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Analysis of Differences in Quality of Work Life and Work Motivation on Job Satisfaction Between Married and Unmarried Employees

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Abstract: The study aimed to find out the differences in quality of work life and work motivation on job satisfaction between married and unmarried employees. This study used quantitative research methods, with data collection techniques through questionnaires and literature study. The number of samples were 101 respondents who were employees of various companies and institution, located in Yogyakarta with the majority from educational institutions. The descriptive statistics were used to test the research instrument. The instrument test used the validity and reliability test, the classical assumption test (normality, multicollinearity, heteroscedasticity, and linearity), hypothesis testing (f test, t-test, and independent sample t-test), multiple linear regression analysis, and the coefficient of determination (R^2). The results of this study indicate that: 1) the quality of work life has an effect on the dependent variable of job satisfaction. 2) work motivation has an effect on the dependent variable of job satisfaction. 3) the quality of work life and work motivation simultaneously have a positive and significant effect on the dependent variable of job satisfaction. 4) the quality of work life of married employees and unmarried employees is not the same (significantly different). 5) the work motivation of married employees and unmarried employees is the same (not significantly different). 6) the job satisfaction of married employees and unmarried employees is not the same (significantly different).

Keyword: Quality of Work Life, Work Motivation, Job Satisfaction

INTRODUCTION

Indonesian Institute of Sciences (LIPI) (2020) reports that the COVID-19 pandemic on Indonesian employment has had a very significant impact on the economy, namely a wave of layoffs and a decrease in income. In the world of employment before COVID-19, employees worked with the Work From Office (WFO) concept, but the WFO concept has changed to Work From Home (WFH) during the pandemic. Moreover, the fact, most employees who work for longer hours also continue to do various housework. Companies need to create a conducive

environment strategy and provide workload according to the ability to increase employees' job satisfaction. The importance of Quality of Work Life in a company needs attention because it refers to the level of job satisfaction, motivation, involvement, and commitment of individuals to their life at work. If employees have high productivity and work motivation, it will produce good performance and achievements for the company. In maintaining employee performance to always be productive, it needs to consider the employees' job satisfaction. Another factor that influences job satisfaction is employee motivation such as achievement and recognition. The importance of motivation is the factor that causes, channels, and supports human behavior so that they are willing to work hard and enthusiastically to achieve optimal productivity. Considering the relationship between work motivation and quality of work life on job satisfaction, the number of employees have free time for their families without abandoning work demands for married or unmarried workers. Research by Annisaa Miranty Nurendra and Wilda Purnamasari (2017) showed no difference in work engagement based on the quality of work life between married and unmarried workers. Saloma Sitanggang (2017) shows differences in work motivation between married and unmarried employees. A married employee has high work motivation, while unmarried employees have moderate work motivation. Moreover, Ni Putu Melda Cahaya Santhi and Ni Wayan Mujiati (2016) show the quality of work life has a positive and significant effect on job satisfaction. And, Rio Adyitha Wirawan and Agus Sutarjo (2020) show that quality of work life and work motivation together have a positive effect on job satisfaction.

METHOD

This research was conducted using a descriptive quantitative approach so that the research results will be conveyed through various sentences that can be understood. The type of research used is quantitative research. Data collection techniques are carried out by collecting various documents related to the research focus. The data that has been collected is then studied in depth to determine reliable research results.

RESULTS AND DISCUSSION

Results

The population of the study was employees from various companies and institutions in the Yogyakarta area, including Yogyakarta Technology University; STMM Yogyakarta; STIE YKPN; Syuhada Mosque KB (Playgroup) & Kindergarten; MAN 2 Yogyakarta; SMP N 2 Yogyakarta; CDC Fisipol Ugm; Magelang Muhammadiyah University; Magelang Regency Education and Culture Office; Employees of PP Muhammadiyah Office; UPN Yogyakarta; UNY (Yogyakarta State University); SD IT Salsabila 2 Klaseman; PT Bank BRI (Persero) Tbk; Ms. Glow Yogyakarta; Paras Beauty Yogyakarta; Budi Luhur High School Yogyakarta; PT Properti Solusi Management. The determination of the sample size in this study uses the Lemeshow formula because the number of population is unknown for certainty. It obtained 96 respondents as the minimum sample size required in this study. Based on the distribution of the questionnaire, then the number of respondents was 101 employees, where these respondents had met the minimum sample size.

