IMPACT ANALYSIS OF WORKING CONDITION, SALARY, CORPORATE OWNERSHIP AND FAIRNESS ON EMPLOYEE JOB SATISFACTION IN PT. BPR PRISMADANA MANADO

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ABSTRACT

Nowadays a lot of people not really think about the job satisfaction in their work place especially the chief at some company, while the job satisfaction is very important for employee performance. Job satisfaction is simply how people feel about jobs and different aspects of their jobs it is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs. Job Satisfaction is a part that is always related to the employee and the productivity that can increase employee productivity in the workplace. Satisfaction affect the employee productivity because it is a serious problem in the world of work, and becomes one important problem faced by employees. The problem of job satisfaction can result from the same person within the scope of their workers or the organization. This is quantitative research that associative with multiple linear regression analysis technique. The population in this study is the employees at PT. BPR Prismadana Manado, and the respondents are 40 peoples. This study may imply that the contribution of Working Condition, Salary, Corporate Ownership and Fairness Job Satisfaction is affected by other variables not examined in this study, and for PT. BPR Prismadana Manado in managerial role should consider about the Job satisfaction since it is the most crucial part of the company and how company can provide encouragement and motivation by providing working condition, salary, corporate ownership and fairness for employees who have good work.

Keywords: *job satisfaction, working condition, salary, corporate ownership, and fairness*

INTRODUCTION

Research Background

Job satisfaction is important not just because it boosts work performance but also because it increases our quality of life. Many people spend so much time at work that when it becomes dissatisfying, the rest of their life soon follows. Job satisfaction also is one of the most widely used variables in organizational behavior. It is an employee's attitudinal response to his or her organization. As an attitude, job satisfaction is summarized in the evaluative component.

Job satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Others believe it is not so simplistic as this definition suggests and instead that multidimensional psychological responses to one's job are involved.

Overall job satisfaction is actually a combination of *intrinsic* and *extrinsic* job satisfaction: *Intrinsic job satisfaction* is when workers consider only the kind of work they do, the tasks that make up the job. And *Extrinsic job satisfaction* is when workers consider *the conditions of work*, such as their pay, coworkers, and supervisor. These two types of satisfaction are different, and it helps to look at jobs from both points of view.

Job satisfaction is more of a journey, not a destination, as it applies to both employees and the employer. As we will see in this lesson, there is no definitive way to measure job satisfaction or to ensure it. Job satisfaction can be influenced by a person's ability to complete required tasks, the level of communication in an organization, and the way management treats employees. Measuring job satisfaction can be challenging, as the definition of satisfaction can be different for different people. If an organization is concerned about employee job satisfaction, management may conduct surveys to determine what type of strategies to implement. This approach helps management define job satisfaction objectively.

Job satisfaction is the level of contentment a person feels regarding his or her job. This feeling is mainly based on an individual's perception of satisfaction. Job satisfaction can be influenced by a person's ability to complete required tasks, the level of communication in an organization, and the way management treats employees.

Job satisfaction falls into two levels: affective job satisfaction and cognitive job satisfaction. Affective job satisfaction is a person's emotional feeling about the job as a whole. Cognitive job satisfaction is how satisfied employees feel concerning some aspect of their job, such as pay, hours, or benefits.

Research Objectives

This research has several objectives are to analyze the influence of:

1 Work Condition on Employee Job Satisfaction in PT. BPR PrismaDana Bank Manado, partially.
2 Salary on Employee Job Satisfaction in PT. BPR PrismaDana Bank Manado, partially.
3 Corporate Ownership on Employee Job Satisfaction in PT. BPR PrismaDana Bank Manado, partially.
4 Fairness on Employee Job Satisfaction in PT. BPR Prisma Dana Bank Manado, partially.
5 Working Condition, Salary, Corporate Ownership and Fairness on Employee Job Satisfaction in Prisma Dana Bank Manado, simultaneously.

