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THE EFFECT OF JOB EVALUATION ON JOB SATISFACTION IN THE MERANGIN TOURISM, YOUTH AND SPORTS DEPARTMENT

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Abstract: This research was to find out the effect of Job Evaluation on Job Satisfaction in the Merangin Tourism, Youth and Sports Department (DISPORA), as well as to find out the Effect of Job Evaluation on Job Satisfaction in the Merangin Tourism, Youth and Sports Department (DISPORA). The population in this study were employees at the Merangin Tourism, Youth and Sports Department (DISPORA), 90 respondents and using the Sugiyono formula in determining the number of samples. The research method used in this research is quantitative descriptive research, data collection techniques in this study using questionnaires or questionnaires. Data obtained from the questionnaire were then analyzed using the help of statistical formulas and the help of Microsoft Excel with the validity test method, reliability test, correlation coefficient, coefficient of determination, and hypothesis testing. There is a strong and significant positive influence between work assessment (x) on job satisfaction (y), namely the value of the correlation coefficient ($r = 4.5\%$). The amount of contribution or influence of work assessment (x) on employee performance (y) of 0.212 or close to 1 meaning there is a rather strong relationship between R-Square indicating a large contribution of 0.045. Thus the hypothesis in this study is that there is a positive and significant effect between work assessment of employee performance in the Merangin Tourism, Youth and Sports Department (DISPORA).

Keywords: Job Research, Job Satisfaction

INTRODUCTION

The introduction includes a concise, concise, and clear research background; research purposes; and supporting theories. Written using Times New Roman letters, size 12, spaces 1.15. Writing foreign languages in italics (italic). Narrative writing does not need to be given special subtitles. Included in the writing of operational definitions, if deemed necessary, is also written narrative. All forms of references used must be written down in source. Writing citations or references using body notes, namely by writing the author's last name and year of writing which is written in brackets (Muthmainnah, 2017).

Mathematical formulas are written in a separate line and equipped with numbering on the right, written using Microsoft Equation.

Nowadays human resource management is one of the important factors in the organization. Human resource management is an endless topic to be discussed by many experts and practitioners. It has even become an interesting topic for research. Until now the role of humans as resources are really needed.

Thus human resources are an important factor in an organization or institution. In order for management activities to run well, institutions must have knowledgeable and highly skilled employees and efforts to manage institutions optimally so that employee performance is improved.

Therefore human resource management considers that employees are the main assets (assets) of the organization that must be managed properly. The existence of human resource management is very important for institutions or institutions in managing, managing, managing, and using human resources so that they can function productively, effectively and efficiently to achieve organizational goals.

Human resources need attention and fostering such as giving direct input at work how to work better, criticizing and exemplifying each other, given training programs related to human resource development so that development is not only gained from work experience but learning from outside in order to add quality and quality of human resources.

On the other hand human resource management also involves the design and implementation of planning systems, employee formation, employee development, career management, performance evaluation, performance appraisal, employee compensation, and good employment relations. It all involves decisions and management practices that affect human resources. Like one of them is a work evaluation system.

One strategy to improve the quality of human resources that is effective and efficient is work assessment. Job evaluation is the manager's activity is to evaluate employee work performance behavior and establish further policies. The purpose of work assessment is to motivate employees and improve employee performance. work can also be used to see the development of institutions. The objective of work assessment is in the form of skills, the ability of employees, in implementing an institution, it is not enough to only have a work evaluation system, but the assessment system must be effective, acceptable, and can be used properly.

Work assessment is basically a key factor for developing an organization effectively and efficiently, because there is a better policy or program on human resources in the organization. Evaluation of individual work is very beneficial for the dynamics of overall organizational growth, through the assessment then can be known the actual conditions of how the employee's performance.

