

## **Job Satisfaction: Analysis Motivation and Organizational Climate (Studies at The College of Islamic Religious Kopertais Region XIII Jambi)**

**Prof. Dr. Hapzi Ali, CMA\*, Dr. Martinis Yamin\*\*, & Dr. Ansori\*\*\***

\**Professor of Management Graduate Mercu Buana University, Jakarta, Indonesia*

\*\**Lecturer in the Graduate Institute of Islamic Studies STS Jambi, Indonesia*

\*\*\**Alumni of the Graduate Institute of Islamic Studies STS Jambi, Indonesia*

**Abstract:** The research objective to analyze the influence of Achievement Motivation and Organizational Climate on Job Satisfaction Lecturer at the College of Islamic Religious (PTKIS) within Kopertais Region XIII Jambi. The unit analyzes the lecturers still PTKIS, population 126 permanent lecturers PTKIS and samples using total sampling. Method of quantitative analysis by means of Path Analysis, followed by analysis of determination ( $R^2$ ), testing the hypothesis partially ( $t$  test) and simultaneous (test  $F$ ) with alpha 5 percent (0.05). Before the first analysis in a test instrument (questionnaire) to test the validity and reliability as well as classical assumptions. Analysis tools SPSS version 22.0. Hasil analysis of determination of 0.760 that variable Achievement Motivation and Organizational Climate Job Satisfaction lecturers can explain 76 percent, while the remaining 24 percent influenced by other variables. Achievement Motivation and Organizational Climate significant effect on Job Satisfaction either partially or simultaneously. The better the Achievement Motivation run the process Tridarma lecturer in colleges and Organizational Climate on PTKIS in Region XIII Jambi Kopertais environment, the lecturer will increasingly feel the satisfaction in the work.

**Keyword:** Job Satisfaction, Achievement Motivation, and Organizational Climate.

---

### **I. Introduction**

Higher education in Indonesia is a subsystem that includes a national education diploma, undergraduate, master's, specialist and doctoral organized by the College. College of Higher Education in particular Islamic Religious (PTKI) is obliged to provide education, research and community service. One element in the administration of higher education is a lecturer. Lecturers are academic staff in charge of planning and implementing the learning process, assessing the results of learning, coaching and training, and conduct research and community service. Based on the Law of the Republic of Indonesia Number 14 Year 2005 on Teachers and Lecturers, Article 51 Paragraph (1) Item b, that lecturers are entitled to promotions and rewards according to their academic performance. One form of tribute to the lecturer is to provide equipment, labor and welfare facilities were adequate for the lecturer, so as to create Job Satisfaction.

Job Satisfaction is basically about what makes a person happy in their job or quit his job. Factors that influence employee satisfaction significantly are the factors related to the work itself, working conditions, with the leadership, with colleagues, with supervision, with a promotion and salary. Job Satisfaction has a considerable influence on the productivity of the organization, either directly or indirectly. Dissatisfaction is the starting point of the problems that arise in organizations such as absenteeism, conflict manager-employee and employee turnover. From the side of the workers, dissatisfaction can lead to decreased motivation, morale declining employment and falling labor to see both qualitatively and quantitatively.

As for the relation of Job Satisfaction and Achievement Motivation was that a teacher should be able to generate interest (motivator) and able to maintain harmony in the work, understand the problems of subordinates, rewards, and give satisfaction. The ability to maintain interpersonal relationships is used to understand the need or difficulty subordinates in carrying out the task, so that if needs are met then subordinates will be motivated to perform their duties well, and this is also satisfaction for a leader. Achievement Motivation is not just a boost to do, but it leads to a measure of success based on an assessment of the tasks done person. Leaders with this kind of encouragement hope to achieve and exceed targets or develop his achievement, because achievement is seen as an important thing for personal, and not merely based on the award he received. This is in line with the opinion of Husaini Usman (2009: 264) that beprestasi motivation was a push from within themselves to overcome all the challenges and obstacles in achieving its objectives.

