

Analysis of the Effect of Leadership and Organizational Culture on Employee Job Satisfaction of PT. Pos Indonesia Lubuk Pakam

Muhammad Candra

Program Studi Manajemen, Sekolah Tinggi Ilmu Ekonomi LMII,
Jalan Kolam Nomor 39 Medan Estate, Sumatera Utara, 20371,
Indonesia

E-mail: muhammadchandra095@gmail.com

ARTICLE INFO

Article history:
Received: 2018-11-28
Revised: 2018-12-28
Accepted: 2018-12-30

Keywords:

*Influence of Leadership,
Organizational Culture, On
Employee Job Satisfaction.*

ABSTRACT

The population used in this study were employees of PT. Pos Indonesia Lubuk Pakam. The method used in this sampling is the census method, with a sample of 30 people. Whereas primary data collection was carried out using the questionnaire method, which was given to the employees of PT. Pos Indonesia Lubuk Pakam. While secondary data collection is done by the method of documentation and interviews with employees of PT. Pos Indonesia Lubuk Pakam. Data analysis method used is multiple regression analysis, using SPSS program assistance. From the results of the analysis, it was found that based on the analysis of the questionnaire distributed to 30 respondents, a coefficient of determination (R Square) value of 0.951 was obtained, which means that 95% of job satisfaction was influenced by leadership and organizational culture. While 5% is influenced by other variables outside the variables examined in this study. There is a significant simultaneous effect between organizational culture leadership variables with employee job satisfaction. Based on partial testing the organizational culture leadership variable there is a significant influence on job satisfaction at PT. Pos Indonesia Lubuk Pakam.

Copyright © 2019 Journal of Management Science (JMAS).
All rights reserved.

1. Introduction

Job satisfaction is a strategic problem, because not fulfilling job satisfaction will have an impact on work results that are less good, with low quality and targets not met and finally employee job satisfaction is not easy because job satisfaction is created if the variables that influence it include leadership and culture the organization runs well and is accepted by all employees in an organization / company.

Besides being a valuable organizational outcome, job satisfaction is also an important driver of individual and organizational results. The importance of this theory is reflected in its central role, as it relates to job design, leadership, and employee withdrawal. In addition, in that chapter, the understanding of job satisfaction models of job satisfaction, antecedents and their impact will be discussed.

PT. Pos Indonesia as a service provider is very concerned about the work satisfaction of its employees. Along with technological advances and increasingly high competition, PT. Pos Indonesia Lubuk Pakam which is engaged in the field of correspondence always makes changes and innovations. Continuous innovation has become a culture in the company by creating new services, which always enhance and prioritize customers, provide relief or provide alternatives that ease the customer so that the customer feels comfortable and is not disappointed after the transaction. Like the opinion of Wagenugraha (2009) discipline, innovation, courage to take risks, togetherness, simplicity, are some of the corporate culture that can be applied well. Based on the results of interviews with Mr. Ardiansyah Harman as the head of the Lubuk Pakam Post Office said that with many changes and the intensity of innovation that was so high carried out by PT. Pos Indonesia Lubuk Pakam, demanding that employees work more professionally, trust more coworkers with mutual cooperation, be more critical in responding to the opinions of others and can provide constructive advice for the company's progress. All things done by PT.

Pos Indonesia Lubuk Pakam ranging from change to innovation, will have an impact on the employee's psyche which will further affect his job satisfaction.

2. Research Methods

This type of research used in this study is a type of quantitative research that views the "facts / truth" are on the object of research out there. Researchers must be neutral and impartial. As for what is found in the field, that's a fact. Analysis of the data used includes multiple linear regression analysis, correlation coefficient (R) analysis, coefficient of determination (Adjusted R2) and simultaneous analysis (F test) and partial analysis (t test) with the help of SPSS software.

