



## Analysis of Spirit and Job Satisfaction on the Performance of Employees of PT. Dodorindo Jaya Abadi Tanjung Morawa

Etin Indrayani<sup>1</sup>, Robin<sup>2</sup>

<sup>1,2</sup>STMB MULTISMART Pajak Rambe, Martubung, Kota Tanjung Morawa, Sumatera Utara 20252, Indonesia

E-mail: [etin2Indrayani@gmail.com](mailto:etin2Indrayani@gmail.com)<sup>1</sup>, [robinzheng84@gmail.com](mailto:robinzheng84@gmail.com)<sup>2</sup>

### ARTICLE INFO

### ABSTRACT

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This study aims to determine whether there is an influence of spirit and work satisfaction on the work performance of employees. The population in this study were all employees who worked at PT. Dodorindo Jaya Abadi Tanjung Morawa as many as 447 employees. The sampling technique used was the Slovin technique with a significance of 10% with a sample of 82 employees. In this study, a questionnaire will be distributed which is measured by a Likert scale. Data analysis used multiple linear regression analysis. The results showed that there was an effect both partially and simultaneously where the spirit variable partially had a  $t$ count (4.694) greater than  $t$ table (1.990) with a significant (0.00) less than 0.05, while the work satisfaction variable had a  $t$ count value (5.950) is higher than  $t$ table (1.990) with a significant (0.00) smaller than 0.05. Simultaneously, the variables of spirit and work satisfaction have a value of  $F$ table (3.11) and a significance = 5% (0.05), namely  $F$ count (25.338) and sig.a (0.000a). This shows that the results of the study accept  $H_a$  and reject  $H_0$ , while the coefficient of determination  $R$  Square is 0.391. This shows that the variables of spirit and work satisfaction explain their influence on the work performance by 39,1%. While the remaining 60,9% is the influence of other independent variables not examined in this study.

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### 1. Introduction

Today's business development has been colored by various kinds of competition in all business fields, both in the supply of trade goods and in the offering of services. In the face of increasingly fierce business competition, this has resulted in changes in organizational behavior in dealing with human resource needs. Given the increasingly dynamic technological developments, companies are required to act quickly and precisely so as not to lose out on the competition. This condition causes business people to be increasingly required to have the right strategy in meeting the work targets they have set for the company. Thus, every company must understand the behavior of its employees because the company as an organization is trying to meet its work targets.

Employees are seen as one of the company's important assets and need to be managed and developed to support the survival of the company. Companies are also faced with big challenges to win the competition, so accurate tactics and strategies are needed. In choosing the use of tactics and strategies, the company not only requires an analysis of changes in the external business environment which usually consists of changes in demographic, social, cultural, political, economic, technological and other matters, but also internal factors of the company. The company's internal factors are the company's strengths and weaknesses in an effort to support and achieve the goals set. Judging from the management of human resources and the importance of human resources themselves to the company's activities in achieving the work targets that have been set, then these employees should be the main concern of the company in supporting their survival.

PT. Dodorindo Jaya Abadi is: a company that has been accredited and established since 1997 by providing a variety of baby products branded Dodo which is ISO 9002 certified so that it has products of



international quality. Even though PT. Dodorindo Jaya Abadi has expanded to almost all regions in Indonesia, but for a company headquartered in Tanjung Morawa – Medan, North Sumatra. The company is experiencing problems with employee performance where employees cannot provide satisfactory work results and often make mistakes in their work so that employees are judged not to have good performance. This is because of the influence of low morale and also a lack of employee job satisfaction.

The morale of employees at the company is still lacking in doing their work because of injustices made by the company to employees so that the employee feels unfair and becomes unenthusiastic at work and causes a lack of employee work activity which makes it difficult for the company to develop and earn profits. Employees are also considered to be dissatisfied at work which is indicated by the lack of employee discipline in obeying existing regulations and can also be seen from the number of employees who resign from the company. For some other employees who feel dissatisfied with their jobs, they still choose to stay at work because for the current situation, it may be difficult for them to find new jobs because based on the information they get, many companies lay off workers so they feel grateful and choose not to resign themselves from the company even though at first they had the intention to follow their friends to find better jobs in other companies.

