

Analysis Personalitytest of Employee Personality on Job Satisfaction While Working at PT KAI DAOP Indonesia

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Abstract: This study aims to determine the analysis of the test of personality employees' personality on job satisfaction while working at PT KAI DAOP IV Indonesia. The research method used is descriptive qualitative. The research population used in this study were all employees of PT KAI (Persero) in DAOP VI Yogyakarta, Indonesia. The sample of this research is the employees of PT KAI (Persero) in the Operations Division, totaling 227 employees. The sampling technique of this research is using a model purpose sampling. The research procedure was carried out by observation, interviews, questionnaires/questionnaires. The research instrument personality test amounted to 38 items. The measurement of personality in the field of psychology uses a likert scale which is expressed in the form of numbers 1-4 or a scale of 1-5. The results showed that the results of the data on the number of respondents based on gender were judged by the majority of male respondents by 97%, while female respondents by 3%. The results of the data on the number of respondents based on age <25 years are 2%, ages 25-35 are 70%, 36-45 are 21% and 46-55 are 7%. diagram of the results of data on the number of respondents based on years of service of employees ranging from < 5 years by 8%, 5 - 10 years by 42%, 10-15 years by 35%, 15 - 20 years by 5%, 20 - 25 years by 10%, >25 years at 0%. The results of the analysis of the personality test of employee personality on job satisfaction while working at PT KAI DAOP IV Yogyakarta, Indonesia as a whole obtained a percentage that was still low below 50%. The conclusion of this study is that the personality test of the employee's personality on job satisfaction while working in the PT KAI DAOP IV Yogyakarta environment as a whole obtains a low percentage so that it is necessary to increase and empower the personality of employees.

Keywords: Analysis personalitytest, Employee personality, Job Satisfaction, Working

1. Introduction

Developments in the Industrial Revolution Era 5.0 are a challenge for a nation, especially Indonesia. Companies today are required to be responsive to environmental changes in order to survive in the competition. Changes in environmental, technological, and scientific aspects also ultimately require employees to be proactive individuals to be able to achieve career success. Human resources have a very important role in the progress and development of the company [1].

Human resources are the most important capital in every company, especially service companies, one of which is transportation services. The large variety of transportation causes competition in the business world, especially land transportation. Therefore, employee performance is the main key to the effectiveness or success of the organization. Quality and skilled human resources so that employee performance is an important thing that must be considered to create quality human resources so that the company's goals are achieved [2].

Job satisfaction is the attitude shown by someone for the work that has been done or completed [3]. Job satisfaction can be expressed in the form of a happy emotional state or positive emotion that comes from the assessment of one's job or work experience [4]. Several factors that affect job satisfaction include financial satisfaction such as salary, rewards, social security, benefits, work facilities and promotions; physical satisfaction includes the type of work, working time arrangements, work equipment, work environment, employee age and employee health; social satisfaction includes relationships between co-workers, fair and wise leadership and attention to employees; Psychological satisfaction includes employee personality, interests, talents and skills of employees as well as employee attitudes towards work.

Personality test is the result of factor analysis of adjectives used to describe personality and factor analysis of various tests with equivalent personality scales [5]. Personality is a very important aspect of the study of behavior in an organizational or corporate environment [6]. Personality test is structured not to classify individuals into certain personality groups, but to see a picture of personality traits that are realized by the individual himself in his daily life. This is in accordance with research studies which state that personality has a significant influence on employee job satisfaction [7], [8], [9].

PT. Kereta Api Indonesia (Persero) is a state-owned enterprise engaged in rail transportation services. In improving employee performance, PT. KAI strives to implement strict policies for its employees with a more modern and efficient work system. PT. KAI has competent Human Resources (HR) in their field. Facts on the ground show that data for the last 2 years the number of HR has decreased from 28,922 in 2018 and 28,310 in 2019. This is related to efforts to improve services from conventional to online electronic systems as well as the development of company support businesses.