The association Organizational Climate and Job Satisfaction lecturer becomes very important because the Organizational Climate conducive, every individual, team work and leadership, will know, understand and implement working procedures according to the task, function, job, status, rights and obligations, communication, and authority and responsibility. Human resource practices in the climate aspects of public

organizations become the backbone for the activities of government and an essential factor to measure the level of organizational unit's ability to implement its autonomy. More conducive Organizational Climate in a public organization, increased work productivity. Wirawan (2007: 113) defines Organizational Climate is the perception of the organization's members (individual and group) and those who are staying in touch with the organization of what exists or occurs in the internal environment of the organization on a regular basis, which influence the attitudes and behavior of the organization and the performance of organizations then determines the performance of the organization. Organizational Climate is a condition, circumstances or situations that are perceived by the individual consciously or unconsciously on environmental conditions internal to the organization. One of the factors that determine a person's satisfaction in the work is the work can be considered safe and comfortable and the feeling of security. it can be realized which is to get a salary or honorarium is feasible and worth in this case is a lecturer who worked on PTKIS environment Kopertais Region XIII Jambi. Based on the survey conducted by the author in several PTKIS environment Kopertais Region XIII Jambi that the average income of full-time lecturers are adequate when compared with their rights and obligations. It can be seen in the following table:

**Table 1.** Circumstances Salaries / Fees and Allowances Fulltime PTAIS.

No	Name of PTKIS	Average Monthly Honor	Workload in one semester
1.	STAI Ma'arif Jambi City	Rp. 3.650.000,-	8-16 sks
2.	STAI Muara Bulian	Rp. 4.150.000,-	8-16 sks
3.	STAI SMQ Merangin	Rp. 4.050.000,-	8-16 sks
4.	STAI Yasni Muara Bungo	Rp. 4.450.000,-	8-16 sks
5.	STIT Yapima Muara Bungo	Rp. 4.700.000,-	8-16 sks
6.	STIT Darul Ulum Sarolangun	Rp. 3.850.000,-	8-16 sks

In addition to salary / honorarium fixed month received each month as in the above table, the foundation of tenured faculty still receive a variety of incentives, such as: guiding thesis, essay test, comprehensive exams, semester exams, research and community service. From the above data teridentifikasi problem that At the College of Religious Private Islamic (PTKIS) which are environment Kopertais Region XIII Jambi: 1) the phenomenon of high and low Job Satisfaction lecturer too common, so it is important to be investigated; 2) lecturers are the objects that are essential for studied considering the services offered to consumers (the public) is a lecturer of educational services which play an important role in this regard. Although in terms of physical facilities and infrastructures are extremely inadequate, the process of transferring knowledge would not have happened without the presence of lecturers; 3) it is also important to note how the teaching and learning process that can guarantee the goal of producing services of a good education if the professor does not work optimally because of felt job dissatisfaction.

Based on the background of the problem, the purpose of the study was to analyze: 1) The effect of Achievement Motivation on Job Satisfaction partially; 2) The effect of Organizational Climate on Job Satisfaction partially; 3) The influence of Achievement Motivation and Organizational Climate on Job Satisfaction simultaneously. The benefit is to provide information for managers PTKIS Kopertais Region XIII Jambi environment that can be used as a basis for determining the strategy in an effort to increase Job Satisfaction lecturers as well as providing an alternative in managing universities for improving the quality of education services.

## **II. Theoretical Review and Hypotheses**

Job Satisfaction is the achievement of a shape or form expectations lead to feelings of pleasure to the job. According to Roberts & Chapman in Barry M. Staw (2006: 26), specifically, work satisfaction is associated with increases in measures of emotional stability. Chery Fred L. Rusting in Luthans (2006: 243), there are five dimensions of work have been identified to present job characteristics, the most where employees have resons apektif. These five dimensions are: First, the job itself. In this case where the work provides an interesting task, opportunities for learning, and the opportunity to accept responsibility. Second, the wages earned and the rate at which it can be seen as it is considered appropriate compared to others in the organization. Third, promotional opportunities. The opportunity to advance within the organization. Fourth, supervision. The ability of the supervisor to provide technical assistance and support behavior. Fifth, work colleagues.

The rate at which colleagues technically proficient and supporting socially ". According to Sondra P Siagian (2012: 295), discussion on job satisfaction should be preceded by pe-negasan that, job satisfaction problem is not simple, both in terms of concept and in terms of analysis, because " satisfaction 'has diverse connotations. Nevertheless remain relevant to say that job satisfaction is a way of looking someone-whether they are positive or negative about pekerjaan-nya. According Simanjuntak in Edy Sutrisno (2009: 103), there are several factors that can affect the productivity of employees, namely: job training, mental and physical abilities of employees and the relationship between superiors and subordinates.

First, job training intended to equip employees with the skills and the proper ways to use per-alatan work. To that end, vocational training is needed not only as a complement but also to provide basic knowledge. Because the practice means employees belajar to grind with completely and accurately, and can reduce or leave the mistakes that have been done. Second, the physical and mental state of employees is very important to be a concern for the organization, because the physical and mental state employees have a very close relationship with the employee's productivity. Third, the superior and subordinate relationships will affect the activities carried out daily. How to view superiors to subordinates, the extent to which subordinates are included in the determination of interest. Attitudes are mutually intertwined been able to improve the productivity of employees in the work. Thus, if employees are treated well, then the employee will participate well also in the production process, that would affect the level of labor productivity.

