THE IMPACT OF INFLUENCE ASPECTS OF WORK AND ORGANIZATIONAL COMMITMENT ON EMPLOYEE LIFE SATISFACTION

Stefanus Happy Yanuar Hadi, Edi Hamdi
Master of Management, Universitas Esa Unggul, Jakarta, Indonesia
Email: stevepelindo@student.esaunggul.ac.id, edi.hamdi@esaunggul.ac.id

Abstract

Life satisfaction is an important thing for workers and companies, if life satisfaction is not fulfilled it will have an unfavorable impact. A good workplace experience results in an optimistic psychology and produces a high sense of happiness, and has an impact on life satisfaction. In the spillover theory, it is found that the influence aspect of work is determined by the surrounding environment. This research was conducted on Domestic Container Terminal workers in Indonesia. Where the sampling used is purposive sampling method with the criteria of employees who have a working period of more than 2 years. Data acquisition using survey methods, by means of questionnaire data distributed online using Google-form with Whatsapp social media. This study used a sample of 245 respondents with a total of 49 items. The results of the study can be used by companies, namely how to maintain the life satisfaction of workers, so that workers continue to get positive spillovers which can directly help the company to achieve the set targets. With this, employers can make future strategies in the field of Human Resources related to how to increase bonding with workers so that harmony between employers and workers is well created, one of which is by the way companies must pay attention to job stress experienced by workers by providing opportunities for workers to be involved in the organization, then providing work motivation by providing promotion and career development opportunities. It can be interpreted that everything leads to worker life satisfaction so that it can have a positive impact on individuals and organizations.

Keywords: Job Stress, Job Involvement, Job satisfaction, job motivation, organizational commitment, life satisfaction

INTRODUCTION

Life satisfaction is an important matter for workers and companies, if the life satisfaction of workers is not fulfilled it will have a negative impact on the company (Lambert et al., 2019). Good or positive work and workplace experiences produce psychological optimism and produce a high sense of happiness, but conversely, bad or negative work experiences can produce pessimistic psychology and can reduce the quality of life which has an impact on life satisfaction (Erdogan et al., 2012). Spillover theory found that the influence aspect of work (Job Stress, Job Involvement, Job Satisfaction, & Job Motivation) is also determined by the
surrounding environment which can produce both positive and negative things, therefore a balance is needed in the work and family environment (Hill et al., 2003).

The dynamic relationship between workers and companies is where both provide mutual benefits or both provide positive ones to the other (Kamphorst & Swank, 2018). Organizational success depends on employee performance, however, high enthusiasm and competence among employees can trigger increased stress (Ijaz et al., 2022). High and frequent levels of work stress in the work environment greatly affect performance and can reduce employee engagement with their work (Akdemir et al., 2022). It can also be said that stress is proven to be influential and detrimental to employees which can cause illness, absenteeism, leaving work, and reduced performance (Lyimo & Academy, 2022).

*Job involvement* is influenced by views or perceptions related to work and work involvement is determined by one's needs, *values*, work ethics, and organizational environment (Gopinath, 2020). *Job involvement* represents an attitude towards work and is defined as the extent to which employees can identify psychologically with work, one example of how far and important a person can place himself and be involved in improving company performance (Ćulibrk et al., 2018). When an employee has discomfort and insecurity at work, it will have a negative impact on the level of work involvement and commitment from the company, which in turn can have a decreasing impact on employee performance (Zhang et al., 2022).

One thing that is no less important is *Job Satisfaction* where worker satisfaction is one of the drivers of achieving company performance, satisfied and happy workers are more productive than mediocre workers (Oswald et al., 2015). *Job Satisfaction* is an important requirement to ensure the goals of the company are achieved (Dhamija et al., 2019). According to Lambert et al. (2021), job satisfaction itself is created due to several factors in the workplace that tend to produce good results and positive feelings. One of the factors that influence the positive impact on job satisfaction namely *leadership servant* (Alonderiene & Majauskaite, 2016).

