Determination of Job Satisfaction: Analysis of Self-Efficacy, Work Motivation and Work Environment (Garment in Indonesia)

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Abstract: The purpose of the study is to prove and provide an overview of the variables in this study for the garment industry, especially at the level of managers and supervisors This research methodology uses a qualitative approach and examines the variables of this study. A type or method of academic writing is in the form of library research. Theoretical analysis, analysis of relationships between variables, books and journals, online and offline, were obtained from Mendeley, Google Scholar and other online media. The results showed that the object of the garment industry for managers and supervisors who run company management with the results there is a positive and significant influence from various scientific articles originating from reputable national and international journals, and there are several distinguishing variables that can be used later in future research, namely competence, job performance, perceived influence or work relations ship, work load, Organizational Performance and public service.

Keywords: Job Satisfaction, Self-Efficacy, Work Motivation, Work Environtment

INTRODUCTION

The garment industry currently still exists with developments in accordance with market demand, where companies in particular must provide a quality product result, quality, competitive prices, and according to consumer demand, this is all inseparable from the role of management in the company in moving employees to work, employee feels that his work is meaningful and has a positive impact on himself, the company and the surrounding environment. In addition, job satisfaction can be affected by a pleasant working atmosphere, good working relationships with colleagues and superiors, and adequate compensation. But job satisfaction cannot be achieved through external factors alone. Work motivation also plays an important role in achieving high job satisfaction. Work motivation is a strong desire

in a person to work optimally and achieve the desired goals. This desire may stem from the need to achieve personal goals, to be recognized for achievements, or to feel proud of the work done.

If a person has a strong work motivation, then he tends to have a positive attitude towards his work. He works not only to make ends meet or to get paid but also because he feels that his work has meaning and significance for himself and for his environment. This can help a person achieve greater job satisfaction. In addition, work motivation can help a person to further develop and improve the quality of his work. When a person has clear goals and strong motivation, they are usually more motivated to learn and develop new skills. According to that (Susanto & Sawitri, 2022);(Herzberg, 2003) according to (Smith &; Shields, 2013) that social workers tend to report (Smith & Shields, 2013), using Herzberg's view of work motivation is It is best to test the factors that affect their job satisfaction. Such an orientation allows for a more nuanced study of the relationship between maintenance factors and motivation and job satisfaction, where salary plays only a small role, Self-efficacy and work environment play an important role in achieving job satisfaction. Employees with high self-efficacy feel they can overcome challenges and achieve their work goals well. A rewarding work environment can provide the support and resources needed to achieve this goal.

Happy Work for employees reflects a person's subjective feelings about well-being at work and is related to employees' positive and negative emotional feelings at work and their cognitive evaluation of their work (Susanto, Agusinta, et al., 2023);(J. Peng et al., 2013) Self-efficacy is a person's belief in the achievement of a task and work behavior, which does not mean one's own ability, but the belief that one can complete work behavior with its abilities, which is the basic concept of social cognitive theory and directly influences work behavior. thinking, motivation and behavior of people (Saba, 2012);(Zen et al., 2023) result from (Judge & Bono, 2001) stated that the relationship between self-efficacy and work attitude has been discussed in many studies, because the research shows that self-efficacy has a negative correlation with turnover intention and a positive correlation with job satisfaction and organizational commitment . Employees at work must also be able to create a work environment and maintain existing ones, so that job satisfaction can be felt by all employees, A person's satisfaction or dissatisfaction with their work is personal, depending on how they perceive the match or conflict between their desires and the results. It can be concluded that job satisfaction is a positive attitude of the workforce which includes feelings and attitudes, work evaluation to appreciate the achievement of one of the important values at work (Pawirosumarto et al., 2017)there are also views from (Bangwal & Tiwari, 2019) Workplace design ensures a better indoor environment, which leads to happier employees and better outcomes for employers.

Many things companies can do to increase employee motivation and job satisfaction in the garment industry, such as improving working conditions, training and developing employee confidence, as well as providing sufficient incentives and paying attention to human relations, colleagues It can help improve employee productivity and overall business performance. The purpose of this scientific article is to prove and provide an overview of the variables in this study for the garment industry, especially at the level of managers and supervisors.

