

The Relationship Between Empowerment And Job Satisfaction on Employee Performance in Majalengka Regency

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Abstract: This study aims to see the relationship between empowerment and job satisfaction on employee performance in Majalengka Regency. This research uses a quantitative approach, with survey methods and path analysis techniques. The sample in this study were employees in the Majalengka environment with a sample size of 80 employees. The data collection technique in this research is by using a questionnaire containing several lists of statements. The results showed that (1) employee performance was directly affected by empowerment. Increased empowerment would result in an increase in performance of 3.2%. (2) Increased job satisfaction will result in an increase in employee performance by 19%. (3) job satisfaction is directly affected by empowerment, increasing empowerment will result in an increase in satisfaction by 12%.

Keywords: empowerment, job satisfaction, employee performance

1. Introduction

Performance or work performance is the level of success of a person in carrying out and completing a job. This level of success is called the level of performance or level of performance. Employees who have a sufficient level of job satisfaction in the company have an important role in achieving company goals. Through employee job satisfaction, they can It is known how employees respond to various company programs or plans, which then becomes very valuable feedback from the company. Performance or work performance is the level of success of a person in carrying out and completing a job. This level of success is called the level of performance or performance level. Employees who have a high level of performance are employees with high work productivity, and vice versa, employees who have a performance level that does not comply with the standards set, the employee is said to be an unproductive employee.

In improving employee performance so that it is better in a company, things that can improve the performance of an employee are needed, one of which is employee empowerment. Because employee empowerment is an effort to encourage and enable individuals to take personal responsibility for their efforts to improve the way they carry out their jobs and connect to the achievement of organizational goals. Therefore, companies often take the way to improve employee performance, motivation, commitment, and employee productivity through employee empowerment.

Several studies related to empowerment and satisfaction with performance have been conducted by researchers in Indonesia. However, some conclusions from the research results

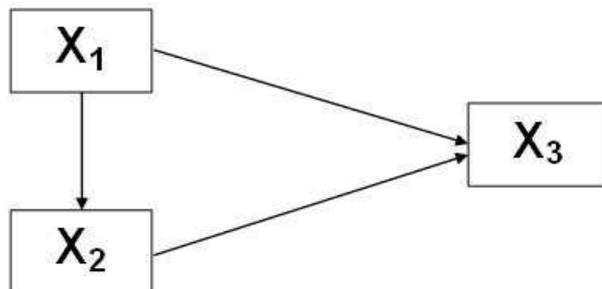
still have several factors that need to be addressed in several sectors. Hazizma [1] conducted research on the effect of employee empowerment, self-efficacy, and employee involvement in job satisfaction and employee performance. Furthermore, Bariya Samiun, Herman Sjaharuddin, and Suseno H. Purnomo [2] examined the effect of empowerment on employee job satisfaction. Dita Cucu Kartika, Ma'ruf Akbar, and Rugaiyah [3] the influence of empowerment and job satisfaction on lecturer performance at Majalengka University, West Java. Efendy Rasji and Diana R. S. Maramis [4] examined the effect of empowerment and job satisfaction in improving employee performance in Manado State Polytechnic. Handi Brata examines the effect of job certainty on job satisfaction mediated by psychological empowerment: the case of university civil servants in West Kalimantan [5].

Employees who have a sufficient level of job satisfaction within the company have an important role in achieving company goals. Through employee job satisfaction, it can be seen how employees respond to various company programs or plans, which then becomes very valuable feedback from the company by Kartika and Kihatu [6]. According to Kreitner and Kinicki in Wibowo factors that correlate with employee job satisfaction must be considered because they can be positive and negative [7]. The variables that have a relationship with job satisfaction include motivation, job involvement, organizational citizenship behavior (OCB), absenteeism, employee turnover, feelings of stress, work performance, organizational commitment, and life satisfaction. Job satisfaction is very influential in determining whether to stay or leave their job, if organizations are not satisfied with their work, they tend to leave the organization, and vice versa [8]. Herzberg in Hartono suggests that employees in carrying out their work are influenced by psychological need factors related to appreciation for their work and are a source of satisfaction [9].

Several studies related to empowerment and satisfaction with performance have been carried out. Among them are Kadek Sri Widayanti and Ni Ketut Sariyathi that employee empowerment has a positive effect on organizational commitment. These results mean that managers who have empowered employees, then employee commitment to the company will be high. Conversely, if the empowerment of employees has not been fully carried out by the manager, the employee's commitment to the company will be lower [10]. The results of this test are supported by previous research conducted by Ismail et al.[11], Kuo et al.[11], Parameswari and Rahyuda [12] and Jafari et al. which proves that there is a positive and significant influence on employee empowerment variables on organizational commitment [13]. Based on the previous researchers above, researchers are interested in researching empowerment and satisfaction with the performance of employees of the sub-district office in the Majalengka Regency environment.

