



The Affecting Leadership, Motivation, Compensation, Role Organization to Job Satisfaction Staf Government at Helath Ministry Jayapura City

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Abstract

Job satisfaction is thing that momentarily been noticed. Leadership, motivation, organizer's compensation and culture can regard clerk that perceives to please works to have present zoom and sometimes have the better than clerk achievement dissatisfies to work. This research aimed to analyze leadership influence, motivation, and compensation to Civil Public Servant job satisfaction at environmentally on duty Jayapura's City health. The method was observational type analytic with approaching quantitating to utilize design *cross sectional study*. Research is done at Kantro on duty Jayapura's City health and research time is performed on month of November 2016. Population in this research is all clerk at Office on duty Jayapura's City health as much 64 person. Data acquired to utilize kuesioner and dianalisis utilizes bifilar linear regression. Result indicated that conscientious variable influential partially and simultan to satisfaction job leadership ($p = 0,004$), motivation ($p=0,005$), compensation ($p=0,000$) and organization culture ($p=0,001$). Leadership, motivation, compensation and role organization simultan has contribution to job satisfaction as big 88,6%.

Keywords: Leadership; motivation; compensation; role organizational; job satisfaction.

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1. Introduction

The government has the responsibility to organize health development as an important part in achieving tujuan pembangunan nasional. bertujuan meningkatkan health development, awareness, willingness and ability to live a healthy life agar tercapainya improved health status in society. kesehatan tersebut development organized with focus on vulnerable populations yaitu ibu, infants, children, elderly and poor families [1]. The success of the health development yang penting role in improving the quality of human resources in Indonesia [2]. City Health Department Jayapura has had enough personnel much in order to achieve goals effectively and efficiently in order to require the division of labor, the delegation of authority and responsibility, unity of command, unity of direction, discipline up to the job description of each employee involved in the organization. Moreover, within an organization should be responsible and work well to all employees in the organization in order to create conditions conducive to support the achievement of organizational goals. Dalam mencapai it requires a leader who can lead the employees who are members of the organization for activities in the same work can be focused and clear. In essence, a series of activities in the organization that carried out by a group of people, both in public and private, to achieve its intended purpose, as a whole will require the organization's activities are progressing well. At the present time, the position and role of the organization or office is growing rapidly and largely determines the success of the organization in order to achieve its objectives, as well as the functions and responsibilities of a leader in an office. In general, the office can be defined as a place where various activities carried out execution of the organization in order to achieve its objectives. In the life-oriented organization in the future, the business organization of office activity needs to be handled professionally, in the sense that holding office activity requires leadership and staff who understand the duties, eager in the pursuit of achievement. An employee is expected to devote his attention seriously, and strive to be able to carry out their duties well when getting good attention from the leadership and should be encouraged or motivated and obtain reasonable compensation from what is done, it will be able to provide job satisfaction for the employees themselves. Kepuasan kerja a problem that is quite interesting and important, because it is very beneficial both for the benefit of individuals and organizations. Dissatisfaction in the workplace can lead to aggressive behavior, or would otherwise indicate withdrawal from contact with the social environment. Employees who do not obtain job satisfaction will never achieve psychological satisfaction and ultimately there will be attitudes or negative behavior and, in turn, can lead to frustration, whereas employees who are satisfied will be able to work well, energetic, active and able to perform better than employees which does not derive job satisfaction. Opinion was supported by Strauss and Sayles in Sutrisno [3], job satisfaction are also important for self-actualization. Employees who do not obtain job satisfaction will never achieve psychological maturity, and in turn will become frustrated. Each organization is always desirous that manpower owned able to increase productivity high. Similarly, the Department of Health, Jayapura very responsible for all health programs are implemented for the benefit of health care should be able to reach all people in Jayapura. However, to achieve good health services needed quality human resources and labor productivity are baik untuk support health programs conducted by the Health Office Jayapura. Health care program implemented by the City Health Office Jayapura basically is to achieve a healthy Jayapura City. However, to achieve these objectives, the productivity of the Civil Service Department Kesehatan harus improved environment to be able to give a good contribution to the health care program in the city of Jayapura. Productivity of employees at the City Health Office Jayapura

