

The Influence Of Work Motivation And Job Satisfaction On The Organizational Commitment Of Cv Honda Our Employees

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Abstract

Organizational commitment is a system or program that has been determined by the company to be implemented and implemented for every human resource (HR) in the company. CV Honda Kita is a company that operates in the field of selling motorbike products. Where the CV Honda Kita company has several problems, namely the problem of work motivation and job satisfaction. The low desire of employees in self-improvement initiatives to master the planned program in achieving the intended targets and goals, the large number of employees who work only as is due to the lack of appreciation given by the company, the many work commitments that have been programmed have not been realized perfectly. The method used in this research is a quantitative approach with quantitative descriptive research in the form of numbers and analysis using statistics. The population in this study were all CV Honda Kita employees, totaling 40 people, who were used as the actual sample in this study, while a sample of 30 for validity testing was used in other companies operating in the same field. The hypothesis results in this study show that work motivation and job satisfaction simultaneously influence employee organizational commitment with a value of $F_{count} > F_{table}$ ($34,194 > 3.25$). Where the research results show that simultaneously H_1 is accepted and H_0 is rejected. The results of this research show that work motivation has a partially positive and significant effect on employee organizational commitment with a value of $t_{count} > t_{table}$ ($2.866 > 2.02619$) and job satisfaction has a partially positive and significant effect on employee organizational commitment with a value of $t_{count} > t_{table}$ ($2.602 > 2.02619$). Simultaneously, work motivation and job satisfaction have a positive and significant effect on the organizational commitment of CV Honda Kita employees and the coefficient of determination value is 63% and the remaining 37% is explained by other variables not examined in this research.

Keywords:

Work Motivation; Job Satisfaction and Organizational Commitment

Introduction

The CV Honda Kita company is a company that operates in the field of selling motorbikes. This company carries out various activities in accordance with other companies with the aim



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of seeking maximum profits, by meeting the needs of the community in the field of selling motor vehicles complete with quality designs according to the tastes and paying abilities of the people who are CV Honda Kita customers. Along with the implementation of a company's work, human resource orientation is the key to the success or failure of the company. If human resources are inadequate then other resources in a company will not produce optimal performance. Therefore, it is necessary to manage as well as possible in order to obtain the right composition between human resources and other resources in order to produce optimal performance.

Commitment is a form of rule that can be used as a reference to move the system both within the company and outside the company, as well as commitment is very important for every person within the company. The importance of organizational commitment is an individual's willingness to be involved in the organization through acceptance of organizational values where employees are able to follow the rules in the organization, as well as the desire to survive in the organization. Organizational commitment is a belief that binds employees to an organization which is demonstrated by loyalty or fidelity in work, as well as work involvement and identification with the values and results obtained. The success of an organization in facing complex problems greatly influences organizational commitment. This is in accordance with the opinion of Isnanto & Dewi (2020) that employee organizational commitment is very important in influencing the success of an organization. Therefore, in order to create high commitment to the company, the company must be able to maintain existing human resources.

The problem that occurred in this research was related to organizational commitment, namely that the number of work commitments that had been programmed had not been realized perfectly. As well as the lack of employee ability to achieve targets so that the results are less than optimal due to a lack of competence, skills and willingness of company employees. Lack of innovations in the field of work systems carried out by employees, lack of employees looking for information about developments in the types of motorbikes needed according to the community's economy, especially for those who need motorbikes when the Covid-19 outbreak is hitting.

Literature Review

Organizational Commitment



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Organizational commitment is a system or rules that have been determined by the company to be implemented and obeyed by every human resource (HR) in the company, both leaders and subordinates. The same thing was expressed by Wibowo, et al (2015) stating that organizational commitment is a description of employees identifying themselves with their organization and the employee's willingness to continue working in the organization.