According to (Malay P. Hasibuan, 2013:202), job satisfaction is the emotional attitude of fun and loves her job. This attitude is reflected by the morale, discipline, and job performance. Enjoy job satisfaction in the job, off the job, and a combination of inside and outside of work. Still according to Malay P. Hasibuan that, the benchmark level of satisfaction that is absolutely no different for every individual employee satisfaction standards. Indicators of job satisfaction is measured only with discipline and morale, the relative job satisfaction of employees would be good, otherwise if discipline and morale is great, then the employee job satisfaction will be less. So based on the theory and understanding of job satisfaction as described above, can be formulated synthesis that job satisfaction is the achievement of a shape or form expectations lead to feelings of pleasure to the job. With indicators of the type of work, supervision / coaching, an opportunity to move forward, working conditions, support the work, and the salary received.

Achievement Motivation is encouragement to pursue and achieve their goal which is the target set to a high standard. Someone with this impulse hoping to achieve and surpass goals and develop success. The theory needs developed by David McClelland dalam James Stoner, et al (2003: 143), one of which is the theory of Achievement Motivation (need for achievement), he argues, Achievement Motivation (need for achievement) is the urge to be the best, to achieve success in accordance with standards that have been set, and to strive for success. Someone with this impulse hoping to achieve and exceed targets and develop its success (achievement). Achievement is seen as essential for the self, not just based on the appreciation that diterima. Fred Luthans (2006: 157), says that "motivation is a process that starts with a physiological or psychological deficiency or need that activates a behavior or a drive that is aimed at a goal or incentive. Gibson, et al (2009: 125) states that "motivation has to do with 1) the direct of behavior, 2) the strength of the response (ie, effort) once an employee chooses to follow a course of action, and 3) the persistence of the behavior. Furthermore, Frederick Herzberg in Wibowo (2010: 380-381) developed the Two-Factor Theory is based on the 'motivators' and 'hygiene factors'. hygiene factors are basic human needs, not motivational, but the failure to get it causes dissatisfaction . As the hygiene factors are (a) salary and benefits (salaries and allowances), (b) working conditions (working conditions), (c) company policy (policy organization), (d) status. While the motivators are actually encouraging people to getting their needs.

This is what must be done to maintain the workforce managers are satisfied. How many people enjoy the achievements depend on recognition. in turn, the ability to achieve lies in having a fun job, more and more individuals can enjoy the satisfaction of the progress. As motivators are (a) achievement (achievement), (b) recognition (recognition), (c) job interest (interest on the job), (d) responsibility (responsibility), and (d) advancement (progress). Bernard Berelson and Gary A. Steiner in Siswanto (2011: 119), the motivation is as all inner striving Reviews those conditions Described variously as wishes, desires, needs, drives, and the achievement like. Motivasi said by Alderfer (2003: 142), which known as ERG, that in fact there are three groups of basic needs, namely, the need for existence, relatedness, and growth. "existence includes the need for the existence, mainly covers the necessities of material subject to existence. Relatedness is a necessity interconnected, a desire that we have for maintaining important relationships between people. the wishes of social and status in this society requires interaction with others if those desires derive satisfaction. growth is the need for growth, the intrinsic desire for personal development.

According to Robbins (2006: 214) , motivation is a process which contributes to the intensity, direction and lasts longer, the individual efforts towards the achievement of targets. The intensity indicates how hard a person tries. But high intensity may not lead to a good performance results, unless the effort is made in directions that benefit the organization. Therefore be considered the quality of effort and intensity. Motivation has dimension continuous efforts. Motivation is a measure of how long a person can maintain their businesses. Motivated individuals will serve long enough to reach the goal mereka. Berdasarkan theoretical description above, can be formulated synthesis that Achievement Motivation is encouragement to pursue and achieve their goal which is the target set to a high standard. Someone with this impulse hoping to achieve and surpass goals and develop success. Achievement as essential to the self, and not just based on the award he received. Achievement Motivation is that the impetus from within the individual to do the job better than the present to achieve the goal. Indicators: working to improve the performance of work, carry out duties in accordance with

the procedures of work, taking responsibility, working to better than the present and seeks to exceed the achievements of others. Organizational Climate is one of the study of the culture of the organization. Climate understood as a general concept organization to disclose the quality (characteristics) permanent of organizational life. Organizational Climate is a broader term that refers to the perception of the work environment; formal organization, informal organization, the personality of the participants, and organizational leadership. According to Saiful Sagala (2009: 131), Organizational Climate (Organizational climate) is an input relative quality of the environment organization that represents the experiences of members of the organization affect their behavior. Organizational Climate is a series of environmental nature of the work, which assessed directly or indirectly by an employee who became a major force in influencing employee behavior. Neal M. Ashkanashi (2004: 8), also define organizational climate, according to him, Organizational Climate within Easily fits Reviews These categories of definition. The concept of Organizational Climate is currently being used to describe configurations of attitudes and perceptions by organization members that, in combination, reflect a substantial part of the context of the which they are a part and within the which they work.