heavily influenced various problems or factors, both related to the employees themselves as well as other factors, such as leadership, motivation, compensation, culture organisasi, level of education, skills, discipline, attitude and work ethic, nutrition and health, level of income, social security, and others who in the end have an impact on job satisfaction of the staff of the City Health Office Jayapura [4,5]. Problems-problems that must be addressed both from the leaders in the Department of Jayapura, otherwise it would also affect the performance of the employee. These problems, it is very important to know the Head of Department to be able to manage and lead employees in achieving the goals of quality health care to people who work berdomisilidiwilayah Jayapura City Health Office. As for the various problems that arise in the Jayapura City Health Department ultimately affect the productivity of employees who are not working effectively and efisien. Selain job satisfaction ratings were also civil servants in the Office of Health Jayapurabelum never implemented. Interest study to determine the effect of leadership, motivation, job satisfaction and compensation for Civil Servants in the City Health Office Jayapura.

2. Materials and Methods

This research is descriptive analytic research with correlative quantitative approach, the research methods used to study the relationship of two or more variables, statistical data analysis is in order to know the hypothesis that has been set. (Indrawan and Yaniawati, 2014: 51) .Sedangkan research design used in the study iniadalah cross-sectional design, the type of survey that observes an object, either one or several variables, by collecting data at the same time [6-8]. Location The study was conducted in Jayapura City Health Office for 1 month is in October-November 2016. In the population in this study are all Civil Servants who work in the Office of the City Health Office Jayapura that altogether 64 people. Large samples taken in this study is a population which total 64 Civil Servants working in the Office of the City Health Office Jayapura. The data were obtained using a questionnaire and analyzed use multiple linear regression analysis.

3. Results

3.1 Respondents Research

a. Age

Table 1: Age Distribution of Respondents in Jayapura City Health Office

No	Age	n	%
1	21-30 year	8	12,5
2	31-40 year	27	42,2
3	41-50 year	24	37,5
4	> 50 year	5	7,8
Total		64	100

Based on Table 1 shows that most respondents aged between 31-40 years as many as 27 people (42.5%) and the lowest was aged > 50 years as many as five people (7.8%).

b. Gender

Table 2: Distribution of Respondents' Gender in Jayapura City Health Office

No	Sex	n	%
1	Male	32	50
2	Female	32	50
Total		64	100

Table 2 shows that respondents mising -masing as much among men - men and women were 32 people (50%).

c. Education

Table 3: Distribution of Education Respondents in Jayapura City Health Office

No	Education	n	%
1	High school	5	7,8
2	D-III	15	23,4
3	Bsc (S1)	33	51,6
4	Master degres (S2)	11	17,2
Total		64	100

Based on Table 3 shows that most respondents educated S1 as many as 33 people (51.6%) and the lowest with S2 education as much as 5 people (7.8%).

d. Rank / Group

Based on Table 4 above indicates that most respondents to rank / class III / C as many as 10 people (15.6%) and the lowest in rank / class I / C, II / C and IV / C each - each as much as 1 (1, 6%).

Table 4: Distribution of Powers / Group Respondents in Jayapura City Health Office

No	Level	n	%
1	I/C	1	1,6
2	II/A	8	12,5
3	II/B	3	4,7
4	II/C	1	1,6
5	II/D	5	7,8
6	III/A	8	12,5
7	III/B	8	12,5
8	III/C	10	15,6
9	III/D	13	20,3
10	IIIA	1	1,6
11	IV/A	3	4,7
12	IV/B	2	3,1
13	IV/C	1	1,6
Total		64	100

e. Motivation

The respondents in the motivation of the leadership in the Office of the City Health Office Jayapura are as follows:

Based on Table 5 shows that 50% of leadership does not give credit to the work of employees, 32.8% of leadership does not give a gift of money / goods to employees, 51.6% of employees do not get a thank you from the leadership for being able to complete a task specifically, 43.8% of employees are not assigned to participate in a training activity outside Papua and 45.3% involve or include you in a committee in the office. Most employees 51.6% answered both good leadership by providing the motivation to be more zealous in carrying out the task, 34.4% either assign employees participated in the seminar in other institutions, 43.8% good that the

sanctions imposed against employees who violate the rules in this office firm, 43.8% assigning either an employee complete a job outside the main duties, 42.2% good leader gives awards to employees excel in their duties.

