

THE INFLUENCE OF ORGANIZATIONAL CLIMATE, SELF EFFICACY, REWARDS AND CAREER DEVELOPMENT ON JOB SATISFACTION AT PT. EPSON BATAM CITY

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Abstract: Study research aim to test and analyze the influence of organization climate, self efficacy, reward and career development to job satisfaction at PT. Epson Batam. Respondent totaled 74 employees, data was collected using a questionnaire. The data analysis technique uses a multiple regression model, with the T test and F test. Data analysis results were obtained organization climate variable (x1) with t count 2,859 > t table 1,994 significant values $0.000 < 0.06$. This shows that organization climate has a significant effect on job satisfaction. Self efficacy (x2) with t count 2,506 > t table 1,994 significant values $0.015 < 0.05$. This show that self-efficacy has significant effect on job satisfaction. Reward (x3) with t count 1,694 < t table 1,994 significant value $0.095 > 0.05$. This shows that rewards do not have a significant effect on job satisfaction. Career development (x4) with t count 4,623 > t table 1,994 significant values $0.000 < 0.05$. This show that career development has effect on job satisfaction. The F test shows that F count is 66,639 > F table 2,495, significant $0.000 < 0.05$ which means that organization climate (x1), Self Efficacy (x2), Reward (x3), and Career Development (x4) simultaneously have a significant effect on job Satisfaction (Y).

Keywords: Organization Climate, Self efficacy, Rewards, Career Development, Satisfaction

1. Introduction

Currently, Companies in Indonesia are entering a period of very competitive competition. This is due to the large of companies operating in Indonesia, both those operating on a local scale and those operating on an international scale. Business competition requires newly operating companies to start competing to provide the best service to consumer through various kinds of service products.

Job satisfaction is an employees attitude towards work which is related to the work situation, cooperation between employees, rewards received at work, and matters relating to physical and psychological factors Edy Sutrisno (2019) Employees satisfaction can be seen from good employee behavior towards work and all things experienced in the work environment. Currently, employee job satisfaction at PT. Epson has not completely demonstrated good behavior.

Organizational climate influences individual work behavior, for example in problem solving, thought processes, communication, observation and movement. Furthermore, this individual behavior will have an impact on results in the organization. A conducive organizational climate can increase job satisfaction and conversely, an inadequate organizational climate can reduce job satisfaction. Organizational climate conditions are said to be good if people can carry out activities optimally, healthily, safely and comfortably. The results of organizational climate suitability can be seen over a long period of time. An unfavorable organizational climate can

require more labor and time and not support the creation of an efficient work system design. One of the factors that influences job satisfaction is self-efficacy. Self-efficacy is an individual's belief in his ability to overcome obstacles to achieve desired goals. High or low self-efficacy possessed by an individual varies in each particular field. Individuals with high self-efficacy believe that they can do something according to the demands of the situation and have realistic expectations. However, if the expectations in question are unreasonable, then it is likely that he will encounter a series of bad assessments, perhaps even down to 0 (zero). For this reason, every employee must be able to control self-efficacy in order to achieve the desired goals and organizational goals.

Rewards are all forms of remuneration and giving rewards to employees that arise on the basis of their employment. The reward system given to employees comes from intrinsic and extrinsic sources which are in the form of financial rewards and can even be non-financial, while research from (Bustamam, 2015) explains that the components of financial rewards are basic salary, allowances and salary increases, whereas for non-financial rewards in the form of anything in the form of contributions from employees related to achieving company goals.

Career development at PT Epson is also considered as one of the factors that influences the achievement of company goals, in addition to organizational climate, self-efficacy, rewards and job satisfaction. It is suspected that there is a difference in productivity between old employees and new employees. This is proven by the fact that old employees show a higher level of loyalty to PT Epson compared to new employees. A decrease in Job Satisfaction results in low Job Satisfaction.

2. Literature Review

Organizational Climate

According to (Luthans 2015) Organizational Climate is, "organizational climate is an overall "feeling" that is conveyed by the physical layout, the way participants interact, and the way members of the organization conduct themselves with customers or other outsiders". Organizational climate is the feeling conveyed by the physical layout, the way members interact and the way they perceive the organization with employees or other outside parties.

Self-efficacy

(Chamariyah 2015) states that self-efficacy influences individual thought patterns and reactions, both in dealing with current situations and in anticipating future situations.

Rewards

According to (Puwanethiren 2011) rewards consist of all organizational components, processes, rules and decision-making activities in terms of allocation to provide Self-Efficacy and benefits to employees as reciprocity for the contributions that have been given to the organization.