Danang Sunyoto (2012: 52), defines the Organizational Climate as a series of feelings and perceptions of the various workers who may change from time to time and from one job to another. Furthermore, according to Fred Luthans (2011: 72) definition of Organizational Climate is "Organizational climate. This is an overall "feeling" that is conveyed by the physical layout, the way of participants berinteraksi, and the way members of the organization conduct Themselves with customers or other outsiders." Furthermore, according to Ivanka (2009: 17) there are four models of organizational framework that can be worked or operated from the outside, "There are four major models or frameworks that organisasi Operate of outs. Autocratic - The basis of this the model is power with a managerial orientation of authority. The employees in turn are oriented towards obedience and dependence on the boss. The employee need that is met by subsistence. The performance result is minimal. Custodial - The basis of this is a model of economic resources with a managerial orientation to money. The employees in turn are oriented towards security and benefits and dependence on the organization.

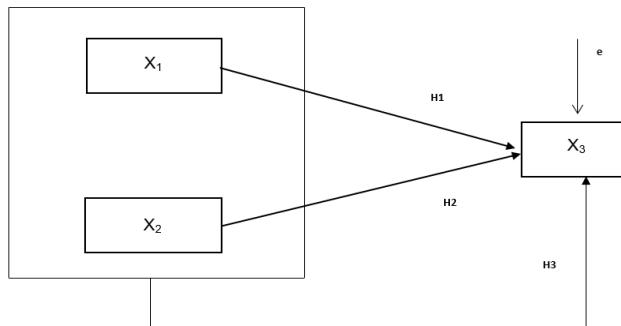
The employee need that is met with security. The performance result in passive cooperation. Supportive - The basis for this is the model of leadership with a managerial orientation of support. The employees in turn are oriented towards job performance and participation. The employee need that is met is status and recognition. The performance result is Awakened drive. Collegial - The basis for this is the model of partnership with a managerial orientation of teamwork. The employees in turn are oriented towards responsible behavior and self-discipline. The employee need that is met is self-actualization. The performance result is moderate enthusiasm.

According to Handi in Stephen E. Condrey (2009: 295), Organizational Climate is like the space that surrounds the core of an "organizational donut; organizational culture is the fabric of the core and the surrounding space. Together climate and culture make up the area wherein an organization's identity, personality, and distinctiveness develop and reside. They Collectively Determine the areas in the which an organization can place claims on employees' energies, enthusiasms, and loyaltie. Management practices, Organizational Climate is seen as an important indicator for the effectiveness of the organization. This can be seen from quite a number of major companies and well-established, both local and multinational, from various industrial sectors, which periodically conduct a survey on organizational climate. The benefits that can be obtained, among others, through the survey can be monitored how the views of employees to their work environment, as feedback to management regarding the acceptance of employees on policies and management practices GCC has taken place, as well as a step by step improvement and development of the organization may be prepared by management for employees.

According to (Hoy, Wayne K. & Miskel, Cecil G, 2013:211), the dimensions of Organizational Climate that have a high degree of openness and considered quite essential, as follows: First, Supportive (keterdukungan) illustrates that the employees in the work of mutual listening and open to suggestions. Second, Collegial (Friendship) illustrates familiarity, friendship, enthusiasm to work in the interests of improvement of professional competence. Third, Intimate (Intimacy) portray a strong atmosphere in solidarity, mutual respect, mutual respect, there is a sense of belongingness. Organizational Climate as described above, can be made synthesis. That the Organizational Climate is a condition, a state or a situation that is perceived by the individual consciously or unconsciously to the environment in which the individual organizations carry out their work. Organizational Climate is a manifestation of one's feelings of employees to what they receive and get from leaders and other employees, this can influence it in carrying out its duties and responsibilities. With dimensions First, Supportive (keterdukungan). Second, Collegial (Friendship). Third, Intimate (Intimacy).

### **Conceptual Framework**

From the study of theory and previous research results above, the framework of this study as Figure 1 below:



**Image 1.** Conceptual Framework

Based on the research objectives, the research hypothesis taken are as follows: 1) achievement Motivation effect on Job Satisfaction partially; 2) Organizational Climate effect on Job Satisfaction partially; and 3) Achievement Motivation and Organizational Climate on Job Satisfaction simultaneously.