LITERATURE REVIEW
Job Satisfaction

Job satisfaction refers to an individual or employee working, according to (Locke, 1976) Job satisfaction is (Locke, 1976)according to (Brief & Weiss, 2017) job satisfaction is one of the most studied work outcomes and represents the subjective well-being of a

particular sector in its context. in work life has been explained as a positive affective situation resulting from people's evaluation of their work experience, According to (Thamrin AR et al., 2022);(Edy Sutrisno 2019, P.74) job satisfaction is the attitude of a job employee related to work situation, employee cooperation, remuneration received at work and problems related to physical and psychological factors. According to (Locke, 1976);(Susanto, Sawitri, et al., 2023) Job satisfaction is defined as a pleasant or positive emotional state resulting from an evaluation of one's job or work experience.

Self-Efficacy

According to (Bandura, 1986) self-efficacy is the most influential aspect of one's willpower in everyday life, which transforms knowledge of context into action. According to (Munir et al., 2016) (Munir et al., 2016)a person's belief in their ability to respond effectively to job tasks and influence the future, according to (Ren &; Chadee, 2017);(Ren & Chadee, 2017);(Sunyoto et al., 2022)

Work Motivation

According to (Moynihan &; Pandey, 2014) Work motivation can be created by encouraging employees with money who feel supported and have a place in the organization, According to (Azeem, 2014); Work motivation is a process that encourages and maintains performance. Intrinsic motivation pushes employees to help them achieve the goals or tasks set, a person is highly motivated, he will do his job to the fullest and vice versa. If a person is not motivated to work, they cannot do new things to achieve the goals of the company. This motivation is needed because with the motivation of each individual employee is expected to work hard and full of enthusiasm to achieve high work productivity (Amri, 2021);(Rettrisunz et al., 2023)

Work Environment

According to (Donley, 2021) The work environment is a space we have created where people come together to do their jobs and achieve results. This is how we view our cooperation, according to (Way et al., 2019) work environment variables that are often studied in work and organizational psychology and have long been found to predict researcher productivity in organizational settings, (Susanto, Soehaditama, et al., 2023);(Way et al., 2019);(Elechi et al., 2018) examined worker environment variables that predict job satisfaction among correctional officers in Nigeria. Results showed that job autonomy, quality of supervision, and instrumental communication significantly predicted inmate job satisfaction.

RESEARCH METHODS

This research methodology uses a qualitative approach and examines the variables of this study. A type or method of academic writing is in the form of library research. Theoretical analysis, analysis of relationships between variables, books and journals, online and offline, were obtained from Mendeley, Google Scholar and other online media. The reviewed journals are listed in Journal Metrics Table 1.1 below

Tabel 1. Metrik Journal

Researcher, Title and Year	Variablesused	Finding	Differences with this study
(Reilly et al., 2014)	X1 : Female & Male Teacher on Job Satisfaction	X1 → Y (sig) X2 → Y (sig)	Stress
Teachers' self-efficacy beliefs, self-esteem, and job stress as	X2 : Self Efficacy & Self Estem	X3 → Y (no Sig)	Self Esteem

