

Effect Of Organizational Climate On Teacher Work Satisfaction In Singosari School

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Abstract—The purpose of this study was to determine the effect of Organizational Climate on job satisfaction at guru in Singosari schools. This study involved 88 teachers at the school. The measuring instrument used in this research is the Organizational Climate scale and the job satisfaction scale. The results of regression analysis show that Organizational Climate has a positive and significant effect on job satisfaction. The results also show that the Organizational Climate of teachers at Singosari school is in the medium category. The implication of this research is expected to help the Singosari school in increasing work satisfaction for teachers.

Keywords—Job Satisfaction, Organizational Climate

I. INTRODUCTION

In Indonesia, in general, the education sector is evenly distributed from Sabang to Marauke. It can be seen that there are already many established schools, both public and private schools in every district and city, which are supported by information technology, which is rapidly developing, encouraging the education process to be better so that it can be felt by almost all Indonesian people.

According to UUSPN No. 20 of 2003 the function of education is to develop abilities and shape the character and civilization of the nation with dignity in the framework of educating the nation's life. For this reason, it is important to continuously improve the quality of education so that it becomes a quality education. One type of education that is important is formal education.

Formal education is present in Indonesia in the form of schools in which there are educators / teachers and students / students so that there is a teaching and learning process (Syafii, 2018). School is an organizational system, where there are a number of people working together in order to achieve school goals, which are known as instructional goals. One of the people who work together is educators / teachers (Gorton, 1996).

According to Adler (1982), teachers are individuals who determine the success of education. The teacher as one of the factors that has an important role in the achievement of the success of the teaching and learning process that is directly related to students in daily education efforts at school, thus the ability and satisfaction of teachers greatly determine the success or failure of the teaching and learning process.

Singosari school is one of the schools located in the city of Medan. In the school there are several levels of education, starting from Elementary School (SD), Junior High School (SMP), Senior High School (SMA) and even also has a vocational education

level (SMK). Singosari Vocational High School was established to handle the growth of technology, especially information and communication technology (ICT). As an educational organization, Singosari schools will pay attention to matters related to teacher needs in the form of job satisfaction.

Job satisfaction becomes important in an organization because job satisfaction has a positive impact on organizational effectiveness. Job satisfaction can prevent deviant behavior in the workplace. Therefore it is based on these studies that satisfied teachers tend to speak positively about the organization, helping other individuals. This means that teachers who have job satisfaction will work effectively and will speak well about their place and colleagues (Yuniar et al, 2011).

Meanwhile, according to Robbins (2006) job satisfaction is present because the job can be mentally challenging, appropriate rewards, supportive working conditions and colleagues, personal and appropriate work. However, it is different from the two-factor theory of Herzberg (1959), which states that there are two factors that identify job satisfaction, namely motivational factors, factors that will increase individual Organizational Climate consisting of achievement, recognition, type of job, responsibility, career development and growth.

Furthermore, hygiene factors, namely factors that will cause job dissatisfaction consisting of company policies, supervision, relationships, working conditions, salaries and security (Yuwono & Suhariadi, 2005). So based on this statement it can be seen that it is natural that teachers will feel dissatisfied with their work because of the hygiene factors that do not exist in the school. As a quote from the interview with the teacher as follows:

The results of the initial interviews stated that the teachers in these schools were not satisfied with the recognition in which there were rewards that were received and coupled with too strict regulations which had an added negative effect on the teachers. If the bad experience arises like getting a pay cut, then it becomes a feeling that causes dissatisfaction at work.

Litwin and Stringer (Setiawan, 2015) state that there are several dimensions in organizational climate, one of which is about (support) which describes the presence or absence of emotional support from leaders or other workers in an organization. The same thing was said by Jeswani and Dave (2012) who are responsible for creating a positive school organizational climate starting from the school leader or administrator, who provides leadership in awakening and creating a conducive climate for the teaching and learning process (Jeswani & Dave, 2012).