THEORETICAL REVIEW

Theories
Human Resources Management

Human resources management is specialized function of planning how to obtain employee, oversee their training, evaluate them, and compensate them Mescon (1999). Nankervis et al. (2011:7). Human resources management can be simply defined as the convergence of three factors: human beings, resources and management, where human beings have the actual and potential resources (knowledge, skills, and capabilities) that can be harnessed through effective management techniques to achieve short and long term organizational goals as well as personal needs. In other words, Human Resources Management is the process of hiring and developing employee to become better and more productive like organization's want them to be. Human resource management is primarily concerned with how people are managed within organizations, focusing on policies and systems. Flippo (1980:1) Human resources management as planning, organizing, directing, controlling of procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are achieved. In other words, Human Resources Management is the process of hiring and developing employee to become better and more productive like organization's want them to be.

Job Satisfaction

Job satisfaction is simply how people feel about jobs and different aspects of their jobs. it is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs. Spector, (1997).

Working Condition, Salary, Corporate Ownership and Fairness

Working conditions cover a broad range of topics and issues, from working time (hours of work, rest periods, and work schedules) to remuneration, as well as the physical conditions and mental demands that exist in the workplace. Salary is a fixed amount of money or compensation paid to an employee by an employer in return for work performed. Ownership is an important part. Where the level of trust to the company taken

people often find out in advance of the ownership of the company before joining an employee of the company. Well he owned or privately owned, because each person will be different views on the company, and in view of the job satisfaction. Arthur D (2014). explains that there are three different ideas of fairness: treating everyone the same, treating people differently based on what they deserve, and treating people differently based on what they need.

Research Hypothesis

The hypotheses of this research are:

H_1 : Working Condition, Salary, Corporate Ownership and Fairness have significant impact on Employee Job Satisfaction in Prisma Dana Bank Manado, simultaneously.

H_2 : Work Condition has significant impact on Employee Job Satisfaction in Prisma Dana Bank Manado, partially.

H_3 : Salary has significant impact on Employee Job Satisfaction in Prisma Dana Bank Manado, partially.

H_4 : Corporate Ownership has significant impact on Employee Job Satisfaction in Prisma Dana Bank Manado, partially.

H_5 : Fairness has significant impact on Employee Job Satisfaction in Prisma Dana Bank Manado, partially.
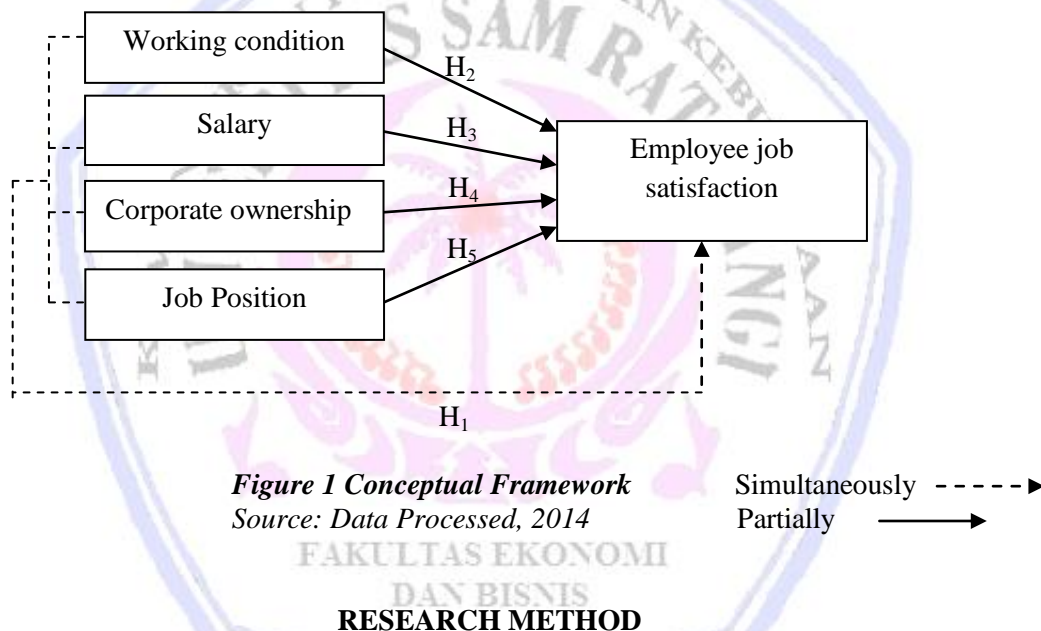
Conceptual Framework