Career development

Every organization/company must accept the fact that its existence in the future depends on human resources (Batubara 2016). Without having competitive human resources, an organization will experience setbacks and will ultimately be marginalized due to its inability to face competitors.

Job satisfaction

According to (Dole and Schroeder 2016) job satisfaction can be defined as an individual's feelings and reactions to their work environment

3. Method

Research design

The type of research method used is a quantitative research method with survey research. Quantitative methods can be interpreted as research methods that are based on the philosophy of positivism, used to research certain populations or samples, collecting data using research instruments, quantitative/statistical data analysis, with the aim of testing established hypotheses. The research objects as independent variables in this research are Organizational Climate (X1), Self Efficacy (X2), Reward (X3) and Career Development (X4), while the dependent variable is Job Satisfaction (Y).

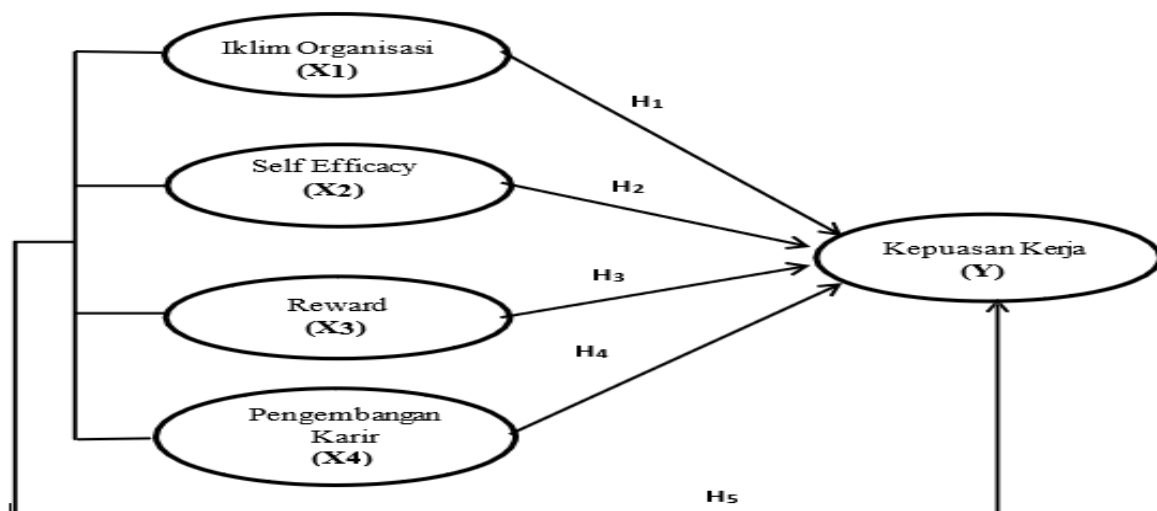


Figure 1: Research Model

Research Hypothesis

- H1 : Organizational climate influences PT employee job satisfaction. Epsom Batam.
- H2 : *Self Efficacy* influence on PT Employee Job Satisfaction. Epsom Batam.
- H3 : *Rewards* influence on PT Employee Job Satisfaction. Epsom Batam.
- H4 : Career Development influences PT Employee Job Satisfaction. Epsom Batam.
- H5 : Organizational Climate, Self Efficacy, Rewards and Career Development influence PT Employee Job Satisfaction. Epsom Batam.

Populations, Sample, Sample Size, and Sampling

The population in this study was 74 employees of PT. Epsom Batam. The sampling technique used in this research was saturated sampling of 74 employees. According to Sugiyono (2017), the meaning of saturated sampling is a sampling technique when all members of the population are sampled, this is done for research that wants to make generalizations with very small errors. Another term for a saturated sample is a census, where the entire population is sampled.

Research variable

In this research, the independent variable (X) and the dependent variable (Y) are used. Independent variables (Independent Variables) are variables that influence or are the cause, change or emergence of the dependent (dependent) variable. In this research there are four independent variables studied including Organizational Climate, Self Efficacy, Rewards and Career Development. Meanwhile, the dependent variable is often referred to as the output variable. Criteria, and consequences. According to Sugiyono (2015) that the dependent variable is a variable that influences or is a result of the existence of the independent variable. In accordance with the problem to be studied, the dependent variable is Job Satisfaction

Data Collection Procedures

The data collection techniques in this research were carried out as follows:

- a. Distribution of Questionnaires (Questionnaires)
A questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer
- b. Literature review
This method involves studying and collecting data from books which serve as a theoretical basis for further discussion.