School organizational climate is an important factor in the school environment (Bai & Piri, 2014). Therefore, it is important to create a positive school organizational climate (Nurharani, Samsu & Kamalu, 2013). Low job satisfaction is caused by organizational climatic conditions. Research that has been conducted by Graitto (Runtu & Widyarini, 2009) shows that the more positive the organizational climate conditions, the higher the job satisfaction.

This is reinforced by the results of research conducted by Moody (Runtu & Widyarini, 2009) regarding job satisfaction of nurses who are teachers in 45 nursing faculties, where the results show that there is a positive relationship between job satisfaction and organizational climate in the form of wages, promotion opportunities, co-workers, work and supervision.

The next job satisfaction factor from Spector (2000) is from within the individual himself. Teachers who have job satisfaction, one of the predictors, come from Organizational Climate, namely the spirit that comes from within. According to Ranupandojo and Hasan (Okto, Swasto & Utami, 2014) Motivation for work itself is very important because it is the driving force of humans from within so that this becomes one of the factors determining the level of success of the institution.

Therefore, based on several backgrounds and phenomena that the researcher has described above, the researcher is interested in carrying out a study entitled "the influence of Organizational Climate on teacher job satisfaction at Singosari school "for further research. By doing this research, perhaps it can provide related information organizational climate on job satisfaction of teachers in Singosari schools, so that teachers who work in Singosari schools feel more satisfied with their dedication to school.

II. STATEMENT OF THE PROBLEM

How does Organizational Climate affect Job Satisfaction in Singosari School ?

III. LITERATURE REVIEW

3.1. Organizational Climate

Gibson, et al (2009) stated that organizational climate is a characteristic of the work environment or psychological environment in the organization that is felt by workers or members of the organization and is considered to be able to influence workers' attitudes and behavior towards their work.

According to Kolb and Rubbin (in Herlina & Bachir, 2015) organizational climate is an effective management system to unify individual motivation according to goals and tasks within an organization. According to Davis and Newstrom (2000), organizational climate is the environment in which the workers of an organization do their work. Organizational climate affects everything that works in the organization so that organizational climate is said to be a dynamic concept.

Based on the description above, it can be concluded that organizational climate is a concept that describes an organization that affects the behavior of organizational members in doing their work.

Based on the understanding that has been described by some of these experts, the researchers concluded that job satisfaction There 9 are four important dimensions in organizational climate, namely :

1. Structure (structure): This dimension describes the clarity of tasks, work procedures, authority and rules in work.
2. Responsibility (responsibility): This individual responsibility includes responsibility in the behavior of the work as well as taking risks for the results of the work done.
3. Reward (award): Appreciation received for a job that has been done well, the organizational environment emphasizes the giving of rewards (rewards) and the suitability of salaries and promotion policies.
4. Risk (risk): Risks and challenges at work can occur within the organization. Employees are given space to do a type of work. This type of work can affect the size of the risk you get.
5. Warmth (warmth): This dimension leads to interpersonal relationships in organizations that create their own work atmosphere. Whether the work atmosphere is reflected in the presence or absence of interpersonal relationships and intimacy between members of the organization.
6. Support (support): Describes the presence or absence of emotional support from managers or colleagues in the group.
7. Standards (performance standards): It is an understanding or appreciation of workers regarding performance standards and the emphasis on achieving good work results.
8. Conflict (conflict): Reviewing how conflict resolution occurs in organizations.
9. Identity (self-identity): is a self-image of workers who have a sense of belonging to an organization.

This study uses nine dimensions that exist in organizational climate consisting of structure, responsibility, reward, risk, warmth, support, performance standards, conflict, self-identity.

3.2. Job Satisfaction

Job satisfaction is a general attitude for individuals to work, the difference that exists between the amount of compensation received by a worker and the amount of work received (Robbins, 2008). Furthermore, a similar opinion is stated by Hasibuan (2011) that job satisfaction is a pleasant emotional attitude and loves the work of a worker. This attitude is characterized by work morale, discipline and performance results.

