

Impact Empowerment and Work Environment on Employee Satisfaction of Ministry of Youth and Sports in Indonesia

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ABSTRACT

Employee satisfaction has become an issue in almost organizations in Indonesia. One who experienced the issue, the ministry of youth and sports became an interesting issue in Indonesia. The purpose of this study was to determine the effect of empowerment and work environment on employee satisfaction in the ministry of youth and sports. This study used 180 employees in the Ministry of Youth and Sports. The results show that empowerment has a significant and positive effect on job satisfaction by 0.457. The work environment also has a significant and positive effect on job satisfaction by 0.496. Therefore the ministry of youth and sports must focus on the work environment that has the most influence on job satisfaction.

Keywords: Employee Satisfaction, Empowerment, Work Environment

1. INTRODUCTION

The Ministry of Youth and Sports Indonesia in 2018 is very famous for its successful sports events in Indonesia, namely the ASIAN Games 2018. Of course, to succeed the event is indispensable for members of strong and solid organization to work optimally.

Ministry of Youth and Sport Employees have problems related to human resources. Based on the observation and results of the work shown shows problems related to job satisfaction. Issues related to employee satisfaction can be seen based on the number of employee complaints and visible from the way employees work. Job satisfaction can be caused by the difficulty or absence of empowerment in Ministry of Youth and Sport. In the ministry it is very difficult to change the behavior of members of their organization. This is because to be an employee of the ministry is very difficult and when it is logged in, they will feel safe. Whereas as a Ministry of Youth and Sports, empowerment became very important in order to build a member of a highly competent company. With such competence, the Ministry of Youth and Sports will be successful and fast in achieving the specified performance targets.

The working environment of Ministry of Youth and Sport is also suspected to be influential with *employee satisfaction*. Work Environment not only in the form of sound (noisy), smell, but also seen how the layout and placement of an item in the company. Based on observation, various places in the Ministry of Youth and Sports have a place that is not considered even in the placement of an item that is considered not precise or beautiful to see. Of course, it is also highly considered how the employees ' behaviour in maintaining cleanliness and responsibility in the placement of an item.

Job satisfaction at the Ministry of Youth and Sports employees is important because currently the Ministry of Youth and Sports is not only in the field of sports, but also youth and entrepreneurial youths. The employees of the Ministry of Youth and Sports will certainly be a figure or *role model* for young men. If there is no job satisfaction created for the employees of Ministry of Youth and Sports, then they will also be lazy and do not pay attention to the actions or behaviors they do during the work. So, this will adversely affect when it looks negative or less well than it will be an impact for young men in Indonesia.

In this study it will be empowerment and work environment into a prediction variable that can make job satisfaction to employees on the youth ministry and Sports. So, the research is expected to improve job satisfaction in Ministry of Youth and Sport employees.

2. LITERATURE REVIEW

2.1 Empowerment

Ulutas (2018) said empowerment means to give power to. Power has a few meanings. Power in the legal sense means authority; and in this case empowerment also means authorization. On the other hand, power can also be expressed as energy. In this case, empowerment means to energize. Brown dan Harvey in Ukil (2016) defines employee empowerment as a process of delivering staff or employees ' authority or power to make

decisions about their own work. While according to Gill (2011) employee empowerment refers to meaningful employment of employees, their feelings of competence, autonomy, and contributions to decision-making or application of leadership. Gandz in Saleem & Rasheed (2014) define empowerment as management vests decision-making or approval authority in employees where, traditionally, such authority was a managerial prerogative. The definition shows that empowerment means the company gives authority or power in relation to the work they have.

Although empowerment gives the employees authority and makes them confident to deliver their best and thus service quality increases, employees in different organizations seldom enjoy autonomy and power necessary to perform certain tasks, which cause severe consequences for the enterprises (Ukil, 2016). Empowerment enables the managers to perform and help others working under them to achieve through successful work systems (Akbar, Yousaf, Haq, & Hunjra (2011). So that good empowerment can contribute to the success of the working system that does not directly improve the achievement of the objectives of the organization.

2.2 Work Environment

Working environment consists of employee safety, occupational safety, good relations with co-workers, recognition of good performance, motivation to perform well and participation in the company's decision-making process (Raziq & Maulabakhsh, 2015). In his research Raziq & Maulabakhsh said that the working environment consists of working hours, work security, peer relations, self-esteem, and the influence of peak management on employee work.

