

THE EFFECT OF SELF EFFICACY, ORGANIZATIONAL CULTURE AND WORK MOTIVATION ON JOB SATISFACTION OF LANGKAT REGENCY AGRICULTURE AND FOOD SECURITY SERVICE OFFICE.

Filzah Zarifah Zahra Harahap¹, Faisal Matriadi², A. Hadi Arifin³, Nurmala⁴

^{1,2,3,4}

Management, Faculty Of Economics and Business, Universitas Malikussaleh

Correspondence Address : Bukit Indah, Blang Pulo College, Muara Satu District, Lhokseumawe City

Corresponding E-mail: fmatriadi@unimal.ac.id

Abstract

This study aims to determine the effect of self efficacy, organizational culture and work motivation on job satisfaction of Langkat Regency Agriculture and Food Security Service Office. The population of this study was all of the employees of Langkat Regency Agriculture and Food Security Service Office, they were 75 employees. This sampling technique used saturated sampling, used primary data obtain through questionnaires, used multiple regression method. The data in this analysis were processed using the Statistical Program for Product and Service Solution (SPSS) version 22. The result of this study indicated that there was a positive and significant effect between self efficacy, organizational culture and work motivation on job satisfaction of Langkat Regency Agriculture and Food Security Service Office.

Keywords : Self Efficacy, Organizational Culture, Work Motivation, And Job Satisfaction

1. INTRODUCTION

Job satisfaction is an important key to maintaining the quality of an organization's human resources (HR). The creation of job satisfaction hopes that employees will be able to improve their quality to be better in the future. Job satisfaction is described as the extent to which an individual has positive and negative feelings about work, other workers and the work environment (Demir, 2020). A positive and pleasant attitude towards work indicates job satisfaction. A negative and unpleasant attitude towards work indicates job dissatisfaction. Employee dissatisfaction at work can have a big impact on the sustainability of the organization, employees who do not have satisfaction at work will make work stressful and will not be happy doing it. Employees will also make work a form of work compulsion that is only experienced as a routine of life. Based on the author's initial observations in the field, there are problems related to the decline in the level of job satisfaction among employees. These observations show a lack of satisfaction in the aspect of harmony between superiors and co-workers. There is also a lack of satisfaction with the job itself where employees feel that some jobs are not suitable, causing various problems in carrying out their work.

Therefore, it is necessary for organizations to pay attention to the satisfaction of their employees. Several factors related to low job satisfaction include Self Efficacy, Organizational Culture and Work Motivation. Self-Efficacy or Self-Efficacy is an individual's belief in his/her abilities so that he can produce something positive and can complete the tasks that have been assigned to him well. Kreitner et al., (1989) suggests that self-efficacy is a person's belief about their ability to complete certain tasks successfully. other opinions by Putri & Frianto (2022) describes self-efficacy as a measure of a person's self-confidence in their ability to carry out tasks and use strong will to achieve goals shown by the results of their work. People with high self-efficacy are positive, success-oriented and goal-oriented, because self-efficacy determines how people feel, think, be motivated and act Ratnasari & Yusnita (2018) Therefore, an employee who has high confidence in his ability to complete tasks and manage work well has a great possibility of achieving the goals they have set.

This is supported by research conducted by Köse (2017) which states that self-efficacy has a significant effect on increasing an employee's job satisfaction. Regarding the level of employee satisfaction at the Langkat Regency Agriculture and Food Security Office, the decreased of

THE EFFECT OF SELF EFFICACY, ORGANIZATIONAL CULTURE AND WORK MOTIVATION ON JOB SATISFACTION OF LANGKAT REGENCY AGRICULTURE AND FOOD SECURITY SERVICE OFFICE.

Filzah Zarifah Zahra Harahap, Faisal Matriadi, A. Hadi Arifin, Nurmala

satisfaction with the work itself indicates that there are several employees who still do not have high self-efficacy, where employees often feel less confident in their abilities that they are able to carry out their work well. also because the level of completion of the work itself is difficult, which also influences the level of distrust within. Culture in an organization also influences a person's job satisfaction. Organizational culture itself is a culture within an organization that is shared by all members of the organization and is used as a guide in carrying out their work. Organizational culture is important because it can unite various differences that exist in individuals. Luthans (1998) stated that organizational culture is the norms and values that direct the behavior of organizational members. Organizational culture is shared values and beliefs based on habits that are often carried out so that they are formed into norms Nelly & Erdiansyah (2022).

