
THE EFFECT OF EMPLOYEE STATUS ON EMPLOYEE SATISFACTION WITH INCENTIVES AS AN INTERVENING VARIABLE

(Case Study on Employees of Russian Medical Doctor and Nurses)

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Abstract

In this study, the population was employees of Russian Medical Doctor and Nurses, namely as many as 30 people. Because the target population is less than 100, the sampling technique used is the census method, in which the entire population, totaling 30 employees of Russian Medical Doctor and Nurses. Made the sample in this study. Data analysis is a desire to classify, make a sequence, manipulate and abbreviate data so that it is easy to read and understand. In other words, data analysis activities are raw data that has been collected needs to be categorized or divided into several categories or groups, shortened in such a way that the data can answer problems according to research objectives and can test hypotheses. With the results of the first hypothesis accepted, meaning that the variable Working Status (X) has a positive and significant effect on incentives (Y1). the second hypothesis is accepted, meaning that Work Status (X) has a significant effect on Job Satisfaction (Y2). the third hypothesis is accepted, meaning that incentives (Y1) have a positive and significant effect on job satisfaction (Y2). The calculation results obtained show that the indirect effect through the Y1 variable is greater than the direct effect on the Y2 variable.

Keywords: Incentives, work status, Job Satisfaction

INTRODUCTION

Richard, Robert and Gordon (2012: 312,337) emphasized that job satisfaction relates to one's feelings or attitudes about the work itself, salary, promotion or educational opportunities, supervision, co-workers, workload and others. He continued his statement that job satisfaction is related to one's attitude about work, and there are several practical reasons that make job satisfaction an important concept for leaders. Research shows satisfied workers are more likely to stay with the organization. Satisfied workers also tend to engage in organizational behavior that goes beyond their job and role descriptions, and helps reduce the workload and stress levels of members in the organization. One way to spur employee performance in an organization or company is to further improve employee performance optimally, such as providing compensation, holding job training for new employees, getting special attention for employees with achievements such as giving awards, and other forms of attention to all. his employees. The existence of activities will greatly affect the provision of compensation.

The status of the workers referred to are Permanent Employees bound by PKWTT (Unspecified Time Work Agreement) and Non-Permanent Employees bound by PKWT (Specific Time Work Agreement). PKWTT or permanent employees are employees who have a contract or work agreement with the company for an indefinite period (permanent) (UU No. 13 of 2003). Ministerial Decree 100/2004 explains the meaning of an Employment Agreement for an Unspecified Time, namely a work agreement between

workers/laborers and employers to establish a permanent working relationship. With PKWTT, workers are also commonly called permanent workers and are no longer contract workers. Provisions that apply in implementing PKWTT between companies and workers/laborers are stipulated in article 60 paragraph 1 (one), namely the company may require a probationary period of no longer than 3 (three) months. During the probationary period, companies are prohibited from paying wages below the applicable minimum wage. PKWTT can also be made verbally, but the company is obliged to make a letter of appointment for the worker/laborer concerned (article 63 paragraph 1).

Hariandjaja (2011: 65) incentives are: "Incentives are a form of direct payment based on or directly linked to performance and profit sharing for employees due to increased productivity or cost savings." Giving employee incentives is very closely related where there is a positive relationship, where without incentives it is difficult to motivate employees to be disciplined at work and without high motivation from employees to work then high work productivity of an employee may not be realized. Incentives have a reciprocal relationship that influences one another. So that the provision of incentives that are right on target provides feedback to employees to create good performance. Job Satisfaction is a pleasant psychological condition felt by workers/employees in a work environment for their role in the organization and their needs are met properly. job satisfaction or job satisfaction identified with things that are individual. Therefore, the level of satisfaction of each person is different and what happens when several factors are met, namely individual needs and their relation to the degree of liking and disliking of workers.

Employees are one of the most important factors of production for a company/organization, therefore they must be utilized optimally and productively. The goals of a company/institution will not be realized without the active role of employees even though the tools owned by the company/institution are so sophisticated and complete. Every company/agency certainly wants to achieve maximum performance by its employees. Because this is related to achieving organizational goals and organizational sustainability, employees are required to work optimally. Therefore, employee performance needs to be considered and improved by carrying out studies on factors affecting employee performance.