The Human Resources (HR) at PT KAI must have gone through a good recruitment process and the competencies or skills of prospective employees are of course tailored to the needs of the company. However, over time sometimes employees lose their morale due to many things. It could be that the cause of reduced morale comes from the employee's internal self or it can also be external to the employee's self. Based on the description above, the researchers chose the research title "personality test analysis of employee personality on job satisfaction while working at PT KAI DAOP IV Indonesia

2. Methode

The research method used is descriptive qualitative. The research population used in this study were all employees of PT KAI (Persero) in DAOP VI Yogyakarta, Indonesia. The sample of this research is the employees of PT KAI (Persero) in the Operational

Division, totaling 227 employees. The sampling technique of this research is using a model purpose sampling. The survey research procedure as an initial needs analysis is a preliminary stage in a study that forms the basis of the research, the initial stage of this research was carried out with 3 stages, namely observation tests at PT KAI DAOP VI Yogyakarta, Indonesia conducted to determine the characteristics of employees, interviews were conducted by sampling on a number of employees in different divisions of work, test the initial needs analysis using a questionnaire questionnaire totaling 38 items. The test research instrument personality is personal or individual character related to job satisfaction while working at PT KAI using a questionnaire or questionnaire. The measurement of personality in the field of psychology uses the Linkert scale which is stated in the form of numbers 1-4 or a scale of 1-5 with the criteria of strongly disagree, disagree, neutral, agree and strongly agree. The linkert scale was chosen because the data are ordinal, making the data easy to analyze.

3. Result and Discussion

The results of the data analysis personality test personality to job satisfaction for employees working at PT KAI DAOP IV Yogyakarta, Indonesia based on demographic data of respondents. The demographic data all respondents who obtained the number of respondents by sex (male and female) are presented in Figure 1 as follows:

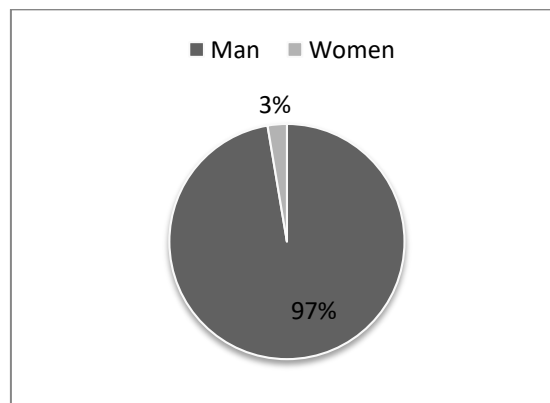


Figure 1: Diagram of the results of the data on the number of respondents by gender

Based on figure 1 shows that the diagram of the results of the data on the number of respondents based on gender is rated by the majority of male respondents at 97%, while female respondents at 3% . The conclusion is that the majority of male respondents are more than the number of female respondents.

The results of the analysis data personality of employee personality test on job satisfaction while working at PT KAI DAOP IV Yogyakarta, Indonesia are based on the demographic data of the overall respondents obtained by the number of respondents based on age levels are presented in Figure 2 as follows:

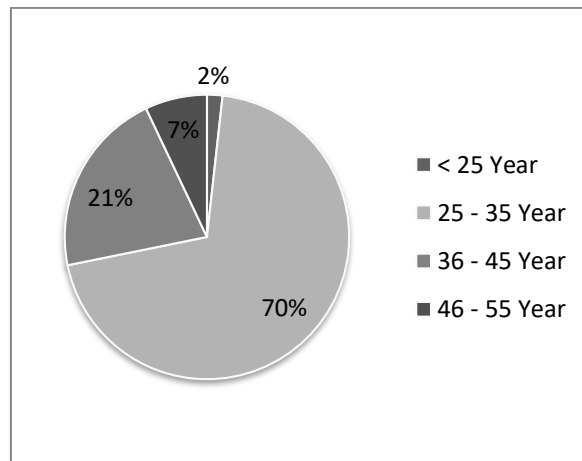


Figure 2: Diagram of the results of data on the number of respondents by age level

Based on Figure 1 shows that the diagram of the results of data on the number of respondents based on age < 25 years is 2%, ages 25-35 is 70% , 36-45 by 21% and 46-55 by 7%

The results of the analysis of employee personality personality test data on job satisfaction while working at PT KAI DAOP IV Yogyakarta, Indonesia are based on the demographic data of the overall respondents. The number of respondents based on the employee's tenure is presented in Figure 3 as follows:

