creator wants to lead the exploration and describe it as a review coordinated with the title "The Influence of Job Satisfaction and Workplace on Workforce in the Administration of MSME Assistance in Jakarta City".

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Job satisfaction

Job satisfaction has many perspectives, if in doubt, the stages in question are fulfillment in the actual performance, payment, recognition, supervision, the relationship between the director and the representative, and the potential for open doors for advancement. Each aspect produces a general sensation of satisfaction with the actual performance. According to Wibowo (2016: 415) "job fulfillment is an overall attitude towards an individual's work that shows the contrast between the amount of grant obtained from the work and the amount they receive that they should get." According to Sutrisno (2019: 74) "Job fulfillment is a representative's attitude towards the effort related to work conditions, cooperation between representatives, the nature of work imbalance, and things related to physical and mental elements".

Work Climate

The work environment is a condition that is inseparable from an environment, in general it can be likened to air or a condition where people will feel comfortable when they are outside in a dim condition or air or because of the presence of obstructed wind flow (As'ad, 2017: 45). As stated by Wirawan (2017: 122) "the work environment is the nature of the climate in a social circle experienced by individuals from that social circle, influencing behavior and can be described from a collection of qualities or characteristics of that social circle".

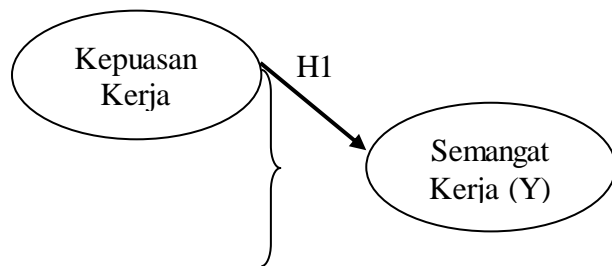
Spirit at work

A confident work ethic will undoubtedly provide an inspiring perspective and a desire to run a business with energy and joy. According to Kaswan (2017: 189), passion or determination is an impression of an individual's or group's attitude or state of mind. Individuals with high self-confidence are typically confident, hopeful, joyful, and strong in their group's vision and mission. The state of managing business faster and better is a fundamental reflection of representative efficiency in the workplace.

According to Widiartari, et al (2015: 4) "Work trust is the extent to which energetic representatives carry out their obligations and duties within the organization." Thus, in general there will be a direct relationship between high efficiency and high resolution.

Frame work

Figure 1 Research Framework Chart



Hypothesis

Based on the description of past testing and the finished system, the creators set out the following speculations:

H1: There is an influence of job fulfillment and work environment together or collectively on the trust of representatives in the Beneficial Assistance of MSMEs in Jakarta City.

H2: There is an influence of job fulfillment on the enthusiasm of representatives of the Agreeable Office of MSMEs in Jakarta City.

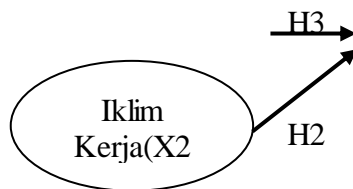
H3: There is an influence of the work environment on the enthusiasm of representatives of the Jakarta City MSME Empowerment Service."

1. RESEARCH METHODS

This research was conducted at the Jakarta City Cooperative and MSME Office located at Jln. Gatot Subroto Km 5.5 No. 218. The time period used was from March 2023 to August 2023.

The population in this study was all employees at the Jakarta City Cooperative and UMKM Office, totaling 35 people.

The sampling technique used was *purposive sampling* , in accordance with the researcher's survey. The sample in this study consisted of all 35 employees working at the Jakarta City Cooperative and MSME Office.



Source: Processed by the author, 2023

2. RESULTS AND DISCUSSION

Validity Test

Table 1 Test Variable (X1)

No	Statement	rhitung	r table	Information
1	I feel that the organization has provided workers with appropriate wage levels with appropriate principles.	0.727	0.3338	Valid
2	Having the opportunity for a promotion from the company where I work makes me enthusiastic about working.	0.710	0.3338	Valid
3	I feel comfortable working because my boss pays attention to the condition of his subordinates.	0.742	0.3338	Valid
4	The compensation that has been given by the organization is an obligation and work done for me.	0.860	0.3338	Valid
5	I am honored by the achievements made.	0.646	0.3338	Valid
6	have a strong belief that everything works well because the work or orders given are in accordance with my abilities and with the right technical spirit from the representatives of the Jakarta City MSME Assistance Service.	0.701	0.3338	Valid
7	Working in this association allows me to cooperate well with partners, and can take a decent part as a worker.	0.652	0.3338	Valid
8	This organization provides improvements in the way of working for its employees.	0.635	0.3338	Valid
9	I have a good correspondence with my partners.	0.581	0.3338	Valid