LITERATURE REVIEWS

Incentive

Incentives are special compensation given by companies to employees outside of their main salary to help motivate or encourage these employees to be more active at work and try to continue to improve work performance in the company.

Employment status

The status of the workers referred to are Permanent Employees bound by PKWTT (Unspecified Time Work Agreement) and Non-Permanent Employees bound by PKWT (Specific Time Work Agreement). PKWTT or permanent employees are employees who have a contract or work agreement with the company for an indefinite period of time

(permanent). PKWTT or permanent employees usually tend to have far more secure rights (in terms of job security) compared to PKWT or temporary employees.

Job satisfaction

Richard, Robert and Gordon (2012: 312,337) emphasized that job satisfaction relates to one's feelings or attitudes about the work itself, salary, promotion or educational opportunities, supervision, co-workers, workload and others. He continued his statement that job satisfaction is related to one's attitude about work, and there are several practical reasons that make job satisfaction an important concept for leaders. Research shows satisfied workers are more likely to stay with the organization.

METHODS

In this study, the population was employees of Russian Medical Doctor and Nurses, namely as many as 30 people. Because the target population is less than 100, the sampling technique used is the census method, in which the entire population, totaling 30 employees of Russian Medical Doctor and Nurses. Made the sample in this study.

Data analysis is a desire to classify, make a sequence, manipulate and abbreviate data so that it is easy to read and understand. In other words, data analysis activities are raw data that has been collected needs to be categorized or divided into several categories or groups, abbreviated in such a way that the data can answer problems according to research objectives and can test hypotheses (Silaen and Widiyono, 2013).

RESULTS AND DISCUSSION

Multiple Linear Regression Testing

Multiple Linear Regression Results

Model	Coefficients ^a					Collinearity Statistics	
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	tolerance	VIF
	B	std. Error	Betas				
(Constant)	1,319	1,704		.774	.446		
Status_Kerja_X	.593	.138	.626	4,311	.000	.396	2,523
Incentive_Y1	.332	.160	.300	2066	.049	.396	2,523

a. Dependent Variable: Satisfaction_Work_Y2

Based on these results, the multiple linear regression equation has the formulation: $Y_2 = a + b_1X + b_2Y_1 + \epsilon$, so that the equation is obtained:

$$Y_2 = 1.319 + 0.593 X + -0.332 Y_1 + \epsilon$$

The description of the multiple linear regression equation above is as follows:

- The constant value (a) of 1.319 indicates the magnitude of Job Satisfaction (Y2) if work status (X) and incentives (Y1) are equal to zero.
- The regression coefficient value of Working Status (X) (b1) is 0.593 indicating the large role of Working Status (X) on Job Satisfaction (Y2) assuming the

Incentive variable (Y1) is constant. This means that if the Working Status factor (X) increases by 1 value unit, it is predicted that Job Satisfaction (Y2) will increase by 0.593 value units assuming Incentives (Y1) are constant.

- c. The value of the Incentive regression coefficient (Y1) (b3) of 0.332 indicates the magnitude of the role of Incentives (Y1) on Job Satisfaction (Y2) assuming the variable Working Status (X) is constant. This means that if the Incentive factor (Y1) increases by 1 value unit, it is predicted that Job Satisfaction (Y2) will increase by 0.332 value units assuming Work Status (X) is constant.

t test (Partial)

Partial Test (t) Equation 1

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
	B	std. Error	Betas				tolerance	VIF
(Constant)	5.312	1,737			3,057	.005		
Status_Kerja_X	.666	.102	.777		6,531	.000	1,000	1,000

a. Dependent Variable: Incentive_Y1

Hypothesis test of the influence of the Working Status variable (X) on the Incentive variable (Y1).

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

- 1) Accept H0 If $t_{count} < t_{table}$ or $-t_{count} > -t_{table}$ or $Sig. > 0.05$.
- 2) Reject H0 If $t_{count} \geq t_{table}$ or $-t_{count} \leq -t_{table}$ or $Sig. < 0.05$.