According to Wijaya and Rifa'I (2016: 167) stated that organizational commitment is a feeling of recognition, loyalty and involvement that is paid attention to the organization or organizational unit. The same opinion was also expressed by Wibowo (2019: 430) that organizational commitment is the feelings, attitudes and behavior of individuals in identifying themselves as part of the organization who are involved in the process of organizational activities and are loyal to the organization in achieving organizational goals.

The indication from the opinions of the experts above is that organizational commitment is a condition where employees can take sides and care about the organization, and have the intention of maintaining members in the organization. Good organizational commitment really requires an organization, because having high organizational commitment will greatly influence a professional work situation and will always do the best for the organization, and always maintain the good name of the organization.

Work Motivation

Work motivation is a desire that arises within employees which causes enthusiasm and encouragement in working to achieve a goal. Motivation can also build an attitude of character in achieving goals. Motivation is the engine that drives a person to become successful. The same thing was also expressed by Mangkunegara (2017) who defined that work motivation is a condition that can move employees to be able to achieve goals.



According to Sarinah and Mardalena (2017:77), work motivation is an energy that drives, directs and strengthens behavior. Work motivation will be an encouragement as a hope or desire that can move a person to act or behave in fulfilling needs. The same thing was also expressed by Afandi (2018:23) motivation is a desire that arises from within a person or individual because he is inspired, encouraged and encouraged to carry out activities with sincerity, pleasure and sincerity so that the results of the activities he carries out are get good and quality results.

Indicative of several opinions outlined by the experts above, it can be concluded that motivation is the desire and driving force of a person's willingness to work in directing and channeling attitudes and achieving the goals of a company.

Methods

Research Approach

A research approach is a method used to find out data. The research method is basically a scientific way to obtain data with a specific purpose and use Sugiyono (2016:2). In this research, researchers used a quantitative approach. The same opinion was also expressed by Sugiyono (2018:15) quantitative methods are research data in the form of numbers and analysis using statistics.

Research Variables and Operational Definitions

Research Variables

The variables in this research use 2 (two) types of independent variables, namely: Work Motivation (X1), and Job Satisfaction (X2), as well as 1 (one) dependent variable, namely Organizational Commitment (Y).

Operational Definition

The operational definition is part of the explanation of a variable to be studied. The operational variables used in this research consist of: Work Motivation (X2), Job Satisfaction (X2) and Organizational Commitment (Y). The operational definition in this research can be seen in Table 1 below.

Table 1. Operational Definitions of Variables

No	Variable	Operational Definition	Indicator	Skala
1	Work Motivatio n (X1)	Work motivation is an energy that drives, directs and reinforces behavior. Work	1. Strive 2. High level of ideals	Scale Likert



	motivation will be an encouragement as a hope or desire that can move someone in acting and behaving in meeting needs.	3. Task/target orientation 4. Efforts to move forward 5. Co-workers selected 6. time utilization.	
	(Sarinah and Mardalena, 2017:77)	(Mangkunegara, 2018)	
2	Job Satisfaction (X2)	Job satisfaction is an emotional attitude that enjoys and loves his job. This attitude is reflected by work morale, discipline, and work performance.	1. Salary 2. The job is quiet 3. Co workers 4. Superior 5. Promotion
			Scale Likert
	(Hasibuan, 2016:202)	(Widodo, 2015)	
3	Organizational Commitment (AND)	Organizational commitment is a feeling of recognition, loyalty, and involvement that is noticed towards the organization or organizational unit.	1. Affection commitment 2. Kadvanced omitmen 3. Normative commitment
			Scale Likert
	(Vijaya and Rifa'i, 2016:167)	(Triatna, 2016: 121)	

Source: (Sarinah and Mardalena, 2017: 77), (Mangkunegara, 2018), (Hasibuan, 2016: 202), (Widodo, 2015), (Wijaya and Rifa'i, 2016: 167), (Triatna, 2016: 121) .

