

Research Note

Study of Empowerment and Satisfaction to Boost Performance of Worker

Dita Cucu Kartika^a, Ma'ruf Akbar^b, Rugaiyah^b

[a] TP PKK Kelurahan Petojo Selatan, Jakarta, Indonesia
[b] Universitas Negeri Jakarta, Indonesia

Abstract

The objective of this research is to understand the effect of empowerment and job satisfaction toward job performance of lecturer in Majalengka University, West Java comprehensively. A survey method with path analysis techniques was used by applying a questionnaire as a research instrument. 80 responders were involved by sending their feedback within the questionnaire. Those responders were decided using simple random sampling among all lecturers that working at the Majalengka University. The data result, analysis, and interpretation reveal that (1) empowerment has a direct positive effect on job performance, (2) job satisfaction has an immediate positive impact on job performance, (3) empowerment has a direct positive impact on job satisfaction.

Keywords: empowerment; job satisfaction; job performance

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Received: 2018-01-25. Published: 2018-12-30 *Corresponding Email: dita.cucu.kartika@gmail.com



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Introduction

The era of globalization is an era of competition where every organization competes to be the best in various games, both external and internal. Similarly, educational organizations that participate in those competitions must make creative innovation to compete and ultimately have an impact on improving the quality of education and achieving the goals of the organization itself. To achieve the goals of educational organization, it required human resources (HR) that is capable and professional in every field of knowledge. Central issues that are often used as studies related to human resources in an educational organization is the performance, the smoothness and success of the completion of a job are determined by the quality of resources owned, both natural resources and human resources (Sun, 2016).

Human resources are the only resources that have ratios, flavors, and intentions that affect organizational efforts in achieving goals. Therefore, social investment is the most critical investment that can be done by an organization. Whose purpose boils down to one endpoint that the organization has a workforce that is disciplined, dedicated, loyal, has efficiency, effectiveness, and work products that can meet the needs of the organization, for the moment this and the future (Hr. & Dr.Wibowo, 2018). Universities, as one of the educational organizations, have a professional human resource that is Lecturer. Consciously or not, the quality Lecturer in a university is one factor that affects the quality of the organization. The fact, the improvement of the lecturer's performance is a definite requirement that aims to change their behavior into behavior that is better able to carry out activities in all fields, because, human behavior can influence every action in achieving the goals to be made. According to

"Employee performance is the work of an employee during a certain period compared with various possibilities, for example, standards, targets or criteria determined and mutually agreed."

Then, there are also problems related to the performance of Lecturers, among others, the lack of works by lecturers in their role as researchers. This can be seen from the very few textbooks or the writing of scientific papers in recent years, which positively affect the requirement to get a promotion/position. Also, the availability of teachers who provide teaching is not by the field of science it has. This creates self-distrust and performance degradation in giving lecture material. Based on observation data, for example, on the faculty of agriculture, there are lecturers with educational background (S.Pd.) teaching courses in agribusiness system, introduction to agricultural sciences, macroeconomics, and so forth. This raises the lecturer's dissatisfaction in terms of mastery of the material so that Lecturers feel less confident and not optimal in providing teaching, ultimately also impact on the work of the Lecturer (Gunawan, Djaali, & Sudiardhita, 2017).

Some lecturers still do not discipline in work, often absent from lecture schedule, come late, less concerned about social activities, negative thinking toward the leadership or colleagues, and so forth. This is evident from the results of the lecturer's assessment in 2015-2016. The lack of equal opportunity of the Lecturers to conduct training and education that can optimize the empowerment and support career ladder (Park, 2018).

Method

This research uses the quantitative method, with the survey method. The process of collecting data is done by using a questionnaire as a research instrument. The variables studied consist of two types of exogenous and endogenous variables. In this study, exogenous variables are empowerment and job satisfaction. The endogenous variable is performance. The performance variable consists of 3 indicators with 30 items tested. After 30 grains of this statement tested then performed the test of the validity of the grains, from the calculation result, there are four items of the invalid report so declared (drop) because of r count smaller than r table. Research instruments that have been tested validity are then carried out a reliability test, with the magnitude of reliability coefficient of = 0.893 for performance variables.

