

THE INFLUENCE OF MOTIVATION FACTORS TO WORK SATISFACTION AND ORGANIZATION COMMITMENT ON MEMBERS OF THE TARUNA SIAGA BENCANA (TAGANA) IN SOCIAL AGENCY OF NTB

Waqid Andana 

Graduate Program of Economic and Business Faculty, Mataram University, Indonesia

waqidandana2012@gmail.com

Surati

Department of Management, Faculty of Economics & Business, Mataram University, Indonesia

Lalu M. Furkan

Department of Management, Faculty of Economics & Business, Mataram University, Indonesia

Abstract

Motivation, job satisfaction and organizational commitment are interesting topic to study in organizational behavior. This research is aimed at determining the influence of motivation factors that are job responsibility, clearness of objective, pleasure of work, wishing to have achievement, and wishing to fulfill needs towards job satisfaction and the effect of job satisfaction to organizational commitment at member of Taruna Siaga Bencana (Tagana) at Social Agency in Province of NTB. The research used a kind of causal associative research, with survey data collection method, and data collection questionnaire technique in the form of questionnaires technique. The study population is all of Tagana members in NTB, amounting to 500 people. The sample used is 150 people which is the requirement for the use of structural analysis, which is determined by proportional random sampling technique, and the respondent is chosen by using the lottery technique, the questionnaire sent by post. Validity test uses correlation and reliability using Chronbach alpha, and data analysis technique using PATH analysis. Path analysis conducted in this study indicates that the model tested has predictive relevance value so that the model of to be analyzed further. The result of the research shows that motivation factor consisting of job responsibility factor, clarity factor of purpose and

occupation of fun, work pleasure factor, achievement desire factor and desire factor to fulfill requirement have significant influence to job satisfaction because t value is bigger than t table 1,96 with the largest coefficient is owned by the desire to meet the requirement of 0.368. Job satisfaction has a significant influence on organizational commitment with path coefficient of 0.617. Motivation factors have a coefficient of determination of 0.514 while job satisfaction has a coefficient of determination of 0.381.

Keywords: Motivation factors, job satisfaction, organizational commitment, TAGANA member, Social Agency

INTRODUCTION

Increasing job satisfaction and organizational commitment is a serious problem that is always faced by the organization. Declining organizational commitment leads to various problems in the organization such as increased turnover and declining performance. In order for organizational commitment to be maintained and can be increased, the organization must be able to provide job satisfaction to members of the organization. A satisfied member of the organization (employees) is usually obtained because the motivation is fulfilled / achieved. Therefore it is very important to previously create a condition that is able to maintain and improve work motivation.

Luthans (2006) provides the definition of organizational commitment as a desire to strive in accordance with the wishes of the organization, or certain beliefs and acceptance of organizational values and goals. Kreitner and Kinicki (2014) revealed that a meta-analysis of 183 studies and nearly as many as 26,000 individuals showed that organizational commitment had a significant relationship with job satisfaction. These findings encourage managers to increase job satisfaction to gain higher commitment from members of the organization.

Robbins (2003) states that job satisfaction is "a general attitude toward a person's work that shows the difference between the amount of reward workers receive and the amount they believe they should receive." To improve job satisfaction of organization member, hence required good treatment to factors that influence job satisfaction, like motivation factor. Kreitner and Kenicki (2014) showed a meta-analysis of 9 studies showing a positive relationship between job satisfaction and work motivation. Managers can increase motivation with various efforts to improve job satisfaction.

Uno (2016) states there are several factors that can be used to measure employee work motivation. Those factors are job responsibility, clearness of objective, pleasure of work, wishing

to have achievement and wishing to fulfill needs. Increasing work motivation by providing changes to some of these indicators can increase job satisfaction, which in turn will also result in increased organizational commitment.

Main Purpose of Research

TAGANA which stands for *Taruna Siaga Bencana* (SOS Youth) is an organization formed under the Social Agency of the Republic of Indonesia. This organization was formed with the intention to utilize and empower the young generation in disaster management both natural and social. TAGANA's main task is to assist the government in implementing community-based disaster management, both in pre-disaster, during disaster and post-disaster as well as on social issues when necessary. Although the incentives they receive are very low, and vary according to duty area, with quite heavy duty in disaster area, but they are still willing to work well. This phenomenon encourages researchers to examine further about the factors of motivation that affect their job satisfaction and how they remain committed to working as members of the organization. Based on the above description, this study aims to determine the effect of motivation factors on job satisfaction and the influence of job satisfaction on organizational commitment of TAGANA members in NTB Province.