Then job satisfaction is also an element that cannot be ignored by every office. In fact, job satisfaction often does not get enough attention from every office. Below, the researcher

will briefly describe the job satisfaction of the Youth and Sports Department in Table 1.1 about the phenomenon of job satisfaction in the Youth and Sports Department

Tabel 1.1
Phenomenon of Employee Job Satisfaction Variables (Y)

No	Statement	ANSWER			
		YES	%	NO	%
1.	Your friends are satisfied with the work they are doing at this time.	23	76,6%	7	23,4%
2.	Your friends are satisfied with the income given	25	83,3%	5	16,7%
3.	Your boss is less assertive in warning employees	21	70%	9	30%
4.	Relationships between friends and colleagues are well established	24	80%	6	20%
5.	The existence of promotions carried out by institutions motivates employees to be more developed and advanced	19	63,3%	11	36,7%

Source: Initial observations

Based on table 1.1 above, it can be explained that the phenomenon of employee satisfaction Merangin Tourism, Youth and Sports Department (DISPORA) states feel happy with the work undertaken at this time as many as 76.6% of respondents from 30 respondents. while the remaining 23.4% of respondents answered they were not satisfied with the work currently being undertaken. Furthermore, as much as 83.3% of the 30 respondents said that satisfied with the income provided. The remaining 16.7% answered they were not satisfied with the income provided.

Tabel 1.2
Variable Phenomenon of Job Assessment (X)

NO	STATEMEN	ANSWER			
		YES	%	NO	%
1	Your friends do the job accurately and rarely make mistakes	21	70%	9	30%
2	Your friend can complete a number of jobs for which they are responsible	23	76,6%	7	23,4%
3	Your co-workers always obey the rules and regulations set by the institution	26	86,4%	4	13,4%
4	Your co-workers are willing to correct mistakes without having to be ordered by the boss	25	83,3%	5	16,7%

Source: Initial observations

Based on table 1.2 above, it can be concluded that 70% of 30 respondents said that those who do work accurately and rarely make mistakes. The remaining 30% revealed they did not do work accurately and were frustrated. Furthermore 76.6% of respondents from 30 respondents stated that they could finish a number of jobs that were their responsibility. And the remaining 23.4% said no. Next as many as 86.4% of the 30 respondents said they always obey the rules and regulations set by the institution. And those who answered were not only 13.4% of the 30 respondents. In the fourth statement 83.3% of the 30 respondents said they were willing to correct mistakes without having to be ordered by atsan. And the rest say not as much as 16.7%

LITERATURE REVIEW

According to Achmad et al (2010), job satisfaction is used to improve employee performance enthusiasm, increase productivity, reduce absenteeism, increase employee loyalty and keep employees working in an institution. Employees who get job satisfaction are employees who have a good percentage and job turnover, are passive in the union, and have better job performance than other employees. Then According to Blum (1956) in his book

Moch.As'ad (2004: 104) argues that job satisfaction is a general attitude that is the result of some special attitudes toward work factors, adjustment and social relations of individuals outside of work. Furthermore, Tiffin (2000: 104) argues that job satisfaction is closely related to the attitudes of employees towards their own work, work situations, cooperation between leadership and charity. Meanwhile, according to Abdurrahmat (2006) job satisfaction is a form of emotional attitude that is fun and loves the work that they do. Job satisfaction at work is job satisfaction that can be enjoyed at work by getting results from the achievement of work goals, placement, treatment, and good work environment. Employees who can enjoy job satisfaction in this job, will choose to prioritize their work rather than return the service / wages they get from the job. Employees will feel more satisfied if their services are proportionate to the work done.

According to Rivai and Basri (2004: 18) job appraisal is a systematic study of employee work conditions that are carried out formally associated with work standards that have been determined by the institution. Desseler (2003: 321) argues that work evaluation is evaluating from an employee both now and in the past linked to the work standards of the employee.

Furthermore, according to veithzal rivai (2009: 549), job appraisal refers to a formal system and texture used to measure, assess, and influence traits related to work with work, behavior, and outcomes, including absence. Thus the job appraisal is an employee's work within the scope of his responsibilities.

Furthermore, according to Kreitner and Kinicki (2001) work assessment is an evaluative opinion on the nature, behavior of a person or achievement as a basis for decisions and plans for personnel development. Then According to Greenberg and Baron (2003) Said that the work assessment can be for all organizational needs.