Furthermore, empowerment variables consist of 4 indicators with 30 items tested statements. After 30 grains of this statement are tested than tested the validity of the test item, from the calculation result, there are five items of the invalid report so declared (drop) because of r count smaller than r table. Research instrument that has been tested its validity is then tested reliability, with the magnitude of reliability coefficient of = 0.902 for the empowerment variable. For job satisfaction variable consists of 4 indicators with 35 items tested statement. After the 35 grains of this statement are tested than tested the validity of the test item, from the calculation result, there are four items of the invalid report, so it is declared (drop) because r count is smaller than r table. The research instrument that has been tested its validity is done reliability test, with the magnitude of reliability coefficient of = 0,947 for the job satisfaction variable.

Result and Discussion

From the results of the first hypothesis testing can be concluded that there is a direct positive influence of empowerment of performance with the value of the correlation coefficient of 0.471 and coefficient value of the path of 0.345. This gives empowerment, meaning the direct positive effect on performance. From the results of testing the second hypothesis can be concluded that there is a direct positive influence of job satisfaction on performance with a correlation coefficient value of 0.489 and coefficient value of 0.372. This gives the meaning of job satisfaction an immediate positive effect on performance. From the results of the third hypothesis testing can be concluded that there is a direct positive influence of empowerment of job satisfaction with the value of the correlation coefficient

of 0.338 and coefficient value of 0.338. This gives empowerment meaning the immediate positive effect on job satisfaction.

Empowerment to Performance

Empowerment will improve the performance of organizations and individuals who can develop their talents in full. Empowerment is any process that provides greater autonomy to employees through the sharing of relevant information and the provision of control over factors affecting job performance. Empowerment is giving employees responsibility and authority to make decisions. Empowerment requires employees' education and training and participation in goal setting. Empowerment can be done by sharing information and knowledge among people who are used to understand and support organizational performance, giving awards to improving one's performance and giving autonomy in decision making which ultimately affect both the organization. Someone mastered his understanding, had new skills and was given the opportunity to see things differently. So it can reflect what is seen and develop new skills. Furthermore, the right individuals, job characteristics, and organizational environment, empowerment can substantially improve motivation and performance". Based on the descriptions above, it can be concluded that empowerment has direct positive effect on the performance of a person (Ilyas & Abdullah, 2016; Joharis, 2016).

Effect of Job Satisfaction to Performance

Job satisfaction is the result of a person's perception of his work. If a person experiences positive feelings while working, then the person can do a better job again that has an impact on performance/performance. According to said; " Job performance leads to job satisfaction (rather than vice versa), but only when performance is linked to valued rewards. Higher performers receive more awards and, consequently, are more satisfied than low-performing employees who receive fewer rewards.

When employees are empowered, their confidence degree and self-reliance will increase. The extra confidence is a good thing because it creates job satisfaction and high levels of productivity. In the case of empowerment, employee engagement with the organization and colleagues and awards will foster employee satisfaction will work. Employees are given broader autonomy in performing their various tasks, functions, and responsibilities, empowered by their potential, motivated. Employees are encouraged to do more creative and innovative work, rewarded with creativity aimed at organizational success. It is this situation that increases job satisfaction (Hatane, 2015; Stoyanova & Iliev, 2017).

The performance of job performance is the level of success in implementing and completing a job. This level of success is called the level of performance. Employees with high-performance levels are high-productivity employees, and vice versa, employees with performance levels, are not by established standards. The employee is said to be an unproductive employee. According, he noted that the performance as a result of the success rate of a person as a whole over a certain period in carrying out the task compared with the various possibilities." Performance is a real achievement that a person performs after the person shows his / her job and role in the organization (Zacher, Robinson, & Rosing, 2016).