Table 5: Distribution of respondents On Motivation Pimpinandi Jayapura Office of the City Health Office

No	Statement	answer			
		STB n (%)	TB n (%)	B n (%)	SB n (%)
1	Leaders give praise to the work of brother	3 (4,7)	32 (50)	25 (39,1)	4 (6,3)
2	Leadership provides motivation to be more zealous in carrying out the task	1 (1,6)	25 (39,1)	33 (51,6)	5 (7,8)
3	The acknowledgments of leadership being able to complete a special task	17 (26,6)	21 (32,8)	20 (31,3)	6 (9,4)
4	Assigned to participate in a training activity outside Papua	8 (12,5)	33 (51,6)	17 (26,6)	6 (9,4)
5	Assigned to participate in a training at another institution	9 (14,1)	28 (43,8)	21 (32,8)	6 (9,4)
6	Assigned to participate in a seminar at another institution	14 (21,9)	14 (21,9)	22 (34,4)	14 (21,9)
7	Sanctions imposed on employees who violate the rules in this office firm	3 (4,7)	25 (39,1)	28 (43,8)	8 (12,5)
8	Assigned complete a job outside the main tasks brother	3 (4,7)	23 (35,9)	28 (43,8)	10 (15,6)
9	Involve or include you in a committee in office	6 (9,4)	29 (45,3)	26 (40,6)	3 (4,7)
10	Leaders pay tribute to employees who excel in their duties	10 (15,6)	17 (26,6)	27 (42,2)	10 (15,6)

f. Compensation

The respondents in compensation in the Office of the City Health Office Jayapura are as follows:

Based on Table 6 shows that the majority of 50% is not good leadership in providing sanctions for employees who are not disciplined and 46.9% of leadership does not provide help with medical expenses for an employee who suffered traffic accidents in the line of duty.

Most answered either that 62.5% received a prize of holiday allowances from the leadership, 48.4% of leadership provides awards to discipline employees who enter the office, 59.4% Leaders provide assistance money for the family's grief employee who died, 43.8 % leaders have offered assistance care costs for employees who are ill and hospitalized, 59.4% over the leadership provides an opportunity for you to follow a training, 54.7% of leadership provides the opportunity for employees to continue their education, 59, 4%

leadership during this provides educational assistance to employees who continue their education, 75% of leaders have offered down payment assistance for employees who want a home loan.

Table 6: Distribution of respondents On Compensation in the Office of the City Health Office Jayapura

No	Statement	Answer			
		STB n (%)	TB n (%)	B n (%)	SB n (%)
1	Rewarded with holiday allowance of leadership	1 (1,6)	12 (18,8)	40 (62,5)	11 (17,2)
2	Leaders pay tribute to discipline employees who enter the office	1 (1,6)	26 (40,6)	31 (48,4)	6 (9,4)
3	Leadership has been able to provide sanctions for employees who were disciplined in the office	9 (14,1)	32 (50)	22 (34,4)	1 (1,6)
4	Leaders provide cash assistance for families mourning the deceased employee	6 (9,4)	19 (29,7)	38 (59,4)	1 (1,5)
5	Leaders have offered help with medical expenses for an employee who suffered traffic accidents in the line of duty Leader has been extending assistance care costs for employees who are ill and hospitalized	11 (17,2)	30 (46,9)	22 (34,4)	1 (1,6)
6	Leader has been extending assistance care costs for employees who are ill and hospitalized	10 (15,8)	21 (32,8)	28 (43,8)	5 (7,8)
7	Leadership during this provides the opportunity for you to follow a training Leadership provides an opportunity for employees to	1 (1,6)	24 (37,5)	38 (59,4)	1 (1,6)
8	Leadership provides an opportunity for employees to continue their education	0 (0)	23 (35,9)	35 (54,7)	6 (9,4)
9	Leadership has been provided educational assistance for employees who continue their education	3 (4,7)	22 (34,4)	38 (59,4)	1 (1,6)
10	Leader has been extending down payment assistance for employees who want a home loan	0 (0)	14 (21,9)	48 (75)	2 (3,1)

g. Organizational Culture

The respondents in the organizational culture in the Office of the City Health Office Jayapura are as follows:

Based on the Table 7 shows that the majority of 46.9% said not good that during this leadership does not always accommodate the ideas of each employee.

