

THE EFFECT OF EDUCATION LEVEL, WORK EXPERIENCE AND WORK ENVIRONMENT ON JOB SATISFACTION THROUGH JOB MOTIVATION AS INTERVENING VARIABLES IN THE PLANNING, RESEARCH AND DEVELOPMENT AGENCY OF KARIMUN DISTRICT

¹Syahril, ²Indrayani, ³I Wayan Catrayasa, ⁴Muammar Gaddafi

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

⁴Fakultas Ekonomi Dan Bisnis, Universitas Malikussaleh

Email: ¹⁾ syahril.dpu@gmail.com, ²⁾ yaniindra@gmail.com, ³⁾ wayan.catrayasa@gmail.com, ⁴⁾ khaddafi@unimal.ac.id

Abstract

This study was conducted to determine the effect of education level, work experience and work environment on job satisfaction through work motivation as an intervening variable. The research method used is descriptive quantitative. Sampling using a survey method technique with the total population as a sample of 73 respondents. The data collection technique used an instrument in the form of a questionnaire to be analyzed. The instrument was calibrated using item validity and reliability coefficients using SEM-PLS analysis with the help of SmartPLS software. From the research results, it is known 1).education level has a significant effect on work motivation, 2).work experience directly has a significant effect on work motivation, 3).work environment directly has a significant effect on work motivation, 4).work motivation directly has a significant effect on job satisfaction, 5).level of education directly does not have a significant effect on job satisfaction, 6).work experience directly has a significant effect on job satisfaction, 7).work environment has a direct and insignificant effect on job satisfaction, 8).The level of education indirectly has a significant effect on job satisfaction through work motivation, 9).work experience indirectly has a significant effect on job satisfaction through work motivation, 10).The work environment indirectly has a significant effect on job satisfaction through work motivation. The coefficient of determination of the model of education level, work experience and work environment on job satisfaction is 0.462, meaning that job satisfaction can be influenced by education level, work experience and work environment by 46.2% and the remaining 53.8% is influenced by other variables outside research, while the model of education level, work experience and work environment on work motivation is 0.451, meaning that work motivation can be influenced by education level, work experience and work environment by 45.1% and the remaining 54.9% is influenced by other variables outside study.

Keywords: *education level, work experience, work environment, work motivation, job satisfaction*

1.INTRODUCTION

Human resource management is the main asset of an organization that needs to be developed continuously to achieve better organizational performance in the future.

In a study conducted by Roli Sambuardi (2021) which stated that the performance of employees in the Karimun Regency government environment with a level of job satisfaction was stated to be quite good ranging from 33% to 34%. The indicators are only seen in job descriptions and employee quality. While other factors are not known with certainty. Then what about the indicators of education level, work experience and work environment will also affect job satisfaction. Because the success of an organization depends on the human element as the main capital that plays an important role in improving the quality of an organization.

Based on the results of the questionnaires that have been distributed to all employees of the Planning, Research and Development Agency of Karimun Regency. Then from the results of the questionnaire, the authors collect information related to employee job satisfaction which can be said to be low. Where in daily work activities, there are many employees who are considered less

THE EFFECT OF EDUCATION LEVEL, WORK EXPERIENCE AND WORK ENVIRONMENT ON JOB SATISFACTION THROUGH JOB MOTIVATION AS INTERVENING VARIABLES IN THE PLANNING, RESEARCH AND DEVELOPMENT AGENCY OF KARIMUN DISTRICT

Syahril, Indrayani, I Wayan Catrayasa, Muammar Gaddafi

contributing in several ways, namely work results that are less than optimal, to the lack of coordination between employees which affects work results.

2. LITERATURE REVIEW

2.1. Job Satisfaction

Robbins (2003:78) in Wibowo (2016:415) says that job satisfaction is a general attitude towards one's work, which shows the difference between the number of awards workers receive and the amount they believe they should receive. Employees who get job satisfaction will have a greater sense of responsibility and commitment to the organization than employees who do not get job satisfaction. Meanwhile, employees who do not get job satisfaction with their work conditions and conditions will affect their job satisfaction and lead to a lack of enthusiasm or motivation in doing work.