3. Results and Discussion

A. Hypothesis Testing Results

1) Coefficient of Determination and Correlation Coefficient

Analysis of determination in multiple linear regression is used to determine the percentage contribution of the influence of independent variables (X_1 , X_2 , ... X_n) simultaneously to the dependent variable (Y). This coefficient shows how much the percentage variation of the independent variables used in the model is able to explain the variation of the dependent variable. The value R^2 equal to 0 means that there is no influence of the independent variable on the dependent variable. Conversely the value of R^2 equal to 1, then the effect of the independent variable on the dependent variable is perfect (Priyatno, 2010).

Table 1
Determination Coefficient and Correlation Coefficient values
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.975 ^a	.951	.947	.68770

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

From the above table it can be concluded that:

- The coefficient of determination R^2 (R Square) of 0.951 or (95%). This shows that the percentage of influence of leadership and organizational culture on employee job satisfaction variables at PT. Pos Indonesia (Persero) Lubuk Pakam by 95%. While the remaining 5% is influenced or explained by other variables outside the variables examined in this study.
- The correlation coefficient (R) of 0.975 indicates that there is a very strong relationship between the influence of leadership and organizational culture of PT. Pos Indonesia (Persero) Lubuk Pakam on job satisfaction variables.

2) Test Results F

This f test is used to determine whether the independent variables (X_1 and X_2) together or simultaneously significantly influence the dependent variable (Y).

Table 2
Simultaneous Hypothesis Test
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	229.141	2	114.570	242.255	.000 ^b
	Residual	11.823	25	.473		
	Total	240.964	27			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

By using a 95% confidence level, $\alpha = 5\%$, the F-calculated value in table 4.5 is 242,255, therefore the F table can be found at an alpha level of 5% with df1 or df numerator (horizontal) 2 and df2 or df denominator (vertical) 27 that is equal to 3.35 Because the value of F-count > F-table (242,255 > 3.35), then H_0 is rejected and accepts H_1 meaning that there is a significant effect simultaneously or jointly between the variables of leadership influence and organizational culture on authority PT. Pos Indonesia (Persero) Lubuk Pakam.

4. Conclusion

Based on the results of the analysis and discussion carried out in the previous chapter, the authors draw the following conclusions:

- a. This study shows that there is a significant influence between leadership and organizational culture on the job satisfaction of employees of PT. Pos Indonesia Lubuk Pakam. Partially 0.790. The results also showed a significant influence between organizational culture on employee job satisfaction by 0, .011. the variable that influences employee job satisfaction is salary, while the smallest variable that affects employee job satisfaction is organizational culture
- b. From the results of the study indicate that there is a significant influence between leadership and organizational culture on employee job satisfaction. PT. Pos Indonesia Lubuk Pakam at 95% simultaneously or simultaneously. This is in accordance with the results of the analysis of 30 employees as a research sample obtained coefficient of determination (R square) of 0.951 while the remaining 5% is influenced by other factors not examined in this study.

