

THE INFLUENCE OF WORK MOTIVATION, CO-WORKER SUPPORT, AND RELIGIUS ON JOB SATISFACTION OF AL-ANIS KARTASURA KOPPONTREN EMPLOYEES

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Abstract: *The purpose of this research was to determine the effect of work motivation, co-worker support, and religiosity on job satisfaction of Koppontren Al-Anis Kartasura employees. This study uses probability sampling and 30 respondents who are employees of Koppontren Al-Anis Kartasura. This research uses quantitative methods. The population in this study was all employees of Koppontren Al-Anis Kartasura, totaling 30 people. The sampling technique is the saturated sampling technique, which is a sample determination technique where all members of the population are sampled, so that the sample for this research consists of 30 people as respondents. The results of this research indicate that partially work motivation has a significant positive effect on job satisfaction based on the $t_{test} (3,036) > t_{table} (1,705)$. Coworkers support has a significant positive effect on job satisfaction based on the $t_{test} (2,067) > t_{table} (1,705)$. Religiosity has a significant positive effect on job satisfaction based on the $t_{test} (2,353) > t_{table} (1,705)$. Work motivation, co-worker support, and religiosity have a significant positive effect on job satisfaction simultaneously. Work motivation as the most dominant independent variable affects job satisfaction as the dependent variable.*

Keywords: *Work motivation, co-workers support, religiosity, job satisfaction*

1. Introduction

Companies or organizations definitely have goals or targets that they want to achieve. This goal can be achieved by utilizing various existing resources within the company. Although there are various important resources in a company, the only factor that shows an organization's competitive advantage is the aspect of human resources and how they are managed. To create quality resources, a company or organization must pay attention to employee job satisfaction. Handoko (2010) states that job satisfaction is a pleasant or unpleasant emotional state in which employees view their work, job satisfaction reflects a person's feelings towards their work, this job satisfaction appears in the employee's positive attitude towards work and everything they encounter in their work environment. -each.

Many factors can influence employee job satisfaction, both internal and external. One of the internal factors that can influence employee job satisfaction is work motivation. Employees' inner work motivation can come from the need for money, appreciation, power and recognition. Employees will feel satisfaction if their needs have been met. External work motivation can come from family, work friends or superiors.

The phenomenon that occurs is the problem of work motivation, in companies it can be seen from work conditions that feel boring for employees, employees are less enthusiastic about carrying out their work, and support for employees in carrying out their duties is felt to

be not optimal. Increasing human resources must be encouraged by motivation at work to increase job satisfaction (Watson A & Barton B, 2011).

Apart from that, there are also several external factors that can influence employee job satisfaction, one of which is social support. The availability of social support, especially emotional support, helps reduce work-related tensions such as job dissatisfaction and workload dissatisfaction (Kwok, Cheng, & Wong, 2014). The general beneficial effects of social support may occur because large social networks provide people with regular positive experiences and a stable, socially valued set of roles in society.

Another internal factor that also influences employee job satisfaction is religiosity. Religiosity is the potential for religion or belief in God, in other words, belief in the existence of a power outside oneself that regulates life and the existence of the universe. Religiosity is very important for employees to have, because if employees have a higher level of religiosity, then employee motivation to produce good achievements or performance will also be higher. Religious factors can enable optimal job satisfaction to be realized. If religious people can become an employee's perception, then this will have the potential to create employee motivation which can create optimal job satisfaction (Yulianto, 2014).

According to Glock and Rodney's theory, a person's understanding of religiosity includes aspects of ideology as beliefs, rituals, practices in life, and understanding/knowledge. The more religious a person is, the better he is at practicing his religion (Siegers, 2019); (Sholihin, M., Hardivizon, H., Wanto, D., & Saputra, 2022). Organizational efforts to implement a climate of spirituality in the workplace will expand the boundaries of freedom that exist within the organization considering the very personal nature of spirituality (Haryokusumo, 2015). Islam not only regulates all activities in civil life, but also provides an ethical framework and value system that influences the business and administrative practices of society, thus having a significant impact on the work values of its employees.

2. Research methods

This research uses quantitative methods. Quantitative research is a research method based on concrete data, research data in the form of numbers that will be measured using statistics as a calculation test tool, related to the problem being studied to produce a conclusion (Sugiyono, 2012). The population in this study was all employees of Koppontren Al-Anis Kartasura, totaling 30 people. The sampling technique is the saturated sampling technique. The definition of saturated sampling proposed by Sugiyono (2012) is a sampling technique where all members of the population are sampled because the population is relatively small. From the opinion explained above, with a total population of 30 employees, the number of samples in this study was taken from the entire population. So the sample size for this research was 30 people as respondents.

3. Results and Discussion

3.1. Multiple Linear Regression Analysis Test Results

Regression analysis is used to test hypotheses about the partial and simultaneous influence of independent variables on the dependent variable. A good regression equation model is one that meets the requirements of classical assumptions, including that all data is normally distributed, the model must be free from symptoms of multicollinearity and free from heteroscedasticity. The previous analysis proves that this research is considered good.

Table 1.
Multiple Linear Test Results

Model	B	Std. Error	t-count	Sig
(Constant)	6.923	2.430	2.849	.008
Work motivation	.304	.100	3.036	.005
Coworker Support	.193	.093	2.067	.049
Religiosity	.262	.111	2.353	.026

Source: Data processed

Based on the table above, the following regression equation is created: $Y = 6.923 + 0.304X_1 + 0.193X_2 + 0.262X_3 + e$

3.2. Partial Test Results (t-test)

The t-test is used to see the effect of each independent variable on the dependent variable. The test is carried out using the t test, namely by looking at the t_{count} significance value. If the t_{count} significance value is < 0.05 then it can be said that the independent variable has an influence on the dependent variable.