According to Afandi (2018:82) job satisfaction can be seen through indicators, namely: 1) Wages; 2) Employment; 3) Promotion; 4) Supervisor; 5) Colleagues.

2.2. Education Level

Education level is an activity and a person's activities in an effort to develop attitudes and forms of behavior both for life in the future through certain organizations or not organized (Wirawan, 2016: 3).

According to Tirtarahardja (2005) in Wiryawan and Rahmawati (2020) the indicators for the level of education are divided into three, namely, 1) education level, which is an educational stage set for the level of development of students, which aims to achieve developed abilities; 2) the suitability of the department, which is before the employee is recruited, the company first records the level of education and the suitability of the employee's education department so that later it can be placed in a position that is in accordance with the employee's expertise; 3) competence, which is knowledge, mastery of the skills possessed by a person.

2.3. Work Experience

Work experience is the length of time employees work in the workplace from the time they are accepted at work until now (Wirawan, 2016: 3). Anhar (2017:29) argues that work experience is the time used by a person to acquire knowledge, skills, and attitudes according to the frequency and type of task. An employee in carrying out his duties and responsibilities towards his work has a very important role. Because with longer and more work experience, you will understand better what to do and deal with when a problem arises.

3. RESEARCH METHOD

This research was conducted at the Research and Development Planning Agency of Karimun Regency. The researcher uses Saturated Sampling (Census), According to Sugiyono (2017:124) saturated sampling is a sample collection technique when all members of the population are used as samples, namely in this study there were 73 respondents.

This research method uses a causal model survey method using path analysis techniques. Based on the reasons, this study aims to confirm the theoretical model with empirical data. Statistical data analysis using SEM-PLS (Structural Equation Modeling-Partial Least Square) regarding research variables, instrument testing, normality testing, hypothesis testing, and discussion of the results of hypothesis testing and path analysis. This study uses path analysis to examine the pattern of relationships that reveal the effect of a variable or set of variables on other variables, both direct and indirect. The calculation of the path coefficient in this study was assisted by the Smart PLS Version 3.0 software.

4.RESULTS AND DISCUSSION

4.1.Description of Respondents

Table 1. Respondent Statistics

Criteria	Frequency	%
Gender:		
Man	39	53.42
Woman	34	46.58
Age:		
20 – 30 Years	12	16.44
31 – 40 years	27	36.99
41 – 50 years	28	38.36
51 – 60 years	6	8.22
Education:		
S2 (Strata Two)	8	10.96
S1 (Strata One)	28	38.36
D3 (Three Diploma)	7	9.59
SLTA/SMK	29	39.73
junior high school	0	0
SD	1	1.37
Years of service:		
0 – 1 year	10	13.70
25 years	18	24.66
6 – 10 years	17	23.29
> 10 years	28	38.36

Source: Primary data processed, 2022

4.2. Outer Model Analysis

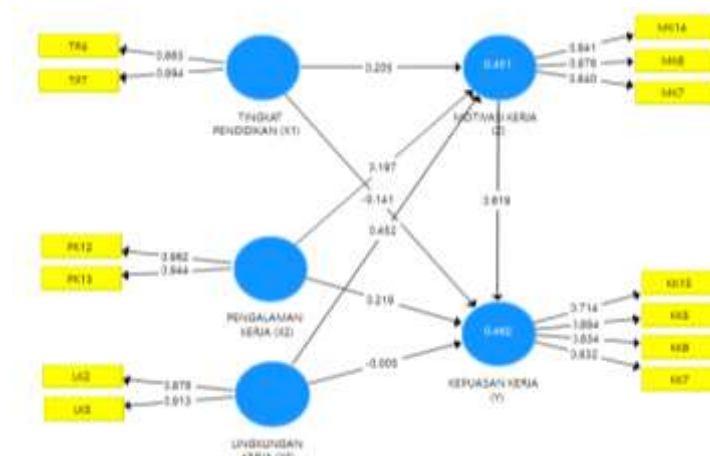


Figure 2. Outer Model Results

Convergent Validity

To test convergent validity, the outer loading or loading factor values are used. An indicator is declared to meet *convergent validity* in the good category if the value of outer loading > 0.7. Here is the outer loading value of each indicator on the research variables:

THE EFFECT OF EDUCATION LEVEL, WORK EXPERIENCE AND WORK ENVIRONMENT ON JOB SATISFACTION THROUGH JOB MOTIVATION AS INTERVENING VARIABLES IN THE PLANNING, RESEARCH AND DEVELOPMENT AGENCY OF KARIMUN DISTRICT

Syahril, Indrayani, I Wayan Catrayasa, Muammar Gaddafi

Table 2. Loading Factor

Construct	Item Code	Loading Factor
Education Level (X1)	TP4	0.863
	TP7	0.894
Experience (X2)	PL12	0.962
	PL13	0.944
Environment (X3)	LK2	0.878
	LK5	0.913
Motivation (Z)	MK14	0.841
	MK6	0.876
	MK7	0.840
Job Satisfaction (Y)	KK15	0.714
	KK5	0.884
	KK6	0.834
	KK7	0.832

Source: Primary data processed, 2022

The results of the convergent validity test in table 2 above state that all tested items are greater than 0.7, then all variable indicators are declared valid and can be used for further analysis.

Discriminant Validity

An indicator is declared to meet discriminant validity if the value of the cross-loading indicator on the variable is the largest compared to other variables.

Composite Reliability

A variable can be declared to meet composite reliability if it has a composite reliability value > 0.7.

From table 4 above, it can be seen that the composite reliability value of all research variables is > 0.7. These results indicate that each variable has met composite reliability, so it can be concluded that all variables have a high level of reliability.

4.3. Test R2 (R-Square)

Analysis of Variant (R2) or Determination Test, which is to determine the influence of the independent variable on the dependent variable. Based on the data processing that has been done using the smartPLS 3.0 program, the R-Square values are obtained as follows:

Table 5. R-Square. Value

Variable	R-Square Nilai Value
Job Satisfaction (Y)	0.462
Work Motivation (Z)	0.451

Source: Primary data processed, 2022

Based on the data presented in table 5 above, it can be seen that the R-Square value for the job satisfaction variable is 0.462 and for the work motivation variable is 0.451. The value obtained explains that the percentage of job satisfaction

can be explained by the level of education, work experience and work environment by 46.2% while the percentage of work motivation can be explained by the level of education, work experience and work environment by 45.1%.

The goodness of fit assessment is known from the Q-Square value. The Q-Square value has the same meaning as the coefficient determination (R-Square) in regression analysis, where the higher

the Q-Square, the model can be said to be better or more fit with the data. The results of the calculation of the Q-Square value are as follows:

$$\begin{aligned} \text{Q-Square} &= 1 - [(1 - R_{12}) \times (1 - R_{22})] \\ &= 1 - [(1 - 0.462) \times (1 - 0.451)] \\ &= 1 - (0.538 \times 0.549) \\ &= 1 - 0.295 \\ &= 0.705 \end{aligned}$$

a. Indirect Influence

The following is the value of the indirect effect test results obtained in this study:

Table 7. Indirect Effect Test Results

Variable	T-stats	P-Values	Results
TP -> MK -> KK	1,763	0.039	Received
PK -> MK -> KK	1,708	0.044	Received
LK -> MK-> KK	3,730	0.000	Received

Source: PLS Data Processing, 2022

Based on the data presented in table 7 above, it can be seen that of the 3 indirect influence hypotheses proposed in this study, all of them are accepted because each of the effects shown has a P-value. *Values* < 0.05 so that it can be stated that the intervening variable, namely work motivation, mediates positively and significantly between education level, work experience and work environment on employee job satisfaction.

4.4. DISCUSSION

1. The Effect of Education Level on Work Motivation

Based on the test results of the direct influence of the education level variable on work motivation, it was obtained a p-value of 0.022 < 0.05, it can be concluded that the level of education has a significant effect on work motivation.