It is in line with what Davis (2007) said that job satisfaction is the psychological atmosphere of individuals regarding pleasant or unpleasant feelings about their work. According to McCormick and Tiffin (2002) job satisfaction is closely related to the work attitude of the worker to his job, the situation at work, the cooperation between leaders and employees.

According to Howell and Dipboye (in Tanujaya, 2014) argue that job satisfaction is the result of the overall attitude of liking or disliking workers to various aspects of work. Spector (2000) defines job satisfaction as an attitude that describes how workers feel about the work done as a whole as well as on various aspects such as: salary, career opportunities, quality of work supervision, co-

workers, and the job itself so that it can affect work. According to Davis (2007), job satisfaction is a pleasant or unpleasant feeling experienced by workers in doing their work.

Based on the description above, it can be concluded that job satisfaction is the feeling of liking (positive attitude) or dislike (negative attitude) experienced by workers in doing their work. Work satisfaction that can be felt by workers by getting praise from work results, placement of positions, treatment, and the atmosphere in the work environment.

Following are the aspects of job satisfaction in Munandar (2001) as follows:

1. Intrinsic Features of Work. According to Locke, what is meant by the intrinsic characteristics of work regarding job satisfaction are differences in the abilities of workers, task identity, task significance, autonomy, and input.

2. Salary. According to the results of research conducted by Theriault, job satisfaction is the absolute amount of wages earned, how much wages can meet workers' expectations, and how the salary system is given to workers.

3. Supervision. Locke provides a theoretical work system for understanding worker satisfaction with supervision. There are 2 types of superior-subordinate relationships, namely functional and overall relationships. Functional relationships describe the extent to which supervisors help workers to fulfill job values. The overall relationship is based on interpersonal attraction that reflects similar basic attitudes and values.

4. Colleagues. In workgroups where workers have to work as a team, their job satisfaction can arise because their high-level needs (self-esteem needs, self-actualization needs) can be met, and have an impact on their Organizational Climate.

5. Working Conditions. Working in a room that is not comfortable (uncomfortable) will cause reluctance to do work. Companies need to create working conditions that pay attention to ergonomic elements. In such working conditions physical needs can be met and the workers satisfy.

This study uses five aspects related to job satisfaction, namely the intrinsic characteristics of the job itself, salary, supervision, co-workers and working conditions within an organization or agency.

IV. MATERIAL AND METHOD

Operational definitions of research variables:

a. Job Satisfaction

Job satisfaction is a general attitude that supports or does not support individuals at work. Job satisfaction is measured based on the theory of job satisfaction according to Munandar (2001), namely;

1. Intrinsic characteristics of work, namely diversity in work, clearly written work, important tasks for the organization, autonomy at work, and feedback.
2. Salary income, which is in accordance with the agreement, in accordance with a predetermined salary standard.
3. Supervision, namely smooth communication with superiors. Bosses help workers
4. Colleagues, namely working in groups. Do not burden one person with tasks.
5. Working conditions, namely the work space is not narrow and hot, and the lights are not dazzling to the eye.

Measuring job satisfaction is seen from the total score of the job satisfaction scale, where the higher the job satisfaction score, the higher the job satisfaction of a person, which is marked by a job that has an identity, a salary that is in accordance with the terms and agreements, supportive superiors and co-workers and working conditions. appropriate. Conversely, the lower the job satisfaction score, the lower one's job satisfaction. indicated by the job, salary, boss, colleagues and working conditions are not appropriate.

b. Organizational Climate

Organizational climate is an individual's perception of the clarity of tasks, jobs, salaries, ways of making decisions, communication, work standards, conflict management in the organization. Organizational climate is measured using dimensions from Litwin and Stringer (Setiawan, 2015). There are several dimensions in organizational climate, namely:

1. Structure, which is clear in carrying out tasks, there are procedures, has the authority to work and rules.
2. Responsibility, which is concerned about work and consequences at work.
3. Award, namely according to salary and promotion
4. Risks, namely making decisions even at difficult times.
5. Warmth, good communication between divisions and between divisions.
6. Support, namely the existence of good superior and subordinate communication.
7. Performance standards, each job has a goal to achieve.
8. Conflict, peacefully handles vertical and horizontal conflicts.
9. Self-identity, which is having an image as a member of the organization.

