

The Relationship between Work Motivation and Workload on Employee Job Satisfaction at PT. Pratomo Putra Teknik Palopo

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ABSTRACT

This study aims to determine the relationship between work motivation and workload on employee satisfaction at PT Pratomo Putra Teknik Palopo. The research method used was quantitative research with a total of 40 respondents. Data collection techniques were carried out by distributing questionnaires directly to employees at PT Pratomo Putra Palopo. The results of this study indicate that work motivation has a significant effect on job satisfaction, while workload has a positive effect on employee satisfaction, while workload has a positive effect on employee satisfaction because the influence of employee satisfaction has increased by 0.400 units. The regression coefficient of the work motivation variable has a positive relationship with employee satisfaction.

INTRODUCTION

Human resource management is a branch of management that specifically studies the relationship and role of humans in company organizations. The element of human resource management is the people who become the company's workforce, the focus of human resource management is only on human resource issues. Human resource management always plays a role in every organizational activity, active because being human designs the behavior and factors that determine the achievement of organizational goals, the organization will not be realized without the active role of employees despite the fact that the company's tools are so sophisticated (Asmawiyah et al., 2020)

Motivation is one of the things that influence human behavior. Motivation is also called encouragement, desire, support, or needs that can arouse and motivate someone to reduce and carry out their impulses so they can act in certain ways that lead to optimal performance. Motivation greatly affects employee performance. In general, employees are very productive when the company supports them in carrying out their duties. (Andika Rindi, 2019). Where motivation is also very important because with motivation to provide good work support it will affect the implementation of employee duties in a company.

Problems related to work motivation, namely the lack of encouragement from company leaders to maximize the work of their employees in completing their responsibilities, resulting in decreased job satisfaction which is influenced by workload which is characterized by uncomfortable worker conditions, where employees feel the workload is too heavy and work overtime at night.

Every activity that a person wants to do is driven by the existence of strength from within a person and this driving force is called work motivation, where then work motivation, a company must also pay attention to employee job satisfaction, because when employees who work do not feel comfortable and

are not valued, tend to be unable to develop all their potential, so that employees cannot focus and concentrate fully on their work. Job satisfaction according to (Hariandja, 2002) is when work is not just doing work, but also related to other aspects such as communicating with co-workers and superiors in following certain rules and work environment which are often not conducive or unpopular.(Asmawiyah et al., 2020).

Workload can occur when employees are unable to complete tasks according to their capacity as a result of work demands that are always piling up. Too much work must be completed due to short time constraints and it could also be due to a shortage of employees in a company. Therefore the company must be able to estimate the number of employees based on the amount of output or work that can be produced by each employee.(Communication et al., 2020)

Employee job satisfaction is a condition where employees or workers feel satisfied with the work they do so that it has a positive impact on their work (Mathis and Jackson, 2011: 68). Robin and Judge (2008:99) show that employees or employees with high job satisfaction develop positive feelings about their work. There are five indicators used to measure job satisfaction, namely satisfaction with the salary received, satisfaction with the perceived promotion, satisfaction with the job itself and satisfaction with superiors.(Putra & Mujiati, 2019)

RESEARCH METHOD

In this research, the research method used is quantitative research; this research is included in casual associative research, starting from compiling specific questions, limiting questions to collecting the data needed in this study, analyzing numbers using statistics, and conducting impartial investigations by means of objective. This research was conducted to determine the relationship between work motivation and workload on employee job satisfaction. The location of this research is PT Pratomo Putra Teknik, Palopo City. The total population in this study is all employees who work at PT Pramoto Putra Teknik, Palopo, totaling 40 employees. So all employees will be used as respondents, in other words, in this study using the census method. The Census method is a research method that is used to retrieve information from respondents, where all members of the population are sampled.

The data collection needed in this study and the method used are divided into two categories: questionnaires and data obtained by reading literature, reference materials, lecture materials, and other research results that have something to do with the object under study. This is done by the author to get additional knowledge regarding the issue under discussion. The data analysis technique used to manage the data after the results of the questionnaire are collected then provides a value or score. In this research, scoring is done using a Likert scale. The Likert scale is used to measure attitudes, opinions, and perceptions of a person or group of people about social phenomena that have been determined specifically by the researcher and are hereinafter referred to as the research variable.