In line with research conducted by Desak Ketut et al (2016) that there is a positive influence of the variable level of education on work motivation. High education coupled with high work motivation will further increase enthusiasm and enthusiasm for work. Therefore, the value of the influence of the level of education on work motivation is very meaningful in providing input to this study. The results of this study support several previous studies conducted by Muda (2019), Hernidatiatin & Susijawati (2017), and Putri & Purwanto (2020) which all concluded that there was a significant influence between the level of education on work motivation.

2. The Effect of Work Experience on Work Motivation

Based on the test results of the direct influence of the work experience variable on work motivation, it was obtained a p-value of 0.040 < 0.05, it can be concluded that work experience has a significant effect on work motivation.

Work experience in this study shows that employees have sufficient work experience. The results of this study support several studies conducted by Putri & Purwanto (2020) and Siswanto, et al. (2019) which state that work experience affects work motivation at the Majene Regency Transportation Service Office. Work experience is more dominant on work motivation at the Majene Regency Transportation Service Office. Likewise with research conducted by Asri, et al (2020) which states that work experience has a positive effect on work motivation of employees of the South Lampung Regency Housing and Settlement Service.

3. The Effect of Work Motivation on Job Satisfaction

Based on the results of the test of the direct influence of the education level variable on work motivation, it was obtained a p-value of 0.000 < 0.05, it can be concluded that work motivation has a significant effect on job satisfaction.

The motivation of most employees has a positive impact on the element of job satisfaction. because it is supported by the participation of employees in carrying out their work with high morale. The results of this study support several previous studies conducted by Ratnaningsih

THE EFFECT OF EDUCATION LEVEL, WORK EXPERIENCE AND WORK ENVIRONMENT ON JOB SATISFACTION THROUGH JOB MOTIVATION AS INTERVENING VARIABLES IN THE PLANNING, RESEARCH AND DEVELOPMENT AGENCY OF KARIMUN DISTRICT

Syahril, Indrayani, I Wayan Catrayasa, Muammar Gaddafi

(2018) which stated that motivation has a significant influence on increasing job satisfaction. Research conducted by Vanessa & Nawawi (2022) states that motivation has a positive and significant influence on job satisfaction.

4. The Effect of Education Level on Job Satisfaction

Based on the results of the test of the direct influence of the education level variable on job satisfaction, it was obtained a p-value of $0.125 > 0.05$, it can be concluded that the level of education has no significant effect on job satisfaction.

These results support research conducted by Wright and Davis (2003) which states that education has an influence on job satisfaction, which is not proven true. Meanwhile, according to research conducted by Wahyu Hidayat (2013) that employee competition will be higher and more stringent, it requires a more qualified level of education that is better able to compete to enter the organizational world better.

5. The Effect of Work Experience on Job Satisfaction

Based on the test results of the direct influence of the work experience variable on job satisfaction, a p-value of $0.024 < 0.05$ was obtained, it can be concluded that work experience has a significant effect on job satisfaction.

As research conducted by Yulinda et al (2018) regarding the work experience variable which states that experience has a significant effect on job satisfaction because it is easier for employees to do a good job because it is supported by work experience.

5. CONCLUSIONS AND SUGGESTIONS

5.1. CONCLUSION

1. The results of the first hypothesis test prove that the level of education directly has a significant effect on work motivation at the Research and Development Planning Agency of Karimun Regency.
2. The results of the second hypothesis test prove that experience directly has a significant effect on work motivation at the Research and Development Planning Agency of Karimun Regency.
3. The results of the third hypothesis test prove that the environment directly has a significant effect on work motivation at the Research and Development Planning Agency of Karimun Regency.
4. The results of the fourth hypothesis test prove that motivation directly has a significant effect on job satisfaction at the Research and Development Planning Agency of Karimun Regency.