Data analysis technique

Data analysis was carried out by distributing questionnaires to 74 employees of PT. Epson Batam, via Google form and then processed using statistical data analysis.

4. Result and Discussion**Brief History of PT. Epson Batam**

PT Epson Batam City is an institution engaged in logistics and production of inkjet printers, digital printing systems, 3LCD projectors, smart glasses and other electrical components which contribute to the people of Batam City. Effectiveness and efficiency in utilizing human resources is a requirement in order to win the competition.

Description of Research Sample

The sample in this study was 74 employees consisting of 31 women and 43 men, where the dominant age of respondents was 26-31 years old with 31 respondents with a percentage of 42%, with the most recent education being high school graduates dominating with 34 respondents with a percentage of 46%.

Hypothesis Testing Results

This hypothesis testing is based on research data processing

Based on the validity table, it can be seen that r counts for the respondent's answer to all stated variables is valid because r counters $>$ r tables. It can be concluded that all statements are considered valid.

Table 1. Validity Test

Variable	Statement	Corrected Item-Total Correlation	R Table	Note
Organizational Climate (X1)	X1.1	0.809	0.2287	Valid
	X1.2	0.785	0.2287	Valid
	X1.3	0.831	0.2287	Valid
	X1.4	0.860	0.2287	Valid
	X1.5	0.907	0.2287	Valid
	X1.6	0.867	0.2287	Valid
	X1.7	0.750	0.2287	Valid
	X1.8	0.891	0.2287	Valid
Self Efficacy (X2)	X2.1	0.850	0.2287	Valid
	X2.2	0.809	0.2287	Valid
	X2.3	0.817	0.2287	Valid
	X2.4	0.697	0.2287	Valid
	X2.5	0.795	0.2287	Valid
	X2.3	0.797	0.2287	Valid
	X2.4	0.836	0.2287	Valid
	X2.5	0.702	0.2287	Valid
Rewards(X3)	X3.1	0.241	0.2287	Valid
	X3.2	0.723	0.2287	Valid
	X3.3	0.561	0.2287	Valid
	X3.4	0.314	0.2287	Valid
	X3.5	0.716	0.2287	Valid
	X3.6	0.561	0.2287	Valid
	X3.7	0.553	0.2287	Valid
	X3.8	0.708	0.2287	Valid

Source: Results Statistical data processing (2024)

Based on table 2 for each variable, it can be concluded that all the stated variables used for the entire variable in this study are declared reliable because Cronbach's Alpha value is greater than 0.60.

Table 2. Reliability Test s

Variabel	Cronbach's Alpha	Criteria	N of Items	Note
Organization Climate (X1)	0.937	> 0.60	8	Reliable
Self Efficacy (X2)	0.609	> 0.60	8	Reliable
Rewards (X3)	0.831	> 0.60	8	Reliable
Development career (X4)	0.673	> 0.60	8	Reliable
Job Satisfaction (Y)	0.876	> 0.60	8	Reliable

Source: Results Statistical data processing (2024)

Based on the figure 2, the residual values are normally distributed, and can be seen from the form of a curve that represents a bell-shaped curve, in which both sides of the curve are extended to infinity.

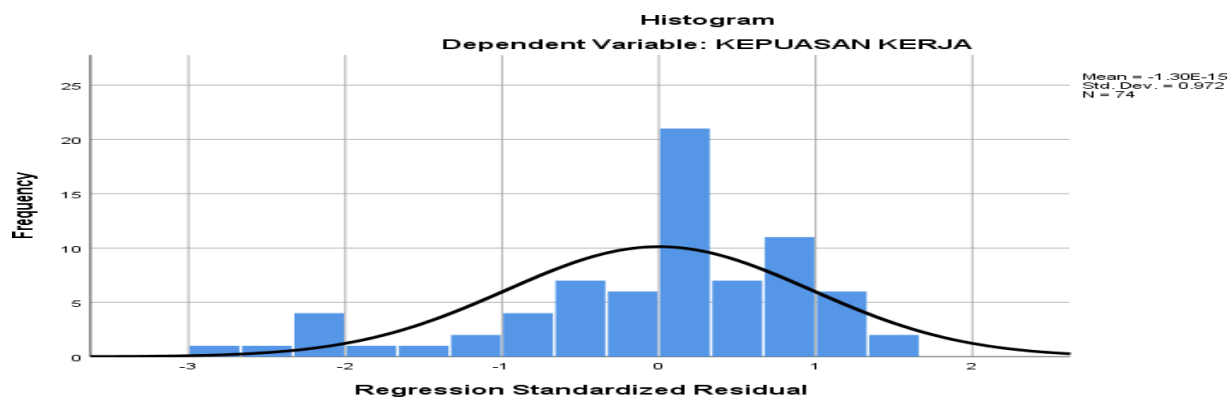


Figure 2: Histogram Normality
Source: Results Statistical data processing (2024)