Apart from some of the things above, something that is fundamental is the importance of organizational commitment for employees and employers or companies (Ly et al., 2021). *Organizational commitment* in implementing strategic management plays a very important role, both in the planning, implementation, and evaluation stages (Nahak & Ellitan, 2022). *Organizational commitment* can be increased when employees and organizations develop a higher interest in preserving their working relationships (Kalaichelvan & Aithal, 2021). *Organizational commitment* can produce psychologically optimistic not only at work but in the home environment, and ultimately can increase individual life satisfaction (Johnson, 2015).

Life satisfaction can be
interpreted as people can feel satisfied with their lives as a whole (Suh et al., 1998). Life Satisfaction can be categorized as achieving good health, having good and open-mindedness, improving mental health, social interaction, and being more creative (Chida & Steptoe, 2008; Erdogan et al., 2012). In addition, life satisfaction has been proven to reduce absenteeism from work and reduce the desire to retire early or leave work (Lambert et al., 2005; Murphy et al., 2006).

Previous research done by Lambert et al. (2021) that job stress has a negative relationship to life satisfaction, whereas job involvement, job satisfaction, and commitment organization positive effect on life satisfaction. The research conducted has not conducted research between variables of job stress with job involvement, job satisfaction, commitment organizational, and have not used variables job motivation and the research above concentrates on police officers, where the research is more on the overall strata of positions in the police. In this study more emphasis on workers as a whole in Container Terminal Domestic in Indonesia, starting from the executive level to the managerial level. Where is the job Container Terminal in Indonesia is known to have a workload high turnover of containers in Indonesia as many as 17 million you are (Twenty equivalent units) on average per year.

However, the purpose of this research is to explore the impact influence aspect of work on life satisfaction for workers. It is hoped that this research can provide an effect positive on the science of Human Resource Management with a better theoretical understanding of the variables studied and can have a good impact so that it will increase life satisfaction for workers at Container Terminal Domestic in Indonesia

MATERIALS AND METHODS

Obtaining data using the survey method, by means of questionnaire data distributed online using Google-form with social media Whatsapp. The questionnaire conducted includes Job Stress with a total of 10 items, which have been adapted and modified from two previous studies, namely Kulachai et al (2022) and Tyagi & Dhar (2014). for measurement, Job Involvement consists of 6 items adapted and modified from previous studies, namely Jans N. A (1982) and Lambert et al (2018). The next is Job Satisfaction consists of 8 items that have been modified from previous studies, namely Rahim et al (2011). Further related to Job Motivation consists of 9 items taken and modified from previous research namely Alalade & Oguntodu (2015) and Selma (2011)). The next variable is Organizational commitment consisting of 7 items taken and modified from previous research, namely Lambert et al (2015), the last variable is Life Satisfaction consists of 9 items taken and modified from previous research namely Erdogan et al (Erdogan et al., 2012) and Lambert et al. (Lambert et al., 2021). So in total, there are 49 questions in total. Measurements were made using a 5-Likert, ranging from 1
(Strongly Disagree) to 5 (Strongly Agree).

The population of this study is workers in the field Container Terminal domestic in Indonesia. Where the sampling used is the method purposive sampling or deliberate sampling with the criteria of employees who have worked for more than 2 years in a Container Terminal domestic in Indonesia. This research is a quantitative study using SPSS 25 and Structural Equation Model (SEM) with LISREL 8.7. SEM Lisrel is used to verify the hypothesis by using a path diagram. The data obtained were then analyzed using SPSS to see the validity and reliability of the items tested with CFA (Confirmatory Factor Analysis) and reliability analysis. Test the validity of the research is done by using the size sampling Kaiser-Mayer-Olkin (KMO) dan Measures of Sampling Adequacy (MSA) as a measure of sample validity. If the KMO and MSA values are above 0.5 then factor analysis is acceptable, while KMO values below 0.5 are unacceptable. Then test the reliability using measurements of Cronbach’s Alpha where the value is above 0.6 then the data can be accepted. Based on SEM, the number of research samples was 5 times the number of questions (Hair, 2014), so this study used a sample of 245 respondents.