Figure 1 Conceptual Framework   Simultaneously ----▶
Source: Data Processed, 2014   Partially ⟶

RESEARCH METHOD

Type of Research

Sekaran and Bougie (2009:110) defined causal study of research as a study in which the researcher wants to investigate the cause problems. A causal problem focused on finding causal relationship between variables. It finds the cause and effect relationship between variables. This research focusing on investigation of working condition, salary, corporate ownership and fairness influence on job satisfaction of employees in PT. BPR Prismadana Bank.

Place and Time of Research

The location of this research is PT. BPR Prismadana Bank. Which is located in ITC Marina Plaza Blok A No.1 Jln Piere Tendean Manado. The purpose of this research isImpact Analysis of Working Condition, Salary, Corporate Ownership and Fairness on Employee Job Satisfaction. And this research regarding to employee in Prismadana Bank.

Population and Sample

Cooper and Schindler (2014:338) population is the total collection of elements about which we wish to make some inferences. The overall population that is mainly observed in this current research is Impact Analysis of Working Condition, Salary, Corporate Ownership and Fairness on Employee Job Satisfaction in PT.

BPR Prismadana Bank Manado. Cooper and Schindler (2014:338) stated that sample examines a portion of the target population, and the portion must be carefully selected to represent that population. If sampling is chosen, the researcher must determine which and how many people to interview. The sample of this research is the people or employee at company as many as 40 respondents.

Data Collection Method

Primary data is originated by the researcher specifically to address the research problem. This primary data generated by distributing the questionnaire with the relevant person in charge that become the point of interest for the research. In order to generate more accurate data. In this research the questionnaire distributed to people and employee. Secondary data in this research is gathered from some related books, journals, internet, and literature from library. Secondary data use to support the research in order to develop the fundamental analysis and adding information regarding to the research.

Operational Definitions and Measurement of Research Variable.

Operational definitions of research variables are:

1. Work Condition (X_1) employee think this factor is will be effect to benefits employee performance. this condition when the employee will be satisfy to they work.
2. Salary (X_2) The salary is one important factor in the work. if the salary accordance their needs or their job employee will give responds positive to their job.
3. Corporate Ownership (X_3) employees would think if they had a place to work can be believed and whether their boss or leader can easily open with them.
4. Fairness (X_4) Fairness does not always mean the same thing to everyone, so it can be challenging to not only make fair decisions, but also have those decisions perceived as fair.
5. Job satisfaction (X_5) Job satisfaction is important not just because it boosts work performance but also because it increases our quality of life. Many people spend so much time at work that when it becomes dissatisfying, the rest of their life soon follows.

Data Analysis Method

Validity and Reliability Test

Sekaran and Bougie (2009:156) assumes that validity is evidence that the instrument, technique, or process used to measure a concept does indeed measure the intended concept to analyze the validity of questionnair. An instrument measure is valid if the instrument measure what should measured. Reliability is a test to the consistency and stability of the measuring instrument Sekaran and Bougie (2009:162). The higher of the coefficient prove the better of measuring instrument.