The multicollinearity test was conducted with the aim of testing whether the regression test model found a correlation between independent variables and whether or not a multicollinearity problem was found in a regression model. The statistical collinearity value of VIF X1 is 3.869, X2 is 2.750, X3 is 1.062, and X4 is 2.708 with tolerance value of X1 being 0.258, X2 being 0.364, X3 being 0.942, and x4 being 0.369 can be concluded that there is no or no multicollinearity between free variables because VIF is smaller than 10 and tolerance values greater than 0.1 can be understood all variables can be used as mutually independent variables.

Table 3. Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
1	(Constant)	
	Organization Climate	,258
	Self Efficacy	,364
	Rewards	,942
	Career Development	,369

a. Dependent Variables: JOB SATISFACTION

Source: Results Statistical data processing (2024)

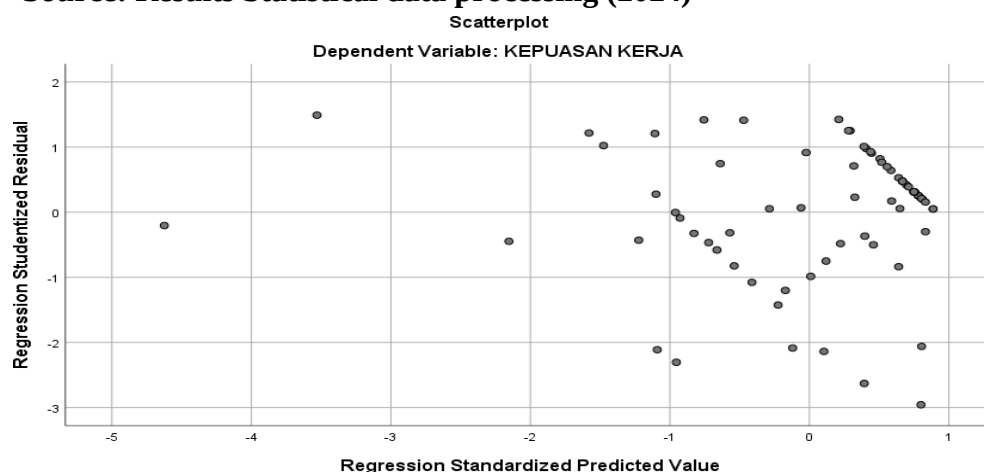


Figure 3: Heteroskedastisitas Test
Source: Results Statistical data processing (2024)

From Figure 3, the scatterplot chart on the heterocedatism test above shows random dispersion points and does not form a clear pattern, as well as dispersions above and below the zero on the Y axis or vertical axis. So the regression model in this study is either homogeneous or there is no heterocedatism.

Table 4. Multiple Regression Analysis

Unstandardized Coefficients

Model		B	Std. Error
1	(Constant)	- 2,803	2,681
	Organization Climate	,325	,114
	<i>Self Efficacy</i>	,214	,086
	<i>Rewards</i>	,117	,069
	Career Development	,399	,086

a. Dependent Variables: JOB SATISFACTION

Source: Data Result Statistics Processing (2024)

According to the research results in Table 4 above, a simple linear regression equation is obtained, namely: $Y_1 = b_0 + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$

$$Y_1 = -2.803 + 0.325 X_1 + 0.214 X_2 + 0.117 X_3 + 0.399 X_4$$

Information:

Y_1 = Job satisfaction

X_1 = Organizational Climate

X_2 = Self Efficacy

X_3 = Rewards

X_4 = Career development

b_0 = Constant

e = Disturbing Variables (error)

Hypothesis testing

t test

Table 5. T test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	- 2,803	2,681		- 1,045	,299
Organization Climate	,325	,114	,307	2,859	,006
<i>Self Efficacy</i>	,214	,086	,227	2,506	,015
<i>Rewards</i>	,117	,069	,095	1,694	,095
Career Development	,399	,086	,415	4,623	,000

Source: Data Result Statistics Processing (2024)

From the table 5, the t_{table} number is 1.994 with t (partial) for each independent variable on the dependent variable as follows:

1. Examinern First Hypothesisma Organizational Climate (H1)
 Vafunbell dari Organizational Climate (X_1) is shown from the calculated t value of 2,859
 $> t_{table}$ 1,994 and a significant value of $0.006 < 0.05$, which means that H_0 is rejected

and H_a is accepted, the variable from Organizational Climate is stated to have a significant effect on Job Satisfaction.