Quality of work life is an effective program for improving working conditions and organizational effectiveness. Parvar et al., (2013) state the quality of work life has a role in monitoring employees both the quality of their work and the quality of employees' work life. Also, it helps management to make improvements in an organization. Cascio (2013) states the indicators of quality of work life. They are: Employee Engagement, Career Development, Conflict Resolution, Communication, Health, Feeling of Job Security, Work Environment Safety, Balanced Compensation, Pride

Work Motivation

Work motivation is the provision of a driving force that creates enthusiasm for a person's work so that they collaborate, work effectively, and be integrated with all their efforts to achieve satisfaction. Hafidzi et al (2019) stated that motivation is the provision of a driving force that creates enthusiasm for one's work. Indicators of work motivation according to Afandi (2018) are: Retribution Working Conditions, Work Facilities Work, Performance Employee Recognition (Recognition from superiors), The work

Job Satisfaction

According to Afandi (2018), Job satisfaction is a positive attitude of the workforce including feelings and behavior towards work through the assessment of one's work as a sense of respect in achieving one of the important values of work. Indicators of job satisfaction according to Afandi (2018) including: Work, Wages, Promotion, Supervision, Co-workers.

Validity Test

Validity testing employs a sample of 101 respondents, using a two-sided test (significance level 0.05 (5%) $df = N-2$). The r_{table} value was 0.1956. In this study, it was valid because the instrument statement items on the variables quality of work life, work motivation, and job satisfaction had a r_{count} higher than r_{table} (0.1956). So, it concluded that the 19 questions from the variables quality of work life, work motivation, and job satisfaction were valid and can be used in data processing.

Reliability Test

The reliability test aims to determine the consistency of the measuring instrument and whether the measuring instrument is reliable and consistent if the measurement is repeated. The reliability test used the Cronbach Alpha Technique where an instrument was reliable if a reliability coefficient or alpha is 0.6 or higher. The Cronbach's Alpha value for all variables of Quality of Work Life, Work Motivation, and Job Satisfaction is more than 0.6 (> 0.6). In sum, it concluded that the values for the statements of all variables were reliable.

Normality test

The normality test aims to examine whether in the regression model, the residual confounding variable has a normal distribution. As the T-test and F-test assumes that the residual values follow a normal distribution. The results of the normality test using the non-parametric Kolmogorov-Smirnov (K-S) statistical test show that the value of asymp.sig. (2-tailed) is $0.311 > 0.05$. So, it concluded that the data is normally distributed.

Linearity Test

The linearity test aims to see whether the model specifications are correct or not (Ghozali, 2016). The value of Sig. Deviation From Linearity $> \alpha$ ($0.297 > 0.05$). So, it concluded that the relationship between quality of work life and work motivation on job satisfaction is linear. The value of Sig Deviation From Linearity is $0.297 > 0.05$, so the data is explained well using linear regression.

Multicollinearity Test

The multicollinearity test aims to test whether the regression model found the correlation between independent variables. The symptoms of multicollinearity in the research model are seen from the Tolerance Value or Variance Inflation Factor (VIF) value. The VIF limit is < 10.00 , so it concluded that there is no multicollinearity between the independent variables.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the gradient model there is an inequality of variance of the residual of one observation of another. The symptoms of heteroscedasticity are seen from the significance value. If the significance value is higher than 0.05, then there are no symptoms of heteroscedasticity (Ghozali, 2016). The scatter chart shows that the randomly distributed points do not form a clear pattern, but are distributed above and below the number 0 (zero) on the Y axis. This means that heteroscedasticity does not occur in the regression model. In short, the regression model is suitable for research.