Measuring organizational climate can be seen from the total score of the organizational climate scale. If the total score is high, then the perception of organizational climate in a person can be said to be positive which is marked by a clear organizational structure, responsible individuals, there is appreciation, work has challenges, good interpersonal relationships, has goals and determination at work, has a way of solving problems, and have an identity as an individual where he works. Conversely, if the total score is low, the perception of organizational climate in a person can be said to be negative which is characterized by an unclear organizational structure, individuals and organizations are less responsible, there is no reward, work is not challenging, relationships between individuals are not good, there is no support from superiors. , there is no clear purpose at work,

V. RESULT

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		88
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	5.41482629
Most Extreme Differences	Absolute	.081
	Positive	.059
	Negative	-.081
Test Statistic		.081
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Based on the table above, it can be seen that the significant value is $0.200 > 0.05$, it can be concluded that the residual value is normally distributed.

Linearity Test

Variabel	F	P	Keterangan
Iklim Organisasi * Kepuasan Kerja	21.437	.000	Linier
Motivasi Kerja * Kepuasan Kerja	6.916	.012	Linier

Based on the description of the value of the linearity test in the table above, the variable organizational climate and job satisfaction obtained a value of $F = 21.437$ with a significance value of linearity .000 ($p < .05$), it can be concluded that the organizational climate variable has a linear relationship with job satisfaction.

Then for the variable work motivation with job satisfaction, the value of $F = 6.916$ with a significance value of linearity .012 ($p < .05$) is obtained, it can be concluded that the variable of work motivation has a linear relationship with job satisfaction.

		Coefficient			t	Sig.
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	36.330	2.764		13.145	.000
	Iklim Organisasi	.180	.040	.426	4.494	.000
						.014

Based on the table above, it can be seen that the t value of organizational climate and job satisfaction is 4.494 with a significance of .000 ($p < .05$), meaning that organizational climate affects job satisfaction positively and significantly. Thus, the first hypothesis in this study is accepted, namely that organizational climate has a positive effect on job satisfaction.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.486 ^a	.236	.218	45.478

Based on the table above, it is known that the R Square value is .236, this shows that the influence of organizational climate on job satisfaction is 23.6% while the remaining 76.4% is explained by other factors outside of this research model.

Additional Analysis Result								
Variabel	Data Hipotetik				Data Empirik			
	Mean	Maks	Min	SD	Mean	Maks	Min	SD
Job Satisfaction	40	64	16	8	46.42	64	27	9.921
Organizational Climate	70	112	28	14	54.74	98	36	19.89

Job satisfaction description is seen based on the mean, standard deviation, drinking and maximum value of the research subjects. The assessment is carried out based on a trial scale consisting of 16 items that have a value range of 1 - 4, so that the hypothetical minimum total score is 16 and the hypothetical maximum total score is 64. Based on the research results, the total empirical minimum score is 33 and the maximum empirical score is obtained. is 64.

The description of organizational climate is seen based on the mean, standard deviation, drinking and maximum value of the research subjects. The assessment is carried out based on a trial scale consisting of 28 items that have a value range of 1 - 4, so that the hypothetical minimum total score is 28 and the hypothetical maximum total score is 112. Based on the results of the study, the total empirical minimum score is 36 and the maximum empirical score is obtained. is 98.

