

# **The Relationship Leadership and Work Environment with Honorary Employee Satisfaction in The Watcher Office Water Irrigation Area of Seluma**

**Ida Anggriani, Zahrah Indah Ferina, M. Anggi Andrianto**

*Universitas Dehasen Bengkulu Indonesia*

*\*e-mail: Ida.anggriani26@gmail.com*

## **Abstract**

This study aims to determine the relationship between leadership and work environment with honorary employee satisfaction in the watcher office water irrigation area of seluma. The analytical method used to assess leadership and work environment with job honorary employee satisfaction in the watcher office water irrigation area of seluma uses Spearman Rank correlation analysis and t-test and the number of samples in this study were 42 respondents. Based on the results of the study showed that the calculation of Spearman rank correlation between leadership and job satisfaction of honorary employee satisfaction in the watcher office water irrigation area of seluma obtained a value of 0.719 located between the intervals of 0.600 - 0.799, meaning that leadership has a strong relationship with job satisfaction and obtained values tcount 6,543, where tcount > ttable (6,543 > 2,021), which shows that leadership has a significant relationship with honorary employee satisfaction in the watcher office water irrigation area of seluma. While the results of calculations between the work environment with honorary employee satisfaction in the watcher office water irrigation area of seluma obtained a value of 0.930 located between intervals of 0.800 - 0.1000, meaning that the work environment has a very strong relationship with job satisfaction and obtained a tcount of 16.008, where tcount > t table (16.008> 2,021), so it can be concluded that the work environment has a significant relationship with honorary employee satisfaction in the watcher office water irrigation area of seluma.

*Keywords: Leadership, Work Environment and Job Satisfaction.*

## **1. Introduction**

the right leadership system that can be accepted by employees, then the organization needs a conducive work environment, the physical environment around the workplace must be maintained so as not to interfere with performance, such as the layout of work facilities, air temperature and lighting which will have a different effect, because the adaptability of each employee is different. The layout of work equipment such as tables, chairs, computers, and other work facilities must be in accordance with the conditions and size of the room, so as not to interfere with employee work activities. A good work environment is very much needed in an organization, a comfortable work environment and atmosphere will make employees at the Seluma Irrigation Regional Irrigation Observer Office feel relaxed and calm so that they can increase employee job satisfaction and become more focused on their work. So, the organization must as much as possible create a conducive work environment to

increase job satisfaction to achieve organizational goals. Based on the description above, the authors are interested in compiling a thesis with the title "The Relationship of Leadership and Work Environment with Job Satisfaction of Honorary Employees at the Seluma Water Irrigation Regional Irrigation Observer Office

## **2. Methodology**

The analytical methods used in this study are: Spearman Rank Correlation is used to find a relationship or to test each variable that is connected in ordinal form and the data sources between variables do not have to be the same (Sugiyono, 2013: 154), using the formula:  $= 1 - (6 \sum [b_i^2]) / (n(n^2 - 1))$ . To see how big the relationship between leadership variables (X1) and work environment (X2) with job satisfaction (Y) by looking at the correlation coefficient interpretation table below.

**Table 1. Correlation Category**

| Interval Coefficient | Relation    |
|----------------------|-------------|
| 0,000 – 0,199        | Very Low    |
| 0,200 – 0,399        | Low         |
| 0,400 – 0,599        | Normal      |
| 0,600 – 0,799        | Strong      |
| 0,800 – 1,000        | Very strong |

## **Hypothesis Test**

To see the significance of the relationship between the leadership relationship variables (X1) and the work environment (X2) with job satisfaction of honorary employees (Y) at the Seluma Irrigation Regional Irrigation Observer Office using the t test with the following formula:

$$t = r ((n-2) / (1-r^2))$$

Information:

t = Hypothesis testing

r = Correlation coefficient

n = Number of samples

Based on the results of the t-test, to see the level of significance of the relationship between variables X and Y with alpha ( $\alpha$ ) = 5% or 0.05 and degrees of freedom (dk = n-2). The criteria for testing the hypothesis are:

- H0 is rejected and Ha is accepted. If t count > from t table, it means that there is a significant relationship between leadership and work environment variables with job satisfaction of temporary employees at the Seluma Water Irrigation Observer Office.
- H0 is accepted and Ha is rejected. If t count < from t table, it means that there is no significant relationship between leadership and work environment variables with job satisfaction of temporary employees at the Seluma Water Irrigation Observer Office

### **3. Result and Discussion**

leadership has a strong level of relationship with job satisfaction of temporary employees at the Seluma Water Irrigation Regional Observation Office, with the results of the Spearman rank correlation calculation obtained rho ( ) value of 0.719 and tcount value of 6.543 and ttable of 2.021 meaning  $tcount > ttable$   $6.543 > 2.021$  ), the results of this study prove that leadership has a significant relationship with job satisfaction at the Seluma Irrigation Regional Irrigation Observer Office, where the leadership indicators used according to (Sutrisno, 2011:222) are giving orders and tasks, communicating, making decisions, encouraging morale. subordinates, providing guidance, enforcing discipline, supervising the work of subordinates.