Source: Processed by the author (2023)

Table 2 Test of Variable Validity (X2)

No	Statement	rhitung	rtable	Information
1	The level of trust and respect between the superiors and subordinates I work with is extraordinary, making it easier to get the job done.	0.694	0.3338	Valid
2	The sympathy and support provided by the association in managing delegate objections has grown	0.676	0.3338	Valid
3	The employees where I work speak the truth and respect each other	0.745	0.3338	Valid
4	Clarity of goals in work is my guide in working on improving performance.	0.938	0.3338	Valid
5	Dangerous jobs are assigned to each employee with the aim of ensuring they see their respective jobs.	0.396	0.3338	Valid
6	Character development in the workplace is well-founded, to promote a rewarding climate.	0.571	0.3338	Valid

7	The adaptability of workers provided by employees has been running well	0.668	0.3338	Valid
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Source: Processed by the author (2023)

Table 3 Test of Variable Validity (X3)

No	Statement Items	rhitung	rtable	Information
1	Employees are less satisfied with the work they are currently doing	0.401	0.3338	Valid
2	Employees are frequently absent from work for unknown reasons.	0.554	0.3338	Valid
3	The level of employee turnover affects work morale	0.577	0.3338	Valid
4	Employees are less able to complete the workload given	0.831	0.3338	Valid
5	Employees feel anxious while working	0.392	0.3338	Valid
6	Employees always feel stressed when given work	0.460	0.3338	Valid
7	Employees often protest because they feel the salary they are given is not appropriate.	0.589	0.3338	Valid

Source: Processed by the author (2023)

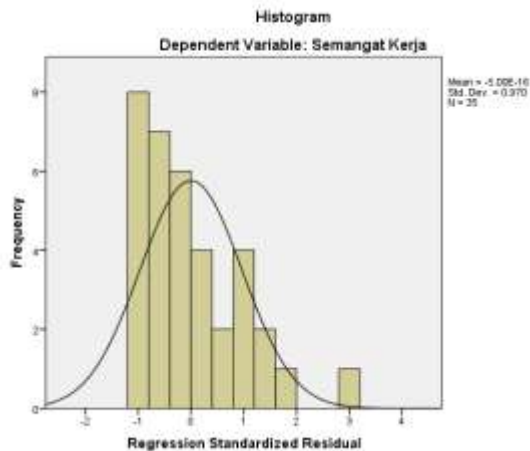
Normality Test

Table 4 Kolmogorov-Smirnov test

		Unstandardized Residual
N		35
Normal Parameters,a,b	Mean	.0000000
	Standard Deviation	3.26296243
Most Extreme Differences	Absolute	.126
	Positive	.126
	Negative	-.126
Test Statistics		.126
Asymp. Sig. (2-tailed)		.173c

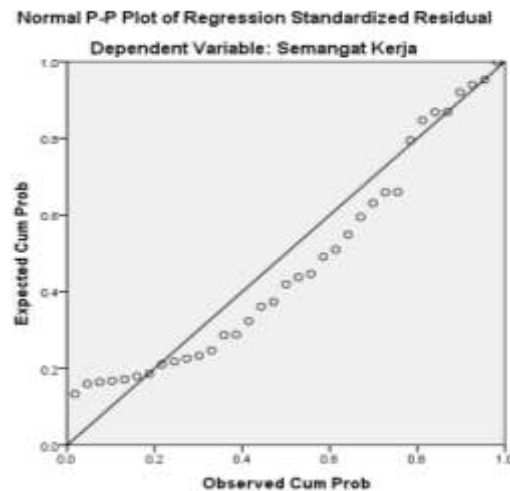
Source: Processed by the author (2023)

Figure 2. Histogram Test Graph



Source: Processed by the author (2023)

Figure 3 Normal Probability Plot Graph



Source: Processed by the author (2023)

Multiple Linear Regression

Table 5 Multiple Linear Regression

No	Length of Service (years)	Frequency	Percentage (%)
1	1 - 5	19	54.28
2	6 - 10	7	20.00
3	11 - 15	5	14.29
4	16 - 20	3	8.57
5	> 20	1	2.86
Amount		35	100

Source: Processed by the author (2023)

From that understanding it can be very reasonable that: 19 (54.28%) respondents 1 - 5 years, 7 (20%) 6 - 10 years of administration, 11 - 15 years (14.29%) respondents, 16- 20 years of administration 3 (8.57%), while the length of work north of 20 years is 1 (2.86%) respondents. From the side impacts of respondents seen from the length of work, the longest work time at UMKM Agreeable Help Kota Jakarta is 1 to 5 years. This length of administration is considered suitable for implementing better hierarchical administration.