2. Methodology

This study uses a quantitative approach, with survey methods and path analysis techniques. The variables in the path analysis technique consist of two types, namely endogenous variables (dependent variables) and exogenous variables (independent variables). In this study, the variables to be studied are empowerment, job satisfaction, and employee performance. The endogenous variables in this study are employee performance and exogenous variables in this study are empowerment and job satisfaction. The constellation model is as follows:



Note:

X1: Empowerment (exogenous variable) X2: Job Satisfaction (exogenous variable)

X3: Employee performance (endogenous variables)

3. Results and Discussion

Based on the results of calculations for the regression equation modeling between team effectiveness and cohesiveness in the attachment, the regression constant $a = 71.25$, and the regression coefficient $b = 0.302$ is obtained. Thus the relationship to the simple regression equation model is $\hat{X}_3 = 71.25 + 0.302X_1$. Before the regression equation model is further analyzed and used in concluding, first the regression equation is tested for significance and linearity. It is known that the results of the regression equation significance test obtained $F_{count} = 0.130$ which is smaller than $F_{table} 1.71$ at $\alpha = 0.05$. Because $F_{count} < F_{table}$, the regression equation is not significant. For the linearity test, it is obtained that $F_{count} = 14.171$ is smaller than $F_{table} = 1.701$. Because $F_{count} > F_{table}$, the estimated distribution of points forming a linear line is acceptable. Furthermore, the researcher calculated the significance and linearity test of the Employee Performance Regression Coefficient (X3) on Satisfaction (X2). From the data calculated for the regression equation modeling between team effectiveness and communication in the attachment, it is obtained a regression constant $a = 77.959$ and a regression coefficient $b = 0.19$. Thus the relationship to the simple regression equation model is $\hat{X}_3 = 77.959 + 0.19X_2$. Before the regression equation model is further analyzed for use in concluding, first the regression equation is tested for significance and linearity. It can be understood that, the regression equation $\hat{X}_3 = 77.959 + 0.19X_2$, for the significance test, it is obtained that $F_{count} = -1,23663E-06$ is greater than $F_{table} 1.701$ at $\alpha = 0.05$. Because $F_{count} > F_{table}$, the regression equation is very significant. For the linearity test obtained F_{count} of -2703804.744 smaller than $F_{table} 1.701$ at $\alpha = 0.05$. Because $F_{count} < F_{table}$, the estimated distribution of points forming a linear line is acceptable.

Next, the researcher calculated the significance and linearity test of the empowerment regression coefficient on job satisfaction. From the calculated data for the compilation of the regression equation model between trust and communication in the attachment, it is obtained the regression constant $a = 83.55$ and the regression coefficient $b = 0.12$. Thus the relationship

to the simple regression equation model is $\hat{X}_2 = 83.555 + 0.12 X_1$. Before the regression equation model is further analyzed and used in concluding, first the regression equation is tested for significance and linearity. The regression equation $\hat{X}_2 = 83.555 + 0.12 X_1$, for the significance test obtained $F_{count} = 5.30582097$ is greater than $F_{table} 1.701$ at $\alpha = 0.05$. Because $F_{count} > F_{table}$, the regression equation is very significant. For the linearity test, it was obtained that $F_{count} = -1.28336643$ was smaller than $F_{table} = 1.701$ at $\alpha = 0.05$. Because $F_{count} < F_{table}$, the estimated distribution of points forming a linear line is acceptable.

Furthermore, from the calculation of the path analysis, the direct effect of cohesiveness on team effectiveness, the path coefficient value is 0.003 where the t_{count} coefficient value is 9.641. The t_{table} coefficient value for $\alpha = 0.05$ is 1.67. Because the value of the t_{count} coefficient is greater than the t_{table} value, empowerment has a direct effect on employee performance. Based on the explanation above, it can be understood that empowerment has a positive direct effect on employee performance, thus it can be concluded that employee performance is directly influenced positively by empowerment. Increased empowerment will increase the performance of 3.2%. From the results of the calculation of path analysis, the direct effect of trust on team effectiveness, the path coefficient value of 0.381, and the coefficient value of t_{count} of 0.776 while the coefficient value for $\alpha = 0.05$, thus satisfaction has no direct effect on employee performance can be accepted.

Furthermore, the results show that satisfaction does not directly affect performance. Based on these findings it can be concluded that employee performance is not influenced by satisfaction. Increased satisfaction results in an increase in the effectiveness of the performance team by 19%. From the calculation of path analysis, the direct effect of cohesiveness on communication, the path coefficient value is 0.24 where the t_{count} coefficient value is 5.306. The coefficient value of t_{table} for $\alpha = 0.05$. It can be understood that empowerment has a direct effect on acceptable satisfaction. Next, the results of the study provide the findings that empowerment has a positive direct effect on satisfaction. Thus it can be concluded that satisfaction is directly influenced positively by empowerment. Increased empowerment will result in an increase in satisfaction by 12%.

4. Conclusion

Based on the results of the research and discussion described above, it can be concluded that (1) employee performance is directly affected by empowerment. (2) Increased job satisfaction will increase employee performance (3) Job satisfaction is directly affected by empowerment.

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