Multiple Regressions on Analysis Method

Multiple regressions use to express the effect of independent variables and the dependent variable. The formula of linear regression (multiple linear regressions) in general as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \beta_4 X_4 + e$$

Where:

Y =   Job satisfaction
α =   The constant, when all independent variable equal to 0
X_1 =   Working condition
X_2 =   Salary
X_3 =   Corporate ownership
X_4 =   Fairness
$\beta_1, \beta_2 \beta_3, \beta_4$ = The regression coefficient of each variable
ε =   Error

RESULTS AND DISCUSSION

Validity and Reliability

The validity test of Job position (X_1) (0.671), Gender (X_2) (0.824), and Work stress (Y) (0.902) are greater than the minimum level of 0.3 and below the significance level of 5% (0.05). Therefore, the data is considered as valid.The reliability test using Cronbach's Alpha. The Cronbach's Alpha parameter, with ideal score > 0.6, indicated that all research instrument indicator of variable are reliable because the value of Cronbach's Alpha is 0.907.

Table 1. Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	T	Sig.
1 (Constant)	1.029	1.346		2.764	.450
X_1	.107	.084	.126	2.280	.021
X_2	1.389	.150	.837	9.265	.000
X_3	.400	.235	.170	2.703	.010
X_4.	132	.213	.062	2.617	.050

a. Dependent Variable: Y
Source: SPSSdata analysis, 2014

Multiple Regression model is as follow:

$$Y = 1.029 + 0{,}107\ X_1 + 1{,}389\ X_2 + 0{,}400\ X_3 + 0{,}132\ X_4$$

Where:
- Y = job satisfaction (Dependent Variable)
- X_1 = working condition (Independent Variable)
- X_2 = salary (Independent Variable)
- X_3 = corporate ownership (Independent Variable)
- X_4 = fairness (independent variable)

The explanation of the multiple linear regression equation above, it can inform the interpretation as follows:

a. Constant value of 1.029 means that if the variables in this research of Variable X_1 – X_4simultaneously increased by one scale or one unit will increase the Y at 1.029 point.
b. Coefficient value of 0.107 means that if the variables in this research of X_1increased by one scale or one unit, it will improve and increase Y at 0.107.
c. Coefficient value of 1.389 means that if the variables in this research of X_2increased by one scale or one unit, it will improve and increase Y at 1.389.
d. Coefficient value of 0.400 means that if the variables in this research of X_3increased by one scale or one unit, it will improve and increase Y at 0.400.
e. Coefficient value of 0.132 means that if the variables in this research of X_4increased by one scale or one unit, it will improve and increase Y at 0.132.

Thus, if there is any change in factors measuring of X_1 – X_4 will change dependent variable Y.

Test of Classical Assumption

Multicolinearity

Table 2. Collinearity Statistics

Model	Collinearity Statistics	
	Tolerance	**VIF**
1		
X_1	.843	1.186
X_2	.995	1.005
X_3	.815	1.227
X_4	.810	1.235

 a Dependent Variable: Y
Source: SPSS data analysis, 2014

The results in the table above can be seen by SPSS output does not occur because the symptoms of multicollinearity VIF value of $X_1 - X_4$ was below numbers < 10, this means that there is no connection between the independent variables. Thus, multicollinearity assumptions are met (free of multicollinearity).

Heteroscedasticity

Heteroscedasticity occurs if there are dots which form a certain pattern regularly as waves. Homoscedasticity occurs if there are no certain patterns which are clear, and the dots spread above and below the 0 the Y-axis
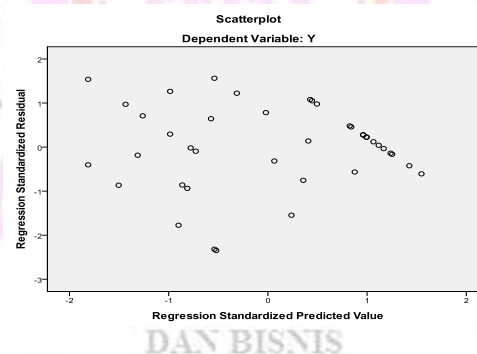

Figure 2. **Heteroscedasticity Results**
Source : *SPSS data analysis, 2014*

Figure 2 shows that the patterns of the dots are spreading and the dots are spreading above and below the zero point of Y-axis. So, there is no heteroscedasticity in this regression.

