INFLUENCE OF ORGANIZATIONAL CULTURE, SELF-EFFICIENCY AND JOB SATISFACTION ON WORK MOTIVATION
(Study on Workers from Eastern Indonesia Working in North Aceh)

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Abstract

This study aims to analyze the influence of organizational culture, self-efficacy and job satisfaction on work motivation of workers from eastern Indonesia who work in North Aceh. The research method used is descriptive qualitative research method. The research data was obtained through questionnaires which were distributed to the respondents. The results showed that organizational culture, self-efficacy and job satisfaction had a positive and significant effect on the work motivation of workers from Eastern Indonesia who worked in North Aceh.

Keywords: *Organizational Culture, Self-Efficacy, Job Satisfaction, Work Motivation*

1.INTRODUCTION

Workers originating from Eastern Indonesia, which is the easternmost province of Indonesia, when transferred to Aceh Province, especially in North Aceh District, which has a different work culture and limited relationships can hinder the motivation of the workforce so that it is not uncommon for many workers to feel unmotivated to continue their work. in Aceh. Based on initial observations made by researchers with workers who came from Eastern Indonesia and had lived in North Aceh District for more than 10 years, information was obtained regarding the number of workers originating from Eastern Indonesia who obtained work placements in North Aceh, amounting to 128 people based on the Papuan community. and its surroundings which have as many as 128 members so that the workforce is the object of this research. This phenomenon is an interesting thing to observe, especially in organizational culture, which is a pattern of work applied to companies or government agencies in Aceh, which is different from the organizational culture in Eastern Indonesia. One of them is in the work environment factors that must be faced by workers. Where workers find it difficult to understand how to communicate with the people in the area where they work, so these differences make new workers feel uncomfortable and unconnected in the context of communication so conflicts often occur. This has resulted in a lack of motivation from workers from the east when working outside their area.

2. LITERATURE REVIEW

Robbins (2006) states that organizational culture is a system of shared meaning shared by members that distinguishes an organization from other organizations. So organizational culture gives identity to the members of the organization. According to Peter Hess quoted by Matondang (2008), organizational culture describes a set of beliefs

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and norms, values shared by members of the organization which are then linked to the way of work. Organizational culture can guide or guide perceptions and thoughts. Gordon in Sutrisno (2010) concluded that organizational culture can function as a meaning-making and control mechanism that guides and shapes employee attitudes and behavior. Self-efficacy is one of the most influential aspects of self-knowledge or self-knowledge in everyday human life. This is due to the self-efficacy that is owned influences the individual in determining the actions to be taken to achieve a goal, including estimates of the various events that will be faced. Self-efficacy is the belief that one can master a situation and get a positive outcome. Alwisol (2009: 287), states that self-efficacy is self-perception about how well oneself can function in certain situations, self-efficacy relates to the belief that self has the ability to perform the expected action. According to Mangkunegara (2004:67) "Satisfaction of employee job satisfaction is the result of work in quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him". Edy Sutrisno (2014) suggests job satisfaction is a pleasant or unpleasant emotional state for workers to view their work. Job satisfaction reflects a person's feelings towards his work.

Abraham Sperling (2017: 183) found that motivation is defined as a tendency to move, starting with internal encouragement and ending with self-adjustment. Siagian (2019), says that it is the mental state that encourages, activates or moves and motivation directs and distributes the behavior, attitudes and actions of a person which is always associated with achieving goals, both organizational goals and personal goals of each member of the organization. Fillmore H. Stanford (2009:173) that motivation is a condition that moves people towards certain goals. It can be concluded that motivation is an encouragement of needs within employees that need to be fulfilled so that employees can adapt to their environment, while motivation is a condition that drives employees to be able to achieve their motivational goals.

3. RESEARCH METHOD

This research approach uses correlational research (correlational research), which is a study conducted with the aim of detecting the extent to which variations in a factor are correlated with one or more other factors. The approach in this study is Cross Sectional, which examines the independent variables and the dependent variable simultaneously at a certain time (Sinulingga, 2016: 87). The nature of this research is research that explains the causal relationship between variables through hypothesis testing. This is consistent with the research objective, which is to explain the causal relationship that occurs between exogenous and endogenous variables by testing the hypothesis.

