

# The Effect of Material Requirements on Employee Job Satisfaction in Bogor Selatan District

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## Abstract

South Bogor District is an agency structurally under the Bogor City Government. In achieving the satisfaction obtained by employees, material and non-material needs are needed to encourage the growth of an employee's work spirit. If material and non-material needs are met, the spirit of work will be even better. The purpose of this study is to analyze employee job satisfaction according to the material and non-material received, explain the results to be achieved by employees, describe employees who achieve job standards. The research design is Cross Sectional. The number of respondents taken as many as 33 people. Data was collected through interviews, observation, documentation and literature study. Data analysis was carried out through Product Moment correlation to see the strength of the relationship or correlation coefficient between the independent variable and the dependent variable. The results showed that the material and non-material given by the leadership could affect the job satisfaction of civil servants in the South Bogor District Office. According to the results of the Likert Scale analysis that has been done, it can be said that the results of the employee's work that have been achieved are in a fairly good category, as well as the work standards that have been determined by the leadership are also categorized as quite good. This shows that civil servants have good performance according to what is ordered by the leadership.

## Keywords

Material, satisfaction, results, standards, leadership

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## Introduction

### Background of the problem

South Bogor District is an agency structurally under the Bogor City Government. In achieving the satisfaction obtained by employees, material and non-material needs are needed to encourage the growth of an employee's work spirit. If material and non-material needs are met, the spirit of work will be even better. Material and non-material needs to grow an employee's work spirit are salary, structural allowances, additional income, remuneration, functional allowances, satyalencana, certificates, training, education, work results and work standards. If these material needs are not handled properly then dissatisfaction employees can occur and can harm the organization concerned. For example: decreased morale, decreased work time discipline, work motivation and others Efforts that can be made by the South Bogor District to meet the needs so as to meet the job satisfaction of its employees are by paying attention to material and non-material needs, work results and work standards. Development and improvement of material and non-material needs, work results and work standards. Thus, the improvement and addition and division of material and non-material needs, work results and job standards affect job satisfaction towards achieving organizational goals. Employee job dissatisfaction is reflected in material and non-material needs, work results and low work standards. These material and material needs will lead to high work motivation if the South Bogor District Office is able to maintain it. In maintaining this work motivation makes employees happy in the work environment, that's why continuous efforts need to be improved that cannot be separated from the attention of organizational leaders.

### Formulation of the Problem

1. To what extent are employees satisfied with the material and non-material provided?
2. Are the results that employees want to achieve can be achieved?
3. How can employees achieve the desired job standards?

### Research Objectives

1. Analyze employee job satisfaction according to the material and non-material received
2. Explain the results that employees want to achieve
3. Describe employees who achieve job standards

## Materials and Methods

### Research Designs

The research design is Cross Sectional. This design requires the research of independent variables and dependent variables to be carried out at the same time, using quantitative analysis.

### Place and Time of Research

This research was conducted in South Bogor District, Bogor City, West Java. The research was carried out in October-December 2020.

### Population and Sample

The population in this study were all employees in the South Bogor District, Bogor City, while the sampling used was proportional random sampling. namely proportional sampling of employees in South Bogor District. (Abd-Elgawad, 2021). Because this research is a quantitative study, the number of respondents taken are employees who are indeed in the South Bogor District Office as many as 33 respondents who were taken to explore in depth the problem of employee job satisfaction. In accordance with the sampling theory that if taken without recovery from an infinite

population that has a median value and standard deviation, the sample distribution for the mean or average value will approach the normal distribution (Bensken, Pieracci, & Ho, 2021). This statement will approach the truth if the measurements presented by the independent variables are close to normal. The need for this proposition is to formulate a conclusion about a prediction from the sample which according to the central proposition approximates the normal function, if the sample is large enough, i.e., if the sample goes to infinity. In its application, it applies if the sample is above 30, because in conditions like this the *t* table value for a certain alpha will approach the normal table value (Minamoto et al., 2021).