5.2. SUGGESTION

1. The organization is expected to be able to facilitate employees to have a higher level of education by considering the ability, both knowledge and skills, so that work productivity can increase more than before and have competitiveness even though it does not affect employee job satisfaction at the Research and Development Planning Agency of Karimun Regency.
2. Work experience is the most dominant influencing variable, should history and length of assignment at the Research and Development Planning Agency of Karimun Regency be taken into consideration by the leadership in promoting employees to shape employee job satisfaction with the results of their service during work.
3. The organization is expected to improve the work environment in order to further increase job satisfaction for the employees of the Research and Development Planning Agency of Karimun Regency. For example, provide facilities such as a quiet workplace, away from noise, having the appropriate temperature, a comfortable smell and others.
4. To all employees at the Research and Development Planning Agency of Karimun Regency to motivate each other so that they can achieve more and achieve a high position or can enjoy material rewards, social rewards, and obedience which in turn can increase the job satisfaction of the employees themselves.

REFERENCES

- Afandi, P. 2018. Human Resource Management Theories, concepts and indicators. Zanafra Publishing Publisher. Pekanbaru.
- Asri, Rusli & Eddy, Kisro & Husin, Raditte. (2020). The Effect of Work Experience on Employee Work Motivation at the Department of Housing and Settlements, South Lampung Regency. Saburai Mandiri Management Journal (JMMS). 1. 45-52.
- Azrul Anhar S. (2017). The Effect of Education Level and Work Experience on Employee Performance at PT. Nagali Subur Jaya Kec. Regency Island City. sharpen. Journal of the State Islamic University of North Sumatra.
- Bustani, B., Gaddafi, M., & Nur Ilham, R. (2022). REGIONAL FINANCIAL MANAGEMENT SYSTEM OF REGENCY/CITY REGIONAL ORIGINAL INCOME IN ACEH PROVINCE PERIOD YEAR 2016-2020. International Journal of Educational Review, Law and Social Sciences (IJERLAS), 2(3), 459–468. <https://doi.org/10.54443/ijerlas.v2i3.277>
- Danang Sunyoto, 2013. Theory, Questionnaire and Process of Data Analysis of Organizational Behavior, CAPS Publisher, Yogyakarta
- Derry Cornela Mahardini, Pardiman, Ratna Tri Hardaningtyas (2021) The Effect of Competence, Work Experience and Work Environment on Employee Job Satisfaction at CV. Maju Djaya Beton Singosari, e – Management Research Journal (JRM)
- Urge Ketut et al. (2016). The Effect of Education Level and Work Motivation on Employee Performance. Bhishma Journal of Ganesha University of Education, Vol.4.
- Dwi Murnianty, and Muammar Gaddafi. (2020). Determination of Locus of Control, Work Discipline, Work Environment With Job Satisfaction as Mediating Variables on Work Motivation at the Inspectorate of Riau Islands Province. Zone Management, Volume 10, 2721-5873.
- Ersa Famella. (2020). Determination of Work Environment, Work Facilities, Organizational Climate with Work Motivation as Mediator Variables on Employee Satisfaction in the Library and Archives Office of the Riau Province Government. Zone Management, Volume 10, 2721-5873.
- Falahuddin, F., Fuadi, . F., Munandar, M., Juanda, R., & Nur Ilham, R. (2022). INCREASING BUSINESS SUPPORTING CAPACITY IN MSMES BUSINESS GROUP TEMPE BUNGONG NANGGROE KERUPUK IN SYAMTALIRA ARON DISTRICT, UTARA ACEH REGENCY. IRPITAGE JOURNAL, 2(2), 65–68. <https://doi.org/10.54443/irpitage.v2i2.313>
- Geovani, I., Nurkhotijah, S., Kurniawan, H., Milanie, F., & Nur Ilham, R. (2021). JURIDICAL ANALYSIS OF VICTIMS OF THE ECONOMIC EXPLOITATION OF CHILDREN UNDER THE AGE TO REALIZE LEGAL PROTECTION FROM HUMAN RIGHTS ASPECTS: RESEARCH STUDY AT THE OFFICE OF SOCIAL AND COMMUNITY EMPOWERMENT IN BATAM CITY. International Journal of Educational Review, Law And Social Sciences (IJERLAS), 1(1), 45–52. <https://doi.org/10.54443/ijerlas.v1i1.10>
- Ghozali, Imam. 2014. Alternative Method SEM Using Partial Least Squares (PLS). (4th Edition). Semarang: Diponegoro University Publishing Agency.
- Hernidiatatin, Lis & Susijawati, Noveria. (2017). The Effect of Education Level on Employee Performance Through Work Motivation as an Intervening. Journal of Business and Management Inspiration. 1. 75.
- Ilham, Rico Nur. et all (2019). Investigation of the Bitcoin Effects on the Country Revenues via Virtual Tax Transactions for Purchasing Management. International Journal of Supply Management. Volume 8 No.6 December 2019.
- Ilham, Rico Nur. et all (2019).. Comparative of the Supply Chain and Block Chains to Increase the Country Revenues via Virtual Tax Transactions and Replacing Future of Money. International Journal of Supply Management. Volume 8 No.5 August 2019.
- I Gusti Ayu Agung Wife Sari Dewi et al. (2021). Experience, Environment and Motivation: Their Influence on Job Satisfaction of Sardinne Restaurant Bali Employees. Macro, Journal of Management & Entrepreneurship, Vol. 6 No.2, ISSN 1412 – 2936, EISSN 2549 – 7308.