Table 2.
t Test Results

Variable	t_{count}	Sig	Information
Work motivation	3.036	.005	Significant
Coworker Support	2.067	.049	Significant
Religiosity	2.353	.026	Significant

Source: Data processed

In the t-test statistics consisting of work motivation (X_1), co-worker support (X_2), religiosity (X_3), the influence on job satisfaction (Y) can be partially identified:

- The work motivation variable shows a t_{count} value greater than t_{table} ($3.036 > (1.705)$) or $\text{sig } \alpha = 0.005 < 0.05$, meaning that the work motivation variable has a positive and significant effect on job satisfaction.
- The co-worker support variable shows a t_{count} value greater than t_{table} ($2.067 > (1.705)$) or $\text{sig } \alpha = 0.049 < 0.05$, meaning that the co-worker support variable has a positive and significant effect on job satisfaction.
- The religiosity variable shows a t_{count} value greater than t_{table} ($2.353 > (1.705)$) or $\text{sig } \alpha = 0.026 < 0.05$, meaning that the religiosity variable has a positive and significant effect on job satisfaction.

3.3. Simultaneous Test Results (F Test)

This test is carried out to find out whether all independent variables have the same influence on the dependent variable. With the testing criteria, the confidence level used is 95% or a significance level of 5% ($\alpha=0.05$). If the significance level is > 0.05 H_0 it is rejected and if the significance level is < 0.05 H_0 it is accepted.

Table 3.
F Test Results

Model	Sum of Squares	Df	Mean Square	F	Sig
1 Regression	401.237	3	133.746	20.084	.000 ^b
Residual	119.563	26	4.599		
Total	520.800	29			

Source: Data processed

Simultaneous testing aims to determine the significance of work motivation (X1), co-worker support (X2), religiosity (X3) which together influence job satisfaction (Y). The significance test was carried out using the F test. Based on the results of the F test, the calculated F value was 29.084 which was greater than the F table of 2.97 and the P value was 0.000 which was smaller than 0.05. The conclusion means that simultaneously work motivation, co-worker support, and religiosity have a positive and significant effect on job satisfaction.

3.4. Coefficient of Determination Test Results (R^2)

The coefficient of determination test is carried out with the aim of seeing how much ability all the independent variables have in explaining the variance of the dependent variable.

Table 4.
Coefficient of Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.878 ^a	.770	.744	2.144

Source: Data processed

Based on the calculation results in the table above, the coefficient of determination (R^2) is 0.744, which means that this indicates that the contribution of the independent variable to the dependent variable is 74.4%, determined by the variables of work motivation, co-worker support and religiosity. The remaining 25.6% (100% - 74.4%) was determined by other factors not included in this study.

4. Conclusions and Recommendations

4.1 Conclusions

Based on the research results that have been discussed, the following conclusions can be drawn from this research:

- From the results of the simultaneous test (F test), it can be concluded that work motivation, co-worker support, and religiosity have a simultaneous effect on job satisfaction among Koppontren Al-Anis Kartasura employees, so the first hypothesis is accepted. Data analysis using multiple linear analysis produces an F value of 29,084, indicating a very large percentage value for job satisfaction.
- From the results of the t test carried out on the second hypothesis, it can be concluded that work motivation has a positive and significant effect on job satisfaction among Koppontren Al-Anis Kartasura employees. The results of processing and computerization using the SPSS version 23 program obtained results with a value from $t_{count} > t_{table}$, namely $3.036 > 1.705$ while the significant value was $0.005 < 0.05$, which means that there is a positive and significant influence between work motivation and job satisfaction.
- From the results of the t test carried out on the third hypothesis, it can be concluded that co-worker support has a positive and significant effect on job satisfaction for Koppontren Al-Anis Kartasura employees. The results of processing and computerization using the SPSS version 23 program obtained results with a value from $t_{count} > t_{table}$, namely $2.067 > 1.705$ while the significant value was $0.049 < 0.05$, which means that there is a positive and significant influence between co-worker support on job satisfaction.
- From the results of the t test carried out on the fourth hypothesis, it can be concluded that religiosity has a positive and significant effect on job satisfaction for Koppontren Al-Anis Kartasura employees. The results of processing and computerization using the SPSS version 23 program obtained results with a value from $t_{count} > t_{table}$, namely $2.353 > 1.705$

while the significant value was $0.026 < 0.05$, which means that there is a positive and significant influence between religiosity and job satisfaction.

5.1 Recommendations

Based on the research results, discussion and conclusions above, recommendations that can be proposed from the results of this research are as follows:

- a. In this research the author only discusses the variables of work motivation, co-worker support, and religiosity which are used as job satisfaction factors. So for further research it is hoped that the factors that influence job satisfaction can be developed even better.
- b. For other researchers, it is hoped that the results of this research can be used as a reference for other researchers to correct and make improvements as necessary.
- c. For Koppontren Al-Anis Kartasura, it is hoped that this research can provide input to maximize related variables, namely the variables of work motivation, co-worker support and religiosity so as to create job satisfaction for Koppontren Al-Anis Kartasura employees.

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