Ahmady et al., (2016) also define organizational culture as values, beliefs, attitudes and expectations that function as a basis or guideline in directing behavior and become a strong source for shared identity goals. Each member will behave in accordance with the prevailing culture, so that they are accepted by their environment. With the existence of a good organizational culture, employees become more focused. Apart from that, it can contribute to increasing job satisfaction because there are clearly defined values and norms within the organization. This statement is strengthened by research from Fajriyanti et al., (2019) which states that organizational culture has a significant positive influence on job satisfaction. In this case, organizational culture plays an important role in increasing job satisfaction because organizations that are able to implement organizational culture well will provide job satisfaction to their employees. The decreased of satisfaction at the Langkat Regency Agriculture and Food Security Service Office can be seen from the implementation of office culture which is still not good.

This can be seen from the decrease of satisfaction between colleagues who have a poor communication culture in the office. A communication culture that is still not implemented well results in employees often experiencing miscommunication regarding the tasks they carry out. Increasing satisfaction in working in an organization is based on providing strong motivation within it. Motivation acts as a driving force for employees in directing employees to work better and also provides a feeling of comfort in carrying out their work. According to Maduka & Okafor (2014) motivation is a process where needs encourage a person to carry out a series of activities that lead to achieving certain goals. Uno (2023) also states that motivation is an internal and external drive within a person to make changes in behavior. Factors that can encourage an employee come from outside (external) and from within (internal). Also, according to Robbins in Nurmala & Sullaida (2021), motivation is a process that determines an individual's intensity, direction and persistence in trying to achieve goals. It is important for organizations to pay attention to the motivation of their employees.

Through the motivation provided, they can give rise to the encouragement they really need in carrying out their duties. Strong motivational support from the organization will create employee comfort and reduce existing pressure. So it will bring employees to a higher level of satisfaction at work. Motivation's influence in increasing satisfaction Jwmaa et al., (2022) who stated that high motivation given to employees can increase their satisfaction was researched by at work. The decreased in the level of employee satisfaction at work is indicated by the provision of motivation from top management for employees at the Langkat Regency Agriculture and Food Security Service Office which is still relatively low. The minimum of appreciation that employees receive when they have done good work makes employees feel that they do not need to be too enthusiastic about their work so that they are not encouraged to provide optimal results.

2. IMPLEMENTATION METHOD

The object of this research is employees at the Langkat Regency Agriculture and Food Security Service office to see the influence of self-efficacy, organizational culture and work

motivation on employee satisfaction. Those who will be used as the population in this research are all employees of the Langkat Regency Agriculture and Food Security Service office, totaling 75 people. In determining this sample, the census sample method is used. According to Sugiyono (2017) the census or saturated method is a sampling technique when all members of the population are used in research. The technique used in this research is multiple linear regression analysis with the aim of determining the influence of independent variables consisting of self-efficacy, organizational culture and work motivation on the dependent variable, which is employee satisfaction at the Langkat Regency Agriculture and Food Security Office. This analysis was processed using SPSS version 22 software. The multiple linear regression equation in this research is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon$$

3. RESULTS AND DISCUSSION

3.1 Results

Regression analysis is a statistical method used to measure the relationship between one or more independent variables (called predictors or explanatory variables) and a dependent variable (called the response variable or dependent variable). The goal of regression analysis is to understand and measure how changes in one or more independent variables can predict or explain variations in the dependent variable. The outcomes of the partial regression analysis in this study are presented in the following table:

Table 1. Results Partial Regression Analysis

Variable	Unstandardized Coefficient		Standardized Coefficient Beta	t	Sig.
	B	Std. Error			
(Constant)	2,206	2,078		1,061	0,292
Self Efficacy	0,141	0,065	0,176	2,181	0,033
Organizational Culture	0,274	0,103	0,243	2,658	0,010
Work Motivation	0,592	0,106	0,527	5,609	0,000