THE EFFECT OF EDUCATION LEVEL, WORK EXPERIENCE AND WORK ENVIRONMENT ON JOB SATISFACTION THROUGH JOB MOTIVATION AS INTERVENING VARIABLES IN THE PLANNING, RESEARCH AND DEVELOPMENT AGENCY OF KARIMUN DISTRICT

Syahril, Indrayani, I Wayan Catrayasa, Muammar Gaddafi

- Lasta Irawan, A. ., Briggs, D. ., Muhammad Azami, T. ., & Nurfaliza, N. (2021). THE EFFECT OF POSITION PROMOTION ON EMPLOYEE SATISFACTION WITH COMPENSATION AS INTERVENING VARIABLES: (Case Study on Harvesting Employees of PT. Karya Hevea Indonesia). *International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)*, 1(1), 11–20. <https://doi.org/10.54443/ijset.v1i1.2>
- likdanawati, likdanawati, Yanita, Y., Hamdiah, H., Nur Ilham, R., & Sinta, I. (2022). EFFECT OF ORGANIZATIONAL COMMITMENT, WORK MOTIVATION AND LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE OF PT. ACEH DISTRIBUS INDO RAYA. *International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)*, 1(8), 377–382. <https://doi.org/10.54443/ijset.v1i8.41>
- Majied Sumatrani Saragih, M., Hikmah Saragih, U., & Nur Ilham, R. . (2021). RELATIONSHIP BETWEEN MOTIVATION AND EXTRINSIC MOTIVATION TO ICREASING ENTREPRENEURSHIP IMPLEMENTATION FROM SPP AL-FALAH GROUP AT BLOK 10 VILLAGE DOLOK MASIHUL. *MORFAI JOURNAL*, 1(1), 1–12. <https://doi.org/10.54443/morfai.v1i1.11>
- Maasy, M. & Rina, Rina & Adi, Yusram. (2022). Analysis of the Effect of Leadership Style, Work Environment on Work Motivation of UNDIPA Makassar Employees. *JIIP - Scientific Journal of Education*. 5. 1809-1815.
- Mauritz DS Lumentut & Lucky OH Dotulong. (2015). The Effect of Motivation, Discipline, and Work Environment on Employee Job Satisfaction at PT. Bank of North Sulawesi Airmadidi Branch. *EMBA Journal*. Vol.3 No.1. ISSN 2303-1174
- M. Ilham Fathoni, Indrayani., Mohamad Gita Indrawan., and Sri Yanti. (2021). The Influence of Leadership, Organizational Culture and Work Environment on Employee Performance with Job Satisfaction as an Intervening Variable in the Qur'an Center of Riau Islands Province. *Scientific Journal, JENIUS Human Resource Management*. Vol. 5, No. 1, p-ISSN: 2581-2769, e-ISSN: 2598-9502
- M Sandi Marta & Budi. (2019). Work Environment, Could It Not Affect Job Satisfaction? *Managerial*, Vol. 18 No.1. ISSN: 1412 – 6613. E-ISSN: 2527 – 4570.
- Young, La. (2019). The Effect of Education Level and Income on Work Motivation of Teachers at SMP Negeri 7 Baubau, Murhum District, Baubau City. *The Enlightenment: Scientific Journal of the University of Muhammadiyah Buton*. 4. 12-21.
- Nuning Nurna Dewi (2019). Analysis of the Effect of Leadership Style and Work Environment on Employee Performance Using Work Motivation as an Intervening Variable (Case Study at PT. Suparma Tbk). *Media Mahardhika* Vol. 17 No. January 2, 2019
- Nur Ilham, R. ., Arliansyah, A., Juanda, R., Multazam, M. ., & Saifanur, A. . (2021). RELATHIONSIP BETWEEN MONEY VELOCITY AND INFLATION TO INCREASING STOCK INVESTMENT RETURN: EFFECTIVE STRATEGIC BY JAKARTA AUTOMATED TRADING SYSTEM NEXT GENERATION (JATS-NG) PLATFORM. *International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBAAS)*, 1(1), 87–92. <https://doi.org/10.54443/ijeabas.v1i1.27>
- Nur ilham, R., Likdanawati, L., Hamdiah, H., Adnan, A., & Sinta, I. . (2022). COMMUNITY SERVICE ACTIVITIES “SOCIALIZATION AVOID STUDY INVESTMENT” TO THE STUDENT BOND OF SERDANG BEDAGAI. *IRPITAGE JOURNAL*, 2(2), 61–64. <https://doi.org/10.54443/irpitage.v2i2.312>
- Putri, Megawati & Purwanto, Teguh. (2020). The Influence of Situational Leadership, Work Experience, and Education Level on Work Motivation of Surabaya City Transportation Service Employees. *Journal of Sustainability Business Research (JSBR)*. 1. 376-383.
- Rahmaniar, R., Subhan, S., Saharuddin, S., Nur Ilham, R. ., & Anwar, K. . (2022). THE INFLUENCE OF ENTREPRENEURSHIP ASPECTS ON THE SUCCESS OF THE CHIPS