RESULTS AND DISCUSSIONS

Based on the results of the distribution of questionnaires online, then from this study got as many as 245 respondents in accordance with the criteria personally set. The results of the data obtained the number of male respondents as many as 235 people (96%) and women as many as 10 people (4%). Most of the respondents were from the millennial generation, as many as 166 people (68%), the second largest was Generation X, as many as 68 people (28%), and finally, Generation Z, as many as 11 people (4%).

Variables can be declared valid if they have a loading factor above 0.50, as well as a reliability test with a minimum limit for value construct reliability of 0.60 (CR) and values for variance extracted (VE) 0.5 (Hair, 2014). From the calculation of the value construct reliability (CR), it was found that the value obtained was above 0.60. For value calculation results variance extracted (VE) found that Job Involvement there is below 0.50. Here you can see the entire CR & VE evaluation: job stress (CR=0.940;VE=0.613), job involvement (CR=0.908;VE=0.624), job satisfaction (CR=0.924;VE=0.602), job motivation (CR=0.947;VE=0.669), organizational commitment (CR=0.935;VE=0.673), from life satisfaction (CR=0.961;VE=0.732).

Based on the suitability test analysis, it was found that most of the results indicated conformity, including RMSEA = 0.052; ECVI = 8.47; AIC = 2065.86; CAIC = 2556.50; NFI = 0.96; NNFI = 0.98; CFI = 0.98; IFI = 0.98; RFI = 0.95; RMR = 0.086; GFI = 0.76 and PGFI = 0.70. The results of the study also found that the overall fit of the model (Goodness of Fit), although there is one on the level marginal fit. The following results can be displayed in the Path in Figure 2 and the hypothesis
testing model in Table 1.

![Figure 2. T-Value Path Diagram Results](image)

<table>
<thead>
<tr>
<th>Hypothesis</th>
<th>Hypothesis Statement</th>
<th>Mark T-Value</th>
<th>Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>H1</td>
<td><em>Job Stress</em> negative effect on <em>Job Involvement</em></td>
<td>-8.58</td>
<td>The data support the hypothesis</td>
</tr>
<tr>
<td>H2</td>
<td><em>Job Stress</em> negative but not significant effect on <em>Job Satisfaction</em></td>
<td>-1.29</td>
<td>The data do not support the hypothesis</td>
</tr>
<tr>
<td>H3</td>
<td><em>Job Stress</em> negative effect on <em>Job Motivation</em></td>
<td>-4.84</td>
<td>The data support the hypothesis</td>
</tr>
<tr>
<td>H4</td>
<td><em>Job Stress</em> negative effect on <em>Organizational Commitment</em></td>
<td>-6.61</td>
<td>The data support the hypothesis</td>
</tr>
<tr>
<td>H5</td>
<td><em>Job Involvement</em> positive effect on <em>Job Satisfaction</em></td>
<td>6.02</td>
<td>The data support the hypothesis</td>
</tr>
<tr>
<td>H6</td>
<td><em>Job Motivation</em> positive effect however not significant to <em>Job Satisfaction</em></td>
<td>1.09</td>
<td>The data do not support the hypothesis</td>
</tr>
<tr>
<td>H7</td>
<td><em>Job Involvement</em> positive effect on <em>Life Satisfaction</em></td>
<td>2.03</td>
<td>The data support the hypothesis</td>
</tr>
<tr>
<td>Hypothesis</td>
<td>Description</td>
<td>Value</td>
<td>Result</td>
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<tr>
<td>H8</td>
<td>Job Satisfaction positive effect on Life Satisfaction</td>
<td>3.01</td>
<td>The data support the hypothesis</td>
</tr>
<tr>
<td>H9</td>
<td>Job Motivation positive influence on Life Satisfaction</td>
<td>4.81</td>
<td>The data support the hypothesis</td>
</tr>
<tr>
<td>H10</td>
<td>Organizational Commitment positive effect on Life Satisfaction</td>
<td>5.42</td>
<td>The data support the hypothesis</td>
</tr>
<tr>
<td>H11</td>
<td>Job Stress negative but not significant effect on Life Satisfaction</td>
<td>-1.76</td>
<td>The data do not support the hypothesis</td>
</tr>
</tbody>
</table>

Source: Processed data from Lisrel 2022

From the hypothesis testing table, it can be seen that there are three variables that do not support the existing hypothesis, namely the T-Value of H2 is -1.29, H6 is 1.09, and H11 is -1.76, while the hypothesis that can be taken is above or equal to 1.96.