## Data Collection Technique

Data collection was carried out using a questionnaire, where the method of collecting data was through a list of written questions to respondents, namely civil servants in South Bogor District

## Data Analysis Techniques

The data that has been taken is then analyzed using statistical analysis to determine the correlation of the relationship between salary, structural allowances, and functional allowances on employee job satisfaction by referring to the Product Moment correlation to determine the correlation coefficient of Material variables and employee job satisfaction.

$$r = \frac{n \sum XY - \sum X \times \sum Y}{\sqrt{(n \sum X^2 - (\sum X)^2)(n \sum Y^2 - (\sum Y)^2)}}$$

Information:

r = Correlation coefficient  
 x = Independent Variable  
 y = Bound Variable  
 n = Number of Samples

## Results and Discussion

### Material Needs

The existing respondent's Material Needs data can be explained that the average income of Civil Servants in South Bogor District is accumulated from salaries, structural allowances, functional allowances and additional income which can be seen in the following table:

**Table 1**  
Average Respondents Material Needs

| No | Average Employee Income / Month | Number Respondents | of | Percentage |
|----|---------------------------------|--------------------|----|------------|
| 1  | 2.000.000-3.000.000             | 5                  |    | 15,2       |
| 2  | 3.000.000-4.000.000             | 10                 |    | 30,3       |
| 3  | 4.000.000-5.000.000             | 9                  |    | 27,3       |
| 4  | 5.000.000-6.000.000             | 3                  |    | 9,1        |
| 5  | 6.000.000-7.000.000             | 3                  |    | 9,1        |
| 6  | 7.000.000-8.000.000             | 1                  |    | 3,0        |
| 7  | 8.000.000-9.000.000             | 1                  |    | 3,0        |
| 8  | 9.000.000-10.000.000            | 1                  |    | 3,0        |

In table 1 above, it can be seen that respondents with an average income of 2,000,000-3,000,000 million as many as 5 people or 15.2%, with an average income between 3,000,000-4,000,000 million as many as 10 people or 33.3 %, whose average income is between 4,000,000-5,000,000 million as many as 9 people or 27.3% and the average income of 5,000,000-6,000,000 million or 9.1 percent,

and the average income 7,000,000-8,000,000 million 1 person or .3.0 percent From the data, it can be seen that the majority are respondents with a maximum income of 10 million, namely 1 person or 3.0%. This means that even though the average income is the lowest, at this level of income in disclosing research problems it will be more objective than higher income levels, because low-income people are generally not influenced by position factors.

## Respondents' Answers to Several Research Indicators

Based on several questions asked using the ordinal scale, the researcher used a Likert Scale (Marelić et al., 2021).

### a. Respondents' Answers to Setting High Standards

Characteristics of respondents' answers based on the question that what do you think about setting high standards as listed in the following table

**Table 2**

Respondents' answers based on high standard setting

| No | Answer       | n         | Percentage   |
|----|--------------|-----------|--------------|
| 1  | Very Good    | 4         | 12,1         |
| 2  | Good         | 21        | 63,6         |
| 3  | Fairly Good  | 8         | 24,2         |
| 4  | Bad          | 0         | 0            |
| 5  | Very Bad     | 0         | 0            |
|    | <b>Total</b> | <b>33</b> | <b>100,0</b> |

In table 3 above, it is known that the number of respondents who answered 'Very good' as many as 4 people or 12.1%, answered "Good" as many as 21 people or 63.6%, answered "Quite Good" as many as 8 people or 24.29%, answered "Bad" none, answered "Very bad" none. This illustrates that civil servants at the South Bogor District Office have a positive perception of the leadership's statement setting high standards in the implementation of work.

### b. Respondents' Answers to The Stimuli Given by The Leadership

Characteristics of respondents' answers based on the question that what do you think about the stimulus in the form of material given by the leadership related to work as listed in the following table.

**Table 3**

Respondents' answers regarding material and material stimuli from the leadership

| No | Answer       | n         | Percentage   |
|----|--------------|-----------|--------------|
| 1  | Very Good    | 7         | 21,2         |
| 2  | Good         | 21        | 63,6         |
| 3  | Fairly Good  | 5         | 15,2         |
| 4  | Bad          | 0         | 0            |
| 5  | Very Bad     | 0         | 0            |
|    | <b>Total</b> | <b>33</b> | <b>100,0</b> |

In table 4 above, it is known that the number of respondents who answered 'Very good' was 7 people or 21.2%, answered "Good" as many as 21 people or 63.6%, answered "Quite good" as many as 5 people or 15.2%, answered "Bad" none, answered "Very bad" none. This illustrates that civil servants at the South Bogor District Office have a positive perception of leaders who always provide material stimulation in the form of salaries, structural allowances and functional allowances to their employees as stimuli in improving their competence.