RESULTS AND DISCUSSION

Characteristics of respondents

Respondents in this study were employees at PT. Pratomo Putra Teknik in the city of Palopo. This research used 40 sample respondents who were found during the research.

Respondent's gender

The characteristics of respondents based on age or age can be seen from the following table:

Table 1. Characteristics of respondents based on gender

No	Gender	Respondents' responses	
		Person	Percentage (%)
1	Man	35	75
2	Woman	5	25
	TOTAL	40	100

Source: Data Processing, 2023

Based on the processed primary data regarding the characteristics of respondents based on gender, the largest number of respondents were female respondents, namely 25 people or 25%, and male respondents, namely 35 people or 75%, so that it can be said that the average employee at PT. Pratomo Putra Teknik in Palopo is dominated by female respondents.

Age / age of the respondent

The characteristics of respondents based on age or age can be seen in the following table:

Table 2. Characteristics of respondents based on age/age

No	Age/age	Respondents' responses	
		Person	Percentage (%)
1	<20 Year	8	20
2	21-30 Year	16	40
3	31-40 Year	10	25
4	> 50 Year	6	15
	TOTAL	40	100

Source: Data Processing, 2023

Based on the processed primary data regarding the characteristics of respondents based on age/age, the largest number of respondents were respondents aged 21-30 years, namely 16 people or 50%, respondents aged <21 years, namely 8 people or 20%, respondents aged 31- 40 years, namely 10 people or 25%, and respondents who are, while respondents aged > 50 years, namely 6 people or 15%. So it can be concluded that the average employee at PT. Pratomo Putra Teknik Palopo is dominated by those aged 21-30 years.

Last education

The characteristics of respondents based on recent education can be seen in the following table:

Table 3. Characteristics of respondents based on last education

No	Last Education	Respondents' responses	
		Person	Percentage (%)
1	SD	10	30
2	JUNIOR HIGH SCHOOL	5	15
3	SMA/SMK	20	40
4	Bachelor degree)	5	15
	TOTAL	40	100

Source: Data Processing, 2023

Based on the processed primary data regarding the characteristics of the respondents, there were 10 respondents, 30% who had the last elementary school education, 5 respondents, 15% who had the last junior high school education, 20 respondents, 40% had the last high school/vocational school education, 5 had the last undergraduate education, 10 % So it can be said that the average employee at PT Putra Teknik, Palopo City is dominated by employees who have worked in the range of one to three years. So it is concluded that the majority of respondents have the last high school/vocational school education.

Length of work

The characteristics of respondents based on length of work are as follows:

Table 4. Characteristics of respondents who have worked for a long time

No	Work	Respondents' responses	
		Person	Percentage (%)
1	1-5 Years	20	50
2	11-15 Years	10	25
3	16-20 Years	6	15
4	> 35 Years	4	10
	TOTAL	40	100

Source: Data Processing, 2023

Based on the processed primary data regarding the characteristics of respondents based on length of work, the largest number of respondents are respondents who have worked 1-5 years, namely 20 people or 50%, respondents who have worked 11-15 years, namely 10 people or 25%, respondents who have worked for 16-20 years, namely 6 people or 15%, and respondents who have worked > 30 years, namely 4 people or as much as 10%. So it can be said that the average employee at PT Pratomo Putra Teknik Palopo dominated by employees who have worked in the range of one to five years.

Multiple Linear Regression Analysis

Multiple linear regression analysis in this study was conducted to determine how much influence the independent variables have on the dependent variable. Based on statistical calculations using SPSS, an estimated multiple linear regression model is obtained which can be seen in the following table:

Table 5. Multiple Linear Regression Analysis Results

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	std. Error	Betas	Q	Sig.
1	(Constant)	4,575	1,841		2,484	.018
	Work motivation	.400	.113	.408	3,538	.001
	Workload	.429	.088	.565	4,900	.000

a. Dependent Variable: Employee Satisfaction

Source: Data Processing, 2023

Inform the regression equation model obtained from constant coefficients and variable coefficients. From the data presented, the regression equation model is formed as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3$$

$$Y = 4,574 + 400 X_1 + 429 X_2$$

$$= (0.018) + (0.001) + (0.000)$$

Number-the numbers contained in brackets are the magnitude of the significant value of each independent variable where if the regression coefficient $< \alpha$ (0.05) means that it has a significant effect on the dependent variable.

