

The Influence of Innovative Work Behavior and Job Satisfaction on Employee Performance

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Abstract

This research aims to find out how much influence innovative work behavior and job satisfaction have on the performance of employees of the Jakarta I Health Polytechnic. The method used is a quantitative survey research method carried out by distributing questionnaires which include statements regarding the issues of innovative work behavior, job satisfaction, and employee performance. The population of this study were employees who worked at the Jakarta I Health Polytechnic and took a sample of 55 people. The results of this research found that innovative work behavior does not have a significant effect on employee performance and job satisfaction has a positive effect on employee performance.

Keywords: Innovative Work Behavior, Job Satisfaction, Employee Performance.

Introduction

Human Resources (HR) is one that is very important and even cannot be separated from an organization, both institutions and companies (Anwar Prabu Mangkunegara, 2013) . The existence of global competition makes it a challenge for every company to make various efforts and implement various strategies in order to survive and win competitive competition. (Astuti et al., 2019). One of these demands is where the community wants public services that are in accordance with the wishes of the community itself. One way to find out whether a public sector organization has been managed properly is to assess the performance of the public sector organization itself. Public sector performance assessment is very important to do, in order to improve the quality of public services (Yudha et al., 2013).

The phenomenon that occurs at the Jakarta Health Polytechnic I (2017) through a job satisfaction survey conducted by the management of the Jakarta Health Polytechnic I. Based on the characteristics and work units of employees carried out at the Health Polytechnic of the Ministry of Health Jakarta I. This survey was conducted on all civil servants and CPNS based on the data of the Rank Order List as of April 2016 which amounted to 152 people. At the time of data collection, employees who became survey respondents amounted to 131 people and the questionnaires that could be processed amounted to 130 because 1 (one) questionnaire was incomplete. Other employees did not fill out the questionnaire because they were on study duty, leave, retirement or other official needs. From the survey results, the output of most

employees of the Health Polytechnic of the Ministry of Health Jakarta I is 80.7% satisfied and employees who feel less satisfied are 19.3%. There are 3 dimensions of job satisfaction that have an average level of satisfaction that is good, namely salary (94.62%), work (70.96%) and coworkers (88.07%) There are 3 dimensions of job satisfaction, namely superiors (57.69%), promotions (53.08%) and the environment (64.15%) have a level of satisfaction that still needs to be improved and needs attention. The dimension of the work environment, namely usable facilities, has the largest contribution to employee dissatisfaction of 59.23%. The above phenomenon shows that further research is needed on innovative work behavior and employee job satisfaction.

An understanding of innovative work behavior is necessary to develop innovation. Sarwoko (2020) Innovative behavior is involvement in the innovation process as an early part of the innovative outcome. The concept of innovative behavior is broader than creativity because innovative behavior includes activities ranging from championing ideas to implementing new processes, while creativity's focus is narrower to only fundraising useful new ideas. Creativity includes exploring and generating ideas, while innovating includes championing and implementing ideas. Behavioral innovative work links employee activities and work outcomes, influencing the development of innovation. Behavioral innovative work includes identifying and introducing new ideas, processes, and procedures in work.

George and Zhou (2001) states that innovative behavior is closely related to innovation. Innovation and innovative behavior are social changes, the difference is the emphasis on the characteristics of these changes. Innovation emphasizes the characteristics of something that is observed as new to individuals or society. Meanwhile, innovative behavior emphasizes a creative attitude so that there is a process of changing attitudes from traditional to modern, or from an undeveloped attitude to an advanced attitude. Furthermore, Robbins (2002) stated that job satisfaction is a general attitude towards one's job, the difference between the number of rewards a worker receives and the number they believe they should receive.

The discussion of job satisfaction needs to be preceded by an affirmation that the problem of job satisfaction is not a simple thing either in terms of concept or in terms of analysis, because "satisfaction" has various connotations. However, it is still relevant to say that job satisfaction is a person's perspective, both positive and negative, about his or her job (Syah, 2013). Job satisfaction is a pleasant or positive condition that is formed from an assessment of a particular job or certain work experience or all the characteristics of the job itself and the work environment in which a worker gets rewards, achievements, and satisfaction or dissatisfaction.