According to Sisca (2020:65), morale is enthusiasm to do work diligently and well and is willing to cooperate in achieving organizational goals.

According to Busro (2018: 325), in general there are several indicators of work spirit, namely:

- a. Work atmosphere
- b. Passion for work
- c. Encouraging employees to work better
- d. The negative influence of work passion can be suppressed
- e. Work is completed faster
- f. Productivity increases

According to Sutrisno (2016: 74), job satisfaction is an employee's attitude towards work related to work situations, cooperation between employees, rewards received at work, and matters relating to physical and psychological factors.

According to Sutrisno (2016: 80), indicators that affect job satisfaction are as follows:

- a. Psychological Factor  
It is a factor related to the employee's psyche, which includes interest, peace of mind at work, attitude towards work, talents, and skills.
- b. Social Factor  
Is a factor related to social interaction between employees and employees with superiors.
- c. Physical Factor  
It is a factor related to the physical condition of employees, including the type of work, timing and rest time, work equipment, room conditions, temperature, lighting, air exchange, employee health conditions, age, and so on.
- d. Financial Factor  
It is a factor related to guarantees and employee welfare, which includes the system and amount of salary, social security, various allowances, facilities provided, promotions and so on.

According to Ratnasari and Hartati (2019: 46), performance is the appearance of the work of human resources in an organization which can be the appearance of individuals or work groups of human resources.

According to Sutrisno (2016:152), to measure the behavior itself or the extent to which individuals behave in accordance with what is expected by the organization or institution, namely performance is generally associated with the achievement of the results of the work standards that have been set, namely:

- a. Work result
- b. Work knowledge
- c. Initiative
- d. Mental agility
- e. Attitude
- f. Discipline of time and attendance

## 2. Method

### 2.1 Location and Time

The research was conducted at PT. Dodorindo Jaya Abadi whose address is at Jalan Pelita IV No. 27, KIM Star, Tanjung Morawa. The research time is planned from October 2021 to January 2022.

### 2.2 Population and Sample

Jaya (2019:10), the population is the total number consisting of objects or subjects that have certain characteristics and qualities determined by researchers to be studied and then drawn conclusions. Jaya (2019:10), the sample is part of a number of characteristics possessed by the population used for research. The population in this study were all employees of PT. Dodorindo Jaya Abadi with a total of 447 employees. The technique for determining the sample is using the Slovin formula with a standard error tolerance of 10% so that as many as 82 samples are obtained.

### 2.3 Data Collection Method

Data collection through questionnaires is done by asking questions to the parties related to the problem. To assess respondents' responses, the author uses a Likert scale that uses several question items to measure individual behavior by responding to 5 choice points on each question item.

### 2.4 Validity and Reliability Test

The data obtained need to be tested for accuracy and reliability so that the results of data processing can be more precise and accurate. Therefore, it is necessary to know how high the validity and reliability of the measuring instrument (instruments) used are. Based on the research, each questionnaire item variable was tested for validity, all questionnaires had met the valid criteria and were eligible to be used as questionnaires in further research. While in the reliability test, all questionnaire items are reliable variables and can be used as research instruments.

## 3. Result and Analysis

### 3.1 Normality Test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. A good regression model is to have residuals that are normally distributed.

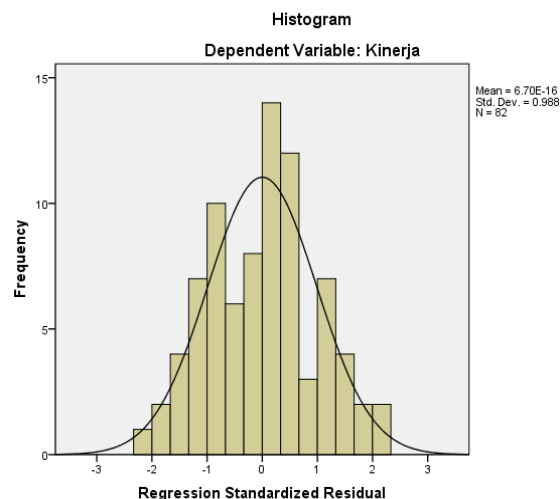
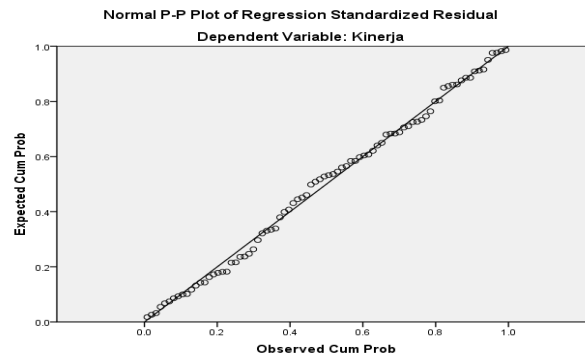