The majority of either 50% answered that for every employee is given the opportunity to develop themselves, 54.7% led to encourage you to make an informed decision, 45.3% led encouraging employees to be conscientious in work, 62.5% more leadership prioritizes the results of the process, 59.4% of leadership

provides a standard in the quality of work, 60.9% leaders always create a healthy competition in the works, 59.4% leaders always maintain systems and procedures in the work force, 45.3% leadership encourage you to always work in teams and 75% during this time all the work completed by the team.

Table 7: Distribution of respondents On Organizational Culture Office of the City Health Office in Jayapura

No	Statement	Answer			
		STB n (%)	TB n (%)	B n (%)	SB n (%)
1	During this time the leadership is always accommodate every employee ideas	6 (9,4)	30 (46,9)	22 (34,4)	6 (9,4)
2	During this time each employee is given the opportunity to develop themselves	1 (1,6)	26 (40,5)	32 (50)	5 (7,8)
3	During this time the leadership encourage you to make an informed decision in solving a problem	4 (6,3)	24 (37,5)	35 (54,7)	1 (1,6)
4	During this time the leadership to encourage you to be conscientious in work	10 (15,6)	24 (37,5)	29 (45,3)	1 (1,6)
5	During this time the leadership prefers the outcome of the process	5 (7,8)	18 (28,1)	40 (62,5)	1 (1,6)
6	During this leadership provides a standard in the quality of jobs	4 (6,3)	17 (26,6)	38 (59,4)	5 (7,8)
7	During this time the leadership always create a healthy competition in the work	1 (1,6)	23 (35,9)	39 (60,9)	1 (1,6)
8	During these leaders always maintain systems and procedures in the work force	0 (0)	19 (29,7)	38 (59,4)	7 (10,9)
9	During this time the leadership to encourage you to always work in a team	5 (7,8)	29 (45,3)	29 (45,3)	1 (1,6)
10	During this time all the work accomplished by the team	0 (0)	14 (21,9)	48 (75)	2 (3,1)

i. Job Satisfaction

The respondents in job satisfaction in the Office of the City Health Office Jayapura are as follows:

Based on Table 8 shows that the majority answered no good 46.9% with a challenging job, 50% are not satisfied with the jobs you do during this, 46.9% cleanliness and tidiness of workspace is not good, 46.9 % experienced stress when facing a tough job to be completed.

Most respondents answered either 48.4% are satisfied with the job site today, 43.8% are satisfied when doing the work alone without the help of others, 45.3% were able to coordinate well in doing the task with friends, 46.9% career clearly defined, 45.3% work that you have accomplished in accordance with your expectations, 43.8% work diruang facilities already available with full siblings.

Table 8: Distribution of respondents On Kerjadi Satisfaction Jayapura Office of the City Health Office

No	Statement	Answer			
		STB n (%)	TB n (%)	B n (%)	SB n (%)
1	Pleased with a challenging job	6 (30)	30 (46,9)	22 (34,4)	6 (9,4)
2	Satisfied with a task now	1 (1,6)	26 (40,6)	31 (48,4)	6 (9,4)
3	Satisfied with the jobs that you do during this Cleanliness and tidiness are good workspace	9 (14,1)	32 (50)	22 (34,4)	1 (1,6)
4	Cleanliness and tidiness are good workspace	12 (18,8)	30 (46,9)	21 (32,8)	1 (1,6)
5	Experiencing stress when facing a tough job to be completed Satisfied when doing the work alone without the help of others	12 (18,8)	30 (46,9)	21 (32,8)	1 (1,6)
6	Satisfied when doing the work alone without the help of others	10 (15,6)	21 (32,8)	28 (43,8)	5 (7,8)
7	Being able to coordinate well in doing tasks with coworkers	5 (7,8)	29 (45,3)	29 (45,3)	1 (1,6)
8	A clearly defined career path	1 (1,6)	25 (39,1)	30 (46,9)	8 (12,5)
9	The work that you have accomplished in accordance with your expectations Amenities diruang work you are already provided with a complete	5 (7,8)	29 (45,3)	29 (45,3)	1 (1,6)
10	Amenities diruang work you are already provided with a complete	10 (15,6)	21 (32,8)	28 (43,8)	5 (7,8)