Hypothesis test

T Test (Partial)

To find out whether the hypothesis is rejected or accepted, the t-count can be compared with the t-table at the 5% significance level ($\alpha = 0.05$). The t-table value for the 5% significance level ($\alpha = 0.05$) is 1.66039. Partially, quality of work life influences job satisfaction because t-count $4.802 > t\text{-table } 1.66039$. So, H1 is accepted. Partially, work motivation influences job satisfaction because t-count $5.389 > t\text{-table } 1.66039$. So H2 is accepted.

F Test (Simultaneous)

It shows that the F-count value processed by SPSS is 109.823. Meanwhile, the F-table value is 0.177. So, it concluded that the F-count value is $109.823 > \text{from F-table } 3.089$ or the sig value. $0.00 < 0.05$. shows the results of these calculations, the F-count = 109,823 with a probability of $0.00 < 0.05$. This means that H3 is accepted. In sum, there is a significant simultaneous influence of quality of work life and work motivation on job satisfaction.

Independent Sample t-test

It only aims to provide an overview of the data, not to make decisions or to answer hypotheses. In the row of quality of work life and mean column seen an average of 37.9221 for married employees, while the average quality of work life for unmarried employees is 34.0833. In the row of work Motivation and mean column seen an average of 21.2078 for married employees, while the average Work Motivation for unmarried employees is 19.8333. In the row of job satisfaction and mean column seen an average of 20.7662 for married employees, while the average job satisfaction for unmarried employees is 18.5417. It is seen that the characteristics of married and unmarried employees have different average values on quality of work life, work motivation, and job satisfaction. In the Quality of Work Life variable, the F count Levene test of 3.472 has a probability (Sig.) greater than 0.05 ($0.065 > 0.05$). So, it concluded that H4 cannot be rejected. Then, the average value of the quality of work life of married and unmarried employees is not the same (significantly different). In the work motivation variable, the F value Levene test of 6.588 has a probability (Sig.) greater than 0.05 ($0.012 < 0.05$). So, it concluded that H5 cannot be rejected. Then, the average value of work motivation of married and unmarried employees is the same (not significantly different). In the Job Satisfaction variable, the F value Levene test of 0.165 has a probability (Sig.) greater than 0.05 ($0.686 > 0.05$). So, it concluded that H6 cannot be rejected. Then, the average value of job satisfaction of married and unmarried employees is not the same (significantly different).

CONCLUSION

Based on tests and finding, the conclusions are:

- a. Based on the t-test with a value of t-count $4.802 > t\text{-table } 1.66039$, it concluded that the independent variable of Quality of Work Life affects the dependent variable of Job Satisfaction.

- b. Based on the results of the t-test with a value of t-count $5.389 > t\text{-table } 1.66039$, it concluded that the independent variable of Work Motivation influences the dependent variable of Job Satisfaction.
- c. Based on the results of the F-test with a significance value of $0.000 < 0.05$, it concluded that the independent variables of Quality of Work Life and Work Motivation simultaneously have a positive and significant effect on the dependent variable of Job Satisfaction.
- d. Based on the F-count value of the Levene test of 3.472 has a probability (Sig.) greater than 0.05 ($0.065 > 0.05$). It concluded that the average value of Quality of Work Life for married and unmarried employees is not the same (significantly different) where the Quality of Work Life of married employees has more influence on job satisfaction.
- e. Based on the value of the F-count Levene test of 6.588 has a probability (Sig.) greater than 0.05 ($0.012 < 0.05$). It concluded that the average value of work motivation of married and unmarried employees is the same (not significantly different) where there is no difference in motivation for married and unmarried employees.

Based on the value of the F-count Levene test of 0.165 has a probability (Sig.) greater than 0.05 ($0.686 > 0.05$). It concluded that the average Job Satisfaction of married and unmarried employees is not the same (significantly different), where for married employees, Quality of Work Life and work motivation will have a greater influence on job satisfaction because married employees have responsibilities towards the family.

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