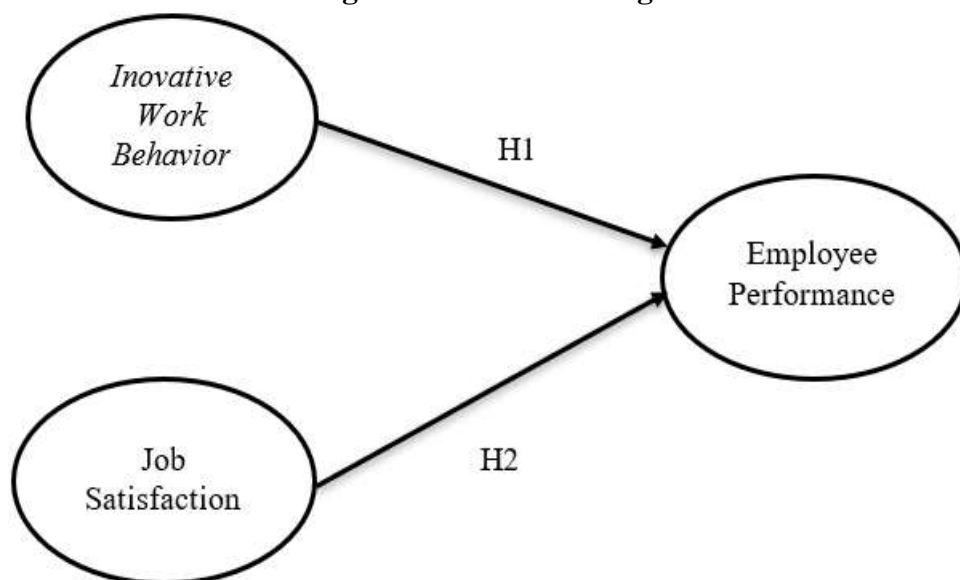
Based on the above phenomenon, the researcher has a reason, namely the need for further research on innovative work behavior and job satisfaction on employee performance with the title The Effect of Innovative Work Behavior and Job Satisfaction on Employee Performance of the Jakarta Health Polytechnic I.

Method

The method used is quantitative research method. Quantitative method is a research approach that uses data in the form of numbers as a tool to analyze the phenomenon to be known. This method is often used to test hypotheses and measure relationships between variables. Quantitative research can be done with various techniques, such as surveys, experiments, and regression analysis (Sugiyono, 2012). Data collection techniques by distributing questionnaires at the Jakarta Health Polytechnic I. The population is workers who work at the Jakarta Health Polytechnic I with a sample of 55 workers. Data analysis in this study used smart PLS software with data tested in this study including R-square, Path Coefisien.

Research Design

Figure 1. Research Design



Result and Discussion

R Square

Table 1. R Square

	R Square	R Square Adjusted
KNK	0,578	0,561

Based on the data table above, the R-Square value of 0.578 indicates that the independent variables in the regression model are able to explain the variation in the dependent variable (employee performance) by 57.8%. This means that there is a contribution of the independent variable to the dependent variable of 57.8%. Meanwhile, the remaining 42.2% is influenced by other factors outside the model. The Adjusted R-Square value of 0.561 can be

interpreted that the ability of the independent variables to explain the variation in the dependent variable is 56.1% when adjusted for the number of independent variables used and the number of samples. In other words, the Adjusted R-Square value has made adjustments so that the model is closer to the population, not just based on the sample used. Overall, it can be concluded that the independent variables contribute quite well in predicting variations in employee performance, as indicated by the R-Square value of 57.8% and the Adjusted R-Square of 56.1%. However, there are still about 42% other factors outside the model that also affect employee performance.

