

THE INFLUENCE OF SELF EFFICACY, JOB INSECURITY, AND JOB DEVELOPMENT ON JOB SATISFACTION THROUGH JOB MOTIVATION AS AN INTERVENING VARIABLE AT PT. BEAUTIFUL FASHION SWAKARYA, TANJUNGPINANG CITY

Fanny Hidayati Eka Putri¹, Bambang Satriawan², M.Gita Indrawan³, Diana Titik Windayati⁴, Fatahurrazak⁵

^{1,2,3,4,5}Fakultas Ekonomi Dan Bisnis, Universitas Batam, Kepulauan Riau, Indonesia

Email : ¹⁾fanny.hidayatinawawi@gmail.com, ²⁾bankstr74@gmail.com, ³⁾gitaindrawan@univbatam.ac.id, ⁴⁾dianatik.w@univbatam.ac.id, ⁵⁾fatahurrazak@umrah.ac.id

Abstract

A person's efficacy determines how much effort is expended and how the individual survives in the face of obstacles. The stronger the perception of self-efficacy, the more active and diligent the efforts. When faced with difficulties, the individual has great doubts about his ability to reduce his efforts or give up altogether. The purpose of this study was to analyze the effect of self-efficacy, job insecurity, and job development on job satisfaction through job motivation at PT. Tanjungpinang Beautiful Fashion Swakarya totaling 132 people. The sample used in this study is the entire population of 132 employees of PT. Beautiful DIY Clothing Tanjungpinang. In this study, the sampling technique used was nonprobability sampling with the technique taken, namely saturated sampling (census). The research method uses an associative method with a quantitative approach with analysis of Partial Least Square (PLS) analysis techniques with the SmartPLS Version 4.0 program. The results of this study state that the variable self-efficacy has a positive and significant effect on job satisfaction. The job insecurity variable has a positive and significant effect on job satisfaction. The job development variable has a positive and significant effect on job satisfaction. The job motivation variable has a positive and significant effect on job satisfaction. The self-efficacy variable has a positive and significant effect on job motivation. The job insecurity variable has a positive and significant effect on job motivation. The job development variable has a positive and insignificant effect on job motivation. The job motivation variable is able to mediate the effect of self-efficacy on job satisfaction. The job motivation variable has not been able to mediate the effect of job insecurity on job satisfaction. The job motivation variable has not been able to mediate the effect of job development on job satisfaction.

Keywords: *Self Efficacy, Job Insecurity, Job Development, Job Motivation, Job Satisfaction*

1. INTRODUCTION

The Ministry of Industry (Kemenperin) estimates that the garment industry can grow at a level of 10.44% in the first half of 2022. This growth is driven by a surge in demand during Ramadan 2022. Director of the Textile, Leather and Footwear Industry of the Ministry of Industry Elis Masitoh noted that the production volume of the apparel industry could growing 10.44% on an annual basis in the first quarter of 2022. However, Elis assesses that the volume of demand for the apparel industry in Ramadan 2022 will only be around 70%-75% of the pre-pandemic period of Covid-19. However, the garment industry's performance throughout 2022 will be in the green zone for the first time during the pandemic or grow 5.84% on an annual basis. Meanwhile, the national garment industry in 2020 fell by 8.89%, while in 2021 it fell 3.31%. The largest garment industry growth since 2017 occurred in 2019, namely 19.48% on an annual basis. This figure is higher than the growth of the beverage industry of 19.09% in the same year. According to industrial life in Indonesia, it is more caused by unfavorable macroeconomic conditions and unfavorable external factors, such as political and security conditions which are often unstable, including labor demonstrations demanding an increase in the minimum wage and delayed salary payments.

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PT Swakarya Indah Busana was established on January 30, 1985, with Deed Number 88 dated May 27, 1985, and was approved by a legal entity based on the Decree of the Minister of Justice of the Republic of Indonesia Number C2-4931-HT-01-01 of 1985, with a business position as a producer. The company PT Swakarya Indah Busana is a company engaged in the garment or convection sector that produces apparel, especially shirts and this company is the only garment company in Tanjungpinang City, this company has produced a lot of shirts. The company has a product demand of 60,000 shirts/month.