### III. Research Methods

The unit of analysis of this research is the foundation of tenured faculty who teach in PTKIS in the Region XIII Kopertais Jambi, 126 tenured faculty research population and sample its total sampling as many as 126 people. Method of quantitative analysis, with analysis tools with path analysis, the equation  $Y = Px_3x_1 + Px_3x_2 X_1 + X_2 + e$ , where Y is the variable Job Satisfaction, X1 and X2 Achievement Motivation variable coefficient (X1) and Climate Organization (X2). Data analysis tool application program SPSS version 22.0. Once analyzed with path analysis, followed by analysis test of determination (R Square), testing the hypothesis partially (t test) and simultaneous (test f) the error tolerance level of 5 percent. Before the first process path analysis in test research instruments (questionnaire) to test the validity and reliability as well as classical assumptions. Path analysis is one of the analytical tools developed by (Dillon and Goldstein, 1984; In Hapzi Ali and Nandan Limakrisna, 2013: 137). Wright developed a method to determine the direct and indirect effect of a variable, where there are variables that influence (exogenous variables) and variables that are affected (endogenous variables).

### IV. Results and Discussion

Model good path analysis equation is eligible classical assumptions, include all the normal distribution of data, the model should be free of heterokedastisitas. From the previous analysis has proven that the model equations are proposed in this study meets the requirements of the classical assumption that the model equations in this study is considered good. Path analysis is used to test the hypothesis partially and simultaneously influence exogenous variables on endogenous variables. Based on path analysis coefficient using SPSS 20.0 was obtained results as shown in Table 2 below:

**Table 2.** Coefficients

Coefficients <sup>a</sup>		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
Model		B	Std. Error	Beta		
	1 (Constant)	18.230	3.743		4.870	.000
	Achievement Motivation	.410	.086	.475	4.778	.000
	Climate Organization	.361	.085	.421	4.234	.000

a. Dependent Variable: Job Satisfaction

*Source : output SPSS 22.00 for windows*

From table 2 above were obtained results of path analysis coefficient:  $Y = Px_3x_1 + Px_3x_2 X_1 + X_2 + e$ ;  $Y = 0.475 + 0.421 X_1 + 0.104 X_2$ . Description: X3 = Job Satisfaction; X1 = Achievement Motivation, and X2 = Organizational Climate. From this equation can be interpreted: 1) variable Achievement Motivation and Organizational Climate had a marked positive coefficient directions to Job Satisfaction; 2) Constant value shows the effect of variable X (Achievement Motivation and organizational climate), if Achievement Motivation up one unit it will affect by one unit at variable faculty Job Satisfaction. This means that Job Satisfaction variables will rise or fulfilled by the unit of Achievement Motivation and organizational climate; 3) The value of the variable path coefficient on the variable quality of service is equal to 0.475 kepuasn work pales Achievement Motivation increases one unit, then the Job Satisfaction will increase by constant = 18 230. Path coefficient is positive, meaning that between Achievement Motivation and Job Satisfaction has positive influence; 4) The

value of the coefficient paths organization climate variable to variable Job Satisfaction is at 0421 pales Organizational Climate rose 1 point, then Job Satisfaction increased by constant = 18 230. The coefficient is positive Organizational Climate means positive effect on Job Satisfaction.

#### **Determination Analysis Results (R2).**

To see the total effect of Achievement Motivation variable (X1) and organization climate (X2) to Job Satisfaction (X3) can be seen from the coefficient of determination R2 as shown in Table 3 below:

**Table 3.** Test R and R Square

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.872 <sup>a</sup>	.760	.756	7.575

a. Predictors: (Constant),Organizational Climate,AchievementMotivation  
b. Dependent Variable: Job Satisfaction

*Source: output SPSS 22.00 for windows*

The R value of 0.872 indicates a correlation double (Achievement Motivation and organizational climate) and Job Satisfaction. Taking into account the variations in the value of R Square of 0.760 which indicates the magnitude of the role or contribution of Achievement Motivation and Organizational Climate were able to explain the variable of Job Satisfaction by 76% and the remaining 24% is influenced by other variables. Other variables that can affect Job Satisfaction and performance apart from Organizational Climate, Achievement Motivation is variable Organizational Climate, Leadership Style, Organizational Commitment, (Nandan Limakrisna, Zulki Zulkifli, Hapzi Ali: 2016). Besides other variables that can influence the professionalism of the principal is such research (Mukhtar, Risnita, M. Shoffa Saifillah, Hapzi Ali, 2016), That the Knowledge Management and Work Commitment positive and significant impact on service satisfaction and impact on Professionalism.