2. Examinern Second Hypothesis Self-Efficacy (H_2)

The variable Self Efficacy (X_2) is shown from the calculated t value of $2.506 > t$ table 1.994 and a significant value of $0.015 < 0.05$, which means H_0 is rejected and H_a is accepted, the variable Self Efficacy is stated to have a significant effect on Job Satisfaction.

3. Examinern Third Hypothesis Rewards (H_3)

The variable of Reward (X_3) is shown from the calculated t value of $1.694 < t$ table of 1.994 and a significant value of $0.095 > 0.05$, which means H_0 is accepted and H_a is rejected, the variable of Reward is stated to have no significant effect on Job Satisfaction.

4. Examinern Fourth Hypothesis Career Development (H_4)

The variable from Career Development (X_4) is shown from the calculated t value of $4.623 > t$ table 1.994 and a significant value of $0.000 < 0.05$ which means H_0 is accepted and H_a is rejected, the variable from Career Development is stated to have a significant effect on Job Satisfaction.

F Test (Simultaneous)

**Table 6. F Test
ANOVA ^a**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1329.090	4	332,272	66,639	,000 ^b
	Residual	344,045	69	4,986		
	Total	1673.135	73			

a. Dependent Variables: Satisfaction Work

b. Predictors: (Constant), Career Development , Rewards , Self Efficacy , Organizational Climate

Source: Data Result Statistics Processing (2024)

From table 6, it is known that the significance values for influences X_1 , X_2 , X_3 , X_4 simultaneously against Y is $0,000 < 0.05$ and the value of F count $66.639 > F$ table 2.495, can be concluded means simultaneely variables Organizational climate, Self Efficacy, Reward, and Career Development jointly have a significant impact on job satisfaction. The fifth hypothesis (H_5) is acceptable.

Determination Coefficient Test (R^2)

The coefficient of determination (R^2) for multiple regression is a number that states the proportion (percentage) of variation in changes in the values of the dependent variable (Y) which is determined by variations in changes in the values of all independent variables (X). The R^2 value is used to determine more than one independent variable on the dependent variable. So it can be seen from the results of testing the coefficient of determination in this research.

**Table 7. Results Analysis Coefficient Determination
Model Summary ^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,891 ^a	,794	,782	2,233	2,163

a. Predictors: (Constant), Career Development, Rewards, Self Efficacy, Organizational Climate

b. Dependent Variables: Job Satisfaction

Source: Data Result Statistics Processing (2024)

In the table above you can see the *Adjusted R Square* figure of 0.782. This means that the percentage of variables Organizational Climate (X1), Self Efficacy (X2) and Reward (X3) and Career Development (X4) in influencing Job Satisfaction is 78.2% and the remaining 21.8% is explained by other variables not included in this research model.

5. Conclusions

Based on the adjusted R square value of 0.782 or 78.2%. It can be concluded that the variables Organizational Climate (X1), Self Efficacy (X2) and Reward (X3) and Career Development (X4) can influence the Job Satisfaction variable 78.2% and the remainder (100% - 78.2% = 21.8%) is influenced by other variables. Based on the results of the T test and F test data analysis, it was obtained organizational climate variable (x1) with t count 2,859 > t table 1,994 significant value 0.000 < 0.06. This shows that organizational climate has a significant effect on job satisfaction. Self efficacy (x2) with t count 2.506 > t table 1.994 significant value 0.015 < 0.05. This shows that self-efficacy has a significant effect on job satisfaction. Reward (x3) with t count 1.694 < t table 1.994 significant value 0.095 > 0.05. This shows that rewards do not have a significant effect on job satisfaction. Career development (x4) with t count 4.623 > t table 1.994 significant value 0.000 < 0.05. This shows that career development has a significant effect on job satisfaction. The F test shows that F count is 66,639 > F table 2,495, significant 0.000 < 0.05, which means that organizational climate (x1), Self Efficacy (x2), Reward (x3), and Career Development (x4) simultaneously have a significant effect on job satisfaction (Y).

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