- INDUSTRY IN MATANG GLUMPANG DUA AND PANTON PUMP. *International Journal of Social Science, Educational, Economics, Agriculture Research, and Technology (IJSET)*, 1(7), 337–348. <https://doi.org/10.54443/ijset.v1i7.36>
- Ratnaningsih, Nining. (2018). The Effect of Promotion and Motivation on Job Satisfaction: A Study at Bank Bjb in East Priangan. *Journal of Management Review*. 2. 122.
- Sandi, H. ., Afni Yunita, N. ., Heikal, M. ., Nur Ilham, R. ., & Sinta, I. . (2021). RELATIONSHIP BETWEEN BUDGET PARTICIPATION, JOB CHARACTERISTICS, EMOTIONAL INTELLIGENCE AND WORK MOTIVATION AS MEDIATOR VARIABLES TO STRENGTHENING USER POWER PERFORMANCE: AN EMPIRICAL EVIDENCE FROM INDONESIA GOVERNMENT. *MORFAI JOURNAL*, 1(1), 36–48. <https://doi.org/10.54443/morfaiv1i1.14>
- Sastrohadiwiryo, BS 2015. *Manpower Management Administration and Operational Approach*. Publisher PT. Earth Literacy, Jakarta
- Sedarmayanti. 2013. *Human Resource Management*. Publisher Refika Aditama Bandung.
- Sinta, I., Nur Ilham, R., Kumala Sari, D., M, M., Khaidir, K., & Ekamaida, E. (2021). Training The Processing Of Tomato Sauce For A Home-Based Business The Scale Of SMES. *IRPITAGE JOURNAL*, 1(1), 26–28. <https://doi.org/10.54443/irpitage.v1i1.24>
- Sinurat, M. ., Heikal, M. ., Simanjuntak, A. ., Siahaan, R. ., & Nur Ilham, R. . (2021). PRODUCT QUALITY ON CONSUMER PURCHASE INTEREST WITH CUSTOMER SATISFACTION AS A VARIABLE INTERVENING IN BLACK ONLINE STORE HIGH CLICK MARKET: Case Study on Customers of the Tebing Tinggi Black Market Online Store. *MORFAI JOURNAL*, 1(1), 13–21. <https://doi.org/10.54443/morfaiv1i1.12>
- Sutrisno, 2016. *Human Resource Management*. 8th printing. Prenadamedia Group Publisher, Jakarta.
- Sugiyono. 2017. *Quantitative, Qualitative, and R&D Research Methods*. Bandung : Alfabeta, CV
- Siswanto, Heru & Saleh, Firman & Wahyuni,. (2019). The Effect of Environment and Work Experience on Employee Work Motivation at the Department of Transportation Majene Regency. *Mala'bi: Journal of Economic Management STIE Yapman Majene*. 2. 9-26.
- Sukaisih, Dewi & Sunarno, & Sutono,. (2022). Analysis of the Effect of Leadership, Work Environment and Job Satisfaction on Employee Performance with Work Motivation as an Intervening Variable at the Regional Secretariat Office of Demak Regency. *Journal of Economics and Digital Business*. 1. 216-230.