Path Coefficients Test

Table 2. Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
IWB -> KNK	-0,338	-0,301	0,281	1,200	0,231
KK -> KNK	0,936	0,924	0,134	7,008	0,000

The T statistic value of the innovative work behavior variable of 1.200 indicates that individually, this variable has a positive influence even though it is not too strong on employee performance. The higher the T Statistic value, the greater the influence of the variable on the dependent variable (employee performance). Meanwhile, the P value for the variable innovative work behavior is obtained at 0.231. This value is greater than 0.05 which is a commonly used significance level. Thus, statistically, it can be said that the variable of innovative work behavior has no significant effect on employee performance in the current research database. The initial hypothesis stating a significant effect is rejected.

This research is relevant to previous research conducted by Nichita Lalita (2021), He stated that the innovative work behavior variable had no effect on the employee performance variable. This research contradicts the results of previous research conducted by Vera Berliana and Tutuk Ari Arsanti (2018), in his research found that innovative work behavior has a positive effect on teacher performance. The higher the innovative work behavior produced, the resulting performance will also increase. Other previous research conducted by Anggarekso Alfadjri Riswan et al, (2021), The results of the study show that the results of these findings explain that innovative work behavior based on the idea exploration dimension has been going well for employees in DKI Jakarta. Meanwhile, the idea championing dimension shows that innovative work behavior is still relatively low. Therefore, organizations are advised to be able to improve their ability to support employees to innovate as a form of effort to increase organizational productivity in all sectors.

Some reasons why innovative work behavior does not have a positive effect on employee performance include an organizational culture that does not support innovation. If the corporate culture is too bureaucratic and does not provide enough appreciation or encouragement for employees to innovate, then their innovative work behavior tends to be hampered, lack of autonomy and creative freedom for employees in doing their work. If the company rules are too strict so that employees do not have enough room to improvise and try new methods, their innovative behavior will be limited.

The T statistic value of the job satisfaction variable is 7.008. This value shows how far the influence of the job satisfaction variable individually in predicting the dependent variable. The higher the T Statistic value, the greater the influence of the variable in the regression model. The P Values value for the job satisfaction variable is 0.000. This means that the significance value of the job satisfaction variable is below 0.05. Thus it can be concluded that the job satisfaction variable is statistically significant in predicting the dependent variable at the 95% confidence level.

This research is in line with research conducted by Ayu Desi Indrawati (2013). From his research, the job satisfaction construct is formed by indicators, namely the attitude of the boss, coworker relations, compensation system, career system, and work environment. Based on statistical data analysis, it proves that employee job satisfaction has a positive significant effect on employee performance, with a path coefficient value of 0.562. Other previous research conducted by Revilia Dian Rismayanti et al, (2016), He argued that the second hypothesis using path analysis, showing a beta coefficient of 0.306 which states that Employee Job Satisfaction has a significant effect on Employee Performance is accepted. The positive direction of the relationship indicates that if the Employee Job Satisfaction variable is getting better or increasing, the Employee Performance variable will also increase. However, this research is not in line with previous research conducted by Irma Kusuma Fitri.(2021), This study found that job satisfaction has no significant effect on employee performance, he revealed that based on the results of testing the effect of job satisfaction on employee performance, a significance value of 0.733 was obtained. The significance value which is above (α) 0.05 and the negative coefficient indicates that job satisfaction has no effect on employee performance so that the fourth hypothesis is rejected. So that the job satisfaction that employees have does not have a positive impact on employee performance. Satisfaction with employees does not guarantee that employee performance will be better. So that satisfaction with employees must be increased again so that employees are more active in doing their work, so that it can have a positive impact on their performance.

Conclusion

In conclusion, although in theory innovative work behavior is predicted to improve employee performance, the results of regression analysis show that in certain data, this effect is not significantly proven. The positive T Statistic value indicates that there is still a positive

influence although weak, while the P Values value >0.05 confirms the statistical insignificance of this relationship. The conclusion on the job satisfaction variable has a fairly high T Statistic value of 7.008. In addition, this variable is also significant at the 95% confidence level in predicting employee performance, as indicated by P Values of 0.000 (below 0.05). In other words, job satisfaction is proven to have a significant effect on employee performance in this regression model.

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