4. Discussion

4.1. The effect of leadership on job satisfaction Employee

The result showed that there kepemimpinan influence on job satisfaction of public servants in the Office of the City Health Office Jayapura ($p = 0.004$) The results of this study are consistent with research conducted Serlin (2010); Poerwaningrum (2016) revealed that kepemimpinan positive and significant effect on job satisfaction. Study by Siagian [9], said leadership is the ability to influence others, in this case subordinates such a way that someone else was willing to do the will of the leadership although personally it might not be her favorite Leadership in the Workplace Health Department Jayapura the majority of respondents in the example that 42.2% are not good leaders create a harmonious working conditions among employees, 42.2% of leadership does not communicate all the tasks to employees with clear and 42.2% leadership does not appreciate any opinions expressed by employees at each meeting. Sedangkn in 50% motivator of leadership does not give an

opportunity to convey the feelings and complaints and 45.3% of leadership does not have a friendly nature in carrying out everyday tasks. Whereas in the information and communication that 40.6% of respondents answered both leaders describe the target to be achieved in carrying out the task. In making decisions on environmental kepemimpinan City Health Department jayapura 51.6% good leadership in the decision of a problem is always based on true facts, 50% of leaders can cooperate well, 51.6% of leadership provides clear direction in a job well done and 73.4% good leadership in carrying out the tasks of daily in accordance with the work procedures in the office. An issue that occurs in the Environment Department of the City kesehatan jayapura that the leadership is still not well perceived employee to the leader in creating a harmonious working conditions and lack of communication with subordinates against all the tasks to employees clearly. Exemplary although most respond well in the achievement of work, cooperation, and leadership and direction of work in accordance with the procedure.

This is evidenced from the results of the correlation coefficient of -0.202. This shows the negative direction between the leadership variable (X1) to job satisfaction (Y), meaning that if the leadership variable (X1) changes by 1% while the motivation variable (X2), compensation (X3) and organizational culture (X4) fixed, then the value of satisfaction work (Y) will decrease by -0.202. This means that leadership is not well rated employee job satisfaction impact on the staff of the City Health Office Jayapura. It is important to note a leader to his subordinates that the leader is very dinilaioleh subordinates so obedient servants danmentaati rules set together. This ni compatible with the opinion of Wijaya [10], that a good leader must be able to foster a feeling of participating in and responsible for the work that improve employee morale which leads to job satisfaction

4.2. Influence of motivation on employee job satisfaction

The result showed that motivation has a positive and significant impact on job satisfaction job satisfaction of public servants in the Office of the City Health Office Jayapura ($p = 0.005$).

The results are consistent with research conducted Andri and Wardi [11] in the secretariat area of Padang city revealed that there is influence of motivation led to employee satisfaction.

According to Uno in Badruddin [12] argues that the motivation is a process to intensify motifs into an act or behavior to meet the needs and goals, or circumstances and readiness within the individual driving behavior to do something in achieving certain goals .In addition, the motive is something that is the reason why a person start the action. Motivating is showing a certain direction to a person or group of people and take the necessary steps to make sure they get to tujuan.Motivasi appear in two basic forms, namely extrinsic motivation (from the outside) and intrinsic motivation (inner) person.

The perceived motivation of employees in the work environment Jayapura City Health Office showed that intrinsic motivation of employees which is provided on the job satisfaction of 50% of leadership does not give credit to the work of employees, 32.8% do not expect gifts of money / goods to employees, 51.6% pegawaitidak expect gratitude from the leadership because it was able to complete a special task.