- Suryono Efendi, Ogy Winenriandhika (2021) Effect of Recruitment, Training and Work Experience on Job Satisfaction and Their Impact on Employee Performance at PT. Marketama Indah, *National Scientific Journal* Vol. 3 No. 1 Year 2021
- Vanessa, Vanessa & Nawawi, M.. (2022). Effect of Work Environment, Job Stress, and Motivation on Employee Job Satisfaction. *Journal of Managerial and Entrepreneurship*. 4. 497.
- Viorencea, Phoebe & Mantikei, Bambang & Syamsudin, Achmad. (2022). The influence of the work environment and organizational climate on employee performance through work motivation as an intervening variable: (Study at the Youth and Sports Office of Central Kalimantan Province). *Journal of Environment and Management*. 3. 207-218.
- Wibowo, 2016, *Performance Management*, Publisher PT RajaGrafindo Persada, Tapos Depok.
- Wibowo, 2010, *Performance Management*, Publisher PT Rajawali Press., Jakarta.
- Hidayat's revelation. (2013). Analysis of the Effect of Formal Education Level and Motivation on Employee Job Satisfaction at Muhammadiyah University of Yogyakarta with Gender as a Moderating Variable. *JBTI Journal*, Vol. IV No.1. February.
- Wirawan, (2016). The Effect of Education Level and Work Experience on Employee Performance. *Bhishma Management Journal*. Vol.5 No.1 ISSN:2476-8782.
- Yulinda, Akhirman and Firmasyah Kusasi. (2018). The Effect of Work Experience, Position Promotion and Career Development on Employee Job Satisfaction at PT. X. *Ark of Innovation Journal*, Vol.2 No.1. FE Raja Ali Haji Maritime University. ISSN:2747-0067
- Yusuf Iis, E., Wahyuddin, W., Thoyib, A., Nur Ilham, R., & Sinta, I. (2022). THE EFFECT OF CAREER DEVELOPMENT AND WORK ENVIRONMENT ON EMPLOYEE

THE EFFECT OF EDUCATION LEVEL, WORK EXPERIENCE AND WORK ENVIRONMENT ON JOB SATISFACTION THROUGH JOB MOTIVATION AS INTERVENING VARIABLES IN THE PLANNING, RESEARCH AND DEVELOPMENT AGENCY OF KARIMUN DISTRICT

Syahril, Indrayani, I Wayan Catrayasa, Muammar Gaddafi

PERFORMANCE WITH WORK MOTIVATION AS INTERVENING VARIABLE AT THE OFFICE OF AGRICULTURE AND LIVESTOCK IN ACEH. International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBA), 2(2), 227–236. <https://doi.org/10.54443/ijevas.v2i2.191>