From the table above, a t_{count} value of 6.531 is obtained. With $\alpha = 5\%$, t_{table} (5%; $n_k = 28$) a t_{table} value of 1.701 is obtained. $0.00 < 0.05$, it can be concluded that the first hypothesis is accepted, meaning that the Working Status variable (X) has a positive and significant effect on incentives (Y1).

Partial Test (t) Equation 2

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
	B	std. Error	Betas				tolerance	VIF
(Constant)	1,319	1,704			.774	.446		
Status_Kerja_X	.593	.138	.626		4,311	.000	.396	2,523
Incentive_Y1	.332	.160	.300		2066	.049	.396	2,523

a. Dependent Variable: Satisfaction_Work_Y2

Hypothesis Test of the effect of Working Status (X) on Job Satisfaction (Y2)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

- a) Accept H0 If $t_{count} < t_{table}$ or $-t_{count} > -t_{table}$ or Sig. > 0.05
- b) Reject H0 If $t_{count} \geq t_{table}$ or $-t_{count} \leq -t_{table}$ or Sig. < 0.05

From the table above, a t_{count} value of 4.311 is obtained with $\alpha = 5\%$, t_{table} (5%; $n_k = 28$) obtained a t_{table} value of 1.701. From this description it can be seen that t_{count} (4.311) $> t_{table}$ (1.701), and its significance value is 0.00 < 0.05 , it can be concluded that the second hypothesis is accepted, meaning that Working Status (X) has a positive and significant effect on Job Satisfaction (Y2).

Hypothesis Test the effect of Incentives (Y1) on Job Satisfaction (Y2)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

- a) Accept H0 If $t_{count} < t_{table}$ or $-t_{count} > -t_{table}$ or Sig. > 0.05
- b) Reject H0 If $t_{count} \geq t_{table}$ or $-t_{count} \leq -t_{table}$ or Sig. < 0.05

From the table above, a t_{count} value of 2.066 is obtained with $\alpha = 5\%$, t_{table} (5%; $n_k = 28$) obtained a t_{table} value of 1.701. From this description it can be seen that t_{count} (2.066) $> t_{table}$ (1.701), and its significance value is 0.00 < 0.05 , it can be concluded that the third hypothesis is accepted, meaning that incentives (Y1) have a positive and significant effect on job satisfaction (Y2).

Direct and Indirect Relations

No	Variable	Direct	Indirects	Total	Criteria	Conclusion
1	Working Status (X)	0.626	0.777	-	Significant	As Independent Variable
2	Incentive (Y1)	0.300	-	0.233	Significant	As an Intervening Variable

CLOSING

Conclusion

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows:

1. The things proposed state that: From the table above, a t_{count} value of 6.531 is obtained with $\alpha = 5\%$, t_{table} (5%; $n_k = 28$) obtained a t_{table} value of 1.701. From this description it can be seen that t_{count} (6.531) $> t_{table}$ (1.701), Likewise with a significance value of 0.00 < 0.05 , it can be concluded that the first hypothesis is accepted, meaning that the Working Status variable (X) has a positive and significant effect on incentives (Y1).
2. From the table above, a t_{count} value of 4.311 is obtained with $\alpha = 5\%$, t_{table} (5%; $n_k = 28$) obtained a t_{table} value of 1.701. From this description it can be seen that t_{count}

- (4.311) > t_{table} (1.701), and its significance value is $0.00 < 0.05$, it can be concluded that the second hypothesis is accepted, meaning that Working Status (X) has a significant effect on Job Satisfaction (Y2).
3. From the table above, a t_{count} value of 2.066 is obtained with $\alpha = 5\%$, t_{table} (5%; $n_k = 28$) obtained a t_{table} value of 1.701. From this description it can be seen that t_{count} (2.066) > t_{table} (1.701), and its significance value is $0.00 < 0.05$, it can be concluded that the third hypothesis is accepted, meaning that incentives (Y1) have a positive and significant effect on job satisfaction (Y2).
 4. In the table above the path analysis shows the direct effect of variable X on variable Y2 of 0.200. While the indirect effect through the Y1 variable is $0.636 \times 0.329 = 0.2092$, the calculation results obtained show that the indirect effect through the Y1 variable is greater than the direct effect on the Y2 variable.

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