#### **Test Results Effect of Partial (t test) and Simultaneous Effect (Test F)**

Assessment of the effect of partial aims to test whether each independent variable (exogenous) significantly influence the dependent variable (endogenous) partially with  $\alpha = 0.05$  and also the acceptance or rejection of the hypothesis. Partial test (t test) to answer a hypothetical one and two of this study.

**Table 4.** Test results t (Partial)

No.	Free variable	t count	Sig. t
1	Achievement Motivation (X1)	4.778	0.000
2	Climate Organization (X2)	4.234	0.000

*Source: output SPSS 22.00 for windows*

From Table 4 above with figures obtained t count variable X1 for 4778, due to the value of  $t > t$  table ( $4.778 > 1.657$ ), then  $H_0$  is rejected and  $H_1$  accepted, meaning partially significant effect of Motivation Achievement (X1) on Job Satisfaction lecturer. In addition, also for the test based on significance testing, can be seen from the output of significance of 0.000, due to number more significance level of  $< 0.05$  (0.000  $< 0.05$ ), it can be concluded that the Achievement Motivation effect on Job Satisfaction, so the first hypothesis is accepted. Furthermore, in Table 4 above figures obtained t count accessibility variables (X2) of 4234, due to the value of  $t > t$  table ( $4.234 > 1.657$ ), then  $H_0$  is rejected, meaning a partial no significant effect on Job Satisfaction Organizational climate. In addition, also for the test based on significance testing, can be seen from the output of significance of 0.000, due to the significance level figures much of  $< 0.05$  (0.000  $< 0.05$ ), it can be concluded that the Organizational Climate effect on Job Satisfaction, thus the second hypothesis is accepted. To answer the third hypothesis that Motivation Achievement Motivation andOrganizational Climate influence on Job Satisfaction simultaneously can be seen from Table 5 below.

**Table 5.** F Simultaneous Test Results

ANOVA <sup>a</sup>					
Model		Sum of Squares	df	Mean Square	F
1	Regression	22382.517	2	11191.259	195.054
	Residual	7057.141	123	57.375	
	Total	29439.659	125		

a. Dependent Variable: Job Satisfaction  
b. Predictors: (Constant), Organizational Climate, Achievement Motivation

*Source : output SPSS 22.00 for windows*

From Table 5 above (ANOVA table) obtained Fhitung 195 054 greater than Ftable 3:07 (195 054> 3:07) and significant value of 0.000 is less than 5 percent ( $0.000 < 0.05$ ). Then the null hypothesis ( $H_0$ ) is rejected and the hypothesis alternative ( $H_1$ ) is accepted, meaning that there is significant influence variable Achievement Motivation ( $X_1$ ) and Climate Organization ( $X_2$ ) to Job Satisfaction ( $X_3$ ) on PTKIS in the neighborhood Kopertais Region XIII Jambi jointly (simultaneously). Thus, the third hypothesis is accepted.

### **1. Achievement Motivation effect on Job Satisfaction.**

Achievement Motivation effect on Job Satisfaction, it is interpreted that the better the Achievement Motivation is owned by the lecturer will be satisfied as well the faculty in work. Achievement Motivation is encouragement to pursue and achieve their goal which is the target set to a high standard. Someone with this impulse hoping to achieve and surpass goals and develop success. Achievement as essential to the self, and not just based on the award he received. Achievement Motivation that is the impetus from within the individual to do the job better than the present to achieve the goal. David McClelland in James Stoner, et al (2003: 143), Achievement Motivation elaborated indicators: 1) seeks to improve the performance of work, 2) carry out duties in accordance with procedures, 3) accept responsibility, 4) do a better job than now 5) seeks to exceed the achievements of others.

The findings of this study, reinforced by research conducted by Khawaja Jehanzeb (2012), studies proved that: Consistent with the theoretical framework and our hypothesis 3, significant positive correlation between motivation and Job Satisfaction has found in this study as shown in Table 1 ( $P < 0.01$ ). Regression analysis further confirmed that motivation is Significantly related to Job Satisfaction ( $= 0.28$ ,  $P < 0.01$ ,  $R^2 = .30$ ).