RESEARCH METHODS

Types of Research

This study uses quantitative approach, with the type of descriptive research used to describe the influence between motivational factors on job satisfaction and the influence of job satisfaction on organizational commitment. Data source in this research is primary data and secondary data.

Determination of Research Sample

Population in this research is all member of Tagana of NTB Province which amounts to 500 people spread in 10 regions. Samples were taken by proportional random sampling technique with a sample size of 150 people determined by lottery technique.

Research variable

The research variables analyzed in this research are:

- 1). Motivational factors (X),
 - a. job responsibility (x1)
 - b. clearness of objective (x2)

- c. pleasure of work (x3)
- d. wishing to have achievement (x4)
- e. wishing to fulfill needs (x5)
- 2). Job Satisfaction (Y)
- 3). organizational commitment (Z)

Data Analysis Method

A method of data collection in this study is done through questionnaire / research questionnaire. The questionnaire / research questionnaire model used is Likert scale. Likert scale used is 5 scales with categories, namely Strongly Disagree (STS) Score 1, Disagree (TS) Score 2, Neutral (N) Score 3, Agree (S) Score 4, and Strongly Agree (SS) Score 5. In determining the scale range of the class interval, it can be obtained from the formula:

$$RS = \frac{m - n}{b}$$

Information :

RS = Scale range at class interval

m = the highest score on the Likert scale is five

n = lowest score on Likert scale is one

b = Number of classes

Test the validity using correlation value and reliability test using Chronbach alpha. Data were analyzed with PATH Analysis using PLS Xlstat.

FINDINGS

Descriptive Statistics

Based on the results of questionnaires by 150 Tagana members who are on the scope of NTB Provincial, the answers of respondents in answering the list of statements submitted by the researcher can give an overview of respondents based on the variables studied.

Descriptive analysis of age category of respondents, most of the respondents aged between 35 - <40 years i.e. 48 people (32.0%). This indicates that most TAGANA members are members of productive age and are believed to perform members duties well, as members need good physical and mental skills to be able to perform better in accordance with organizational goals.

Based on sex shows the largest number of men were 128 people (85.3%). Number of men who became respondents because TAGANA members are more filled by men than

women. This is because the members' task is quite heavy in the event of a disaster, and full of risk that endanger the safety.

Marital status indicates that most respondents are married status is 118 people (78.7%). Meanwhile, based on the number of respondent's children, 51 people (34.0%) are members with 2 children. Based on the highest amount of income is respondents who have income outside the incentive between Rp. 500.000 - Rp. 1,000,000, a total of 45 people (30.0%). While based on education that is 88 people (58.7%) are members who have high school education. Based on the working period of respondents most are members who work between 7-9 years ie 53 people (35.3%).

Validity and Reliability Test

Based on the results of validity test obtained the minimum value of correlation as shown in table 1 below.

Table 1. Validity test Results

No.	Questionnaire items	Minimum Correlation values	r table n=45	Conclusion
1.	Motivations Factor	0,442	0,301	Valid
2.	Job Satisfaction	0,379	0,301	Valid
3.	Organizational Commitment	0,433	0,301	Valid

Based on table 1 it can be seen that the motivation factors of the 16 item statements show the whole is valid because the minimum correlation value is $0.442 > 0.301$. Similarly, job satisfaction measured by 8 statement items, all declared valid because the minimum correlation value $0.379 > 0.301$. Organizational commitment as measured by 9 statement items, all also declared valid because the minimum correlation value of $0.433 > 0.301$.

Table 2. Reliability test Results

No.	Questionnaire items	Chronbach Alpha	Conclusion
1.	Motivations Factor	0,852	Reliable
2.	Job Satisfaction	0,574	Quite Reliable
3.	Organizational Commitment	0,818	Reliable

Table 2 shows that the overall questionnaire items for measuring motivational factors, job satisfaction and organizational commitment are considered reliable.