The phenomenon in this study is the first problem of income which is the meaning of the problems that exist in PT. Swakarya Indah Busana is that there is no overtime pay or additional money outside of the basic salary because the level of production or consumer demand has dropped dramatically from 2020 to 2021. The company continues to operate but its income is based on projects. Second, security at work. The problem that occurred at PT. Swakarya Indah Busana means there is no social security for employees of PT. Swakarya Indah Busana which causes employees to feel insecure at work. Third, the problem of employee salaries. Based on existing facts and data, employees of PT. Swakarya Indah Busana has conducted demonstrations 2 times in 2020 and 2021 due to employee salaries that were not paid or were continuously postponed for several months by the company. Fourth, there is no job development. Training that should have been made by the company to improve employee competence, at PT. Swakarya Indah Busana does not provide these facilities so that employees of PT. Self-employment does not experience an increase in terms of skills, knowledge and so on.

2. PROBLEM FORMULATION

1. What is the effect of Self Efficacy on Job Satisfaction at PT Swakarya Indah Busana, Tanjungpinang City?
2. What is the effect of Job Insecurity on Job Satisfaction at PT Swakarya Indah Busana, Tanjungpinang City?
3. What is the effect of Job Development on Job Satisfaction at PT Swakarya Indah Busana, Tanjungpinang City?
4. What is the effect of Job Motivation on Job Satisfaction at PT Swakarya Indah Busana, Tanjungpinang City?
5. What is the effect of Self Efficacy on the Job Motivation of Workers at PT Swakarya Indah Busana, Tanjungpinang City?
6. What is the effect of Job Insecurity on Job Motivation at PT Swakarya Indah Busana, Tanjungpinang City?
7. What is the effect of Job Development on Job Motivation at PT Swakarya Indah Busana, Tanjungpinang City?
8. What is the effect of Self Efficacy on Job Satisfaction through Job Motivation at PT Swakarya Indah Busana, Tanjungpinang City?
9. What is the effect of Job Insecurity on Job Satisfaction through Job Motivation at PT Swakarya Indah Busana, Tanjungpinang City?
10. What is the effect of Job Development on Job Satisfaction through Job Motivation at PT Swakarya Indah Busana, Tanjungpinang City?

3. RESEARCH METHOD

The research method uses a quantitative approach. The population of this study were all employees at PT Swakarya Indah Busana, Tanjungpinang City, totaling 132 people. The sampling technique is total sampling so that the 132 members of the population are used as research samples. Data collection techniques using a questionnaire. Data analysis using SEM analysis with PLS.

4. RESULTS AND DISCUSSION

Internal consistency analysis is a form of reliability used to assess the consistency of results across items on the same test. Internal consistency testing uses a composite reliability value with the criteria of a variable being said to be reliable if the composite reliability value is > 0.700 (Sarwono and Narimawati, 2015:18).

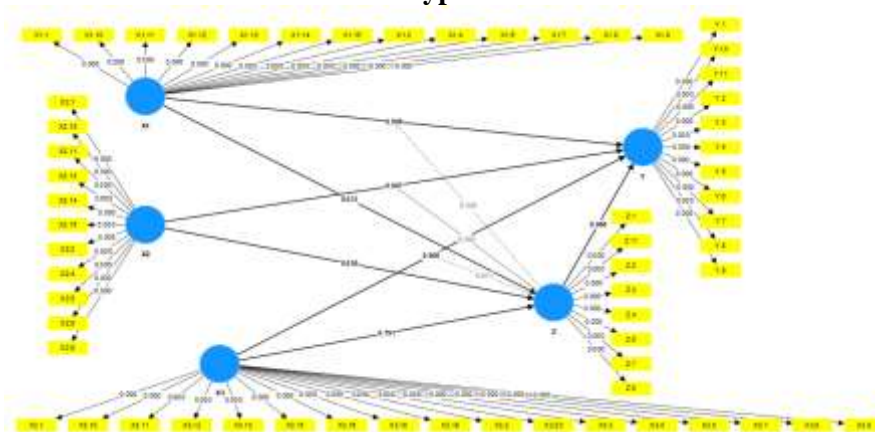
Table 1
Internal Consistency Analysis

	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
X1	0937	0.940	0.945	0.570
X2	0.916	0.918	0.929	0.544
X3	0.946	0947	0.952	0.537
Y	0.934	0.935	0.943	0.604
Z	0893	0898	0.915	0.575

Source: Data Processing (2022)

Based on the internal consistency analysis data in the table above, the result is that variable X1 has a composite reliability value of $0.945 > 0.700$, then variable X1 is reliable, then variable X2 has a composite reliability value of $0.929 > 0.700$, then variable X2 is reliable, variable X3 has a reliability value composite value of $0.952 > 0.700$, variable X3 is reliable, variable Y has a composite reliability value of $0.943 > 0.700$, variable Y is reliable, variable Z has a composite reliability value of $0.915 > 0.700$, variable Z is reliable.