Source: Data Processed (2024)

Based on the results of the partial regression analysis in the table above, the following conclusions were drawn:

1. The variable of self efficacy obtained a significant value of 0,033, which is smaller than the significance level used, namely 0.05 ($0.033 < 0.05$), and achieved a t-value of 2,181, which is greater than the t-table value of 1,666 ($2,181 > 1,666$), with a coefficient value of 0,141. Thus, it can be concluded that self efficacy has a positive and significant effect on employees satisfaction. Therefore, the hypothesis stating that self efficacy has a positive and significant effect on job satisfaction employees of the Langkat Regency Agriculture and Food Security Service Office is accepted (H1 accepted).
2. The variable of organizational culture obtained a significant value of 0,010, which is smaller than the significance level used, namely 0.05 ($0,010 < 0.05$), and achieved a t-value of 2,658, which is greater than the t-table value of 1,666 ($2,658 > 1,666$), with a coefficient value of 0,274. Thus, it can be concluded that organizational culture has a positive and significant effect on employees satisfaction. Therefore, the hypothesis stating that organizational culture has a positive and significant effect on job satisfaction employees of the Langkat Regency Agriculture and Food Security Service Office is accepted (H2 accepted).
3. The variable of work motivation obtained a significant value of 0,000, which is smaller than the significance level used, namely 0.05 ($0,000 < 0.05$), and achieved a t-value of 5,609, which is greater than the t-table value of 1,666 ($5,609 > 1,666$), with a coefficient value of 0,592. Thus, it can be concluded that work motivation has a positive and significant effect on employees satisfaction. Therefore, the hypothesis stating that work motivation has a positive and significant effect on job satisfaction employees of the Langkat Regency Agriculture and Food Security Service Office is accepted (H3 accepted).

THE EFFECT OF SELF EFFICACY, ORGANIZATIONAL CULTURE AND WORK MOTIVATION ON JOB SATISFACTION OF LANGKAT REGENCY AGRICULTURE AND FOOD SECURITY SERVICE OFFICE.

Filzah Zarifah Zahra Harahap, Faisal Matriadi, A. Hadi Arifin, Nurmala

The coefficient of determination test aims to measure how well the model can explain the variation in the dependent variable. The coefficient of determination values range from 0 to 1, with classifications as follows: 0 (no correlation), 0 – 0.49 (weak correlation), 0.50 (moderate correlation), 0.51 – 0.99 (strong correlation), and 1.00 (perfect correlation). A low coefficient of determination implies that the independent variables' ability to explain the dependent variable is highly limited (Ghozali, 2018) The results of the coefficient of determination test in this study are presented in the following table:

Table 2. Result Coefficient of Determination Test

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of The Estimate</i>
1	0,760	0,577	0,559	1,404

Source: Data Processed (2024)

Based on the results of the coefficient of determination test presented in the table above, the adjusted R-squared value obtained is 0.559. This indicates that employees satisfaction of the Langkat Regency Agriculture and Food Security Service Office is influenced by self efficacy, organizational culture, and work motivation by 55.9%. Meanwhile, the remaining 44.1% of employees satisfaction of the Langkat Regency Agriculture and Food Security Service Office is influenced by other variables not used in this study. Therefore, it can be concluded that the variables of self efficacy, organizational culture, and work motivation have a strong correlation or relationship with employees satisfaction of the Langkat Regency Agriculture and Food Security Service Office, as they fall within the category of 0.51 – 0.99 (strong correlation). Multiple linear regression analysis is utilized in this study with the aim of determining the influence of self efficacy, organizational culture and work motivation on job satisfaction of Langkat Regency Agriculture and Food Security Service Office. Based on the research findings, the multiple linear regression equation obtained is as follows:

$$Y = 2,206 + 0,141X_1 + 0,274X_2 + 0,592X_3$$

Based on the results derived from the multiple linear regression equation above, the outcomes are outlined as follows:

