
Effect of Organizational Climate on Employee Job Satisfaction at PT. Persada Crown in Jakarta

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ABSTRACT

This study aims to determine the effect of organizational climate on employee job satisfaction at PT. Mahkota Persada in Jakarta. The method used is explanatory research with a sample of 60 respondents. The analysis technique uses statistical analysis with regression, correlation, determination, and hypothesis testing. The results of this study of organizational climate variables obtained an average score of 3.735 with suitable criteria. The employee job satisfaction variable received an average score of 3.777 with good standards. Organizational climate has a positive and significant effect on employee job satisfaction with the regression equation $Y = 10.246 + 0.737X$. The correlation coefficient value of 0.803 or has a strong relationship with a determination value of 64.4%. Hypothesis testing obtained a significance of $0.000 < 0.05$.

Keywords: Organizational Climate, Employee Job Satisfaction.

INTRODUCTION

Human resources are an essential element in an organization. Without human resources, the process of organizational activities will not develop. Therefore, all management in the organization must be able to manage their human resources properly. As stated by Wibowo (2016: 1) that the positive behavior of human resources, both as superiors and subordinates, will create a comfortable environment and, in turn, improve individual and organizational performance. On the other hand, the negative behavior of human resources in the organization will create a work atmosphere that is not conducive.

A growing organization is an organization that is fast and responsive to changes that occur in the current era of globalization, for example,

technological changes. Therefore, all organizations need to support the role of human resources, namely employees. It is because employees have the talent, energy, and creativity that the organization needs to achieve its goals.

A good organization is, of course, also supported by the conditions of the organizational climate itself. According to Taguiri (in Muhammad, 2009:82), organizational climate is a relatively enduring quality of the organization's internal environment experienced by its members, influencing their behavior. It can be described in terms of the values of specific characteristics the environment. Organizational climate is like the air in the room, where it surrounds and affects everything that happens in an organization.

The organizational climate in each organization is very diverse; there is an

organizational climate that provides a pleasant work environment and some that offer an unpleasant work environment for employees in the organization. A friendly work environment makes employees more persistent in their work and indirectly affects organizational commitment to the organization where the employee works.

An employee's commitment to an organization is often a significant focus of attention. An employee's organizational commitment is no longer just a willingness to stay in the organization itself for a long time. However, it is more critical than that employees want to give their best to the organization where they work, even willing to do something beyond the limits required by the organization.

According to Luthans (2011), organizational commitment is a strong desire to become a member of a group, a high willingness to work for the organization, a particular belief, and acceptance of the values and goals of the organization. The success of an organization must be based on the existence of an outstanding organizational commitment between the organization and employees. It is done to achieve employee job satisfaction. Because when employees are satisfied with their work, they will be more committed to the organization. In other words, committed employees will be willing to sacrifice voluntarily to advance their organization.

Luthans (2011) states that job satisfaction is a happy emotional state or positive emotion from assessing one's job or work experience. Employee job satisfaction will arise if what is expected by the employee from the organization where he works can be fulfilled or achieved. Job satisfaction will indirectly make employees more loyal to the organization. He will provide excellent and high performance, aiming to advance the organization to be better than before. To achieve all this, it must be supported by a conducive work environment.

In this study, the organization used as a place of research by researchers is PT. Persada Crown. The company is one of the companies engaged in selling goods from distributors who must have employees who achieve optimal

performance. The results of these performance achievements will affect employee income. Employees will get an appreciation from the organization for what they do for a year. The preference is in the form of an annual bonus (production service) with different nominal according to the performance achievement of each employee. It will create job satisfaction because employees will feel that the organization is very concerned about employee performance.

To achieve job satisfaction, employees must also be influenced by a conducive organizational climate and organizational commitment.

Based on the phenomenon in the field of organizational climate at PT. Mahkota Persada is currently still fluctuating or not stable. Where employees feel the organization has not fully met their needs while the workload is increasing. The unfavorable organizational climate can be seen from the boredom in the employees of PT. Persada Crown. The saturation occurs because several employees occupy the same position for a long time. As a result of this unfavorable organizational climate, it will unwittingly affect the organizational commitment of PT. Persada Crown. One of the effects of organizational commitment itself can be seen from the company culture is not well embedded in employees; for example, employees are late to the office so that employees do not take part in the morning briefing, do not care about their work environment, do not participate in activities related to the company, and work unprofessionally. Thus, the achievement of performance results is not optimal.

If negative things like this still cannot be eliminated from the employees of PT. Mahkota Persada, then all the work programs provided will not be carried out correctly, and of course, it will be challenging to achieve the target in printing company profits. As a result, it will also affect the income or bonuses received by employees.

To overcome all the problems that occur in PT. Mahkota Persada, so good cooperation between employees is needed. Every employee must be able to have positive thoughts,

tolerance, and mutual support among employees. If this has happened, every employee will be more comfortable at work, feel at home to stay long in the office, and be more enthusiastic about achieving company profits.

If all employees have implemented a positive work attitude like this, then the head of the Palabuhanratu branch must reasonably fulfill their employees' rights. It is done so that employees are more satisfied and feel very cared for by the leadership.

Based on the phenomena and problems above, the researchers are interested in researching "The Influence of Organizational Climate on Job Satisfaction of Employees of PT. Mahkota Persada in Jakarta."

METHOD

The type of research used in this study is associative—the population of this research PT. Mahkota Persada in Jakarta, totaling 60 respondents. The sample in this study the model used amounted to 60 respondents. Data analysis methods were used in the form of validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, analysis of the coefficient of determination, and hypothesis testing.