Image 1
Hypothesis test



Testing the direct effect hypothesis aims to prove the hypotheses of the effect of a variable on other variables directly (without intermediaries). If the path coefficient value is positive, it indicates that an increase in the value of one variable is followed by an increase in the value of another variable. If the path coefficient value is negative, it indicates that an increase in one variable is followed by a decrease in the value of the other variable. If the probability value (P-Value) $< \text{Alpha } (0.05)$ then H_0 is rejected (the influence of a variable on other variables is significant). If the probability value (P-Value) $> \text{Alpha } (0.05)$ then H_0 is accepted (the effect of a variable on other variables is not significant)

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Table 2
The Direct Effect Hypothesis

	Original sample (O)	Sample average (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
X1 -> Y	0.201	0.200	0.076	2,649	0.008
X1 -> Z	0.412	0.404	0.191	2.153	0.031
X2 -> Y	-0.153	-0.157	0.056	2,720	0.007
X2 -> Z	0.317	0.311	0.162	1961	0.050
X3 -> Y	0.627	0.634	0.084	7,501	0.000
X3 -> Z	0.055	0.074	0.205	0.265	0.791
Z -> Y	0.322	0.318	0.045	7,080	0.000

Source: Data Processing (2022)

1. The direct effect of the Self Efficacy variable on the Job Satisfaction variable has a path coefficient value of 2,649 (positive), then an increase in the Self Efficacy variable value will be followed by an increase in the Job Satisfaction variable. The effect of the variable Self Efficacy on Job Satisfaction has a P-Values of 0.008 <0.05, so it can be stated that the effect of Self Efficacy on Job Satisfaction is positive and significant.
2. The direct effect of the Job Insecurity variable on the Job Satisfaction variable has a path coefficient value of 2,720 (positive), then an increase in the value of the Job Insecurity variable will be followed by an increase in the Job Satisfaction variable. The influence of the Job Insecurity variable on Job Satisfaction has a P-Values of 0.007 <0.05, so it can be stated that the effect of Job Insecurity on Job Satisfaction is positive and significant.
3. The direct effect of the Job Development variable on the Job Satisfaction variable has a path coefficient value of 7,501 (positive), then an increase in the value of the Job Development variable will be followed by an increase in the Job Satisfaction variable. The effect of the Job Development variable on Job Satisfaction has a P-Values of 0.000 <0.05, so it can be stated that the effect of Job Development on Job Satisfaction is positive and significant.
4. The direct effect of the Job Motivation variable on the Job Satisfaction variable has a path coefficient value of 7,080 (positive), then an increase in the value of the Job Motivation variable will be followed by an increase in the Job Satisfaction variable. The effect of the Job Motivation variable on Job Satisfaction has a P-Values of 0.000 <0.05, so it can be stated that the influence of Job Motivation on Job Satisfaction is positive and significant.
5. The direct effect of the Self Efficacy variable on the Job Motivation variable has a path coefficient value of 2,153 (positive), so an increase in the Self Efficacy variable value will be followed by an increase in the Job Motivation variable. The effect of the variable Self Efficacy on Job Motivation has a P-Values of 0.031 <0.05, so it can be stated that the effect of Self Efficacy on Job Motivation is positive and significant.
6. The direct effect of the Job Insecurity variable on the Job Motivation variable has a path coefficient value of 1,961 (positive), so an increase in the value of the Job Insecurity variable will be followed by an increase in the Job Motivation variable. The effect of the Job Insecurity variable on Job Motivation has a P-Values of 0.050 <0.05, so it can be stated that the effect of Job Insecurity on Job Motivation is positive and significant.
7. The direct effect of the Job Development variable on the Job Motivation variable has a path coefficient value of 0.265 (positive), so an increase in the value of the Job Development variable is not followed by an increase in the Job Motivation variable. The effect of the Job Development variable on Job Motivation has a P-Values of 0.791 > 0.05, so it can be stated that the effect of Job Development on Job Motivation is positive and not significant.



Table 3
Indirect Effect Hypothesis

	Original sample (O)	Sample average (M)	Standard deviation (STDEV)	T statistics ((O/STDEV))	P values
X1 -> Z -> Y	0.132	0.129	0.065	2039	0.041
X2 -> Z -> Y	0.102	0.100	0.056	1834	0.067
X3 -> Z -> Y	0.018	0.022	0.065	0.271	0.787

Source: Data Processing (2022)

Testing the indirect effect hypothesis aims to prove the hypotheses of the effect of a variable on other variables indirectly (through an intermediary). If the probability value (P-Value) < Alpha (0.05) then H0 is rejected (the effect of a variable on other variables is significant) then the intervening variable mediates the relationship between one variable and another variable. If the probability value (P-Value) > Alpha (0.05) then H0 is accepted (the influence of a variable on other variables is not significant), so the intervening variable is not mediating the relationship between one variable and another.