Normality

Normality test can be identifying by using graph of P-P Plot. The data will distribute normally if the value of P-P Plot is near diagonal line of the graph.
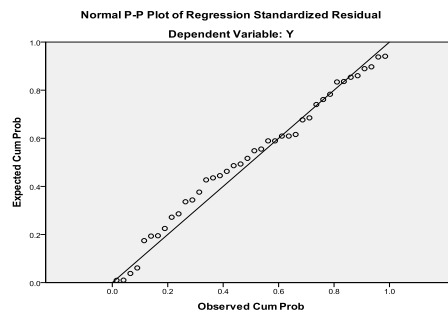
Figure 3. **Normality Results**
Source : *SPSS data analysis, 2014*

Figure 3 shows the dots spread near the diagonal line and follow the direction of the diagonal line. Therefore, the data is distributed normally.

Table 3. Coefficient Correlation (R) and (R Square)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.846(a)	.716	.684	.34354

Source: *SPSSdata analysis, 2014*

Based on the analysis of correlation (r) is equal to 0.846 indicating that the Correlation of The Influence of $X_1 - X_4$ on Y has a strong relationship.

Hypothesis Testing

Table 4. F-test

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	10.442	4	2.606	22.077	.000(a)
	Residual	4.131	35	.118		
	Total	14.553	39			

a.Predictors: (Constant), X_2, X_1
b.Dependent Variable: Y
 Source: *SPSSdata analysis, 2014*

Value of 22.077of F_{Count} significant 0.000. Because the sig > 0.05 means the confidence of this prediction is above 95% and the probability of this prediction error is below 5% which is 0.000. Therefore H_0 is rejected and accepting H_a. Thus, the formulation of the hypothesis that The Influence of $X_1 - X_4$ on YSimultaneously, accepted.

Table 5. T-test

Model	T	Sig.
X_1	2.280	.021
X_2	9.265	.000
X_3	2.703	.010
X4	2.617	.050

a Dependent Variable: Y
 Source: *SPSS data analysis, 2014*

The calculations in the table above, the interpretation as follows:

1. t_{count} for X_1 2.280 bigger than the value of 1.984 t_{table} means X_1 has no significant influence partially on Y. The sig. value at 0.021 means that prediction of X_1 influence on Y doing errors is more than 5% which is 2.1%, thus the confidence of this prediction is below 95%. Therefore, H_a accepted.

2. t_{count} for X_2 9.265 greater than the value of 1.984 t_{table} means X_2 has significant influence partially on Y. The sig. value at 0.000 means that prediction of X_2 influence on Y doing errors is 0.0%, thus the confidence of this prediction is above 95%. Therefore, H_a received.

3. t_{count} for X_3 2.703 greater than the value of 1.984 t_{table} means X_2 has significant influence partially on Y. The sig. value at 0.010 means that prediction of X_3 influence on Y doing errors is 1.0%, thus the confidence of this prediction is above 95%. Therefore, H_a received.

4. t_{count} for X_4 2.617 greater than the value of 1.984 t_{table} means X_2 has significant influence partially on Y. The sig. value at 0.050 means that prediction of X_4 influence on Y doing errors is 5.0%, thus the confidence of this prediction is above 95%. Therefore, H_a received.

Discussion

Working Condition, Salary, Corporate Ownership and Fairness have significant influence on Employee Job Satisfaction in Prisma Dana Bank Manado, partially and simultaneously. In Prisma Dana Bank, working condition is a main factors affecting employee job satisfaction. A person tends to work vigorously if satisfaction can be gained from work and job satisfaction is a key driver of employee morale, discipline, and employees' performance in supporting the realization of the company's goals. No matter how perfect the plans and monitoring and research organizations, if they are unable to perform their duties with interest and joy, then a company will not achieve as much as they can accomplish. It can be concluded that human factors were instrumental in achieving corporate goals. Because satisfied employees will work better and productive, so that the company will eventually be able to achieve a competitive advantage.

