The Effect Of Reward System On Employee's Job Satisfaction Study In Singosari National Artificial Insemination Center

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ABSTRACT : Human resources are important assets in the which can be a source of strength and competitive advantage for the company if it managed properly. Therefore, it is very important for companies to maintain the welfare of employees, because fluctuations in the quality of employees are inseparable from the influence of job satisfaction of the employees. Reward is one of the determinants of job satisfaction. This is a reward system for employees' job satisfaction of Singosari National Artificial Insemination Center. A quantitative causal method, this is a quantitative causal method. Through the results of the results of the simple linear regression process, the results of the study show that the reward system has a significant effect on employees' job satisfaction by 51.7% while the remaining 48.3% are other factors outside of this research.
In the future, BBIB Singosari has to be more clear about employee salaries and overtime wages. Therefore, it will be proportional. This can be encouragement for employees to be able to work harder and so they can improve the performance achievments.
Keywords: Human Resource Management, Reward System, Employee Job Satisfaction

INTRODUCTION

To achieve good performance, employees become one of the most influential parties in the organization. [1] states that human capital has an important role because in the context of management, HR is a source of knowledge, innovation, and renewal. So it is very important to maintain the welfare of employees, because the increase and decrease in the quality of employees is inseparable from the influence of job satisfaction from the employees themselves. Awards or *rewards* are a determining factor of employee job satisfaction. *Reward* needs to be given by the company to employees who aim to improve employee job satisfaction and be rewarded for work done with the aim that someone improves their performance.

In this study, researchers will discuss the effect of *reward systems* on job satisfaction of BBIB Singosari employees. The job satisfaction level of Singosari BBIB employees is already high, but there are still some things that should be paid more attention to the hall because there are still some employees who feel dissatisfied. The following graphs the level of job satisfaction of BBIB Singosari employees.

From the picture above and the results of interview researchers to employees regarding job dissatisfaction, it was found that lack of transparency of the hall, lack of firmness and wisdom of superiors in making a decision, giving *rewards* which has not been routine and has not been *on time* because the system is still manual, the existence of coworkers who still like to approach the boss or look for face with the boss, and the existence of additional workload is the main reason for dissatisfaction itself. [2] states that the job satisfaction will be much influenced by *reward* and *punishment* received and perceived by the individual concerned.

Based on the previous description, the researcher is interested in conducting research by taking the topic **"The Effect of *Reward System* on Employee's Job Satisfaction Study in Singosari Artificial Insemination Center"**

Problems and Research Objectives

The focus of the problem in this study is how employees perceive the implementation of *reward* at BBIB Singosari, how satisfaction the work of BBIB Singosari employees, and whether there is an influence between the *reward system* on the job satisfaction of BBIB Singosari employees.

The purpose of this research is to know and analyze the *Reward system* Singosari BBIB, the level of job satisfaction on Singosari BBIB employees and to find out whether there is an influence between the *reward system* on the job satisfaction of BBIB Singosari employees.

LITERATURE REVIEW AND HYPOTHESIS

Human Resource Management

[1] States that human capital has an important role because in the context of management, HR is a source of knowledge, innovation, and renewal. According to [3] Management of human resources, is a science or way to regulate relationships and the role of resources owned by individuals efficiently and effectively. If HRM is used to its full potential, a common goal is achieved by the company, employees and the community.

Reward System

[3] States that *Reward* is a situation that can produce satisfaction and be able to add to the possibility of an action done. *Reward* also includes ways to improve work productivity and employee behavior, so that it can accelerate the implementation of the work that has been charged so that the objectives to be achieved are carried out properly.

According to [4] *Reward* or compensation given to an employee are generally divided into three (3) option, which *rewards* financiallyin the form of cash., *Reward* in the form of financial benefits, and *rewards* in the form of non-financial.

Job Satisfaction

[2] States job satisfaction as an emotional state of an employee to the work done, whether he likes his job or not.

According to [5] five factors that influence job satisfaction are wages or salaries, jobs, promotions, supervisors, and coworkers. often used in measuring job satisfaction. The five elements are salaries, promotions, jobs, supervisors, and coworkers.