As for the perceived motivation ekstrinsik pegaaai is 43.8% of employees are not assigned to participate in a

training activity outside Papua and 45.3% involve or include you in a committee in the office. However the majority of 51.6% said both good leadership by providing the motivation to be more zealous in carrying out the task, 34.4% either assign employees participated in the seminar in other institutions, 43.8% good that the sanctions imposed against employees who violate the rules in this office firm, 43.8% assigning either an employee complete a job outside the main duties, 42.2% good leader gives awards to employees excel in their duties. Average - Average job satisfaction on the perceived motivation either by the staff of the City Health Office Jayapura, where test results showed that the coefficient of the regression coefficient for motivation variable is equal to 0.379. This shows the positive direction between the variables of motivation (X2) to job satisfaction (Y), meaning that both intrinsik motivational variables and ekstrinsik improve working lepuasan of 0.379 or 37.9% on job satisfaction. It inisesuai theory tujjan motivation expressed [13] argues motivated purposes increase morale and job satisfaction, increase productivity of employees, maintain the stability of the employees of the company, improving employee discipline, streamline procurement employees, creating an atmosphere and a good working relationship, increase loyalty, creativity, and employee participation, improve the welfare of employees, enhance the sense of responsibility of employees towards their duties and improve the efficiency of use of tools and raw materials.

4.3. Effect of compensation to employee job satisfaction

The result showed that the compensation has a positive and significant impact on job satisfaction of employees of State in the Office of the City Health Office Jayapura ($p = 0.000$). The results are consistent with research Noerdiansyah Frianto in 2013, the employees of PT. PLN (partners) Area North Surabaya revealed that there is influence of compensation on employee satisfaction. Sunyoto in [14] suggests that compensation can be interpreted as giving a fair and reasonable awards to employees as remuneration of their labor. The compensation is the most complex tasks and is also one of the most significant aspects for both employees and the organization. Similar to what was stated that the compensation can be defined as any form of awards given to employees as remuneration for the contribution they make to the organization. Perceived compensation of employees within the City Health Office Jayapura is stated that the majority of 50% is not good leadership in providing sanctions for employees who are not disciplined and 46.9%, the leadership did not provide help with medical expenses for an employee who suffered traffic accidents while performing task.

While most of the employees who answered either that 62.5% received a prize of holiday allowances from the leadership, 48.4% of leadership provides awards to discipline employees who enter the office, 59.4% Leaders provide cash assistance for families mourning the deceased employee, 43.8% over the leadership of this aid care costs for employees who are ill and hospitalized, 59.4% over the leadership provides an opportunity for you to follow a training, 54.7% of leadership provides the opportunity for employees to continue their education , 59.4% over the leadership of this provides educational assistance to employees who continue their education, 75% of leaders have offered down payment assistance for employees who want a home loan. Employees who do not cross because kecelakaanlalu aid diberkikan already have health pembayaranasuransi mechanism for employees.

This shows that employees feel salary / wage a good addition, employees are also given the opportunity to continue their education as well as educational support and assistance for the employees in home loans. It has

indeed been set up in personnel management and implemented by both the leaders. But in this case less assertive leadership on employees who do not discipline, it affects the job satisfaction of employees were disciplined and obedient dalam mengikuti rules defined in Jayapura City Health Office environment.

Hasl is consistent with the theory put forward by the Sulistiyani [15] provides a definition of compensation is something that is accepted by workers as remuneration for their work. From the results of the regression coefficients for variable compensation amounted to 0.701. This shows the positive direction between variable compensation (X3) to job satisfaction (Y), if the variable compensation (X3) changes by 1%, then the value of job satisfaction (Y) will increase by 0.701 or 70.1%. This means that compensation or perceived increase employee job satisfaction for the work accomplished, because employees feel their attention from work in the welfare of their employees.

Halini according to the theory put forward by Sedarmayanti [16] says that there are six (6) destination compensation system, ie, reward performance, ensure fairness, retain employees, the employees obtain quality, control costs and meet regulations.