Test Data Quality

Validity Test

According to Ghazali (2018: 51), the validity test is used to measure the validity or validity of a questionnaire. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that the questionnaire will measure. A significant test is performed by comparing values r_{tabel} for *degree of freedom* (df) = n – 2, in this case n is the number of samples. If r_{hitung} it is greater than 0.3 then a questionnaire is said to be r_{tabel} valid while if it is smaller than r_{hitung} 0.3 then a questionnaire r_{tabel} is said to be invalid.

Test the Validity of Work Motivation Variable Instruments



Table 2. Variable Instrument Validity Test Results Work Motivation (X1)

No	Question	Corrected Item Total Correlation	Sig-2 (tailed)	Information
1	Are there many tasks given by the company, but you are still able to complete them on time?	0,752	0,000	Valid
2	Does every employee have to be able to follow all the rules set by the company ?	0,887	0,000	Valid
3	Does the drive within you make you able to achieve high goals?	0,909	0,000	Valid
4	Do the many challenges in the implementation of work do not dampen your ability to achieve high goals ?	0,749	0,000	Valid
5	Is the implementation of work carried out in accordance with the planning set by the company?	0,749	0,000	Valid
6	Is every employee given a position according to his educational background and competence?	0,870	0,000	Valid
7	Does working with your efforts to move forward enable you to make new innovations?	0,909	0,000	Valid
8	Is providing good service to customers part of the effort to move forward?	0,879	0,000	Valid
9	Is the success you achieve while working, part of the cooperation of colleagues chosen by the company?	0,909	0,000	Valid
10	Can the chosen co-workers make you enthusiastic in carrying out work?	0,748	0,000	Valid
11	Do you work according to the specified time?	0,648	0,000	Valid
12	Is the remaining time you can afford to use to work overtime?	0,670	0,000	Valid

Instrument Validity Test Variable Job Satisfaction



Table 3. Instrument Validity Test Results Variable Job Satisfaction (X2)

No	Question	Corrected Item- Total Correlation	Sig-2 (tailed)	Information
1	Asalary you received already deserved?	0,783	0,000	Valid
2	Doyou receive other benefits besides your salary?	0,755	0,000	Valid
3	Is the work done particularly interesting and fun?	0,941	0,000	Valid
4	Are you given full responsibility and trust in the work done?	0,884	0,000	Valid
5	Can a co-worker help you get the job done?	0,691	0,000	Valid
6	Do coworkers always encourage you in carrying out work on time?	0,739	0,000	Valid
7	Asuperior helps you when there are difficulties in doing the job?	0,733	0,000	Valid
8	Asuperior shows attention and always gives advice?	0,733	0,000	Valid
9	Is the existing promotion system done transparently and based on merit (not just proximity)?	0,948	0,000	Valid
10	Doyou have a chance to get a better position?	0,763	0,000	Valid

Source : Data processed 2021

Explanation based on Tabel 3.5 above, it is known that the results of instrument testing of job satisfaction variables have 10 questions that are all valid. This is reinforced by a correlation coefficient value greater than 0.3 and a significant value smaller than 0.05. So it can be concluded that all 10 questions can be used for a study.

Test Instrument Validity Variable Organizational Commitment

Table 4. Test Results of Validity as Instrument Variable Organizational Commitment (Y)

No	Question	Corrected Item- Total Correlation	Sig-2 (tailed)	Information
1	Do you feel good about being part of the office where you work?	0,860	0,000	Valid
2	Are you involved in any decision-making?	0,857	0,000	Valid



3	Is it okay to leave this office, afraid of not getting a job elsewhere?	0,856	0,000	Valid
4	Is working in this office a necessity?	0,886	0,000	Valid
5	Is it wise to be loyal to the office?	0,857	0,000	Valid
6	Do you intend to keep working in this office throughout your career?	0,857	0,000	Valid

Source : Data processed 2021

Based on the explanation of Tabel 3.6 above, it is known that the results of instrument testing of organizational commitment variables have 6 questions that are all valid. This is reinforced by a correlation coefficient value greater than 0.3 and a significant value smaller than 0.05. So it can be concluded that all 6 questions can be used for a study.