3.1. Location and object of Research

The objects in this study are workers from East Indonesia who work in North Aceh. Research time is the length of time required to conduct research. While the objects of this research are organizational culture, self-efficacy, job satisfaction and work motivation of workers from East Indonesia who work in North Aceh.

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3.3. Population and Sample/type and Data Source

1. Population

The population in this study were all 128 workers from East Indonesia who worked in North Aceh as shown in table 3.1 below.

Table 3.1 Population

N	Employment	Or	Am
1	Soldier	Papua	9
2	Soldier	Maluku	13
3	Soldier	Sulawesi	40
4	Police	Makassar	15
5	BUMN	Sulawesi	9
6	Employee	Sulawesi	22
		T	128

Source: Head of the Papua-Aceh Community Organization

2. Sample

Determining the number of samples can be done by means of statistical calculations, namely the Slovin formula. This formula is used to determine the sample size of a known population, namely 128 people. For the level of precision specified in the determination of the sample is 5%. Based on the results of these calculations, the sample obtained was 97 workers from Eastern Indonesia who worked in North Aceh.

3.4. Data Collection Techniques

According to Sinulingga (2017: 88) a questionnaire is a form of data collection instrument in a written question format equipped with a column where the respondent will write answers to questions/statements directed at him.

3.5. Data analysis techniques

Data analysis techniques in a study use two statistical approaches, namely descriptive statistics and inferential statistics. The data analysis technique used to test the hypothesis in this study is Descriptive Analysis and PLS (Partial Least Square) Analysis.

3.6. Descriptive Analysis

Descriptive analysis provides an overview or description of each variable seen from the average value (*mean*), standard deviation, maximum and minimum (Ghozali, 2015:45).

4. RESULTS AND DISCUSSION

Validity Results

Table 4.5 Validity Results

	Organitational Culture (X_1)		
Statemen	r_{hit}	r_{ta}	**Validity**
1	0,6	0,1	V
2	0,8	0,1	V
3	0,7	0,1	V

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4	0,6	0,1	V
5	0,6	0,1	V
6	0,7	0,1	V
Self-Efficacy (X$_2$)			
Statemen	**r$_{hit}$**	**r$_{ta}$**	**Validity**
1	0,7	0,1	V
2	0,7	0,1	V
3	0,8	0,1	V
Job Statisfaction (X$_3$)			
Statemen	**r$_{hit}$**	**r$_{ta}$**	**Validity**
1	0,7	0,1	V
2	0,7	0,1	V
3	0,6	0,1	V
4	0,7	0,1	V
5	0,6	0,1	V
Work motivation (Y)			
Statemen	**r$_{hit}$**	**r$_{ta}$**	**Validity**
1	0,7	0,1	V
2	0,8	0,1	V
3	0,7	0,1	V

Based on table 4.5 above, where all statements from independent and dependent variables in this study have a greater r calculated value than the r table value, so it can be concluded that all statements from each variable are declared valid.

Reliability Test
Table 4.6 Reliability Test

Variabel	*Chronbach*	Konst	Reliabi
Organitation Culture (X₁)	0 817	0 6	Relia b l
Self Efficacy (X$_2$)	0	0	Relia
Job Statisfaction	0	0	Relia
Work Motivation	0	0	Relia

Source: Data processed, 2022

Based on the reliability test using Cronbach Alpha, all variables in this study are reliable/reliable because the Cronbach Alpha value is greater than 0.6, so the results of this study indicate that the measurement tools in this study have fulfilled the reliability test.