According to Eko Setiobudi, (2017: 137) Performance Appraisal or Performance Appraisal is a system that is used formally in a certain period of time to assess the work performance of an employee. In addition, performance results can serve to identify, observe, measure, record, and weaknesses of employees in doing work. The use of these performance results to improve employee work performance. Performance appraisals are really designed in such a way as to help companies achieve organizational goals and motivate employee performance. The use of this service fee is to improve the work performance of employees. Performance appraisals are really designed in such a way as to help companies achieve organizational goals and motivate employee performance.

So based on the above data, the author is interested in conducting research on work assessment and employee job satisfaction, so this mini research takes the title: The Effect of Job Evaluation on Job Satisfaction in the Merangin Tourism, Youth and Sports Department (DISPORA)

RESEARCH METHODS

According to Sugiyono (2012: 2). Scientific research based on the methods that must be accounted for and relevant theories, in order to obtain data with specific purposes and uses. Therefore based on this it is necessary to select and determine the appropriate research methods to achieve certain research objectives. Based on existing methods and theories, this research is in the form of descriptive quantitative research, which is a research method that

reveals the influence of one variable with another variable. By collecting data that is a supporting factor for the influence between the variables concerned then measured with numbers and analysis, with statistical procedures.

This research will be conducted at the DISPORA Office, especially at DISPORA Office Employees to see an overview of the Effect of Work Assessment on Job Satisfaction discussing the significance of the influence of independent variables on partially and simultaneously dependent variables, to improve employee work

The sampling technique in this study used a total sampling technique. According to Edy (2014: 22) saturated sample is a technique for determining the sample by taking all members of the population as respondents or samples. So the sample in this study were DISPORA Office employees, totaling 90 people.

This research uses quantitative approach with descriptive methods, with the intention to look for influence between the independent variable (X) with the dependent variable (Y) that uses statistical formulas. In this study the respondents were 90 people. The data collection technique is done through observation, questionnaires, documentation and interviews.

FINDINGS AND DISCUSSION

The results of the study there are two variables, namely work assessment and job satisfaction. This research was conducted at the Merangin Tourism, Youth and Sports Department. The population in this study was employees of the dispora. This research was obtained from a questionnaire. The questionnaire was used to see the effect of work assessment on job satisfaction. can be explained in table 3. Following:

Tabel 3 The Effect of Job Appraisal on Job Satisfaction
Merangin Tourism, Youth and Sports Department (**DISPORA**)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	90.158	4.829		18.669	.000
	X	.123	.060	.212	2.032	.045

a. Dependent Variable: Y

Constant is 90, 158 states that if there is work assessment (X) then job satisfaction (Y) is equal to 90,158. In tab 4.5 there is a significant effect of job evaluation on job satisfaction. The more job assessments there are many influences received by employees in increasing job satisfaction. Each increase of work start-up by one or unit will increase job satisfaction by 0.212.

Based on table 4 R.Square on simple regression on R which shows the level of relationship between independent job appraisal (X) and dependent job satisfaction (Y) namely: 0.212 or close to 1 means there is a rather strong relationship R-Square shows a large contribution of 0.045 or equal to 4, 5% of job evaluation on job satisfaction. The remaining 95.5% is influenced by other factors.

Table 4 Test results for the coefficient of determination

Model Summary

Model	R	R Square	Adjusted Square	R	Std. Error of the Estimate
1	.212 ^a	.045	.034		3.531

a. Predictors: (Constant), X

This study aims to determine the effect of Job Evaluation on Job Satisfaction in the Merangin Tourism, Youth and Sports Department (DISPORA). Conclusions Based on the results of the discussion, the conclusions of this study are as follows: job evaluation has a significant positive effect on job satisfaction. For this reason, the first research hypothesis which states that performance appraisal has a significant positive effect on job satisfaction is supported.

CONCLUSION AND SUGGESTION

This study aims to determine the effect of Job Evaluation on Job Satisfaction in the Merangin Tourism, Youth and Sports Department (DISPORA). Conclusions Based on the results of the discussion, the conclusions of this study are as follows: job evaluation has a significant positive effect on job satisfaction. For this reason, the first research hypothesis which states that performance appraisal has a significant positive effect on job satisfaction is supported.

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