RESULT and DISCUSSION

1. Descriptive Analysis

This test is used to determine the minimum and maximum scores, the highest scores, the rating scores, and the standard deviation of each variable. The results are as follows:

Table 1. Results of Descriptive Statistics Analysis Analysis

| Descriptive Statistics | | | | | |
|-------------------------------|----|---------|---------|-------|----------------|
| | N | Minimum | Maximum | mean | Std. Deviation |
| Organizational Climate (X) | 60 | 29 | 49 | 37.35 | 4,587 |
| Employee Job Satisfaction (Y) | 60 | 29 | 49 | 37.77 | 4.212 |
| Valid N (listwise) | 60 | | | | |

Organizational climate obtained a minimum variance of 29 and a maximum variance of 49 with a rating score of 3.735 with a standard deviation of 4.587. This score is included in the scale range from 3.40 to 4.19 with good or agrees criteria. Employee job satisfaction obtained a minimum variance of 29 and a maximum variance of 49 with a rating score of 3.777 with a standard deviation of 4.212. This score is included in the scale range from 3.40 to 4.19 with good or agrees criteria.

2. Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

a. Simple Linear Regression Analysis

This regression test is intended to determine changes in the dependent variable if the independent variable changes. The test results are as follows:

Table 2. Simple Linear Regression Test Results

| Model | Coefficients ^a | | | | |
|----------------------------|-----------------------------|------------|---------------------------|--------|------|
| | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | B | Std. Error | Beta | | |
| 1 (Constant) | 10,246 | 2,706 | | 3.786 | .000 |
| Organizational Climate (X) | .737 | .072 | .803 | 10,244 | .000 |

Based on the test results in the table above, the regression equation $Y = 10.246 + 0.737X$ is obtained. From these equations, it is explained as follows:

- 1) A constant of 10.246 means that if the organizational climate does not exist, then there has been a value of employee job satisfaction of 10.246 points.
- 2) Organizational climate regression coefficient is 0.737; this number is positive, meaning that every time there is an increase in

organizational climate, it is 0.737 points. The employee's job satisfaction will also increase by 0.737 points.

b. Correlation Coefficient Analysis

The correlation coefficient analysis is intended to determine the level of strength of the relationship of the independent variable to the dependent variable. The test results are as follows:

Table 3. Results of the Coefficient of Organizational Climate Correlation Testing on Employee Job Satisfaction.

| | | Correlations ^b | |
|-------------------------------|---------------------|-----------------------------|-------------------------------|
| | | Organizational climate (X1) | Employee job satisfaction (Y) |
| Organizational Climate (X) | Pearson Correlation | 1 | .803** |
| | Sig. (2-tailed) | | .000 |
| Employee Job Satisfaction (Y) | Pearson Correlation | .803** | 1 |
| | Sig. (2-tailed) | .000 | |

The test results obtained a correlation value of 0.803, meaning that organizational climate has a solid relationship to employee job satisfaction.

c. Coefficient of Determination Analysis

The coefficient of determination analysis is intended to determine the percentage of the influence of the independent variable on the dependent variable. The test results are as follows:

Table 4. Results of the Coefficient of Determination of Organizational Climate on Employee Job Satisfaction.

| Model Summary | | | | | |
|---------------|-------|----------|-------------------|----------------------------|--|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | |
| 1 | .803a | .644 | .638 | 2,535 | |

Based on the test results, the determination value of 0.644 means that the organizational climate has a contribution of 64.4% influence on employee job satisfaction. In comparison, the remaining 35.6% is influenced by other factors that were not researched.

d. Hypothesis testing

Hypothesis testing with a t-test is used to find out which hypothesis is accepted. Hypothesis formulation: There is a significant influence of organizational climate on employee job satisfaction.

Table 5. Hypothesis Test Results in Organizational Climate on Employee Job Satisfaction.

| Coefficients ^a | | | | | | |
|---------------------------|----------------------------|-----------------------------|------------|---------------------------|--------|------|
| | | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 10,246 | 2,706 | | 3.786 | .000 |
| | Organizational Climate (X) | .737 | .072 | .803 | 10,244 | .000 |

Based on the test results in the table above, the value of t arithmetic $>$ t table or ($10.244 > 2.007$), thus the proposed hypothesis that there is a significant influence between organizational climate on employee job satisfaction is accepted.

1. Conditions of Respondents' Answers Organizational Climate Variables

Based on the respondents' answers, the organizational climate variable obtained a rating score of 3,735, which is in the scale range from 3.40 to 4.19 with good or agree on criteria.

2. Respondents' Answer Conditions Employee Job Satisfaction Variables

Based on the respondents' answers, the variable of employee job satisfaction obtained a rating score of 3.777, which was in the range of a scale of 3.40 - 4.19 with good or agreed-upon criteria.

3. The Effect of Organizational Climate on Employee Job Satisfaction

Organizational climate significantly affects employee job satisfaction with the regression equation $Y = 10.246 + 0.737X$; the correlation value is 0.803 or has a strong relationship with the influence of 64.4%. Testing the hypothesis obtained the matter of t arithmetic $>$ t table or ($10.244 > 2.007$). Thus, the theory proposed a significant effect between organizational climate and employee job satisfaction is accepted.

CONCLUSION

- The organizational climate variable obtained a rating score of 3,735, which is in the scale range from 3.40 to 4.19 with good or agree on criteria.
- The variable of employee job satisfaction obtained a rating score of 3.777 in the range of a scale of 3.40 - 4.19 with good or agreed criteria.
- Organizational climate significantly affects employee job satisfaction with the regression equation $Y = 10.246 + 0.737X$, the correlation value is 0.803 or firm, and the contribution of the influence is 64.4%. In comparison, other factors influence the remaining 35.6%. Hypothesis test obtained value of t count $>$ t table or ($10.244 > 2.007$).

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