Classical Assumption Results Normality Test
Table 4.7 *One Sample Kolmogorov Smirnov Test*

One-Sample Kolmogorov-Smirnov Test		
		Unstandardiz ed
N		97
Normal Parameters[a,b]	Mean	,000 0000

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	Std. Deviation	1,81358384
Most Extreme Differences	Absolute	,083
	Positive	,078
	Negative	,083
Test Statistic		,083
Asymp. Sig. (2-tailed)		
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: Data processed, 2022

From table 4.7 it can be seen that the 2-tailed Asymp Sig value is 0.096. By looking at the provisions of the One Sample Kolmogorov Smirnov Test, if the significance value is above 5% or 0.05, the data is normally distributed. So it can be concluded that all variables are normally distributed

Multicollinearity Test Table 4.8 Multicollinearity Test

Coefficients[a]		
Model	Collinearity	
	Tole	V
Organiation Culture		
Self Efficacy		
Job Statisfaction		
a. Dependent Variable: work Motivation		

Source: Data processed, 2022

Based on Table 4.8 it can be seen that the tolerance value of the Organizational Culture Variable (X1) is 0.967, Self-Efficiency (X2) is 0.967 and Job Satisfaction (X3) is 0.990, where all tolerance values are greater than 0.10. While the VIF value of the Organizational Culture Variable (X1) is 1.03 Self-Efficiency (X2) is 1.035 and Job Satisfaction (X3) is 1.011 where all VIF values are less than 10.

Heteroscedastisity Test Table 4.3 Heteroscedastisity Test *White Test*

| F-Statistic	1,852492	Prob. F (9,50)	0,0817
Obs *R-Squared	15,00389	Prob. Chi-Square (9)	0,0908
Scaled Explained SS	9,069855	Prob. Chi-Square (9)	0,4309

Source: Data processed, 2022

Based on the table above, it is known that the Chi-Square probability value is 0.0908 which is greater than the α value of 0.05. Because the Chi-Square value > of α , in this case H0 is accepted so that it can be concluded that H0 is accepted and the data is homoscedasticity and there is no heteroscedasticity.

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Autocorelation Test
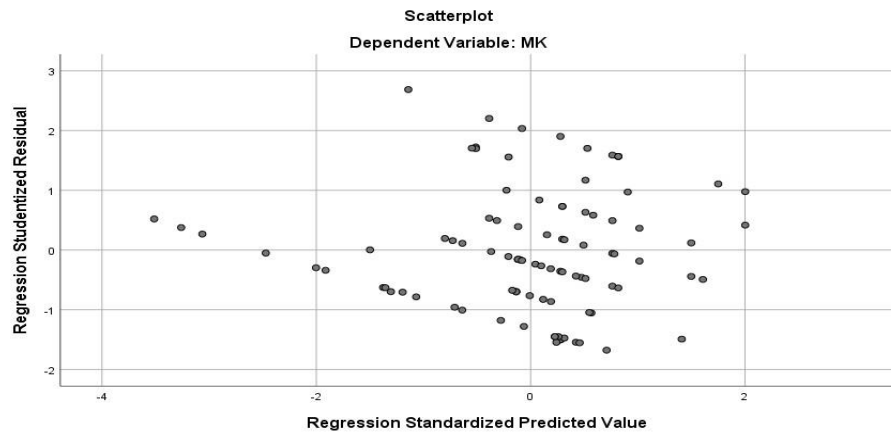
Source: Data processed, 2022

Based on Figure 4.1, it can be seen that the data patterns are spread above the zero point and some are spread below the zero point. So it can be concluded that there are no symptoms of heteroscedasticity in this regression model.

Multiple Linear Regression Analysis Table 4.9 Multiple Linear Regression

	Coefficients^a				
Model	Unstandardized		Standardized		Sig.
	B	Std.	B		
(Constant)					
Organitation Culture			,230		
Self Efficacy			,286		
Job Statisfaction			,234		
A. Dependent Variable: Work Motivation					

Source: Data processed, 2022

Based on table 4.9 above, the multiple linear regression equation is obtained as follows:

$$Y= 2{,}231 + 0{,}235X_1 + 0{,}402X_2 + 0{,}184X_3$$

The description of the multiple linear regression equation above is as follows:
1. The coefficient value of Organizational Culture (X1) is (0.235), so that it can be interpreted that if Organizational Culture is increased, it is predicted that the motivation of workers (Y) will increase.
2. The value of the coefficient of Self-Efficiency (X2) is (0.402), so that it can be interpreted that if Self-Efficiency is increased, it is predicted that the motivation of workers (Y) will increase.
3. The coefficient value of Job Satisfaction (X3) is (0.184), so that it can be interpreted that if Job Satisfaction is increased, it is predicted that the motivation of workers (Y) will increase.