Path Analysis and Testing hypothesis

Before the hypothesis test is done, the first model used is the feasibility test (Goodness of fit) in this research using Q2 (Q-square) value obtained by using the formula $Q^2 = 1 - (1 - R^2_{1i}) (1 - R^2_{2i}) (1 - R^2_{3i}) (1 - R^2_{xi})$, in which R2 is the value of the coefficient of determination of endogenous variables. Based on result of PATH analysis with PLS method obtained R2 for job satisfaction equal to 0,514 and R2 for organizational commitment equal to 0,381. Based on the formula then the result for Q2 is:

$$Q^2 = 1 - (1 - 0,541) (1 - 0,381)$$

$$Q^2 = 0,699$$

Based on the value of $Q^2 = 0.699 > 0$ means the model is declared good because it has a predictive value relevance. While the value of R2 of 0,514 for job satisfaction and 0.381 for organizational commitment illustrates the influence of predictor variables to the reaction variable is strong or moderate. Based on 2 values of feasibility test of this model then model can be explained further. The path model used in this research is as follows:

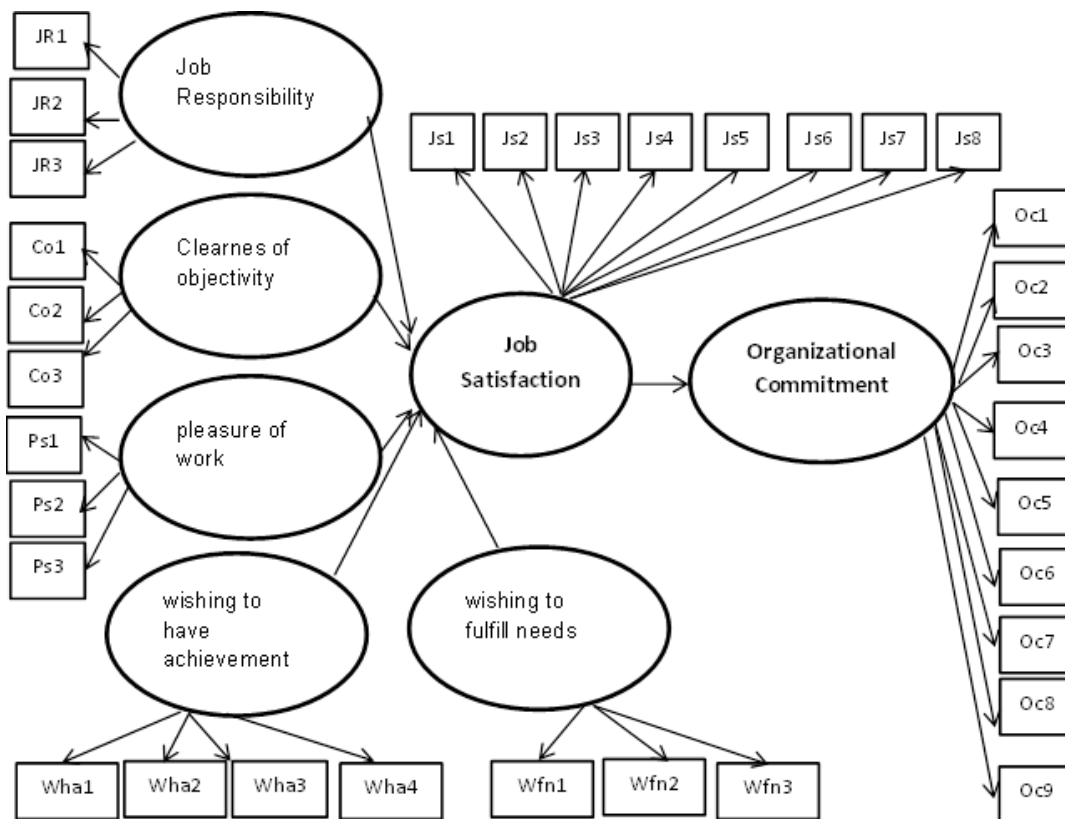


Figure 1. PATH model

Results of PLS Xlstat analysis obtained the coefficient path for motivation factors to job satisfaction and organizational commitment as shown in the following table.