Based on the multiple linear regression equation model with the effect above, it can be explained that:

1. A constant value of 4,574 indicates that if the variable work motivation (X1), workload (X2) is zero, then the value of employee satisfaction (Y) is 4,574 units.
2. The regression coefficient value of the Work Motivation variable (X1) is -0.400, meaning that if the other independent variables have a fixed value and Work Motivation increases by one unit, it will result in Employee Satisfaction increasing by 0.400 units. The regression coefficient of the Work Motivation variable has a positive relationship with Employee Satisfaction.
3. The regression coefficient value of the Workload variable (X2) is -0.429, meaning that if the other independent variables have a fixed value and Workload increases by one unit, employee satisfaction will increase by 0.429 units. The regression coefficient of the Workload variable has a positive relationship with employee satisfaction.

Analysis of the Coefficient of Determination (R²)

Table 6. Results of the Analysis of the Coefficient of Determination (R²)

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.946a	.896	.890	.907

a. Predictors: (Constant), Workload, Work Motivation

Source: Data Processing, 2023

It can be seen from table 6, that the value of R = 0.946, this shows that there is a very strong relationship between work motivation and workload on employee satisfaction at PT. Pratomo Putra Teknik. From the table above, it is obtained that the R Square number is 0.896 or in other words the variation of the independent variables used in this research model is able to explain 89.6% of the variation in the dependent variable while the remaining 10.4% is influenced or explained by other variables not included in the this research model.

Partial Significance Test (t test)

Testing is carried out on each hypothesis with the following sequence of steps:

a. T test for work motivation variable

From the calculation results in table 1, it is obtained that the significance value (sig.) of the work motivation variable (X1) is 0.001 which is smaller than 0.05 (α) or in other words t count (2.667) > t table (2.028) then the decision from testing this hypothesis is to reject Ho and accept Ha. Thus, it can be interpreted that work motivation has a positive effect on employee satisfaction.

b. T test for the workload variable

From the calculation results in table 1, the significance value (sig.) of the workload variable (X2) is 0.000 is less than 0.05(α) or in other words t count (4,900) > t table (2,028) then the decision from testing this hypothesis is to reject Ho and accept Ha. Thus it can be interpreted that workload has a positive effect on employee satisfaction.

Simultaneous Significance Test (F Test)

The significance of the simultaneous influence of the independent variables on the dependent variable is determined using the Simultaneous Significance Test (F Test).

Table 7. Simultaneous Significance Test Results (F Test)

ANOVAa						
Model	Sum of Squares	df	MeanSquare	F	Sig.	
1	Regression	261,547	2	130,773	159,017	.000b
	Residual	30,428	37	.822		
	Total	291,975	39			

a. Dependent Variable: Employee Satisfaction

b. Predictors: (Constant), Workload, Work Motivation

Source: Data Processing, 2023

In table 7 a significance value (sig.) is obtained of 0.000 or less than 0.05 (α) or in other words F count (159,017) > F table (3.25) then the decision from testing this hypothesis is to reject Ho and accept

Ha. Thus, it can be stated that the variables of work motivation (X1) and workload (X2) together have a positive effect on employee satisfaction (Y).

CONCLUSION

Based on the results of the research that has been done, it can be concluded that, work motivation has a significant effect on work satisfaction, work motivation has a positive effect on employee satisfaction at PT. Pratomo Putra Engineering and workload have a positive effect on employee satisfaction at PT. Pratomo Putra Teknik.

Based on the research results, the indicator of working conditions shows the lowest score, which means that employees feel that the time allotted to complete work is lacking and that monotonous work in daily life makes employees feel bored. Providing a workload that is in accordance with work standards, such as the quantity of work adjusted to the available time capacity, the number of workers, and realistic targets, will make employees not feel overloaded so that they can enjoy their work more and increase employee job satisfaction.

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