

The Effect of Relationships and Working Conditions on Employee Job Satisfaction at the Department of Trade and Industry in Gowa Regency

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Employment Relationships, Working Conditions, and Job Satisfaction

Abstract

This study aims to determine the effect of working relations and working conditions on job satisfaction at the Trade and Industry Office in Gowa Regency. The type of research used in this research is a quantitative approach with multiple linear regression analysis models. The results of multiple linear regression which are processed and analyzed using the SPSS method, the equation $Y = 1.410 + 0.771.X1 + 0.151.X2$ is obtained where the number shows $a = 1.410$, this figure shows that without a work relationship and working conditions it will affect job satisfaction. $b1x1 = 0.771$, this means that the work relationship has an effect on job satisfaction. $b2x2 = 0.151$, this shows that working conditions have an influence on job satisfaction.

1. INTRODUCTION

In order to deal with the current era of globalization and in the current conditions of society, several problems are often found that cause many companies to fail, both caused by the inability to adapt to technological advances and those caused by the lack of good work results from the human resources in these companies. , even though it must be admitted that humans are an important factor that also determines the success of a company.

Efforts to improve the quality of employee resources are very urgent and need to be carried out in a planned, directed and sustainable manner to improve capabilities and professionalism. The objective of developing the quality of employee resources is to improve the operational performance of employees in carrying out their duties. In addition, the high quality of employee resources will lead to the birth of a strong commitment in completing routine tasks according to their respective responsibilities and functions more efficiently, effectively and productively. Therefore, efforts to improve the quality of human resources can be directed at these two aspects. Thus the role of human resource management is increasingly important in every staffing activity to form reliable human resources so that they are able

to contribute to the development and progress of government organizations. Efforts that can be made by the organization to improve the quality of employee resources, namely by creating a good relationship that is forged between an individual and the organization, by providing guarantees of good career direction for employees will create a sense of joy, happy employees. Efforts to make employees more committed to the organization and will increase their work motivation to achieve organizational goals.

Human resources are the main expenses of the organization in running the business. Human Resource Management (HRM) relates to the formal design system within an organization to determine effectiveness and efficiency to achieve an organization's goals. Over time, human resource management will become a very important part of organizational management tasks to determine organizational success in the future and vice versa if human resources are not managed properly then effectiveness will not be achieved.

In a company or office, the work environment is one factor that is quite influential on the work done by employees. Comfortable, safe and supportive work environment conditions will make employees

enthusiastic and enthusiastic at work, and this can have a positive influence on their performance. With passion and passion at work, employees tend to feel satisfied at work. On the other hand, a work environment that poses a lot of risks or is unsafe and does not support the implementation of the tasks assigned will cause a decline in morale and enthusiasm for work, the possibility of errors occurring in assignments, and decreased work productivity (Nitisemito, 2016: 180).

The work environment concerns the physical and psychological work environment. The physical work environment is a work environment that can be seen by the senses of employees, such as: lighting, ventilation and cleanliness, while the psychological work environment is a work environment that cannot be seen by the senses of employees, such as: the relationship between superiors and subordinates and between colleagues (Cascio, 2015: 20).

Employment relationship is a relationship that arises between workers and employers after a prior agreement has been entered into by the parties concerned. Work relations have an important role in the smooth running of the operational activities of an organization. To create a conducive work environment, it is necessary to create good working relationships so that individual and organizational performance or work achievements can be maximized. Work relationships that occur between parts or between individuals within the organization or the relationship between the organization and individuals. The organization and employees pay attention to each other's rights and obligations so that a good relationship is established between them.

Job satisfaction is the level of pleasure a person feels for a role or job in an organization. The level of individual satisfaction that they get appropriate rewards from various aspects of the work situation of the organization where they work, so satisfaction concerns the psychology of individuals in the organization, which is

caused by the conditions he feels from his environment.

Based on the background description above, this study was to determine "The Influence of Relationships and Working Conditions on Employee Job Satisfaction at the Department of Trade and Industry in Gowa Regency". The variables used in this study are work relations, working conditions, and job satisfaction. It is hoped that in this study a concept will be obtained regarding "The Influence of Relations and Working Conditions on Employee Job Satisfaction at the Department of Trade and Industry in Gowa Regency".