Table 6 Results of the Test of the Coefficient of Determination (R²) of the Summary Model

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.688a	.474	.441	2.46916

Based on the table above, it can be seen very well that the assurance coefficient adjusted by Changed R Square is 0.441, and this implies that the influence of job fulfillment (X1) and work environment (X2) on the increase/decrease in Confidence (Y) in the Beneficial Mentoring of MSMEs in Jakarta City is 44.1%, this excess is not regulated by

Research Results and Discussion

The Influence of Job Satisfaction on Work Morale

From the results of the direct relapse difference test, the t-value is greater than the table ($3.181 > 1.692$), so H_0 is rejected and H_1 is accepted. Strong speculation reveals that there is an impact of job fulfillment on the guarantee recognized halfway. From this test, it is concluded that there is a beneficial influence of the job fulfillment variable on the trust of the representatives of the Jakarta City Beneficial Assistance MSMEs. This means that the higher the representative's job fulfillment, the higher the representative's determination in the Jakarta City Agreeable Assistance MSMEs. Alternately, assuming lower position fulfillment, worker trust will also be lower in the Jakarta City Agreeable Assistance MSMEs.

The Influence of Work Climate on Work Morale

From the consequences of information handling from the SPSS 24.0 program, the impact of the work environment on assurance is visible. The further consequences of the SPSS results show that the t-value of the work environment variable is 4.363 greater than the table obtained at 1.692, so it tends to be reasonable that H_0 is underestimated and H_1 is recognized, which means the work environment has an effect on work enthusiasm. It can be seen that a very large value in the work environment is 0.000 which is smaller than the significance level of 0.05, and it implies that the work environment basically affects assurance representatives in the Jakarta MSME Beneficial Assistance.

The Influence of Job Satisfaction and Work Climate on Work Morale

Judging from the synchronous test or F test, the F count value is 14.405 while the F table value is 3.285. In addition, the critical value is 0.000 which is not right at the level of importance (0.05), ($0.000 < 0.05$) then H_1 is accepted and H_0 is rejected, which means that job fulfillment and work environment affect the representative spirit at UMKM Agreeable Help Jakarta.

5 Conclusions

Judging from the results of the examination and discussion above, the current exploration tends to be obscured by the influence and significance of job fulfillment and the work environment on work morale.

1. Considering the consequences of the legitimacy test, the relationship value (Pearson's correlation) is positive with the possibility of a significant connection value. ($2 \text{ followed} > \text{ large level } (\alpha) 0.05$). Therefore, the important information in this study is very important.
2. Based on the dependability test above, the Cronbach's alpha (α) value for the gig fulfillment variable was 0.865, while the work environment variable was 0.799. The Cronbach's alpha value for the exploration variable was $> r \text{ table } (0.3338)$, which means that the information obtained in this study is reliable.
3. Based on the average test above, the Kolmogorov-Smirnov value is $0.173 > \text{high level } (\alpha) 0.05$. Following the information things in this study are typical.
4. Judging from the different straight relapse coefficients, it is known that the condition $Y = 8.946 + 1.633 + 2.268$. Consistency of 8.946 means that if the job fulfillment factor (X_1) and work environment (X_2) are estimated to be zero (0), then at that time the trust (Y) is worth 8.946, while the job fulfillment coefficient is 1.633 and the work environment is 2.268 and has a positive value. This shows that the higher the job fulfillment and work environment, the higher

the enthusiasm.

5. will be higher. Since the relapse coefficient value is positive (+), it can be said that job satisfaction and work environment greatly influence the guarantee.
6. Based on the F-count test, it can be concluded that the F-count test value is 14.405 with a large value of 0.000 because the critical level is <0.05 and the F-count value is $>$ from the F-table value of 3.285 which implies that together the independent factors significantly influence the reliable variable (happiness). Work).
7. Judging from the t-test, it can be concluded that the job fulfillment variable has a t-value of 3.181 and the work environment variable is 4.363, which is more important than the table value (1.692) and this means that the job fulfillment and work environment factors significantly influence completion to a certain extent.
8. Judging from the assurance coefficient (R^2) test, it is known that the R Square Change is worth 0.441. This means that the influence of independent factors on reliable variables is 44.1%, while the excess 55.9% is influenced by different factors.

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