Huysamen in Tio (2014) defines a working environment as a physical work environment, a human work environment, and an organizational environment. Physical work environment is the physical aspect of the work area such as place, lighting, equipment, etc. The human work environment is the relationship between employees and their peers. An organizational environment is an organizational procedure and system that runs in the workplace.

2.3 Employee Satisfaction

Employee satisfaction define as a pleasurable emotional state resulting from the appraisal of one's job (Brief & Weiss in Elnaga & Imran, 2014). The definition shows that work satisfaction is perceived by employees arising from the judgment of a job. Job Satisfaction is an important component for the motivation and encouragement of employees to better performance, so it can be said when employees are satisfied with their work, it can directly improve the performance of the Employees. The same is also expressed by Leblebici in Tio (2014) that when employees are satisfied with the workplace quality their performance will increase. Friedman in Ulutas (2018) defines job satisfaction as: "It is the inner fulfillment and the pride emotion of doing a certain job. Job satisfaction is the pleasure that an employee gets when he/she feels he has accomplished a job that is important and appreciated."

Clark in Raziq & Maulabakhsh (2015) argues that if employees are not satisfied with the assignment given to them, they are unsure about factors such as their rights, unsafe working conditions, co-workers uncooperative, supervisors do not give them respect and they not considered in the decision-making process, make them feel separate from the organization.

3. RESEARCH METHODOLOGY

3.1 Data

The Data on this study was collected using a questionnaire of 180 questionnaires to employees working at the Ministry of Youth and Sports. A total of 200 questionnaires were distributed so that the questionnaire response rate in this study was 90%.

3.2 Population and Sampling

The population of this review is the professionals that works on the Ministry of Youth and Sports, a total of professionals, a total of 326 employees, the number of samples to be met is 180 respondents.

3.3 Analytical Technique

The study used multiple regression with the intention of knowing the influence between variables, the variables used in the study were employee empowerment and work environment as independent variables, and employee satisfaction as variables dependent.

4. RESULT AND DISCUSSION

4.1 Hypothesis Testing

This research tests 2 hypotheses i.e. (1) Empowerment significantly affects Employee Satisfaction, and (2) Work Environment significantly affects Employee satisfaction. Testing using the T-Test test, the test result in table 1 shows that the results of empowerment are significantly capable of affecting employee satisfaction because of the significance value of 0.00 with a large 0,432 influence. Likewise, the work environment is significantly able to affect employee satisfaction with a significance value of 0.00 and a large influence of 0,546.

Table 1 Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.189	.247		-.764	.446
	X1	.457	.054	.432	8.459	.000
	X2	.496	.046	.546	10.692	.000

a. Dependent Variable: Y

Table 2 Anova

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	60.256	2	30.128	106.711	.000 ^b
	Residual	49.973	177	.282		
	Total	110.229	179			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Table 3 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.739 ^a	.547	.542	.53135

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

F-test test is also done to see if there is a simultaneous influence between empowerment and work environment against employee satisfaction. The test results showed that empowerment and work environment had a significant influence on employee satisfaction because it had significance value of 0.00 with a substantial influence of 0,547.

4.2 DISCUSSION

The results showed that there are empowerment and work environment influence on employee satisfaction, work environment has a greater influence on employee satisfaction. The results of this study are in line with research conducted by Akbar, Yousaf, Haq, & Hunjra (2011) who say that employee empowerment has a significant influence on job satisfaction. Similarly, the research conducted by Raziq & Maulabakhsh (2015), which demonstrates that a good working environment can improve employee satisfaction.

5. CONCLUSION

This research shows that there is a significant influence between empowerment and work environment on employee satisfaction. The work environment is known to have a greater influence on the job satisfaction of Ministry of Youth and Sports employees compared to the

influence that employees empower. Based on the results of this study, if the management of the Ministry of Youth and Sports can create a good job by observing several aspects such as working hours, occupational safety, relationship with colleagues, self-esteem, and the influence of peak management on employee work. Because it proved to be able to improve the job satisfaction of the Ministry of Youth and Sportsemployees. It is also expected that the Ministry of Youth and Sports management can empower for employees.

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