2. RESEARCH METHODS

a. Data Analysis Techniques

Methods of data analysis using descriptive statistics, data quality tests, multiple linear analysis tests and hypothesis testing. Data analysis using analysis tools consisting of:

1) Descriptive Statistics

This analysis is used to describe the results of the research to draw conclusions in words. The steps taken in this analysis are:

- a. Make a questionnaire statement.
- b. Determining the score of the respondent's answer with the provisions of a predetermined score.
- c. Add up the score of the answers that have been obtained from each respondent.
- d. The results obtained are consulted with the table.

2) Multiple Regression Analysis

Multiple Linear Regression is a method of multiple linear regression analysis (Multiple Regression Analysis). In multiple regression the dependent variable is influenced by two or more independent variables, in addition to the influence of other variables not examined (e). This research is based on a functional or causal relationship of one dependent variable to state whether or not there is a relationship between variables X and Y, and if so, what is the direction of the relationship and how big is the

relationship.

$$Y = a + b_1 x_{1_} + b_2 x_{2_}$$

3) Hypothesis test

The hypothesis testing used in this study consists of two types, namely the partial test (t test) and simultaneous test (f test) and the coefficient of determination test (R²).

(a) Partial Test (T Test)

The partial test aims to determine the effect of each independent variable on the dependent variable. According to Ghazali (2016:99), the decision-making criterion in this test is if the p value < 0.05, H_a is accepted. Conversely, if the p value > 0.05 then H_a is rejected, it can be calculated by the formula $y = a + b$.

(b) Simultaneous Test (Test F)

The simultaneous test aims to determine whether or not there is a simultaneous effect of the independent variables on the dependent variable. Decision making in this test can be carried out by using the probability value (p value) or F count, the decision making criteria in testing using the p value F count according to Ghazali (2016: 99) is if the p value < 0.05 or F count > F table then H_a is accepted. Conversely, if the p value > 0.05 or F count < F table then H_a is rejected.

3. RESULTS AND DISCUSSION

3.1 Discussion

Determining the equation of multiple regression analysis is first carried out a validity test in which all questionnaires or statement questionnaires from the indicator variables X₁, and X₂, namely work relations and working conditions, and variable Y, namely employee job satisfaction, are declared valid after the data obtained and analyzed using the SPSS method. To make sure the questionnaire items for variables X₁ and X₂, namely work relations and working conditions and variable Y, namely employee job satisfaction, reliability tests were again carried out which proved that the questionnaire items for variables X₁ and X₂ were work relations

and working conditions and variable Y namely employee job satisfaction, is said to be reliable because the alpha value is greater than t_{table}.

The results of multiple regression which were processed and analyzed using the SPSS method yielded the equation $Y = 1.410 + 0.771.X_1 + 0.151.X_2$ where the figure indicates $a = 1.410$, this figure indicates that in the absence of a work relationship and working conditions it will affect job satisfaction. $b_1 x_1 = 0.771$, this means that the employment relationship affects job satisfaction. $b_2 x_2 = 0.151$, this shows that working conditions have an influence on job satisfaction.

So, it can be explained that work relations have a significant influence on job satisfaction, and working conditions have a significant influence on job satisfaction. Thus, a good working relationship and good working conditions will affect employee job satisfaction at the Department of Trade and Industry in Gowa Regency.

This research is in line with research conducted by Dewi pipit farida with the title Effect of working conditions on employee job satisfaction in social services in Bandung district, (2017). The results of research conducted by researchers obtained the effect of working conditions on job satisfaction of 80.75%, this figure indicates that there is a fairly high influence of working conditions on employee job satisfaction at the research site that the author examined. And the remaining 19.25% is influenced by other variables not examined.

4. CLOSING

4.1 Conclusion

Based on the results of the research and discussion, the writer can conclude that:

1. Variable X₁, namely the work relationship has a positive or significant effect on job satisfaction. This means that job satisfaction is influenced by work relationships because it is caused by relationships between co-workers and relationships with good leaders, causing job satisfaction of employees at the Department

of Trade and Industry in Gowa Regency.

2. Variable X2, namely working conditions have a positive or significant effect on job satisfaction. If the relationship X1 X2 increases then Y will also increase, if it decreases Y will also decrease at the Department of Trade and Industry in Gowa Regency. This means that if the working conditions are very good, it will significantly influence job satisfaction at the Department of Trade and Industry in Gowa Regency.
3. Based on the joint test, the results obtained from this study were that all variables X1 X2 had a positive and significant effect on Y at the Department of Trade and Industry in Gowa Regency.

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