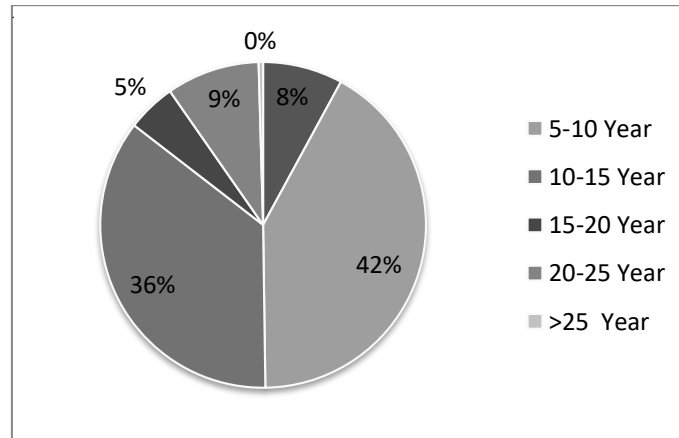


Figure 3: Diagram of the results of data on the number of respondents based on years of service of employees

Based on figure 3 shows that the diagram the results of the data on the number of respondents based on years of service of employees ranged between < 5 years by 8%, 5 - 10 years by 42%, 10-15 years by 35%, 15 - 20 years by 5%, 20 - 25 years by 10%, > 25 years at 0%.

The results of the analysis of employee personality personality test data on job satisfaction while working at PT KAI DAOP IV Yogyakarta, Indonesia are presented in Table 1 as follows:

No	Description of	Interpretation
1	The company has plans and procedures in the employee recruitment process	4,23%
2	The company has plans and procedures in the employee selection process	4,20%
3	The company has plans and procedures in the employee evaluation process	4,10%
4	The company has plans and procedures in the process of providing employee benefits	4,28%
5	The company provides career opportunities for employees	4,27%
6	The company tries to encourage employees to have a career	4,11%
7	The company facilitates employees who have the potential to advance	4,24%
8	The company provides support for employees to have a career	4,11%
9	The company provides a system accurate and comprehensive data for employees in current work	4,10%
10	I have set my career goals for life	4,03%
11	When going to change jobs, I always consider a new job that is more improved than I want	3,74%
12	I have thought of a plan and strategy in achieving my career	3,50%
13	I know my strengths and weaknesses in relation to career goals	3,79%
14	Achieving my career is very important	3,99%
15	I am very careful heart through the existing career path in the company	3,59%
16	I always show my ability to the best of my ability in front of the leadership	3,83%
17	I try to find support to help my career	3,28%
18	I am more actively looking for opportunities than waiting for career opportunities	2,68%
19	I strengthen relationships with people who are influential for my career	3,22%
20	I try to help my boss achieve their goals even if they don't go as planned I am	2,47%
21	I am willing to sacrifice my time and energy for the betterment of the company	2,59%
22	Personally, the progress of the company is my responsibility	3,85%
23	I try to improve myself through formal and informal education	3,84%
24	I able to manage and coordinate subordinates to achieve company goals	3,92%
25	I strive to learn continuously and receive feedback from my superiors	3,69%
26	I am able to identify and review assignments from start to finish	3,82%
27	I am able to identify and examine problems that exist in organizational sub-units to organizational units	3,86%
28	I always strives to work hard beyond the standard	3,50%
29	I have complex responsibilities within the company	3,43%
30	I always strive to develop innovation for a business improvement for the company	3,65%
31	The wages I receive are in accordance with my current position	3,72%
32	My income has increased in this company	3,53%
33	I am satisfied with my position or position in this company	3,88%
34	I am satisfied with the wages I receive in this company	3,61%
35	My ability continues to improve according to the career path in this company	3,43%
36	I will improve myself so that I can have a career in this company	3,66%
37	I strive to can always promoted to the post of	3,83%
38	career opportunities are always provided by the Company's employeesy ang achievement	2,84%

Based on table 1 indicates that the data analysis personalitytest personality to job satisfaction for employees working at PT KAI DAOP IV Yogyakarta, Indonesia obtaining a percentage is still low below 50%

The results of the personality test of employees' personality on job satisfaction while working at PT KAI DAOP IV Yogyakarta, Indonesia he obtained the percentage is still low so it is necessary to increase and empower the personality of employees. The performance of employees of PT KAI DAOP IV Yogyakarta, Indonesia is still in the low category because the employee's personality performance is not yet optimal. Employee welfare can be reflected in job satisfaction while working at PT KAI DAOP IV

Yogyakarta, Indonesia as well as a comfortable atmosphere, discipline is enforced and welfare is improved.