Based on Table 3.4 above, it is known that the results of instrument testing of work motivation variables have 12 questions that are all valid. This is reinforced by a correlation coefficient value greater than 0.3 and a significant value smaller than 0.05. So it can be concluded that 12 questions can be used for research.

Results

Research Model

The research model conducted in this study used multiple linear regression. This research model was conducted to determine whether or not there is an influence between the independent variable and the dependent variable. So, to find out the model used linear regression analysis you can see in Table 5 below.

Table 5. Beganda Linear Regression Test Results

Coefficients ^a		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	2.160	2.748		.786	.437
	Motivasi_Kerja	.231	.081	.447	2.866	.007
	Kepuasan_Kerja	.267	.103	.406	2.602	.013

a. Dependent Variable: Komitmen_Organisasi

Source : processed data (2021)



Based on Table 4.12 above, the test results of the multiple linear regression coefficient test show that the values contained in the *Unstandardized Coefficients* column in column B show the existence of multiple linear regression equations, namely:

$$Y = 2.160 + 0,231 X_1 + 0,267 X_2 + \epsilon$$

In the multiple linear equation above, it can be clearly described that the value of constant (a) is 2,160 which means if there are no variables of Work Motivation and Job Satisfaction, then the value of Organizational Commitment is 2,160 units. Furthermore, the Work Motivation variable (X1) of 0.231 is positive which means that every increase in the Work Motivation variable by 1 unit, the value of Organizational Commitment will increase by 0.231 units assuming the other variables are fixed. Furthermore, the Job Satisfaction variable (X2) of 0.267 is positive, which means that every increase in the Job Satisfaction variable by 1 unit, the value of Organizational Commitment will increase by 0.267 units assuming the other variables are fixed.

Coefficient of Determination

The coefficient of determination R^2 is used to find out how many values the dependent variable produces. Where $0 < R^2 < 1$. The greater the value of the coefficient of determination, the better the ability to explain the dependent variable.

Table 6. Coefficient of Determination

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.806 ^a	.649	.630	2.56980
a. Predictors: (Constant), Kepuasan_Kerja, Motivasi_Kerja				
b. Dependent Variable: Komitmen_Organisasi				

Source : processed data (2021)

Based on Tabel 4.13 above, the value of the *Adjusted R Square* coefficient of determination is 0.630. So it shows that 63% of organizational commitment variables (Y) can be explained by Work Motivation variables (X1) and Job Satisfaction variables (X2) while the remaining 37% are other variables that are not explained In this study, such as communication, job training

and others. Where lack of communication can also affect organizational commitment and job training that is not done can also affect organizational commitment.

Simultaneous hypothesis test (F test)

The F test is used in testing the effect of the size of the independent variable simultaneously on the dependent variable. The form of the test is as follows:

$H_0 : b_1 ; b_2 = 0$, meaning that work motivation and job satisfaction simultaneously have no effect on the organizational commitment of CV Honda Kita employees.

$H_1 : b_1 ; b_2 \neq 0$ means that work motivation and job satisfaction simultaneously affect the organizational commitment of CV Honda Kita employees.

Information in this study that the value will be compared with the value, at a significant level
(a) = 5% $F_{hitung} F_{tabel}$

The criteria for assessing the hypothesis in this F test are:

H_0 Accepted when : $F_{hitung} \leq F_{tabel}$

H_1 Accepted when : $F_{hitung} \geq F_{tabel}$

Simultaneous test (Test F) in this study can be seen in Table 7 below:

Table 7. F Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	451.631	2	225.815	34.194	.000 ^b
	Residual	244.344	37	6.604		
	Total	695.975	39			
a. Dependent Variable: Komitmen_Organisasi						
b. Predictors: (Constant), Kepuasan_Kerja, Motivasi_Kerja						
Source : processed data (2021)						