1. The obtained constant value is 2,206, indicating that the variables of self efficacy, organizational culture, and work motivation will also have a constant value of 2,206.
2. The variable of self efficacy obtains a coefficient value of 0,141, indicating that as the self efficacy of employees of Langkat Regency Agriculture and Food Security Service Office improves, the employees job satisfaction will also increase.
3. The variable of organizational culture obtains a coefficient value of 0,274, indicating that as the organizational culture of employees of Langkat Regency Agriculture and Food Security Service Office improves, the employees job satisfaction will also increase.
4. The variable of work motivation obtains a coefficient value of 0,592, indicating that as the work motivation of employees of Langkat Regency Agriculture and Food Security Service Office improves, the employees job satisfaction will also increase.

Based on the above multiple linear regression analysis, it is found that the variable with the most significant influence on employees job satisfaction of Langkat Regency Agriculture and Food Security Service Office is the work motivation. This is because work motivation has an influence of 59.2% on employees job satisfaction of Langkat Regency Agriculture and Food Security Service Office.

3.2 Discussion

The Effect of Self Efficacy on Job Satisfaction

Based on the research findings, it is evident that self efficacy has a significant value of 0.033, which is smaller than the significance level of 0.05 ($0.033 < 0.05$), and it obtains a positive coefficient value of 0,141. Therefore, it can be concluded that self efficacy has a positive and significant effect on employees job satisfaction. Hence, the hypothesis stating that self efficacy has a positive and significant effect on job satisfaction employees of the Langkat Regency Agriculture and Food Security Service Office is accepted (H1 accepted). The findings of this study are consistent with previous research conducted by Setiawan et al., (2022) and Kustyani & Yuniarsih (2022), which found that self efficacy has a positive and significant effect on employees job satisfaction

The Effect of Organizational Culture on Job Satisfaction

Based on the research findings, it is evident that organizational culture has a significant value of 0.010, which is smaller than the significance level of 0.05 ($0.010 < 0.05$), and it obtains a positive coefficient value of 0,274. Therefore, it can be concluded that organizational culture has a positive and significant effect on employees job satisfaction. Hence, the hypothesis stating that organizational culture has a positive and significant effect on job satisfaction employees of the Langkat Regency Agriculture and Food Security Service Office is accepted (H2 accepted). The findings of this study are consistent with previous research conducted by Surya & Wijaya (2020) and Fajriyanti et al., (2019) which found that organizational culture has a positive and significant effect on employees job satisfaction

The Effect of Work Motivation On Job Satisfaction

Based on the research findings, it is evident that work motivation has a significant value of 0.000, which is smaller than the significance level of 0.05 ($0.000 < 0.05$), and it obtains a positive coefficient value of 0,592. Therefore, it can be concluded that work motivation has a positive and significant effect on employees job satisfaction. Hence, the hypothesis stating that work motivation has a positive and significant effect on job satisfaction employees of the Langkat Regency Agriculture and Food Security Service Office is accepted (H3 accepted). The findings of this study are consistent with previous research conducted by Santoso & Dewi (2019), which found that work motivation has a positive and significant effect on employees job satisfaction

4. CONCLUSION

Based on the research conducted on the effect of self efficacy, organizational culture and work motivation on job satisfaction of Langkat Regency Agriculture and Food Security Service Office., it was found that self efficacy, organizational culture and work motivation have a positive and significant effect on job satisfaction.

REFERENCES

- Ahmady, G. A., Mehrpour, M., & Nikooravesh, A. (2016). Organizational structure. *Procedia-Social and Behavioral Sciences*, 230, 455–462.
- Demir, S. (2020). The role of self-efficacy in job satisfaction, organizational commitment, motivation and job involvement. *Eurasian Journal of Educational Research*, 20(85), 205–224.
- Fajriyanti, F., Panjaitan, N. K., & Kuswanto, S. (2019). Pengaruh Budaya Organisasi Dan Kohesivitas Kelompok Terhadap Kepuasan Kerja Karyawan Di Pt Bank Bni Syariah. *Jurnal Aplikasi Bisnis Dan Manajemen*, 5(3), 455–465. <https://doi.org/10.17358/jabm.5.3.455>
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25*. Universitas Diponegoro.
- Jwmaa, S. J., Younus, S. Q., Othman, B. J., Khazal Rashad, M., Kanabi, I. S., Jamil, A., Khorsheed

THE EFFECT OF SELF EFFICACY, ORGANIZATIONAL CULTURE AND WORK MOTIVATION ON JOB SATISFACTION OF LANGKAT REGENCY AGRICULTURE AND FOOD SECURITY SERVICE OFFICE.