**DISCUSSION**

The purpose of this research is to find out life satisfaction of workers at container terminals domestic in Indonesia is affected by the impact of work and organizational commitment. The results of the first hypothesis show that job involvement is negatively affected by job stress at the workplace. This indicates that the level of job involvement workers will be negatively affected or decreased as a result of the level of stress they experience. It can be proven that respondents do not reject indicators that show levels of job stress significantly influence job involvement. The results above are the same as Bakker & Demerouti (2007), which state job stress arises due to an imbalance between job demands that must be managed to reduce job involvement.

The second hypothesis shows job stress has a negative but not significant effect on job satisfaction. According to research by Singh et al (2019), job stress occurs when the workplace provides work that exceeds an individual's capabilities, which can also degrade job satisfaction. As for who can make the job stress negative effect on job satisfaction namely the existence of a workload given to outsourcing or sourcing the non-shift exceeds from job description given. This is also proven by the job description existing and additional work as well as the results of interviews with 2 (two) workers outsourcing. However, there is something that makes job stress not have a significant negative effect, one of which is due to the activities carried out by shift workers in container terminal domestic consisting of discharged, loaded, lift-on, lift-off, and transfers between courts and docks. where the above activities are carried out by workers based on work shifts.
Then the results of the third hypothesis research show that there is a negative influence of job stress on job motivation. The results above are the same as Rahman (2022), that job stress can have an adverse impact on individuals if the organization does not provide job motivation appropriate for the workers. In this case, it means job stress has a significant negative impact on their work, this arises when workers are not given proper wages and motivation, are not given opportunities for promotion and career development, and are not given space by the organization to contribute to the progress of the organization.

The results of the fourth hypothesis indicate a negative influence of job stress on organizational commitment. Until when job stress is high, it will have a negative effect on organizational commitment. The same result was done by Li et al (2021) stated job stress is a negative thing so it can lower the level of organizational commitment so that workers who are stressed about their jobs certainly do not have organizational commitment. This can happen in container terminals domestically if the company does not appreciate the results of the performance produced and the values that have been given by workers.

Furthermore, the results of the fifth hypothesis show job involvement has a positive influence on job satisfaction. This shows the higher the level of job involvement so the job satisfaction is also higher owned by workers. This is in line with previous research from Kamalanabhan et al (2009) stated job involvement is an important matter for workers so that it can also have a good impact on employee job satisfaction. workers at Container Terminal Domestic tend to have job satisfaction at work, due to the involvement of the work done day per day by workers occurs continuously and this also has a positive impact on workers. This happens because workers feel that they are given the opportunity to be involved in achieving targets and the company also provides space for workers to devote their individual abilities to workers.

The results of the sixth hypothesis research stated that there was a positive impact but not significant job motivation on job satisfaction. Although it has no effect, this is almost the same as research by Salleh et al (2011) which states that workers who have job motivation will tend to help achieve organizational targets, and it will have a positive impact on job satisfaction. But even though it doesn't have a significant effect, this study shows job motivation positive effect on job satisfaction. So it can be said, it is increasing job motivation will have a good effect too job satisfaction among workers. Several things do not affect job motivation to job satisfaction one of them causes career development and promotions for organic or permanent workers are not implemented properly. This is also evidenced by the results of interviews with 3 (three) implementing workers which state that career development is not implemented properly.
The results of the seventh hypothesis research show that job involvement has a positive impact on life satisfaction. In this case, it means that the level of work involvement of employees towards the company shows good results, as evidenced by the absence of rejection indicators from respondents. The above results are in line with research conducted by Jans N. A (1982) and Lambert et al (2018) state that work involvement can produce positive psychological feelings and help protect employees from work pressure. The results of this study are purely from several factors of individual work involved in their respective jobs.