Table 3. Path Coefficients and testing hypothesis

Latent variable	Path Value	t statistic	P values	conclusion
H ₁ : job responsibility affects the job satisfaction Tagana members.	0.169	2.123	0.035	accepted
H ₂ : clearness of objective affects the job satisfaction Tagana members.	0.179	2.091	0.038	accepted
H ₃ : pleasure of work affects the job satisfaction Tagana members.	0.153	2.030	0.044	accepted
H ₄ : wishing to have achievement affects the job satisfaction Tagana members.	0.148	2.007	0.047	accepted
H ₅ : wishing to fulfill needs affects the job satisfaction Tagana members	0.368	6.049	0.000	accepted
H ₆ : job satisfaction affects the organizational commitment Tagana members.	0.617	9.551	0.000	accepted

Based on table 3, motivation factors have significant effect on job satisfaction because t statistic $t > t$ table (1,96) and probability (p) $< 0,05$. The same thing also shows that job satisfaction has significant effect to organizational commitment because path value 0,617 has t statistic $> t$ table (1,96).

CONCLUSION

Based on the results of research on Tagana members, it can be concluded several things as follows.

- 1). Job responsibility factors significantly affect job satisfaction. High responsibility, and according to the members will provide job satisfaction if the responsibility can be implemented and resolved properly.
- 2). Clearness objective significantly affect job satisfaction. The Clearness objective given to the members will be the higher the satisfaction felt at work and finish the job as Tagana members.
- 3). Pleasure of work Factors affect job satisfaction significantly. The more happy the members in carrying out their work and get satisfactory results then the higher the satisfaction of members to their work.

- 4). Wishing to have achievement factor significantly affect job satisfaction. The higher the achievement of members the higher the job satisfaction will be felt if the achievement can be achieved.
- 5). Wishing to fulfill needs factor powerful factors affecting job satisfaction significantly compared to other factors. Desire to meet the needs of members related to the salary / incentive earned, they hope to get the appropriate incentives and feasible even if they are only members. The higher the desire to meet the needs and fulfilled by the organization, the higher the job satisfaction felt by the members.
- 6). Job satisfaction significantly affects organizational commitment. This shows that high job satisfaction will increase members organizational commitment.

PRACTICAL IMPLICATIONS

This study has been done to know the affect of motivation factors to job satisfactions and affect of job satisfaction to organizational commitment. This study shows positive and significant effect of motivation factors on job satisfaction and positive and significantly effect of job satisfaction on organizational commitment.

This study is important to be applied by the organization concerned to pay attention to motivation factors that can improve job satisfaction. This study will help and guide leaders and decision makers to improve job satisfaction of organization members, and gain better organizational commitment from their members.

LIMITATIONS

Accuracy of the study is purely based on the information as given by the respondents. The geographical area of our research restricted to NTB Province. Our field of study is only in the public sector, namely the Tagana members who are organizations formed by the Social Service that are met with meticulousness of our findings in other sectors.

REFERENCES

- Kreitner, R.,& Kinicki, A. (2014).Organizational Behavior. Translation, Bureau of Alkemic Language, Jakarta: Salemba Empat.
- Luthans, F. (2006).Organizational Behavior. Translation, Vivin Andika Yuwono etc.all, Yogyakarta: Andi.
- Masydzulhak, Ali, H.,& Anggraeni, L.D. (2016). The Influence Job Motivation and Job Satisfaction on Employee Performance and Organizational Commitment Satisfaction as Intervening Variable in PT. Asian Isuzu Casting Center.Journal of Research in Business and Management, 4 (10), 1-10.
- Neuman, W.L. (2013). Social Research Method: Qualitative and Quantitative Approach. Translation, Edina T. Sofia, Jakarta: PT.Indeks

Robbins, S.P. (2003). *Organizational Behavior: Concepts, Controversies, Applications*. Jakarta: Prenhallindo.

Suma, S. & Lesha, J. (2013). Job Satisfaction and Organizational Commitment : The Case of Shkodra Municipality. *European Scientific Journal*, 9(17),41-51.

Testa, M.R.(1999). Satisfaction With Organizational Vision, Job Satisfaction and Service Efforts: An Empirical Investigation. *Leadership and Organization Development Journal*, 20(3), 154-161

Uno, H.B. (2009). *Motivation Theory and Its Measurement: Analysis in Education*. Jakarta: Bumi Aksara.

Vandenabeele, W. (2009). The Mediating Effect of Job Satisfaction and Organizational Commitment on Self-Reported Performance : More robust evidence of the PSM Performance Relationship. *International Review of Administrative Sciences*, 75(1),11-34.