Filzah Zarifah Zahra Harahap, Faisal Matriadi, A. Hadi Arifin, Nurmala

- Mahmood, R., & Saad Ismail, Z. (2022). *International Journal of Teaching, Learning and Education (IJTLE) Motivation: Does employee motivation have influence on job satisfaction?* 4, 36–50. <https://doi.org/10.22161/ijtle>
- Köse, S. D. (2017). *THE INTERNATIONAL JOURNAL OF BUSINESS & MANAGEMENT The Role of Self-Efficacy on Job Satisfaction and Burnout Abstract* : 5(12), 225–230.
- Kreitner, R., Kinicki, A., & Buelens, M. (1989). *Organizational behavior*. Irwin Homewood, IL.
- Kustiyani, A. N., & Yuniarsih, T. (2022). The effect of self- efficacy on employees ' job satisfaction in the post office 40000 of bandung city. *Budapest International Research and Critics Institute-Journal*, 5(3), 24660–24670.
- Maduka, C. E., & Okafor, O. (2014). Effect of motivation on employee productivity: A study of manufacturing companies in Nnewi. *International Journal of Managerial Studies and Research*, 2(7), 137–147.
- Nelly, R., & Erdiansyah, R. (2022). Pengaruh Budaya Organisasi, Lingkungan Kerja, dan Motivasi Kerja terhadap Kinerja Karyawan melalui Kepuasan Kerja sebagai Variabel Intervening (Studi Kasus pada Karyawan PT Pakar Anugerah Gemilang). *Jurnal Manajemen Bisnis Dan Kewirausahaan*, 6(4), 427–432.
- Nurmala, N., & Sullaida, S. (2021). Pengaruh Human Relation Dan Motivasi Kerja Terhadap Kinerja Pegawai Pada Dinas Bina Marga Kabupaten Aceh Utara. *Jurnal Visioner & Strategis*, 10(2).
- Putri, A. N. L., & Frianto, A. (2022). Pengaruh Self-efficacy Terhadap Job Satisfaction Melalui Work Engagement pada Karyawan PT Pelayaran Nasional Indonesia (Persero) Surabaya. *Jurnal Ilmu Manajemen*, 10(1), 357–369.
- Ratnasari, H., & Yusnita, N. (2018). Analisis Hubungan Efikasi Diri Dengan Kinerja Karyawan Pada PT Metraplaza. *JIMFE (Jurnal Ilmiah Manajemen Fakultas Ekonomi)*, 4(1), 51–66.
- Santoso, A., & Dewi, I. G. A. M. (2019). *Pengaruh Efikasi Diri, Motivasi Kerja, Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan PT. Sukanda Djaya Denpasar*. Udayana University.
- Setiawan, H., Wijayanto, W., Sundari, S., Zuahaena, F., & Sumantri, E. (2022). *Kemampuan kerja, efikasi, budaya, karakteristik pekerjaan dan kepuasan kerja karyawan*. 17(2), 164–173.
- Sugiyono, S. (2017). *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Bandung: Alfabeta.
- Procrastination And Task Avoidance: Theory, Research and Treatment*. New York: Plenum Press, Yudistira P, Chandra.
- Surya, M. I., & Wijaya, O. H. (2020). Pengaruh Budaya Organisasi dan Motivasi Kerja terhadap Kepuasan Kerja di PT. Planet Selancar Mandiri di Jakarta. *Jurnal Manajerial Dan Kewirausahaan*, 2(4), 1044. <https://doi.org/10.24912/jmk.v2i4.9889>
- Uno, H. B. (2023). *Teori motivasi dan pengukurannya: Analisis di bidang pendidikan*. Bumi Aksara.