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Coefficient of Determination R^2 Table 4.10 Coefficient of Determination

Model		R Square	Adjusted R Square	Std. Error of the
		Model Summary		
1	659 a	435	,406	,376
a. Predictors: (Constant), Job Satisfaction , Organizational Culture, Self-Efficiency				

Source: Data processed, 2022

Based on table 4.10, it can be seen that the value of the Correlation Coefficient is 0.659 or 65.9%, which indicates the strong relationship between the independent variable and the dependent variable in this study. Furthermore, the R Square value is 0.435 or 43.5%. This shows that the Organizational Culture Variables (X1), Self-Efficiency (X2) and Job Satisfaction (X3) can explain the relationship to the Work Motivation Variable (Y) of 43.5%, the remaining 56.5% (100% - 43, 5%) is explained by other variables outside the research model.

DISCUSSION
Partial Test (Uji t) Table 4.11 Partial Test (Uji-t)

Model	Unstandardized Coeffi		Standardized Coeffic		Sig.
	Coefficients[a]				
	B	Std.	B		
(Constant)					
Organizational			,230		
Self-Efficiency			,286		
Job Satisfaction			,234		
a. Dependent Variable: Work Motivation					

Source: Data processed, 2022

From table 4.11, the tcount value of each independent variable is obtained. By looking at the predetermined criteria, α = 0.05 ttable (97-4-1 = 92) a table value of 0.1661 is obtained. From this description a conclusion can be drawn:

Effect of Organizational Culture (X1) on Work Motivation (Y)

results of testing the Organizational Culture variable (X1) on Work Motivation (Y) obtained a tcount of 2.448 > 1.661, and a significant value of 0.016 <0.05. So, it can be concluded that Organizational Culture has a positive and significant effect on the Work

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Motivation of workers from East Indonesia who work in North Aceh. Thus the hypothesis (X1) accepted.

Effect of Self-Efficiency (X2) on Work Motivation (Y)

The results of testing the variable Self-Efficiency (X2) on Work Motivation (Y) obtained a tcount of 3.045 > 1.661, and a significant value of 0.003 <0.05. So, it can be concluded that self-efficacy has a positive and significant effect on the work motivation of workers from East Indonesia who work in North Aceh. Thus the hypothesis (X2) is accepted.

Effect of Job Satisfaction (X3) on Work Motivation (Y)

The results of testing the variable Job Satisfaction (X3) on Work Motivation (Y) obtained a tcount of 2.520 > 1.661, and a significant value of 0.013 <0.05. So, it can be concluded that Job Satisfaction has a positive and significant effect on the Work Motivation of workers from Eastern Indonesia who work in North Aceh. This hypothesis 3 (X3) accepted.

5. CONCLUSIONS AND SUGGESTIONS
5.1. CONCLUSION

Based on the results of the research and discussion, several conclusions can be drawn as follows:

1. Organizational Culture has a positive and significant effect on Work Motivation. This proves that, if workers from East Indonesia who work in North Aceh are able to adapt or adapt longer to the culture in Aceh and government and private agencies will optimize East Indonesian workers more.
2. Self-efficacy has a positive and significant effect on work motivation. This proves that, if government or private agencies optimize East Indonesian workers both in terms of job placement according to the field or expertise possessed by workers from East Indonesia.
3. Job satisfaction has a positive and significant effect on work motivation. This proves that, if government or private agencies pay more attention to the salaries or benefits provided to workers from Eastern Indonesia.

5.2.SUGGESTIONS

Based on the results of the research, discussion and conclusions obtained, the suggestions that can be given are as follows:

1. In this case, the agencies where workers from East Indonesia work need to readjust organizational culture, self-efficiency and job satisfaction, especially for workers from East Indonesia. Eastern Indonesian workers are also expected to be able to adapt.

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