The work involvement of employees in this company is very important because what is offered is service. Most of the respondents taken are from employees who do the work shift, in which the implementation of shift work is always repeated which makes it possible to cause greater work involvement of employees in the company. Besides that, the main factor that makes job involvement quite high against the company is the occurrence bonding between leader with employees and also occurs between employees with one another.

Then the results of research and testing of the eighth hypothesis show that job satisfaction directly have a positive influence on life satisfaction. This means that the higher job satisfaction, the higher life satisfaction, even though life satisfaction is not only an element of job satisfaction, but also has a positive impact. The level of job satisfaction is very high as indicated by the results of this test, none of the indicators were rejected by the respondents. This research is in accordance with the results of Lambert et al (2005) stated effect positive spillover from job satisfaction to life satisfaction that work is an important aspect of many people's lives, so if workers don't like what they are doing it will have an impact on the quality of life of these workers.

Result of research Kantak et al (1992) also mentions that there is a significant correlation between job satisfaction and life satisfaction and have a positive impact on workers. These results are also supported by the existence of a good response from respondents to the indicators given. Most of the respondents stated that they were satisfied with the work done, this was made possible by the comfort at work and satisfaction with the results obtained by workers. So that it has a strong attachment that results in workers liking their work and certainly not stressful.

Then the results of testing and measuring the ninth hypothesis prove that there is a positive and significant influence job motivation to life satisfaction. So it's increasing job motivation towards his work, then the desired life satisfaction is also higher. From the indicators given to the respondents, none were rejected, therefore in this case work motivation plays an important role in work. The results of this study are in accordance with Richard M. Ryan (2000) which
states that the benefits of high work motivation can be seen from better behavior, diligent work, good adjustment so that it affects the life satisfaction of workers.

The opportunity for workers to participate in contributing to the company is very large, this can cause workers to be motivated in doing all their work. This may also be due to the development of a clear career pattern and the company also provides training for every operational and non-operational worker, so that it can provide work motivation. There are also basic things that cause workers to always get work motivation, namely the existing leadership pattern also provides its own enthusiasm for workers, especially operational workers where before carrying out work activities, safety briefings are always carried out. Handover, so that this can provide positive things that can affect the work motivation of each worker.

Furthermore, the results of testing and measuring the tenth hypothesis show that the results organizational commitment directly positive effect on life satisfaction. This shows that the higher the organizational commitment of workers, the more positive the desired life satisfaction will be. Organizational commitment has been proven to be acceptable to respondents because none of the indicators were rejected by respondents. The results above are also in line with Lambert's research et al (2021) suggests a high probability organizational commitment produce good psychological and positive feelings at work that produce happiness so that it can lead to increased life satisfaction.

Organizational commitment is found not only in workers non shift but also many of the workers shift. Respondents were taken mostly from operations with more than 2 years of service, but the results can be seen that with the company providing inspiration for workers and providing opportunities for workers, the level of commitment from workers is also quite high. A good level of commitment to the company can result in workers being more concerned with the company than themselves and trying to provide the best for the organization (Mete et al., 2016). Therefore, if the company can achieve the specified target, the results will also have an impact on workers, so that the life satisfaction of workers will also increase.

The results of the eleventh hypothesis research show a negative but not significant effect Job Stress to life satisfaction. This research is almost the same as the research conducted by Lambert et al. (2021) which states that working as a police officer can cause work stress. It is possible that the differences in respondents can influence the results of the study. So in this case stating that the work in container terminal domestic in Indonesia does not have an impact on work stress on employees. This was also proven by the results of interviews with 2 (two)Branch Manager area which states that it works in domestic terminal containers does not cause the impact of work stress, but has
its own challenges to be able to achieve targets from the company.

CONCLUSION

The results of testing the first hypothesis are conclusive job stress have a negative influence on job involvement. This is due to the level job stress height can affect job involvement. This can cause an imbalance in the workplace. The results of testing the second hypothesis concluded that there was a negative effect job stress to job satisfaction. As for who can make job stress negative effect on job satisfaction namely the existence of a workload given to outsourcing or outsourcing exceed from job description given. So it can be interpreted that job stress can make job satisfaction workers decreased.