determinants of job satisfaction	X3 : Stress Y : Job Satisfaction		
(Y. Peng & Mao, 2015) The Impact of Person–Job Fit on Job Satisfaction: The Mediator Role of Self Efficacy	X : Person Job Fit Y : Job Satisfaction Z : Self Efficacy	X → Y (sig) Z → Y (sig)	Person Job Fit
(Ren & Chadee, 2017) Ethical leadership, self-efficacy and job satisfaction in China: the moderating role of guanxi	X : Ethical Leadership Y2 : Job Satisfaction Y1 : Self Efficacy Z : Guanxi	X → Y1 (sig) X → Y2 (sig) Y1 → Y2 (sig)	Ethical Leadership Guanxi
(Islam & Ahmed, 2018) Mechanism between perceived organizational support and transfer of training Explanatory role of self-efficacy and job satisfaction	X: Perceived Organizational Support Y1 : Job Satisfaction Y2 : transfer of Training Z : Self Efficacy	X → Y1 (sig) X → Y2 (sig) X → Z (sig) Z → Y (sig) Y1 → Y2 (sig)	Perceived Organizational Support Transfer of Training
(Aftab et al., 2022) Ethical leadership, workplace spirituality, and job satisfaction: moderating role of self-efficacy	X : Ethical Leadership Y : Job Satisfaction Z1 : Self Efficacy Z2 : Workplace Spirituality	X → Y (sig) X → Z2 (sig) Z2 → Y (sig)	Ethical Leadership Workplace Spirituality
(Breaugh et al., 2018) Work motivation and public service motivation: disentangling varieties of motivation and job satisfaction	X : Motivation X2 : Job Satisfaction Y1 : Work Motivation Y2 : Public Service		Public Service
(Pang & Lu, 2018) Organizational motivation, employee job satisfaction and organizational performance An empirical study of container shipping companies in Taiwan	X: Organizational Motivation Y : Employee Job Satisfaction Y1 : Organizational Performance		Organizational Performance
(Syamsir, 2020) Competence, Job Satisfaction, Work Motivation, and Job Performance of the Village ("Nagari") Masters in Managing E-Village Finance	X1 : Competence X2 : Job Satisfaction Y : Work Motivation Z : Job Performance	X1 → Y (sig) X2 → Y (sig) Y → Z (sig)	Competence Job Performance
(Basalamah & As'ad, 2021) The Role of Work Motivation and Work Environment in Improving Job Satisfaction	X : Work Motivation X2 : Work Environment Y : Job Satisfaction	X → Y (sig) X2 → Y (sig)	
(Raziq & Maulabakhsh, 2015) Impact of Working Environment on Job Satisfaction	X : Working environment Y : Job Satisfaction	X → Y (sig)	

(Bangwal & Tiwari, 2019) Workplace environment, employee satisfaction and intent to stay	X1 : Works place environment X2 : Departmental Space Y : Job Satisfaction Z : Intent to stay	X1 → Y (sig) X2 → Y (sig) Y → Z (sig)	Departmental space Intent to stay
(Anasi, 2020) Perceived influence of work relationship, work load and physical work environment on job satisfaction of librarians in	X : Perceived influence or work relation ship X2 : Work Load X3 : Physical work environment Y : Job Satisfaction		Perceived influence or work relation ship Work Load
(Donley, 2021) The Impact of Work Environment on Job Satisfaction	X : Work Environment Y : Job Satisfaction	X → Y (sig)	

In qualitative research, a literature review should be used according to methodological assumptions. This means that it must be used inductively so that it does not direct the questions the researcher asks. One of the main reasons for conducting qualitative research is exploratory research (Ali & Limakrisna, 2013).

FINDINGS AND DISCUSSION
From the results of the elaboration of scientific articles found by researchers as references from various reputable national and international journals, magazines, or others, with the following evidence:

The Effect of Self Efficacy with Job Satisfaction
Studies from (Reilly et al., 2014) with predictor variable research results accounted for 22 percent of teacher job satisfaction variance. However, only perceived stress was found to explain the unique predictive variants, with high job stress associated with low job satisfaction, with the differentiating variables stress and self esteem, subsequent studies (Y. Peng & Mao, 2015) with the results of the study expanded previous studies and investigated how personal job satisfaction affects job satisfaction; This is valuable evidence on how to promote subjective well-being in the workplace, with differentiating variables person job fit, subsequent studies from (Ren & Chadee, 2017) with the results of self-efficacy research positively and strongly mediate ethical leadership and job satisfaction. However, guanxi negatively moderates the overall effect of ethical leadership on job satisfaction, and this effect is greater in Chinese companies than in foreign firms. The results suggest that employee-supervisor relationships can replace ethical leadership in the Chinese workplace.
Subsequent studies from (Islam & Ahmed, 2018) with research results Structural equation modeling analysis confirms the mediating role of job satisfaction between perceived organizational support and training transfer. In addition, self-efficacy was found to act as a mediator between perceived organizational support and job satisfaction with the differentiating variables being Perceived Organizational Support and Transfer of Training, the next study from (Aftab et al., 2022) with the results of Ethnical Leadership research promotes a sense of spirituality and increases Job Satisfaction. In addition, the results of the study show that workplace spirituality is a partial mediator of Self Efficacy influential with Ethnical Leadership and Job satisfaction, with distinguishing variables namely Ethnical leadership and workplace spirituality.
From the presentation of several scientific articles above that the evidence for this study is whether there is an influence between self-efficacy and job satisfaction is proven, with a

gap from the existence of differentiating variables, and also this provides an overview for managers and supervisors in the garment industry regarding the two variables in this study.