Fig 1. Histogram Graphic

Based on the picture above, it can be seen that the line forms a bell, neither to the left nor to the right. This shows that the data are normally distributed and meet the assumption of normality.



**Fig 2.** Normal Probability Plot of Regression Graphic

Based on the picture above, it can be seen that the data (dots) spread around the diagonal line and follow the diagonal line. So from the picture it can be concluded that the regression model residuals are normally distributed.

**Table 1**  
One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		82
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.15178585
Most Extreme Differences	Absolute	.052
	Positive	.052
	Negative	-.047
Kolmogorov-Smirnov Z		.474
Asymp. Sig. (2-tailed)		.978

a. Test distribution is Normal.

b. Calculated from data.

Source: Research Result, 2021

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significance value is greater than 0.05, namely 0.978, so it can be concluded that the data is classified as normally distributed.

### 3.2 Multicollinearity Test

The test method commonly used is to look at the Tolerance and Variance Inflation Factor (VIF) value in the regression model where the VIF value is less than 10 and has a Tolerance value of more than 0.1.

**Table 2**  
Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Spirit	.981	1.020
Satisfaction	.981	1.020

a. Dependent Variable: Work Performance

Source: Research Result, 2021

Based on the table, it can be seen that all variables have a tolerance value of more than 0.1 and a VIF value of less than 10 so it can be concluded that there are no problems in the multicollinearity test.

### 3.3 Heteroscedasticity Test

Heteroscedasticity is a condition where in the regression model there is an inequality of variance from the residuals from one observation to another observation where a good regression model does not occur heteroscedasticity.



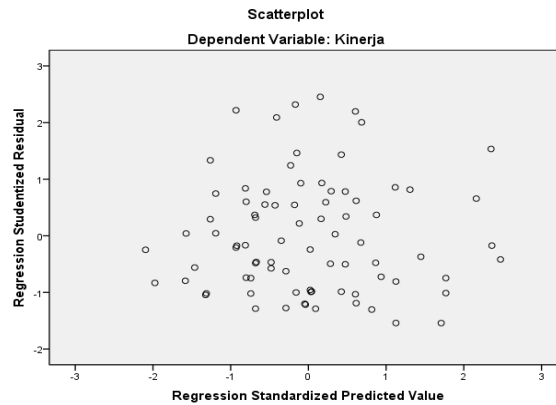


Fig 3. Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen that the points spread randomly and do not form a clear pattern and spread both above and below zero on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model can be used to predict Work Performance based on the input of the independent variables.

### 3.4 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a significant effect between two or more independent variables on one independent variable.

**Table 3**  
Multiple Linear Regression Analysis Test  
Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.862	2.698		1.432	.156		
	Spirit	.396	.084	.416	4.694	.000	.981	1.020
	Satisfaction	.368	.062	.528	5.950	.000	.981	1.020

a. Dependent Variable: Performance  
Source: Research Result, 2021

$$\text{Work Performance} = 3.862 + 0.396 \text{ Spirit} + 0.368 \text{ Satisfaction} + e \quad (1)$$

Based on the above equation, then: Constant (a) = 3.862. This means that if the independent variables, namely spirit and Satisfaction, have a value of 0, then work performance is 3,862. Where if there is an increase in spirit, there will be an increase in work performance of 0.396. Likewise with work satisfaction where if there is an increase in Satisfaction then work performance will increase by 0.368.