### C. Respondents' Answers to The Way the Leader Appreciates the Work

The characteristics of the respondents' answers are based on the question that how do you think

the leader appreciates the work of his employees as listed in the following [table](#):

**Table 4**

Respondents' answers to how leaders appreciate the work of their employees

| No | Answer       | n         | Percentage   |
|----|--------------|-----------|--------------|
| 1  | Very Good    | 5         | 15,2         |
| 2  | Good         | 23        | 69,7         |
| 3  | Fairly Good  | 5         | 15,2         |
| 4  | Bad          | 0         | 0            |
| 5  | Very Bad     | 0         | 0            |
|    | <b>Total</b> | <b>33</b> | <b>100,0</b> |

In [table 5](#) above it is known that the number of respondents who answered "Very good" as many as 5 people or 15.2%, answered "Good" as many as 23 people or 69.7%, answered "Quite good" as many as 5 people or 15.2% , answered "Bad" none, answered "Very bad" none. This illustrates that civil servants at the South Bogor District Office have a positive perception of how leaders appreciate the work of their employees.

### Correlation Analysis Between Independent and Bound Variables

Correlation analysis of material needs with job satisfaction is very important in testing the material needs variable with job satisfaction as an analytical tool in this study. Job satisfaction in several perspectives can be stated below. Job satisfaction is best viewed as a collection of attitudes about different aspects of the job and work context ([McShane & Von Glinow, 2010](#)). The purpose of job satisfaction here is a condition that is seen from various attitudes, various aspects of work and work context. [Willyarto, Werhoru, and Januarta \(2020\)](#) said that job satisfaction is a whole and diverse concept, from different problems to different individuals. Job satisfaction is often linked to drive but the nature of this correlation is uncertain. Satisfaction is different from encouragement. Job satisfaction is an attitude, as related to individual feelings, both quantitative and qualitative. Therefore, job satisfaction is a complex and diverse concept, which can differ from one person to another. Job satisfaction is always correlated with drive, but the nature of this relationship is uncertain. Satisfaction is not the same as encouragement. Job satisfaction is more than just an attitude, an internal state, such as being associated with personal feelings, both quantitative and qualitative... The dimensions of job satisfaction are individual factors, social factors, cultural factors, organizational factors and environmental factors.

This journal states that job satisfaction is a pleasant state or a positive emotional state resulting from the assessment of one's work and one's perception of one's work. Quality relates to valuable contributions. Factors that contribute to employee satisfaction include: activities, compensation, independence, gifts, social status, and social services. Meanwhile, transformational leadership is leadership that is contrasted with leadership that maintains the status quo. This transformational leadership is truly defined as true leadership because this leadership really works towards the goal of directing the organization to a goal that has never been achieved before. Real leaders must be able to direct the organization in a new direction. [Fauzan \(2013\)](#) said that "Job satisfaction is a pleasant condition resulting from the assessment of one's job or work experience" (job satisfaction as a positive or pleasant emotional statement resulting from an assessment of work or work experience). [Bril et al. \(2021\)](#) says that job satisfaction is a pleasant or unpleasant emotional state in which employees view their own work. Job satisfaction reflects a person's feelings towards his job. This can be seen in the positive attitude of employees towards work and everything that is faced in the work environment. The personnel department or management must constantly monitor job satisfaction, because it affects absenteeism, labor turnover, morale, complaints, and other vital personnel issues. Based on these perspectives, the researcher can conclude that job satisfaction is a person's emotional condition, about the extent to which employees express feelings of pleasure or displeasure with various dimensions of tasks related to their work, work context and work experience according to existing indicators. The indicators of job satisfaction are: (a) wages or rewards, (b) promotion opportunity, (c) supervision from superiors, (d) co-worker, (e) the work itself, (f) working relationship status and (g) work environment. Correlation analysis assesses the extent to which the correlation coefficient between the two variables can be known. The two variables are material needs variables which are divided into five aspects, namely monthly salary ( $X_1$ ) additional income ( $X_2$ ), remuneration ( $X_3$ ) structural allowance ( $X_4$ ), functional

allowance (X<sub>5</sub>). As the dependent variable, the employee job satisfaction variable (Y) is seen from two dimensions, namely the dimensions of the results achieved (Y<sub>1</sub>) and the dimensions of the desired standard (Y<sub>2</sub>). All tests using an ordinal scale and arranged in the form of a Likert scale. This correlation analysis is very important because it aims to determine the extent of the correlation coefficient between the material needs variables and employee job satisfaction at the South Bogor District Office. The correlation analysis used is the Pearson Product Moment correlation formula. (Kocher, 2021) as follows:

### 1. Determination of Correlation Value (r)

To determine the correlation value, the following formula is used:

$$r_{xy} = \frac{n \cdot \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n \sum X^2 - (\sum X)^2\} \{n \sum Y^2 - (\sum Y)^2\}}}$$

### Decision Rules

The value of r count is then compared with the value of r table with a certain level of . The decision rules are as follows:

- a. If rcount < rtable then H<sub>0</sub> is rejected
- b. If rtable < rcount then. H<sub>0</sub> accepted

To analyze the material and material needs variables with job satisfaction, the existing items are correlated with each other. Material needs as the value of X and job satisfaction as variable Y. By obtaining the correlation coefficient, the items can be known with certainty the coefficient number for each item. Based on this analysis, the researcher can interpret the correlation coefficient. The results of the analysis of the Material and Non-Material Needs (X) and Job Satisfaction (Y) variables are as follows:

| Correlations          |                 | Salary | additional income | structural allowances | results achieved | results achieved |
|-----------------------|-----------------|--------|-------------------|-----------------------|------------------|------------------|
| salary                | Pearson         | 1      | -.090             | -.051                 | -.111            | -.038            |
|                       | Correlation     |        |                   |                       |                  |                  |
|                       | Sig. (2-tailed) |        | .618              | .776                  | .540             | .835             |
|                       | N               | 33     | 33                | 33                    | 33               | 33               |
| additional income     | Pearson         | -.090  | 1                 | .528**                | -.347*           | -.179            |
|                       | Correlation     |        |                   |                       |                  |                  |
|                       | Sig. (2-tailed) | .618   |                   | .002                  | .048             | .318             |
|                       | N               | 33     | 33                | 33                    | 33               | 33               |
| structural allowances | Pearson         | -.051  | .528**            | 1                     | -.198            | -.162            |
|                       | Correlation     |        |                   |                       |                  |                  |
|                       | Sig. (2-tailed) | .776   | .002              |                       | .268             | .366             |
|                       | N               | 33     | 33                | 33                    | 33               | 33               |
| standard work         | Pearson         | -.111  | -.347*            | -.198                 | 1                | .130             |
|                       | Correlation     |        |                   |                       |                  |                  |
|                       | Sig. (2-tailed) | .540   | .048              | .268                  |                  | .472             |
|                       | N               | 33     | 33                | 33                    | 33               | 33               |
| results achieved      | Pearson         | -.038  | -.179             | -.162                 | .130             | 1                |
|                       | Correlation     |        |                   |                       |                  |                  |
|                       | Sig. (2-tailed) | .835   | .318              | .366                  | .472             |                  |
|                       | N               | 33     | 33                | 33                    | 33               | 33               |

\*\*Correlation is significant at the 0.01 level (2-tailed).  
\*Correlation is significant at the 0.05 level (2-tailed).

## Interpretation

The correlation coefficient of 0.347 means that the significance of the relationship between additional income with a fairly close standard of work. The correlation coefficient is positive, meaning that the relationship is in the same direction. So if income is increased, the standard of work will also increase. Coefficient correlation 0.528 means that the relationship between structural allowances and income is very close. The correlation coefficient is positive, meaning that the relationship is handover so that if the structural support is increased, income will also increase.

## Conclusion

- a. The provision of material and non-material given to employees is good enough so that can affect job satisfaction;
- b. According to the results of the Likert Scale analysis that has been done, it can be said that the results The work that has been done is quite good. This illustrates that civil servant Civil Servants at the South Bogor District Office have a positive view of how to the leader appreciates the work of his employees;
- c. According to the results of the Likert Scale analysis that has been done, it can be stated that the standard of work that has been determined is quite good. This shows that the Civil servants at the South Bogor District Office have good performance or high enough according to what was ordered by the leader.

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