1. The indirect effect of the Self Efficacy variable on the Job Satisfaction variable with Job Motivation as the intervening variable has a path coefficient value of 2.039 (positive). The effect of the Self Efficacy variable on Job Satisfaction which is mediated by Job Motivation has a P-Values of 0.041 < 0.05. The type of mediation produced is partial mediation. So, it can be stated that the influence of Self Efficacy on Job Satisfaction with Job Motivation as an intervening variable is positive and significant.
2. The indirect effect of the Job Insecurity variable on the Job Satisfaction variable with Job Motivation as the intervening variable has a path coefficient value of 1,834 (positive). The effect of the Job Insecurity variable on Job Satisfaction moderated by Job Motivation has a P-Values of 0.067 > 0.05. The type of mediation produced is partial mediation. So, it can be stated that the effect of Job Insecurity on Job Satisfaction with Job Motivation as an intervening variable is positive and not significant.
3. The indirect effect of the Job Development variable on the Job Satisfaction variable with Job Motivation as the intervening variable has a path coefficient value of 0.271 (positive). The effect of the Job Development variable on Job Satisfaction moderated by Job Motivation has a P-Values of 0.787 > 0.05. The resulting type of mediation is predictor mediation. So, it can be stated that the effect of Job Development on Job Satisfaction with Job Motivation as an intervening variable is positive and not significant.

The coefficient of determination (R Square) aims to evaluate the accuracy of the prediction of a variable. In other words, to evaluate how the variation in the value of the dependent variable is affected by the variation in the value of the independent variable in a path model.

Table 4
Coefficient of Determination

	R-square	R-square adjusted
Y	0.928	0.925
Z	0.573	0.565

Source: Data Processing (2022)

In the table above, the influence results are obtained *Self Efficacy*, *Job Insecurity*, and *Job Development* on Job Satisfaction is 92.5%, and the remaining 7.5% is influenced by other variables outside those examined in this study. Meanwhile, in the table above, the results of the influence of

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Self Efficacy, Job Insecurity, and Job Development on Job Motivation amounted to 56.5%, and the remaining 43.5% was influenced by other variables outside those examined in this study.

5. CONCLUSIONS AND SUGGESTIONS

5.1. CONCLUSION

1. The direct effect of the Self Efficacy variable on the Job Satisfaction variable has a path coefficient value of 2,649 (positive), then an increase in the Self Efficacy variable value will be followed by an increase in the Job Satisfaction variable. The effect of the variable Self Efficacy on Job Satisfaction has a P-Values of 0.008 <0.05, so it can be stated that the effect of Self Efficacy on Job Satisfaction is positive and significant.
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5.2. SUGGESTIONS

1. PT Swakarya Indah Busana Tanjungpinang City should pay attention to the development of self-efficacy (self-efficacy) of employees, especially with regard to broad areas of behavior (generality), one of which can be done through coaching programs specifically designed according to employee needs.
2. PT Swakarya Indah Busana Tanjungpinang City The company should periodically evaluate job insecurity to find out whether the job insecurity felt by the employee is high or low so that it can be followed up with efforts to reduce the level of job insecurity for each employee.
3. PT Swakarya Indah Busana Tanjungpinang City is expected to pay more attention to the careers of each of its employees. In this case, superiors have an important role in providing more intensive explanations, guidance and directions to employees regarding the career paths they can achieve. Thus, the understanding and ability of employees will increase regarding the career path or sequence that must be taken by employees to achieve predetermined career goals. In addition, the company is expected to make clear career path methods and processes, so that it will make the career development system more effective, because it will make it easier for employees to make future career plans and will give employees the same opportunity to improve their position. Besides that, in the company's career development must look at the performance of employees. Thus, employees will have high morale, so that it will have an impact not only on employees but also on the company.

4. PT Swakarya Indah Busana Tanjungpinang City The company should periodically evaluate job satisfaction to determine the level of job satisfaction felt by employees which is then followed up with concrete efforts to increase employee job satisfaction.
5. PT Swakarya Indah Busana Tanjungpinang City is advised to increase work motivation for employees so that employees are more motivated to increase their job satisfaction. Companies can increase employee motivation by rewarding employees fairly for their achievements at work, namely by giving bonuses, gifts and charters for employees who have high work motivation, namely employees who never come late to the office, are never alpha, and employees who are diligent at work so that their work is often completed on time. This can make employees motivated to work so that they will work hard and well and feel valued by the company.

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