The low quality of human resources will certainly have a negative impact on the organization and the personality of the employees themselves related to job satisfaction. Employee job satisfaction is shown by various responses, some are negative and some are positive. Robbins (2003) suggests that there are 4 employee job satisfaction responses, including 1) exit (exit). Actions shown by employees that lead to leaving the organization, asking to quit and looking for a new position. 2) voice (voice). Response actions taken were to try to improve conditions, including suggestions for improvement, discussing problems with superiors, and several forms of trade union activities. 3) loyalty. The response is a passive but optimistic response waiting for conditions to improve which begins with speaking up for the organization in the face of outside criticism and trusting the organization and its management to "do the right thing." 4) neglect (neglect). Responses also include passively allowing conditions to worsen, including chronic absenteeism or late arrivals, reduced effort, and increased error rates [3].

A person's job satisfaction with his job depends on the person's age, personality, race, gender (gender), job suitability, position level, cognitive abilities and utilization of expertise [10]. The results of this study are in line with Priansa's statement, (2014) which states that personality as a character inherent in individuals such as feelings, thoughts, and behavior is the main determinant that supports everyone who thinks and feels about work or other satisfactions [11], [12]. Personality influences the thoughts and feelings of individuals about their work as positive or negative things.

An employee who is competitive and also aggressive has a higher level of job satisfaction compared to an employee who is calm and relaxed at work. The results of this study are not in accordance with the opinion expressed by Robbins & Judge, (2015) which states that there are many factors that specifically affect employee job satisfaction, including supervision, the work itself, salary levels, rewards, promotions and relationships between people. colleagues and so on [13], [14], [15].

The suitability between individual traits and personality is one of the determining factors for work effectiveness and achieving organizational goals. Job satisfaction will be achieved if there is a match between personality and position so that employees feel as an inseparable part of the company [16], [17]. Job satisfaction is basically something that is individual, each individual has a different level of satisfaction according to the value system that applies to him, the higher the assessment of activities that are felt in accordance with the wishes of the individual, the higher the satisfaction with these activities, the higher the level of individual job satisfaction. can have an unequal impact [11],[18]. The assessment is very dependent on the mental attitude and personality of the individual concerned..

Effective personality competencies possessed by employees are considered to be lacking. These competencies include self-mastery, self-confidence, flexibility, organizational commitment. Therefore, the evaluation that must be carried out by the company is to increase employee knowledge by providing education and training related to personality problems, self-control, work motivation and others to increase enthusiasm

and confidence in work [19], [20] . Company profile PT KAI DAOP IV Yogyakarta, Indonesia, it can be seen that the work demands of employees are very large in order to achieve company goals so that employees are expected to have excellent performance. So that the personality test of the employee's personality on job satisfaction while working at PT KAI DAOP IV Yogyakarta, Indonesia, it is necessary to increase and empower the personality of employees and can be used as input for policy holders to follow up so that it is better and of higher quality.

4. Conclusions

The conclusion of this study is that the personality of the employee's personality on job satisfaction while working at PT KAI DAOP IV Yogyakarta, Indonesia, obtained a low percentage so that it is necessary to increase and empower the personality of employees. The results of the data analysis on personality test employee personality on job satisfaction while working at PT KAI DAOP IV Yogyakarta, Indonesia as a whole obtained a percentage that was still in the low category below 50%. The low quality of human resources personality of employees on job satisfaction and can be used as input for policy holders to follow up so that it is better and of higher quality so that employees are expected to have excellent performance in order to achieve company goals. The company is expected to take a more in-depth approach with employees through innovation, which is effective and efficient in increasing knowledge, development, and empowering employees' personalities that support better performance as well.

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