THE EFFECT OF EMPLOYEE STATUS ON EMPLOYEE SATISFACTION WITH INCENTIVES AS AN INTERVENING VARIABLE
(Case Study on Employees of Russian Medical Doctor and Nurses)

Arnaud Costinot, Alexander
(Massachusetts Institute of technology, USA)
(Higher School of economics, Moscow, Russia)

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
THE EFFECT OF EMPLOYEE STATUS ON EMPLOYEE SATISFACTION WITH INCENTIVES AS AN INTERVENING VARIABLE (Case Study on Employees of Russian Medical Doctor and Nurses)

Arnaud Costinot, Alexander

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

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>1.319</td>
<td>1.704</td>
<td>.774</td>
<td>.446</td>
<td></td>
</tr>
<tr>
<td>Status_Kerja_X</td>
<td>.593</td>
<td>.138</td>
<td>.626</td>
<td>4.311</td>
<td>.000</td>
</tr>
<tr>
<td>Incentive_Y1</td>
<td>.332</td>
<td>.160</td>
<td>.300</td>
<td>2066</td>
<td>.049</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Satisfaction_Work_Y2

Based on these results, the multiple linear regression equation has the formulation:

\[ Y2 = a + b1X + b3Y1 + \varepsilon \]

so that the equation is obtained:

\[ Y2 = 1.319 + 0.593X + 0.332Y1 + \varepsilon \]

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

a. 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.

b. 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

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>5.312</td>
<td>1.737</td>
<td>3.057</td>
<td>0.005</td>
<td></td>
</tr>
<tr>
<td>Status_Kerja_X</td>
<td>0.666</td>
<td>0.102</td>
<td>6.531</td>
<td>0.000</td>
<td>1.000</td>
</tr>
</tbody>
</table>

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

From the table above, a \( t_{\text{count}} \) value of 6.531 is obtained. With \( \alpha = 5\% \), \( t_{\text{table}} \) (5%; \( nk = 28 \)) a \( t_{\text{table}} \) 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

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Constant)</td>
<td>1.319</td>
<td>1.704</td>
<td>.774</td>
<td>.446</td>
<td></td>
</tr>
<tr>
<td>Status_Kerja_X</td>
<td>.593</td>
<td>.138</td>
<td>4.311</td>
<td>0.000</td>
<td>.396</td>
</tr>
<tr>
<td>Incentive_Y1</td>
<td>.332</td>
<td>.160</td>
<td>2.066</td>
<td>0.049</td>
<td>.396</td>
</tr>
</tbody>
</table>

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 tcount < ttable or -tcount > ttable or Sig. >0.05
b) Reject H0 If tcount ≥ ttable or -tcount ≤ -ttable or Sig. < 0.05

From the table above, a tcount value of 4.311 is obtained with α = 5%, ttable (5%; nk = 28) obtained a ttable value of 1.701. From this description it can be seen that tcount (4.311) > ttable (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 tcount < ttable or -tcount > ttable or Sig. >0.05
b) Reject H0 If tcount ≥ ttable or -tcount ≤ -ttable or Sig. < 0.05

From the table above, a tcount value of 2.066 is obtained with α = 5%, ttable (5%; nk = 28) obtained a ttable value of 1.701. From this description it can be seen that tcount (2.066) > ttable (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

<table>
<thead>
<tr>
<th>No</th>
<th>Variable</th>
<th>Direct</th>
<th>Indirects</th>
<th>Total</th>
<th>Criteria</th>
<th>Conclusion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Working Status (X)</td>
<td>0.626</td>
<td>0.777</td>
<td>-</td>
<td>Significant</td>
<td>As Independent Variable</td>
</tr>
<tr>
<td>2</td>
<td>Incentive (Y1)</td>
<td>0.300</td>
<td>-</td>
<td>0.233</td>
<td>Significant</td>
<td>As an Intervening Variable</td>
</tr>
</tbody>
</table>

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 tcount value of 6.531 is obtained with α = 5%, ttable (5%; nk = 28) obtained a ttable value of 1.701. From this description it can be seen that tcount (6.531) > ttable (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 tcount value of 4.311 is obtained with α = 5%, ttable (5%; nk = 28) obtained a ttable value of 1.701. From this description it can be seen that tcount
(4.311) > ttable (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 tcount value of 2.066 is obtained with α = 5%, ttable (5%; nk = 28) obtained a ttable value of 1.701. From this description it can be seen that tcount (2.066) > ttable (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 x 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.

REFERENCES


Ghozali, Imam. 2011. "Application of Multivariate Analysis with the SPSS Program" Publishing Board of Diponegoro University, Semarang


Hariandjaja 2011. "Resource Management and Services". Alphabet Publisher: Bandung


Sugiyono. 2015 “Quantitative, Qualitative and R&D Research Methods”. Alfabeta. CV. Bandung:


Rivai, Veithzal. 2014, Human Resource Management for Companies: from Theory to Practice, Jakarta

UU no. 13 of 2003 Status of employees Permanent employees bound by PKWTT (Unspecified Time Work Agreement) and Non-Permanent Employees bound by PKWT (Specific Time Work Agreement).