

THE INFLUENCE OF JOB SATISFACTION AND WORK CLIMATE ON WORK SPIRIT IN THE OFFICE MEDAN CITY COOPERATIVE AND UMKM SERVICE

By:
Salmon
Universitas Negeri Medan

ABSTRACT

This study aims to determine the effect of Job Satisfaction and Work Climate on Work Enthusiasm at the Medan City Umkm Cooperative Service. The test method used is sampling testing, the number of tests in this review is 35 respondents taken from the population. seen from the F test obtained Tcount 14.405 > Ftable 3.285 with sig 0.000 < α 0.05, indicating that H0 is rejected and H1 is recognized, which means job satisfaction and work climate together have a significant effect on the variable morale. Judging from the results of the t test, it is very clear that the tcount of the morale variable is 3.181 greater than the Ftable of 1.692 with a possible t of 0.003 which means it is more significant by 0.05 on the morale variable. the variable of job satisfaction is seen from the variable of work enthusiasm. on the work climate variable, a tcount of 4.363 is greater than a ttable of 1.692 with a probability of sig 0.000 which is imperfect with the furthest level of importance reaching 0.05, so that the work climate variable is more or less visible than the work spirit variable. The Adjusted R Square value obtained means 0.441, this figure indicates that 44.1% of morale (reliable variable) can be explained by job satisfaction and work climate.

Keywords: *Work Fulfillment, Work Environment, Work Assurance*

ABSTRACT

This study aims to determine the effect of Job Satisfaction and Work Climate on Work Morale at the Medan City Cooperatives and SMEs Office. The testing method used is Sampling testing, the number of tests in this review is 35 respondents taken from the population. seen from the F test obtained the T count value of 14.405 > F table three.285 with sig 0.000 < α 0.05, indicating that H0 is rejected and H1 is accepted, which means that job satisfaction and work climate together have a significant effect on the work morale variable. seen from the results of the t test, it is very clear that the t count of the work morale variable is 3.181 greater than the F table of 1.692 with the possibility of t, namely sig 0.003, which is more significant by 0.05 on the work morale variable. the work satisfaction variable is seen from the work morale variable. In the work climate variable, the calculated t value is 4.363, which is greater than the t table of 1.692 with a probability of 0.000 which is not perfect with the furthest significance reaching 0.05, so that the work climate variable is more or less seen from the work spirit variable. The Adjusted R Square value obtained means 0.441, this figure shows that work spirit 44.1% (reliable variable) can be explained by job satisfaction and work climate.

Keywords: *Job Fulfillment, Work Environment, Job Security*

1. 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 Medan City Cooperative and Small and Medium Enterprises (SMEs) Office is a Medan City Regional Work Unit that complements government and business efforts in the cooperative and small and medium enterprise sector that regulates cooperatives and small and medium enterprises in Medan 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 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 Medan City".

2. REVIEW LIBRARY

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".

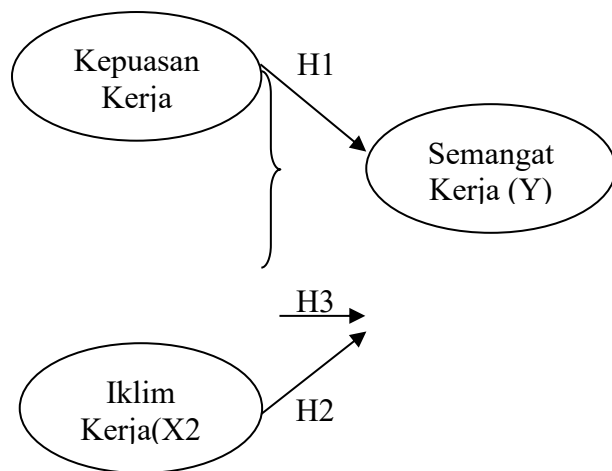
Spirit at work

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 Widiantari, 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.