The Effect of Work Motivation with Job Satisfaction

Studies from (Breaugh et al., 2018) with the results of moderation analysis research show that high public service motivation employees are more stable in terms of job satisfaction than low public service motivation employees. Moderation analysis shows that employees with high public service motivation are more stable in terms of job satisfaction than employees with low public service motivation, with differentiating variables Public service, subsequent studies from (Pang & Lu, 2018);(Judge et al., 2007) with the results of salary and profit research positively affect the dimensions of financial performance, such as return on assets, turnover growth rate and profitability, While the work environment and job autonomy positively affect dimensions other than financial performance, such as customers. service, employee productivity. and service quality, with the distinguishing variable being Organizational Performance, a follow-up study from (Syamsir, 2020) with the results of the first model research showing that competence, job satisfaction and work motivation have a significant effect on job performance. The second model of this study examined the effect of competence and job satisfaction on the work motivation of Nagar teachers in electronic management of village economy in West Sumatra. These results show that the skills, job satisfaction and work motivation of Nagar masters in e-village financial management are very important for the success of village development, especially e-village financial management, the distinguishing variables of the results of this study are competence and job performance.

Subsequent studies from (Basalamah & As'ad, 2021) with results show that motivation has a significant effect on job satisfaction. This study shows that previous theoretical and empirical studies have explained that increasing work motivation increases job satisfaction of private university lecturers in Makassar City. According to empirical studies, financial incentives can motivate a person to work. This factor has a greater influence on teacher job satisfaction than motivation. Universities and study programs must improve work environment indicators to create comfortable working conditions to increase job satisfaction of teaching staff at private universities in Makassar City. After seeing the results of the elaboration of the results of the above research from scientific articles related to this study, namely the influence of work motivation with job satisfaction, there is a significant and positive influence between the two variables.

The results of this study are expected to provide an overview to managers and supervisors who work in the garment industry related to work motivation and job satisfaction variables.

The Effect of Work Environment with Job Satisfaction

Studies from scientific articles belong (Raziq & Maulabakhsh, 2015) with the results of research on the positive relationship between the work environment and employee job satisfaction. The study ends with a brief description that companies must understand the importance of a good work environment to maximize job satisfaction. This article can benefit society by encouraging people to be more involved in their work and helping them in their personal growth and development. Therefore, it is very important for an organization to motivate its employees to work hard to achieve the goals and objectives of the organization. The next study from (Bangwal & Tiwari, 2019)that restaurant workplace design features positively affect employee intentions to maintain job satisfaction, the differentiating variables in the results of this study are Departmental space and intent to stay. The next study from (Anasi, 2020) with the results of the study there is a significant linear relationship between work relationships, workload, work environment and job satisfaction. Of the

variables studied, workload is not a statistically significant predictor of librarian job satisfaction, but work relationships and work environment have a statistically significant relative influence on librarian job satisfaction, the differentiating variables in the results of this study are Perceived influence or work relation ship and work load.

Subsequent studies from (Donley, 2021) with research results A literature review of work environment and job satisfaction conducted for the thesis project revealed several factors that support a healthy work environment. This article defines and describes the characteristics of an unhealthy and healthy work environment, discusses its impact on employees, and offers suggestions for nurse managers to improve the work environment in their organizations. From some of the research results that have been described related to the variables of this study, namely work environment with job satisfaction, then there is an influence between work motivation and job satisfaction, these results can make qualitative references for managers and supervisors in the garment industry to run research results from the variables in this study.

CONCLUSION

From the three research results related to the variables of self-efficacy, work motivation, work environment with job satisfaction, the conclusions drawn are related to the object of the garment industry for managers and supervisors who run company management with the results that there is a positive and significant influence from various scientific articles originating from reputable national and international journals, and there are several distinguishing variables that can be used later in future research namely competence, job performance, perceived influence or work relationship, work load, Organizational Performance and public service.

The recommendation from the results of this study is to proceed to further research with the same variables with quantitative methods with different objects, and add differentiating variables found in qualitative research in the results of this study.

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