### 3.5 Coefficient Determination

Determination Analysis or also called R Square symbolized by R<sup>2</sup> is used to determine the magnitude of the influence of the independent variable (X) together on the dependent variable (Y) where the smaller the coefficient of determination, this means the influence of the independent variable (X) on the variable bound (Y) is getting weaker. On the other hand, if the coefficient of determination is close to 1, then the influence of the independent variable on the dependent variable is getting stronger. Thus, if the coefficient of determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to the dependent variable. However, if the coefficient of determination is 1, then the contribution given by the independent variable to the dependent variable is perfect.

**Table 4**  
Coefficient Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.625 <sup>a</sup>	.391	.375	2.179

a. Predictors: (Constant), Satisfaction, Spirit

b. Dependent Variable: Work Performance

Source: Research Result, 2021

Based on the table above, the coefficient of determination R Square is 0.440. This shows that the variables of spirit and Satisfaction ability explain their influence on work performance by 39,1%. While the remaining 60,9% is the influence of other independent variables not examined in this study such as communication, motivation, supervising, training and others.

**3.6 Simultaneous Hypothesis Test (F Test)**

The F test or regression coefficient test is used to determine whether the independent variable simultaneously has a significant effect on the dependent variable. In this case, to find out whether the independent variable simultaneously has a significant effect on the dependent variable or not. The test uses a significance level of 5%. The criteria for evaluating the hypothesis in this F test are:

H0 Accepted if:  $F_{count} < F_{table}$ ,

H<sub>a</sub> Accepted if:  $F_{count} > F_{table}$

**Table 5**  
ANOVA Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	240.577	2	120.289	25.338	.000 <sup>a</sup>
	Residual	375.045	79	4.747		
	Total	615.622	81			

a. Predictors: (Constant), Satisfaction, Spirit

b. Dependent Variable: Work Performance

Source: Research Result, 2021

Based on the table above, it is obtained that the value of F<sub>table</sub> (3.11) and significant = 5% (0.05), namely F<sub>count</sub> (25.338) and sig.a (0.000a). This shows that the results of the study accept H<sub>a</sub> and reject H<sub>0</sub>. The comparison between F<sub>count</sub> and F<sub>table</sub> can prove that simultaneously spirit and Satisfaction have a significant effect on work performance.

**3.7 Partially Hypothesis Test (t Test)**

The t test or partial regression coefficient test is used to determine whether the independent variable partially has a significant effect on the dependent variable or not. In this case, to find out whether the independent variable partially has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-tailed test. The t test criteria are:

H0 Accepted if:  $t_{count} < t_{table}$

H<sub>a</sub> Accepted if:  $t_{count} > t_{table}$

**Table 6**  
Coefficient Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.862	2.698		1.432	.156		
	Spirit	.396	.084	.416	4.694	.000	.981	1.020
	Satisfaction	.368	.062	.528	5.950	.000	.981	1.020

a. Dependent Variable: Work Performance

Source: Research Result, 2021

Based on the table above, it can be concluded that spirit and Satisfaction partially have a significant effect on work performance which can be seen in t<sub>count</sub> greater than t<sub>table</sub> (1.990) and significance less than 0.05.

**4. Conclusion**

The conclusions that researchers can draw from the results of research that have been carried out are as follows:

- a. The results of the partial test calculation show that spirit and satisfaction partially have a significant effect on work performance which can be seen in t<sub>count</sub> greater than t<sub>table</sub> (1.990) and significance less than 0.05.
- b. The results of the joint test calculations obtained that the value of F<sub>table</sub> (3.11) and significant = 5% (0.05), namely F<sub>count</sub> (25.338) and sig.a (0.000a). This shows that the results of the study accept H<sub>a</sub>



and reject  $H_0$ . The comparison between  $F_{count}$  and  $F_{table}$  can prove that simultaneously spirit and Satisfaction have a significant effect on work performance.

- c. The value of the coefficient of determination R Square is 0.391. This shows that the variables of spirit and Satisfaction ability explain their influence on work performance by 39,1%. While the remaining 60,9% is the influence of other independent variables not examined in this study such as communication, motivation, supervising, training and others.

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