While the indicators used to measure job satisfaction according to (Sutrisno, 2011:77) are opportunities for advancement, job security, supervision, working conditions, social aspects of work, communication, facilities. This means that leadership is one of the most important factors for the success of organizational management, leadership plays an important role because it is the leader who will move and direct the organization in achieving goals. Effective leadership will be able to encourage the motivation of organizational members so that productivity, loyalty and job satisfaction subordinates or members of the organization increases. Conversely, poor leadership will have an impact on poor job satisfaction felt by employees. Likewise with honorary employees at the Seluma Air Irrigation Regional Irrigation Observer Office, job satisfaction is based on and influenced by a good leadership system, which can increase job satisfaction of honorary employees, leaders create harmonious relationships and establish good communication always provide attention, guidance, and motivation to all employees. the existence of good leadership at the Seluma Water Irrigation Regional Irrigation Observer Office makes employees feel comfortable and calm in carrying out their work.

The work environment has a very strong level of relationship with job satisfaction of temporary employees at the Seluma Irrigation Regional Irrigation Observer Office, with the results of the Spearman rank correlation calculation obtained rho ( ) value of 0.930 and tcount value of 16.008 and ttable of 2.021 meaning  $tcount > ttable$   $(16.008 > 2.021)$ . The results of this study prove that the work environment has a significant relationship with job satisfaction at the Seluma Air Irrigation Regional Irrigation Observer Office, where the indicators of the work environment according to (Sedarmayanti 2009:21) are a conducive work environment, complete office equipment, safety and cleanliness, attention and leadership support, collaboration between groups. smooth communication, while the indicators used to measure job satisfaction according to (Sutrisno, 2011:77) are opportunities for advancement, job security, supervision, working conditions, social aspects of work, communication, facilities. A good, safe, and conducive work environment greatly influences job satisfaction, as evidenced by the results of research showing a strong and significant relationship between work environment and job satisfaction. The work environment needs to be considered because of its positive impact on achieving sustainable change in the workplace including increasing job satisfaction.

Attention to the work environment and the provision of adequate work facilities will increase comfort, tranquility, and a conducive working atmosphere. In addition, the relationship between employees also needs to be considered to avoid unwanted things such as social jealousy, conflict at work, and other less harmonious relationships. It is hoped that such treatment will encourage employees to work better to increase job satisfaction.

A conducive work environment can have a direct effect on employees in increasing job satisfaction. On the other hand, an inadequate work environment will reduce job satisfaction. A work environment is said to be good if employees can carry out activities optimally, healthy, safe, comfortable. The results of this study are in line with research conducted by Nusirman Elpin (2017) which proves that there is a strong and significant relationship between the work environment and job satisfaction of employees at the Kaur Regency Public Works Office. Based on the results of the calculation of the Spearman rank correlation coefficient, the calculated rho value ( $\rho$ ) is 0.750,

meaning that the relationship between the leadership variable and Employee Job Satisfaction at the Kaur Regency Public Works Service is strong because the correlation value is between 0.600-0.799 intervals. The results of the study indicate that leadership has a significant relationship with employee job satisfaction at the Kaur Regency Public Works Service with a Spearman rank correlation value of 0.750. And the work environment has a significant relationship with employee job satisfaction at the Kaur Regency Public Works Office with a correlation value of 0.788.

#### **4. Conclusion**

The results of the calculation of the Spearman rank correlation between leadership and job satisfaction of temporary employees at the Seluma Irrigation Regional Irrigation Observer Office obtained a value of 0.719 which is located between 0.600 - 0.799 intervals, meaning that the leadership variable has a strong relationship with job satisfaction at the Regional Irrigation Observer Office. Seluma Water Irrigation. From the results of hypothesis testing the relationship between leadership and job satisfaction of honorary employees at the Seluma Water Irrigation Regional Observation Office, the value of tcount is 6,543, where tcount > ttable (6,543 > 2,021), so it can be concluded that leadership has a significant relationship with job satisfaction of honorary employees. at the Seluma Irrigation Area Irrigation Observer Office. The results of the calculation of the Spearman rank correlation between the work environment and job satisfaction of temporary employees at the Seluma Irrigation Regional Irrigation Observer Office obtained a value of 0.930 which is located between 0.800 - 0.1000, meaning that the work environment variable has a very strong relationship with employee job satisfaction. honorary at the Seluma Water Irrigation Regional Water Observer Office. From the results of hypothesis testing the relationship between the work environment and job satisfaction of temporary employees at the Seluma Irrigation Regional Irrigation Observer Office, the tcount value is 16.008, where the tcount > ttable (16.008 > 2.021), so it can be concluded that the work environment has a significant relationship with employee job satisfaction. honorary at the Seluma Water Irrigation Regional Water Observer Office.

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