### **2. Organizational Climate effect on Job Satisfaction.**

Organizational Climate to Job Satisfaction, it is interpreted that the better climatic conditions in the environment of the organization PTKIS Kopertais Region XIII Jambi it will be better the Job Satisfaction of the lecturers. Organizational Climate is a condition, a state or a situation that is perceived by the individual consciously or unconsciously to the environment in which the individual organizations carry out their work. Organizational Climate is a manifestation of the feeling of lecturers over what they receive and get from leaders and other employees, may affect the faculty in carrying out its duties and responsibilities. Hoy, Wayne K. & Miskel, Cecil G (2013: 211) describes the Organizational Climate with three-dimensional covering Supportive (keterdukungan), Collegial (Friendship) and Intimate (Intimacy). Basically available on that Organizational Climate PTKIS Kopertais environment Jambi Region XIII has been able to provide Job Satisfaction for professors, although there are still some points that must be addressed.

## **V. Achievement Motivation and Organizational Climate effect on Job Satisfaction**

Achievement Motivation and climate influential organizations together, both directly and indirectly to Job Satisfaction. Which if Achievement Motivation and Organizational Climate is getting better given to the faculty will be better the Job Satisfaction of the lecturers. Achievement Motivation with four indicators: 1) seeks to improve the performance of work, 2) carry out duties in accordance with procedures, 3) accept responsibility, 4) seeks to better than the present 5) seeks to exceed the achievements of others. David McClelland in James Stoner, et al (2003: 143). Organizational Climate with three-dimensional covering Supportive (keterdukungan), Collegial (Friendship) and Intimate (Intimacy), Hoy, Wayne K. & Miskel, Cecil G (2013: 211). Higher education leaders will be able to perform tasks effectively in memajemen lecturer if it is able to empower all the resources available. The resources available are: man, money, machine, Information Technology and resources market and the flow of the method, (Hapzi Ali, 2009:49).

## **VI. Correlation Between Dimensions**

Based on Table 4 can be seen the relationship between the variables  $X_1$  and  $X_2$  dimensions to the dimensions of the variable  $Y$  as indicated by the value of the Pearson correlation between dimensions respectively. The greater the value of Pearson correlation, the stronger the relationship, it can be seen the dimensions of variables that have the highest  $R$  value and dimension variables that have the lowest value of  $r$ .

**Table 5. Matrix Correlation Between Dimensions**

Variable	Job Satisfaction	
	Dimensions/Indicator	Correlation (r)
Achievement motivation	Attempting to improve performance work	0.383
	Carry out duties in accordance with the working procedures	0.330
	Accepting responsibility	0.267
	Attempting better than now	0.208

	Attempting to exceed the achievements of others	0.535
Organizational Climate	<i>Supportive</i>	0.222
	<i>Collegial</i>	0.835
	<i>Intimate</i>	0.983

**Source:** Data processing (2016)

Based on Table 5 above, obtained figures for the value of r which is the highest for the variable X1 is the correlation between the indicators "seek to exceed the achievements of others" (variable achievement motivation) and Job Satisfaction that is equal to 0,535 or 53.3%. This condition illustrates that changes in Job Satisfaction variables (X3) dominantly influenced by indicator "seeks to exceed the achievements of others" in achievement motivation. The highest correlation value is a correlation between the dimensions "intimate or intimacy (Organizational Climate variables) and Job Satisfaction that is equal to 0.983 or 98.3%. This condition illustrates that changes in Job Satisfaction variables (X3) predominantly influenced by dimension "intimate" or intimacy.

## VII. Conclusions and Recommendations

**Conclusion:** Conclusion The analysis research Achievement Motivation and Organizational Climate on Job Satisfaction lecturer at PTKIS in the neighborhood Kopertais Region XIII Jambi is: 1) Achievement Motivation significant effect on Job Satisfaction, the better the Achievement Motivation is owned by the lecturer will be more satisfied as well the faculty in working on his PTKIS respectively. Achievement Motivation consists of indicators: working to improve the performance of work, carry out duties in accordance with the procedures of work, taking responsibility, working to better than the present, and seek to exceed the achievements of others; 2) Organizational Climate have a significant effect on Job Satisfaction, getting better and better Organizational Climate will increase the Job Satisfaction of the lecturers at its PTKIS respectively. Consists of the Organizational Climate dimensions: includes supportive (keterdukungan), collegial (Friendship) and intimate (Intimacy); and 3) Achievement Motivation and Climate Organization of influence together, both directly and indirectly to Job Satisfaction, which if Achievement Motivation and Organizational Climate getting better and better perceived by the faculty, it will get better and better the level of Job Satisfaction of the lecturer on the environment PTKIS Kopertais Region XIII Jambi.