Relationship *Reward System* with Job Satisfaction

According to [4] To give satisfaction to employees who are able to work optimally it needs to be rewarded.

In research conducted by [6] Rewards or *rewards* are one of the factors that determine employee job satisfaction. *Rewards* need to be given by the company to employees with the aim of increasing job satisfaction from the employee itself.

Research Hypothesis:

Based on the framework, theories and previous research described earlier, the hypothesis is formulated as follows:

Reward system has a significant effect on job satisfaction of BBIB Singosari employees.

RESEARCH METHODS

In this study, researchers used quantitative research methods. [7] explains that quantitative research is a form of scientific research that examines the problems of a phenomenon, and looks at the relationships between variables in a predetermined problem. This relationship can take the form of a causality or functional relationship. By using this method, it supports researchers to prove the

temporary hypothesis regarding the influence of *reward systems* on job satisfaction of BBIB Singosari employees.

Population and Sample

According to [8] population is the whole of groups of people, events, or objects that are interesting to be examined by researchers. The population chosen by the researcher to be studied becomes the limiter of the results of the research obtained. This means that research only applies based on the population that has been chosen. The population used in this study were BBIB Singosari employees and in this study all members of the population were sampled, namely the entire population of BBIB Singosari with a total of 81 employees.

RESULTS AND DISCUSSION

The questionnaire in this study was distributed to 81 BBIB Singosari employees. The following data about the characteristics of respondents based on sex, age, length of work and recent education: most of the respondents studied were 53.1% or 43 men and the remaining 46.9% or 38 women. So that it can be seen that most of the respondents studied were men. According to [9] there is no difference between men and women who are consistent in problem solving skills, analytical skills, competitive encouragement, motivation, social skills, or learning abilities. So that the number of men in the hall is only because the work carried out is more directly related to cages, vehicles and heavy equipment.

Descriptive Analysis Respondents' Response Regarding *Reward System*

Percentage score obtained reaching 78.3% representing the average percentage of total *reward system* and included in the high category. This shows that the *reward system* for the performance of BBIB Singosari employees is currently high, while the highest score on thevariable *reward system* is found in the financial dimension of benefits (insurance coverage) which is equal to 84.0%.

Descriptive Analysis Respondents' Response to Job Satisfaction

The percentage score obtained reached 78.8% is the percentage average score of total employee job satisfaction and included in the high category. This shows that the job satisfaction of BBIB Singosari employees is currently high, while the highest score on this variable of job satisfaction is in the dimensions of coworkers which is equal to 80.3%.

Simple Liniear Regression Analysis

Then the regression equation is obtained as follows:

$$Y = 1,178 + 0,784X$$

The constant value of the regression equation above is 1,178, which means that if the independent variable is not there are changes, it is predicted that employee job satisfaction will be worth 1,178 and thevalue is *reward system* 0,784. That is, when the *reward system* increases or gets higher, it is predicted that employee job satisfaction will increase by 0.784.

Based on Table 4, was obtained that the value oft is greater than ttable (9.192> 1.990) and a significant value was 0.000 <0.05, H0 is rejected and H1 accepted, meaning that *reward system* significantly influence employee satisfaction BBIB Singosari.

The Determination Coefficient

The last test carried out in this study was the test of the coefficient of determination, this test was used to measure how far the independent variable had an influence on the dependent variable.

Based on table 5 above, it is known that the determination coefficient value is 0.517 or 51.7%. This shows that the variable job satisfaction of BBIB Singosari employees is able to be influenced by the *reward system* with a total contribution of 51.7% and the remaining 48.3% is the influence or contribution of other factors not examined outside of the research.

CONCLUSION

Based on the results of previous research and discussion, it can be concluded that:

a. The application of *rewards* to the performance of BBIB Singosari employees is currently high with a score of 78.3%.

b. The level of job satisfaction of BBIB Singosari employees is currently high with a score of 78.8%.

c. There is a positive and significant influence between the *reward system* and job satisfaction of employees at BBIB Singosari.