Framework

Figure 1 Research Framework Chart



Source: Processed by the author, 2023

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 Mentoring of MSMEs in Medan City.

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

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

3. RESEARCH METHODS

This research was conducted at the Medan 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 Medan 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 Medan City Cooperative and MSME Office.

4. 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 Medan 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	r _{table}	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
---	---	-------	--------	-------

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)

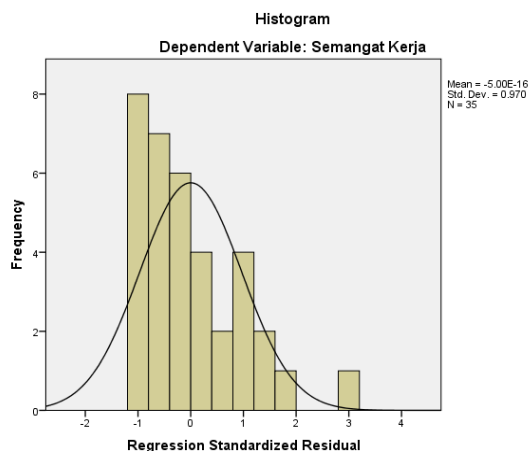
Normality Test

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

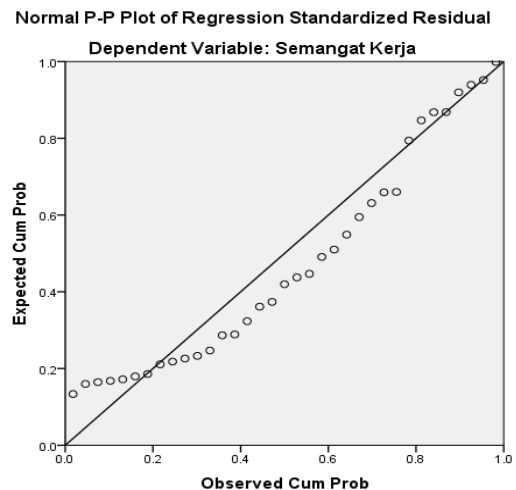
Source: Processed by the author (2023)

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 5 (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 Medan City 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 adjusted assurance coefficient with 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 Medan 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 Ho is rejected and H1 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 Medan City Beneficial Assistance MSMEs. This means that the higher the representative's job fulfillment, the higher the representative's determination in the Medan City Agreeable Assistance MSMEs. Alternately, assuming lower position fulfillment, worker trust will also be lower in the Medan 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 H0 is underestimated and H1 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 the assurance representatives in Medan MSMEs 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 appropriate at the level of importance (0.05), (0.000 < 0.05) then H1 is accepted and H0 is rejected, which means that job fulfillment and work environment affect the representative spirit at UMKM Agreeable Help Medan.

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.

6. BIBLIOGRAPHY

- Agustinus. 2017. The Impact of Authoritative Assistance Seen on Turnover Aim with Intervening Factors of Hierarchical Responsibility. Diary of Financial and Business Aspects, Udayana University, ISSN 2337-3067.
- Aslihati, L., Prasetyo, B., and Irawan, P. 2017. Social Exploration Techniques (first ed.). Open University.
- Asad, Moh. 2017. Modern Brain Research Human Resource Science Series, First Release. Yogyakarta. Freedom.
- Badriyah, M. 2015. Human Assets of the Implementers. Bandung: Pustaka Setia CV.
- Davis, Keith, and Newstrom. 2001. Authoritarian Behavior, Seventh Edition, Jakarta: Erlangga Distributor.
- Ghozali, Imam. 2019. Utilization of Multivariate Investigation. Semarang: Diponegoro University
- Hasibuan. 2015. Human Assets of the Council. Seventeenth edition. Jakarta: PT. Skrip Bumi
- Kaswan. 2017. Modern Brain Research and

Hierarchy: Realizing Beneficial and
Recognizing Behaviors