4.4. The influence of organizational culture on employee job satisfaction

The result showed that organizational culture has a significant positive impact on job satisfaction and job satisfaction of public servants in the Office of the City Health Office Jayapura ($p = 0.001$). The results are consistent with research Yandri [17] on the Environment employees Provinsi Sumatera Western Regional Secretariat revealed that there organisais cultural influence on job satisfaction. According to Vijay Sathe in Achmad Kurnia [18] by looking at the basic assumptions are applied in an organization that divides the "Sharing Assumption", means sharing the same values. Perceived organizational culture of employees within the City Health Office Jayapura 46.9% is not good is that during this leadership does not always accommodate the ideas of each employee. But the majority of either 50% answered that for every employee is given the opportunity to develop themselves, 54.7% led to encourage you to make an informed decision, 45.3% led encouraging employees to be conscientious in work, 62.5% of the leadership more emphasis on the outcome of the process, 59.4% of leadership provides a standard in the quality of work, 60.9% leaders always create a healthy competition in the works, 59.4% leaders always maintain systems and procedures in the work force, 45.3% leadership to encourage you to always work in teams and 75% for diesel it all work.

4.5. Effect of simultaneous leadership, motivation, compensation, and organizational culture on employee job satisfaction

The results showed that simultaneously that between leadership (X1), motivation (X2), compensation (X3) dan budaya organisasi (X4), it simultan terhadap employee satisfaction (Y). This means that if the leadership (X1), motivation (X2), compensation (X3) dan budaya organisasi (X4) simultaneously increases, the influence job satisfaction (Y), where the results of the value of determination (R^2) in this study has contributed to the satisfaction variable kerjapegawai (Y) amounted to 88.6% while the remaining 11.4% is explained by other variables outside the study. The results are consistent with to employees at PT Kauthar Utama Bandung between

variables of leadership, organizational culture and compensation to job satisfaction that partially or simultaneously berpenbgaruh to employee satisfaction. Job satisfaction is the general attitude is a reflection of several interrelated attitudes of a person toward his work [19]. Further Handoko [20]) says that job satisfaction (job satisfaction) is an emotional state that is favorable or unfavorable to which employees view their job. Job satisfaction reflects the feelings of a person against pekerjaan. Ini seen in the positive attitude of employees towards work and everything encountered in the work environment. Employee satisfaction in Environmental Health Department Jayapura that most answer is not good 46.9% with a challenging job, 50% are not satisfied with the jobs you do during this, 46.9% cleanliness and tidiness of workspace is not good, 46.9% experienced stress when facing a tough job to be completed. This shows that the employee is still not well motivated mainly by job retention - a challenging job, but employees are not satisfied with the work achieved so far. This means that employees have the motuivasi in achieving good performance.

This is in accordance with the opinion of Sutrisno [3] argues that there are a variety of understandings or restrictions on job satisfaction. First, the notion that sees job satisfaction as an emotional reaction to the emotional kompleks. Reaksi is the result of instigation, desires, demands and expectations of employees towards work associated with the perceived realities of employees, resulting in a tangible form of emotional reactions feelings of pleasure, feelings of satisfaction, or dissatisfaction.

In general, any individual or an employee in a work environment Jayapura City Health Department has a different educational background that affects their behavior. Kepemimpinanyang applied motivations and kompensaisi and organisais culture that leads people to behave in their menanganiapa danmemberi instructions that must be followed and dipelajari.

Kondisi is also valid in suatuorganisasi, namely how the employees in the work environment Jayapura City Health Department should behave and what many merekalakukan influenced by budayayang embraced by the organization, thus partially and simultaneously influence job satisfaction.

5. Conclusion

Based on the results of research and discussion that has been presented, then be concluded as follows:

1. There kepemimpinan influence on job satisfaction of public servants in the Office of the City Health Office Jayapura ($p = 0.004$).
1. There is a motivational influence on job satisfaction job satisfaction of public servants in the Office of the City Health Office Jayapura ($p = 0.005$).
2. There is a compensating effect on job satisfaction of employees of State in the Office of the City Health Office Jayapura ($p = 0.000$).
3. There is the influence of organizational culture on job satisfaction job satisfaction of public servants in the Office of the City Health Office Jayapura ($p = 0.001$).
4. Leadership, motivation, organization simultan berpengaruh kompensasi dan budaya on job satisfaction pegawai dan kerjapegawai have contributed to the satisfaction of 88.6%.

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