

CHAPTER I

INTRODUCTION

1.1 Background of the Study

In any organization, manpower is the main source of and an important factor in the organization's performance and progress. The attitude that "capital is the main source and factor in the creation and development of an organization" is no longer valid, and the human factor is becoming increasingly important. Managers have discovered that advanced machines and large capital do not guarantee organizational prosperity. Without powerful workforce, every effort will fail; therefore, human resource is considered as an inexhaustible factor. What matters here is the motivation and morale of the workforce in the organization (Robbns, 2019).

Job satisfaction is the basic requirement of individual's attendance and work with the organization because it plays the important role in increasing productivity, commitment to the organization, enduring the physical and psychological health, boosting the morale of the individual (Mrugank & Ashwin, 2017). Job satisfaction is the general attitude of an individual towards work, a man with the level of job satisfaction high show a positive attitude towards the job, one who is not satisfied with employee performance shows a negative attitude towards the job (Robbins,2019).

Dissatisfaction of employees at this company CV Satelit Brayan, Medan looks of employee turnover that has increased since 2019 until 2021.

Table 1.1.
Data Resign Employees of CV Satelit Brayan, Medan
(2019-2021)

Year	Total Employee
2019	11
2020	4
2021	5

Sources : CV Satelit Brayan, Medan, 2021

Table 1.1 shows that the rate of employees who resigned from the tahun 2019 until the year 2021 has increased. The highest increase occurred in the year 2021 which is 5 employees. This reflects a decline in job satisfaction of employees so choose to resign from the company and look for better opportunities to other companies. Some of the reasons for employee dissatisfaction include a less harmonious coworker, leaders who are too demanding to meet employment targets, cutting a large enough salary, the level of incentives that decline, but sales have increased, the rules are less clear, and there is no increase in employee salaries. Furthermore, the decline in job satisfaction is reflected in the level of rule violation, particularly high employee who arrived late to the office.

Table 1.2.
Data Lateness Employees of CV Satelit Brayan, Medan
(2019-2021)

Year	Total Employee
2019	84
2020	126
2021	148

Sources : CV Satelit Brayan, Medan, 2021

Table 1.2 shows the level of job satisfaction is low, so that many employees who do not comply with the rules of the company, especially regarding hours of work.

According to Wirawan (2017), organizational climate is the perception of organizational members (individually and in groups) and those who are constantly

in contact with the organization (suppliers, consumers, consultants and contractors) about what exists or occurs in the organization's internal environment. on a regular basis, which influence organizational attitudes and behavior as well as performance of organizational members which then determines organizational performance.

Organizational climate can also be used as an indicator to describe the working atmosphere that is perceived to employees. Perception is used to interpret and comprehend the workplace environment. This occurs because each member of the organization has a different way of capturing and perceiving the work environment. For example, an employee may consider the working environment to be stressful because there is no fun. Other employees may consider the working environment to be pleasant, so she feels job satisfaction. As a result, the organizational climate is a predictor of positive employee job satisfaction. (Morris and Bloom, 2019).

The Organization Climate on the CV, Satelit Brayan Medan is still not conducive seen from the relationship between the employees still less a new society better so the impact on the cooperation level that is less good, the level of hygiene is less well preserved in a corporate environment, the arrangement of the room untidy so impressed narrow, noise room work due to public transport. In addition, the management system of the company which is not applied properly so it is sometimes difficult for employees in the execution of their duties. This resulted in level of job satisfaction decreased.

Job Description is a translation of work, position, and responsibility workers. A job description is a guideline devised by the company for employees

to follow for them to perform the duties and responsibilities associated with the position that has been determined. It can be concluded that job descriptions are guideline for employees to perform tasks in accordance with the position and for the boss in the division of the position and the position of each industry. (Mondy and Martocchio, 2020).

Job description is the knowledge about the tasks, obligations, behaviors required in an office certain, how it's done, and the necessary requirements. Job description on employees of CV Satelit Brayan Medan is still there many do not fit the job description against the background of the education as well as a warehouse staff should know about the quality or the warehouse, but the background of the manager of the warehouse have educated religion. The cause of that will happen, will be the occurrence embossed ineffectiveness to be able to execute next if no the occurrence of problems in the quality and there are still other not appropriate on the job description. Inefficiencies in the job description will raises the problems of work with performance goal different with the specification of employees, therefore the employee is not comfortable with his own work and the absence of satisfaction on the job.

From the description that has been there before, it encourages researchers to discuss in the thesis under the title "**The Influence of Organization Climate and Job Description Towards Employee Job Satisfaction at CV Satelit Brayan, Medan.**"

1.2 Problem Limitation

Limitation of the problem in this study only discusses "The Influence of Organization Climate and Job Description Towards Employee Job Satisfaction at

CV Satelit Brayan, Medan”. In this study, organization climate and job description will be the independent variable (X) and employee job satisfaction will be the dependent variable (Y) CV Satelit Brayan, Medan.

1.3 Problem Formulation

The problem formulation in this research is:

1. Does organization climate have partial influence towards employee job satisfaction at CV Satelit Brayan, Medan?
2. Does job description have partial influence towards employee job satisfaction at CV Satelit Brayan, Medan?
3. Do organization climate and job description have simultaneous influence towards employee job satisfaction at CV Satelit Brayan, Medan?

1.4 Objective of the Research

The objective of this study is:

1. To analyze organization climate has partial influence towards employee job satisfaction at CV Satelit Brayan, Medan.
2. To discover job description has partial influence towards employee job satisfaction at CV Satelit Brayan, Medan.
3. To investigate organization climate and job description have simultaneous influence towards employee job satisfaction at CV Satelit Brayan, Medan.

1.5 Benefit of Research

1.5.1 Theoretical Benefit

A reference for similar research in the future, especially concern about organization climate and job description attention to the level of employee job satisfaction.

1.5.2 Practical Benefit

From this study, the company will benefit from this research as they know if there is correlation between organization climate and job description with employee job satisfaction. If the organization climate and job description is sufficient, then employee job satisfaction will be up to expectations. Some of the benefits are expected for:

1. Researcher

Help the writer to know the influence of organization climate and job description towards employee job satisfaction in the real life.

2. Reader

Help to improve reader knowledge about how important the influence of the level of organization climate and job description towards their employee job satisfaction.

3. Company

Help the company to aware that organization climate and job description affected the employee job satisfaction.