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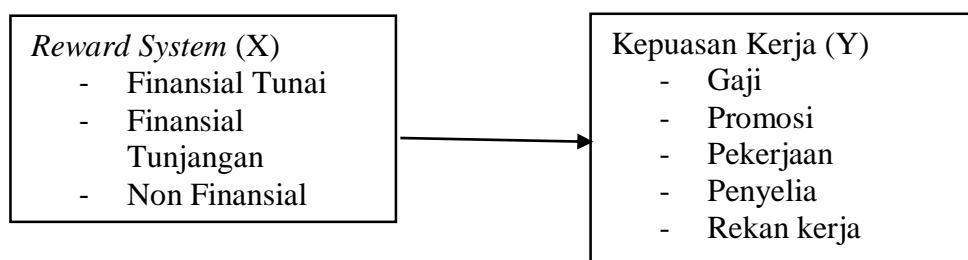
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TABLE, PICTURE, AND GRAPHIC

Gambar 1. Level of Employee Job Satisfaction BBIB Singosari
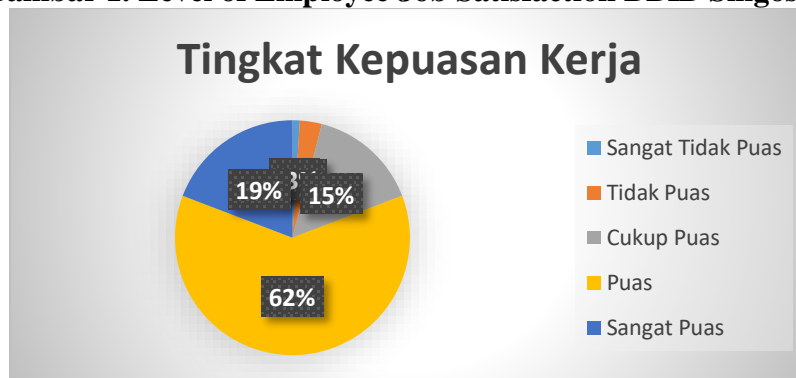
Framework:

Table 1. Characteristics of Respondents

	Karakteristik		Frekuensi
1	Jenis Kelamin	Pria	43
		Wanita	38
2	Usia	20-30 tahun	5
		31-40 tahun	31
		41-50 tahun	17
		> 50 tahun	28
3	Lama Bekerja	3-5 tahun	2
		5-10 tahun	27
		> 10 tahun	52
4	Pendidikan Terakhir	SMA/SMK	24
		Diploma	17
		S1	21
		S2	16
		S3	1

Table 2. Recapitulation of Responses of Respondents to *Reward System*

No	Dimensi dan Indikator	Skor Total
1	Finansial Tunai (Gaji)	327
		80,7%
2	Finansial Tunai (Insentif)	297
		73,3%
3	Finansial Tunai (Uang Lembur)	281
		69,4%
4	Finansial Tunjangan (Kesehatan)	338
		83,3%
5	Finansial Tunjangan (Subsidi Tugas Belajar)	321
		79,1%
6	Finansial Tunjangan (Jaminan Asuransi)	340
		84,0%
7	Non Finansial	318
		78,4%
	Rata-Rata *Reward System*	**317**
		78,3%

Table 3. Recapitulation of Respondents' Responses to Job Satisfaction

No	Dimensi	Skor Total
1	Gaji	314
		77,4%
2	Promosi	318
		78,5%
3	Pekerjaan	316
		77,9%
4	Penyelia	324
		80,0%
5	Rekan Kerja	325
		80,3%
Rata-Rata Kepuasan Kerja		**319**
		78,8%

Table 4. Simple Linear Regression Analysis

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1,178	,214		5,492	,000
	Reward System (X)	,784	,085	,719	9,192	,000

a. Dependent Variable: Kepuasan Kerja (Y)

Table 5. Determination Coefficient

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,719^a	,517	,511	,372967

a. Predictors: (Constant), Reward System (X)

b. Dependent Variable: Kepuasan Kerja (Y)