In the third hypothesis the results show that job motivation negatively affected by job stress. This can happen if the company does not provide workers with wages, promotions, or career advancement opportunities, so that from this it can be shown that job stress at work has a negative impact on job motivation. Then in the fourth hypothesis, job stress negative impact on hierarchical responsibility. Proven, job stress can have a negative effect, as well as result in lower levels organizational commitment. Next to the results of the fifth hypothesis, which concludes that job involvement significantly affect job satisfaction. This can be interpreted that workers feel given the opportunity to be involved in achieving targets, so that they can have a good impact on employee job satisfaction.

Based on the findings of the sixth hypothesis, job satisfaction not significantly affected by job motivation. The research results have a positive impact, but there is a possibility that the results are not significant because the development of career patterns is still not going well. Interviews with three respondents who held executive positions provide evidence of this. Furthermore, for the seventh hypothesis states that job involvement influence life satisfaction. The attachment that people have for one another can help them to be more involved in work. Testing the eighth hypothesis resulted in the conclusion that life satisfaction positively influenced by job satisfaction. It can be concluded that life satisfaction is directly proportional to job satisfaction. The results of this study are supported by the results of the questionnaire, where the majority of respondents stated that they were satisfied with their work, indicating that job satisfaction can improve life satisfaction for workers.

The results of testing the ninth hypothesis concluded that job motivation directly positive and significant effect on life satisfaction. The higher the level of work motivation towards work, the life satisfaction of workers is also higher. One of the basic things that causes workers to have high work motivation is a good leadership pattern so that it gives its own enthusiasm for workers. Furthermore, the results of testing the tenth hypothesis
concluded that organizational commitment directly positive effect on life satisfaction. It is shown that the higher the organizational commitment the higher the life satisfaction of workers. It was found that organizational commitment will result output which is positive in work so that it can lead to increased life satisfaction.

The eleventh hypothesis concludes that job stress no significant effect on life satisfaction employees who are in container terminal domestic. This has no effect because workers actually face their own challenges to be able to achieve the targets given by the company and from the two respondents who interview deliver that work on container terminal is passion owned by the individual worker. Answers from the results of the questionnaire and interview also workers stated that they did not feel frustrated or under pressure when doing work.

The research results still have some limitations that need to be improved and improved. First, the distribution of this questionnaire does not discriminate cluster managerial (structural) and operational (functional). Most of the results of this study come from operational workers who do repetitive and scheduled work (shifts), while managerial do work that requires a more in-depth analysis process. Therefore, further research can be separated between managerial and operational executors. Second, the data collection method is only carried out online because the locations of the terminals are far from each other, so that the accuracy of the results from the respondents in filling out and understanding the statements in the questionnaire is not guaranteed, therefore further research can be carried out in companies that are easy to reach. Third, this research was only specifically carried out in the domestic terminal, so further research may be carried out in container terminal international or in sectors outside the port with the aim of gaining different and broader insights about life satisfaction. Fourth, this study stops at life satisfaction which is the ultimate goal of the study. Furthermore, researchers recommend further by adding the consequences of life satisfaction, namely organizational performance.

There are several managerial implications for research in order to improve life satisfaction worker at Container Terminal domestic in Indonesia. It is suggested to the company's management to identify various factors that can improve job stress experienced by workers by providing opportunities for workers to be involved in organizations, then providing work motivation by providing opportunities for promotion and career development. This is for the purpose of creation organizational commitment so that the organization which is a subsidiary of this BUMN can continue sustainable and have competitiveness against companies engaged in the field containerize. From the above it can be interpreted that everything culminates in life satisfaction workers so that they can...
have a positive impact on individuals and organizations.

It is hoped that this research can provide good information for container terminal domestic in Indonesia related to how to improve life satisfaction for workers. The results of this research that can be used by companies are how to continue to maintain life satisfaction from workers, so that workers continue to get positive spillover which can directly help the company to achieve the targets set so that the company can also provide welfare for workers. Using this information, employers can make future strategies in the field Human Resources regarding how to improve bonding with workers so that harmony between employers and workers is created properly.

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