Based on Table 4.14 above, the results of data processing from the F test can be seen that the calculated F value is 34.194 in the free degree (df 1) = k - 1 = 3 - 1 = 2, with the free degree (df 2) = n - k = 40 - 3 = 37, where n = number of samples, k = number of variables, then the F value of the table at the significant confidence level of 0.05 is 3.25 thus the SPSS calculation results are



obtained $F_{\text{calculate}} > F_{\text{table}}$ ($34,194 > 3.25$) with Sig. $0.000 < 0.05$. So it can be concluded that H_1 is accepted. Where the variables of work motivation (X1) and job satisfaction (X2) simultaneously have a positive and significant effect on the organizational commitment (Y) of CV Honda Kita employees.

Partial Hypothesis Test (t Test)

The t-test is used to partially see whether there is a significant effect of the independent variable (work motivation and job satisfaction) on the dependent variable (organizational commitment). The form of the test is as follows:

$H_0 : b_1 ; b_2 = 0$, meaning that work motivation and partial job satisfaction have no effect on the organizational commitment of CV Honda Kita employees.

$H_1 : b_1 ; b_2 \neq 0$, meaning that work motivation and job satisfaction partially affect the organizational commitment of CV Honda Kita employees.

Information in this study that value will be compared with value, at a significant level (α) = 5%. $t_{\text{hitung}} t_{\text{tabel}}$

The criteria for hypothesis review in this t test are:

H_0 Accepted when : $-t_{\text{tabel}} \leq t_{\text{hitung}} \leq t_{\text{tabel}}$

H_1 Accepted when : $t_{\text{hitung}} > t_{\text{tabel}}$ or $< -t_{\text{tabel}}$

The partial test (t-test) in this study can be seen in Table 4.15 below:

Table 8. Test Results t

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	2.160	2.748		.786
	Motivasi_Kerja	.231	.081	.447	2.866
	Kepuasan_Kerja	.267	.103	.406	2.602

a. Dependent Variable: Komitmen_Organisasi

Source : processed data (2021)



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Based on Table 4.15 above, the results of data processing from the t test can be seen that the t_{table} value for organizational commitment 0.05 at free degrees (df) = $n - k = 40 - 3 = 37$ is 2.02619. It can be concluded that the results of data processing testing from the t test show the following:

1. Based on Table 4.14 above, that the variable work motivation has t_{count} of 2.866 and t_{table} of 2.02619 then $t_{calculate} > t_{table}$ ($2.866 > 2.02619$) with sig. $0.007 < 0.05$ so that the results of the study received H_1 . It can be concluded that the variable of work motivation (X1) partially has a positive and significant effect on the organizational commitment (Y) of CV Honda Kita employees.
2. Based on Table 4.14 above, that the job satisfaction variable has t_{count} of 2.866 and t_{table} of 2.02619 then $t_{calculate} > t_{table}$ ($2.602 > 2.02619$) with sig. $0.013 < 0.05$ so that the results of the study received H_1 . It can be concluded that the variable job satisfaction (X2) partially has a positive and significant effect on the organizational commitment (Y) of CV Honda Kita employees.

Conclusion

Based on the results of research and discussions that have been carried out in this study, researchers can draw the following conclusions of this study, The results of partial research testing show that the independent variable (Work Motivation) has a positive and significant effect on the dependent variable (Organizational Commitment) of our Honda CV. The results of partial research testing show that the independent variable (Job Satisfaction) has a positive and significant effect on the dependent variable (Organizational Commitment) of our Honda CV. The results of simultaneous research testing show that the independent variables (Work Motivation and Job Satisfaction) have a positive and significant effect on the dependent variable (Organizational Commitment) CV Honda Kita. And the value of the coefficient of determination of 63% and the remaining 37% is explained by other variables that were not studied in this study.

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