From the descriptive results of the respondents there are some things that need to be underlined in the context of this study, namely job satisfaction variable itself, especially on the variable quality of regulatory oversight, salary or wages, and Working Condition, Salary, Corporate Ownership and Fairness. Variable quality of regulatory oversight obtain relatively critical value, and variable promotional opportunities in the category of bad. With a fairly good level of image management is unquestionable related to the quality and career paths for employees. Job satisfaction is important not just because it boosts work performance but also because it increases our quality of life. Many people spend so much time at work that when it becomes dissatisfying, the rest of their life soon follows.

Job satisfaction is a part of the positive emotions associated with the job. Results of linear regression analysis showed that the existence of a positive relationship and have a significant impact on job satisfaction between OCB. Job satisfaction can be obtained in the work environment is a sense of pride, satisfaction over the successful carrying out tasks through to completion. This success gives a person's social status, respect and recognition from society. All samples in this study is purely police members who worked on the Resort "X" in the region of West Java, in other words they are all servants of the state. The result of this study is hypothesis 1 and 3 are supported, consistent with research conducted by Netemeyer (1996). Job satisfaction is a set of unpleasant feelings about whether or not employees their jobs. There are important differences between these feelings with the other two elements of employee attitudes. Davis and John Strom (1985: 105) faced Job satisfaction is feeling happy or not happy relatively different from objective thinking and behavior desire. These three attitudes that help managers understand the reactions of employees to their work and estimate their impact on future behavior.

This result consistent with a research conducted by Junghoon (2011) about Effects of workplace friendship on employee job satisfaction, organizational citizenship behavior, turnover intention, absenteeism, and task performance.employees spend a large portion of their lives at work. Accordingly, friendships between employees are often formed at work. Workplace friendship facilitates increased communication, respect, securities, and trust among employees. These rewarding benefits have meaningful implications for the

employees job-related outcomes in the industry. Thus, the direct effect of workplace friendship employee attitude toward their job and its direct and indirect effect on organizational citizenship behavior, turnover intention, absenteeism, and task performance.

The same result also has same finding with this research is research conducted by Richard D. et al (1988) about a Job satisfaction: environmental and genetic components. this article there are three subscales were formed from the job satisfaction item to reflect intrinsic, extrinsic, and general satisfaction with the current job . Interclass correlation were computed to estimate the proportion of observed variability resulting from genetic factors for all job satisfaction items and for the three subscales. resulting values indicated that approximately 30% of the observed variance in general job satisfaction was due to genetic factors. additionally analysis indicated that these results obtained even when job characteristic such as complexity, motor skill requirements, and the physical demands were held constant via partially. The indicated significant heritability for several of these job characteristics, which is consistent with the hypothesis of a genetic disposition to seek and return and remain in similar environments.

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

After examining the findings and discussing the result, the conclusions based on this research are as follows:
1. Work Condition has significant impact on Employee Job Satisfaction in Prisma Dana Bank Manado, partially.
2. Salary has significant impact on Employee Job Satisfaction in Prisma Dana Bank Manado, partially.
3. Corporate Ownership has significant impact on Employee Job Satisfaction in Prisma Dana Bank Manado, partially.
4. Fairness has significant impact on Employee Job Satisfaction in Prisma Dana Bank Manado, partially.
5. Working Condition, Salary, Corporate Ownership and Fairness have significant impact on Employee Job Satisfaction in Prisma Dana Bank Manado, simultaneously.

Recommendations

Based on problem of this research the Recommendation for this research are

1. PrismaDana Bank Should pay attention on Employee Job Satisfaction as a one driving factor to achieve organization goals. Job satisfaction in PrismaDana Bank is influenced by Working Condition, Salary, Corporate Ownership and Fairness.
2. To improve this research, the next researcher should add more variable or intervening to make a better result for the influence on purchase intention.

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