One of the factors considered to affect the performance of a person, especially the production of lecturers at Majalengka University, is empowerment. Empowerment is the granting of authority and responsibility to others to improve self-actualization so that the person is more efficient and able to lead themselves and others. Emancipation occurred when a person experiences increased authority and responsibility, including his or her abilities. This increase certainly has a positive impact on what it does, so it also affects the results of his work. Suggested that "empowerment allows others to make decisions and exercise discretion in their work." By decisions and wisdom in doing the work, then one can achieve excellent results in his work. Such empowerment can be done through various ways such as through the sending of employees or Lecturers to attend many training and education, participate in multiple competitions by their expertise, follow higher education, and propose scientific work, organizational transfer, and intervention (Qifari, Siti, & Sulaimiah, 2018).

In addition to empowerment factors, another factor that allegedly affects the performance is job satisfaction. In general, job satisfaction describes how one's attitudes and feelings towards one's work. A person who is satisfied with his work will show a happy attitude while working or vice versa, a person who is not confident with his work will show a lack of enthusiasm for work. Job satisfaction is not visible in real but can be realized in a work result.

Job satisfaction can be felt by everyone, including Lecturer, who has a strategic role in the development and progress of universities. The lecturers' job satisfaction needs attention in terms of fulfillment needs. The fulfillment of the obligation not only to meet the needs of life but also the achievement of psychological such as getting a promotion, adequate income, a conducive working environment, and mutual relationships between leaders and Lecturers and among colleagues. How much hope will be achieved from his work, impact on whether the likes or dislikes Lecturers to his work. Lecturers who are happy with their work demonstrate a more positive performance attitude by being more creative and more competitive in achieving organizational goals. While lecturers are unhappy about their work will show a more negative performance that can lead to an overemphasis in work. Fulfilling the needs that generate a sense of satisfaction is not only profitable for the Lecturers only but also beneficial to the organization (Joharis, 2016). The researcher considers the need to scientifically examine the performance influenced by the factors of empowerment and job satisfaction in Majalengka University.

Observations conducted by researchers, obtained information that the number of teachers recorded 205 people consisting of Lecturers Foundation and DPK Lecturers. Also, some extraordinary Lecturers numbered 84 people. Majalengka University, which was established since 1984, has the main priority that needs to be developed, namely the addition of the number of lecturers with the status of Ordinary Lecturer, which is still very limited, only about 30% of the total teaching staff. The addition of an Ordinary Lecturer who holds an academic position will remain the priority of the foundation, which in his appointment is the adjusted financial ability of each college. These teachers will have much meaning for improving the status of accreditation and independence of the college concerned.

Furthermore, the results of the observations also show the findings that each lecturer has a different perception of job satisfaction with his work. When viewed from the period of employment, Lecturer, with the working period over 20 years, tends to feel satisfied with his work because of the influence of age that makes him more mature and mature in thinking about the purpose of life, hope, and desire. Also, in terms of income is quite assured. While the Lecturer, with the working period under 20 years, has a great spirit and hopes to achieve a goal, such as getting promotions, adequate income, and opportunities to develop intellectually and expand the field of science it has. The size of hope realized will be an assessment of job satisfaction.

Conclusion

After all stages of research on the effect of lecturer empowerment and lecturer job satisfaction on the lecturer performance, starting from the making of the research proposal, then the theoretical study, the preparation of research instrument accompanied by the trial and refinement of the research instrument, up to data collection, processing, and data analysis. The researcher can conclude the results of research on the effect of empowerment of lecturers and job satisfaction of lecturers on the performance of lecturers at Majalengka University, can be drawn the conclusion that is; (1) which states there is a direct and positive influence between empowerment of the performance of lecturers of Majalengka University, it means that the increase of empowerment will improve the performance of lectures in the duty. (2) Which states there is a direct and positive influence between job satisfaction on the performance of lecturers of Majalengka University, meaning that when there is increasing satisfaction in work, then there is also an increase in the production of lecturers. (3) Which states there is a direct and positive influence between empowerment and job satisfaction of Majalengka University lecturers. This means that when empowerment is improved, the job satisfaction of lecturers will also increase.

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