Job Satisfaction Categorization			
VALUE RANGE	CATEGORUZATION	AMOUNT	PERSENTATION(%)
$X < 32$	Low	17	19.3%
$32 \leq X \leq 48$	Medium	43	48.9%

X > 48	High	28	31.8%
TOTAL		88	100%

ased on the table 4.12 above, it can be seen that subjects who have a high level of job satisfaction are 28 people with a percentage of 31.8%, then subjects who have a moderate job satisfaction level are 43 people with a percentage of 48.9% and subjects who have a high job satisfaction level. 17 people with a percentage of 19.3%.

In table 4:12, the empirical mean value of job satisfaction in this study is 46.42, this indicates that the average research subject has a job satisfaction level in the medium category.

Organizational Climate

VALUE RANGE	CATEGORIZATION	AMOUNT (N)	PERSENTASE (%)
X < 56	Low	31	35.2%
56 ≤ X ≤ 70	Medium	47	53.4%
X > 70	High	10	11.9%
TOTAL		88	100%

Based on the table 4.12 above, it can be seen that the subjects who have a high perception of organizational climate are 10 people with a percentage of 11.9%, then subjects who have a moderate perception of organizational climate are 47 people with a percentage of 53.4% and subjects who have a level of climate perception low organization as many as 31 people with a percentage of 35.2%.

In table 4.12, the empirical mean value of organizational climate in this study is 54.74, this indicates that the average research subject has a perception level of organizational climate in the moderate category.

VI. DISCUSSION

The hypothesis in this study states that organizational climate has an influence on teacher satisfaction at Singosari schools. Based on the results of the research that has been done, organizational climate has a positive influence on job satisfaction.

The results of the study which stated that organizational climate had a positive influence on job satisfaction was stated by, Susanti (2012); Kumar (2015); Yani and Wijaya (2016); Gibson, et al (2009); McCormick & Tiffin (2012), Wibisono (2011); Wahyuni (2016), which states that organizational climate is partially and significantly influential on job satisfaction. A pleasant organizational climate or not will affect job satisfaction obtained through interaction between colleagues, how to implement organizational policies, compensation, or adequate wages for the work done.

This hypothesis is also in line with the results of research by Falahi (2019) which states that the organizational climate will have a considerable impact on job satisfaction in the form of enthusiasm and willingness to work which will lead to increased work discipline and the achievement of organizational goals. A good organizational climate will provide good job satisfaction, on the other hand, if the climate of an organization is less conducive, it will cause an uncomfortable working atmosphere. In addition, Ariyanti (2012), if it is connected between organizational climate and job satisfaction felt by employees, it can be traced that the organizational climate has a very high impact on job satisfaction, this of course will also affect the work results of the employees themselves.

Based on the results of research that has been conducted, the organizational climate at Singosari school is perceived as being in the moderate category by its employees, where 53.4% of the total respondents stated that this was followed by 35.2% in the low category, this would certainly affect the employee's attitude towards the organization, this also seems to be related Job satisfaction is felt by employees, where 48.9% of employees are classified as medium and 31.8% are classified as dissatisfied working at Singosari schools.

If it is connected between the organizational climate and job satisfaction of teachers in Singosari School, it can be traced that the organizational climate which is considered less pleasant is colored by a lack of mutual support between themselves and colleagues, superiors and subordinates, this can also be seen from the results of interviews with several teachers who stated that the lack of support from superiors in terms of self-development for teachers at school and if it is associated with a low level of

satisfaction is also related to the relationship between colleagues that is not so harmonious as well as the superior's ability to handle relationships with fellow employees and the lack of the superior's ability to guide and support subordinates . Based on this, it can be concluded that the organizational climate has a significant influence on the emergence of satisfaction in working at Singosari schools.

VII. CONCLUSION

Based on the results obtained in this study, it can be concluded that:

- a. Organizational climate has a positive and significant effect on job satisfaction. Based on categorization, teachers who are in a good organizational climate will have good job satisfaction.
- b. The amount of contribution of organizational climate to job satisfaction of teachers in Singosari school is 23.6%, while the remaining 76.4% is influenced by other variables that have not been examined in this study.
- c. Teachers at Singosari school generally have an organizational climate and job satisfaction that are in the medium category.

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