5. Referensi

- [1] Kaswan, M.M. 2017. Psikologi Industri dan Organisasi. Bandung : Alfabeta.
- [2] T. Hani Handoko. Dosen Fakultas Ekonomi dan Bisnis Universitas Gadjah Mada. Manajemen Edisi 2. Yogyakarta.
- [3] Luthans, Fred, 2006, Perilaku Organisasi, Edisi 10, Penerbit Andi, Yogyakarta
- [4] Sutrisno, E. (2012). Manajemen Sumber Daya Manusia. Edisi Pertama, Cetakan Keempat. Jakarta : Kencana Prenada Media Group.
- [5] Robbins, S. 2006. Perilaku Organisasi: Konsep, Kontroversi dan Aplikasi. Edisi Kedua. Terjemahan Pudjaatmaka. Jakarta: Penerbit Prenhallindo.
- [6] Rivai, V. 2004. Manajemen Sumberdaya Manusia Untuk Perusahaan: Dari Teori ke Praktek. Jakarta: Penerbit Raja Grafindo Persada.
- [7] Bangun, W. (2012). Manajemen Sumber Daya Manusia. Jakarta : Erlangga.
- [8] Mangkunegara. (2009). Evaluasi Kinerja SDM . Edisi Keenam. Bandung : Refika Aditama, Bandung.
- [9] SKRIPSI
- [10] Fitha, Rahma (2012) Pengaruh kepemimpinan dan disiplin kerja terhadap kinerja karyawan (Studi kasus karyawan PT. ESQ Tour & Travel Kantor Pusat Menara 165 TB Simatupang). Skripsi UIN Syarif Hidayatullah Jakarta.
- [11] Yuliana, Nur Amelia (2017), Pengaruh Budaya Organisasi Terhadap Kinerja Karyawan Dengan KNOWLEDGE SHARING sebagai variabel mediasi (Studi pada KSKB DIPONEGORO DUA SATU KLATEN). Skripsi Institut Agama Islam Negeri Surakarta.
- [12] Kurniawan, Ahmad (2017) Pengaruh Gaya Kepemimpinan dan Budaya Organisasi terhadap Kinerja Karyawan melalui kepuasan Kerja Karyawan. (Studi kasus pada KSP Kopda Belitang). Skripsi Institut Agama Islam Negeri Purwakarta
- [13] Maulvi, Nizar (2011) Analisis Pengaruh Kepemimpinan dan Budaya Organisasi Terhadap Kinerja Karyawan. (Studi kasus PT. Pos Indonesia Cabang Kudus). Skripsi Universitas Diponegoro Semarang.
- [14] Pamuji, Andi (2016) Pengaruh Kepemimpinan dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan. (Studi kasus di Dolphin Aksesoris Purwakarta). Skripsi Institut Agama Islam Negeri Purwakarta.
- [15] Putra, Dani (2011) Analisis Pengaruh Kepemimpinan, Motivasi dan Budaya Organisasi Terhadap Kinerja Dosen dan Karyawan di. (Studi kasus Universitas Pawayatan Daha Kediri). Skripsi Universitas Pawayatan Daha Kediri.
- [16] Mustafid, M. 2017 Pengaruh Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Pada Persero Terbatas Lembaga Kajian Islam dan Sosial. Fakultas Dakwah Dan Komunikasi Universitas Islam Negeri Sunan KaliJaga Yogyakarta.
- [17] Hendriawan, 2014 Pengaruh Gaya Kepemimpinan Dan Budaya Organisasi Terhadap Kinerja Karyawan Pada PT. Dwimitra Multiguna Sejahtera Di Kabupaten Konawe Utara Sulawesi Utara. Fakultas Ekonomi Dan Bisnis. Universitas Hasanuddin Makasar.
- [18] Prayoga, Suryo Yoky. 2015 Analisis Pengaruh Lingkungan Kerja Dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Rsi Sultan Agung Semrang. Fakultas Ekonomi Dan Bisnis Islam. Universitas Islam Negeri Walisongo Semarang.
- [19] Internet/Website

- [20] Maulvi Nizar. 2011. Analisis Pengaruh Kepemimpinan Dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan (PT Pos Indonesia Cabang Kudus) <http://epdrints.undip.ac.id/30999/1/Skripsi1021.Pdf>. diakses 21 Maret 2019.
- [21] Pamusi, Andi 2016. Analisis Pengaruh Kepemimpinan Dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan (Studi kasus di Dolphin Aksesoris Purwokerto) http://presository.iaianpurwokerto.ac.id/.../cover_Bab%201_Bab%20V_Daftar%20pustaka.pd. diakses 21 Maret 2019.
- [22] Isnaeni, E 2017. Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT Rajawali Citra Mas.: <http://repository.unpas.ac.id/15891/4/Bab%2011.Pdf>. diakses 25 Maret 2019.
- [23] Handayani, NP 2016. Pengaruh Kepemimpinan Terhadap Kepuasan <http://Repsitory.unpas.ac.id/14365/3BAB%2011.Pdf>. diakses 25 Maret 2019.
- [24] MSF, Hamid, 2015. Kinerja Kinerja Karyawan.
- [25] <https://repository.widiatama.ar.id/xmui/bitstream/handle/123456789/.....Bab%202.pdf>. Diakses 25 Maret 2019.