**Technic advice:** 1) Achievement Motivation for indicators "do a better job than now", need to get the attention of the priorities of leadership PTKIS in the neighborhood Kopertais Region XIII Jambi because it has the lowest score apart from indicators: working to improve the performance of work, carry out duties in accordance with the procedures, accepting responsibility and sought to exceed the achievements others. 2) PTKIS Leaders in Region XIII Jambi Kopertais environment needs to improve Organizational Climate, especially on the dimensions of supportive or support that the lecturers still get the feeling of safety and comfort in work; 3) The lecturers there are berpresepsi less satisfied with the services provided by the Chairman for the Chairman PTKIS in Region XIII Jambi Kopertais environment need to pay attention to that the lecturers still better at work.

**Academic advice:** 1) This study needs to be followed up again to see what factors can affect job satisfaction in the environment PTKIS Kopertais Region XIII Jamb. Job satisfaction is influenced by many other factors, apart from achievement motivation and organizational climate therefore need a more comprehensive study, in order to address other factors (epsilon) what influences Job Satisfaction.

## Literature

- [1] Barry M. Staw. (2006). Research In Organizational Behavior An Annual Series Of Analytical Essays And Critical Reviews. Netherlands : Elsevier Jai.
- [2] Danang Sunyoto (2012). Human Resources: Research Practice. Yogyakarta: CAPS.
- [3] Edy Sutrisno (2009). Human Resource Management. Jakarta: Dawn Interpratama Offset.
- [4] Fred Luthans. (2006). Organizational Behavior. New York: McGraw-Hill Companies. Inc.
- [5] Fred Luthans. (2011). Organizational Behavior. (McGraw-Hill Companies, Inc.
- [6] Hapzi Ali, 2009, Management Information Systems, Information Technology. ISBN: 978-979-19304-8-2, Hasta Cipta Mandiri, Yogyakarta.
- [7] Hapzi Ali, H., Nandan, N.L., (2013). *Research Methodology*. Edisi 1, Cet. 1, Deepublish, Yogyakarta.
- [8] Hoy, Wayne K. & Miskel. Cecil G. (2013). Educational Administration: Theory, Reseach, and Practice. (9th ed, international edition). Singapore: MccGraw-Hill Co.
- [9] Ivanka Menken. (2009). Organization Behavior and Leadership Management Essentials. ITIL V3 IT Servis Management Framework.
- [10] James Stoner. R. Edwar Freeman dan Daniel Gilbert Jr. (2003). *Manajemen Jilid II Edisi Bahasa Indonesia*. Indonesia : PT. Indeks Gramedia Group.
- [11] James L. Gibson. et.al. (2009). Organization: Behavior, Structure, Process, Twelfth Edition. Singapura : Mc Graw-Hill.
- [12] Malay. S.P. Hasibuan (2013), Human Resource Management. Jakarta: Earth Literacy.
- [13] Mukhtar, Risnita, M. Shoffa Saifullah, Hapzi Ali, 2016. Effect of Knowledge Management and Work Commitment to Employees Satisfaction Services(Study on Teacher Madrasah Aliyah Country Jambi Province).International Economic Research (IJER) © Serials Publications 13(5), www.serialsjournal.com, ISSN: 0972-9380, Terindex Scopus 0.123 (Q3), New Delhi, No. 13, Issue No. 5, page [2253-2266].

- [12] Nandan Likmakrisna, Zulkki Zulkipli, Hapzi Ali, 2016, Model Of Employee Performance: The Empirical Study at Civil Servants in Goverment of West Java Province, Internasional Economic Research (IJER) Serial Publications 13 (3), www.serialsjournal.com, ISSN: 0972-938, **Terindex Scopus 0.123 (Q3)**, New Delhi, Vol. 13 No. 3, page [707-719]
- [13] Neal M. Ashkanashi. (2004). Handbooks Organizational Cultur and Climate, United States of America. Revisi.
- [14] Rayini. (2008). Behavior Assessment Work and Organisational Behaviour Context Indonesia, (Jakarta: Faculty of Psychology Atma Jaya).
- [15] Siswanto (2011), Introduction to Management, Jakarta: PT B umi Script.
- [16] Sondra P. Siagian 2012). human resource management, Jakarta: PT Bumi Literacy.Stephen E. Condrey. (2009). Hanbook of Human Resource Management in Govermant. Second Edition, (United States of America, Jossey-Bass A Wilay Imprint.
- [17] Stephen P. Robbins (2006). Organizational Behavior 10th Edition, (Klaten: PT index, Gramedia Group.
- [18] Syaiful Sagala. (2009). Understanding Educational Organization. Bandung: Alfabeta.
- [19] Usman, Husain. (2009). Management Theory, Practice and Research Education. Jakarta: Earth Literacy.
- [20] Wibowo. (2010). Performance Management. Jakarta: King Grafindo Persada.
- [21] Wirawan. (2007) Culture and Organizational Climate Research Theory and Applications. Jakarta. Salemba Four.