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The Influence of Supervision, Work Environment and Co-Workers Towards Job Satisfaction and Their Impact on Job Search

Haryadi Sarjono
Department of Management, Bina Nusantara University,
Jl. KH Syahdan No. 9, 11480 Kemanggisan, West Jakarta, Indonesia

Abstract: Karlita Hotel, located on Brigjend Katamso Street 31, Tegal 52111 (Central Java) has been established since 1976. Then was famous for its main facilities, its discotheque and karaoke, until mid 2003 when it is rebuilt to become International Standard Three-Star Plus Hotel. At the end of 2011, the hotel would like to add the facilities as many as 66 rooms with modern interior design. The problem faced during the execution of the plan based on the interview summary with the hotel manager is that each division complains about many things. Teammate sabotaging each other, unsupportive working environment due to lack of employee due to the additional 66 rooms created worries among housekeeping that they need to work extra or they need to ask for a raise. Hotel supervision is not very encouraging, not calming the atmosphere and from the complaints the employees do not earn job satisfaction. Most of the employees worried that their job descriptions are going to add up then the supervision needs to think about new employee recruitment, opening job search for public. The research shows that supervision, working environment and co-workers simultaneously and partially relate to each other positively and significantly. This research can reveal the results analysis based on SPSS approach are the same.

Key words: Supervision, work environment, co-workers, job satisfaction, job search, SPSS

INTRODUCTION

Karlita Hotel located on Brigjend Katamso Street 31, Tegal 52111 (Jawa Tengah) was established on 1976, famous then for its main facilities; discotheque and karaoke, until mid 2003 Karlita Hotel is rebuilt to become an International Standard Three-Star Plus Hotel. There is an unanswered problem about supervision, work environment and co-workers influence towards job satisfaction and its impact towards job search individually and wholly and would be answered by us researcher. Goals in this research are:

- Goal-oriented analysis to find out the size of supervision, work environment and co-workers influence towards job satisfaction and their impact on job search partially?
- Goal-oriented analysis to find out the size of supervision, work environment and co-workers influence towards job satisfaction and their impact on job search simultaneously?

Theoritical based: Supervision is the effort to achieve desired results by empowering human natural talents/abilities and facilitating resources which is emphasized on giving challenges and attention as much as possible towards human natural talents/abilities.

Work environment is a very important social environment where everybody feels accepted or rejected by other people.

Co-workers (Hussein, 2004) is a job satisfaction factor in the relationship between fellow coworker in terms of giving necessary job-related support. Job statisfication (Tangkilisan, 2005) is the level of happiness felt by someone over his/her role or job in an organization.

Job search (Aprilia, 2010) is a tedious process. Job seekers really depend on job vacancies in newsstudy, magazine or word of mouth. However now, there is a tendency of declining number of newsstudy job vacancies because most of the job seekers look for job online.

Job satisfaction factors obtained from job descriptive index where there is a standard measurement for job satisfaction, involving some factors of the very job itself, quality and supervision control, wage or salary, promotion chances and co-workers. Job description index is a widely used measurement for job satisfaction. Research shows that job description index can provide valid job satisfaction scales in a trustworthy scale (Dipboye *et al*., 1994).

Boles *et al*. (1997) divides satisfaction into various levels, i.e., satisfaction towards coworker, satisfaction towards payment, satisfaction towards supervisor, satisfaction towards promotion and satisfaction towards customer. Using moderated regression analysis, found

that role conflict and role confusion do not signicantly influence coworker satisfaction which means that the higher role conflict and role clarity then the lower satisfaction towards coworker is clearly not proven.

Regression analysis: Regression analysis involves on independent variable and one dependent variable in the relationship between variables, approached with a straight line (Anderson *et al*., 2010).

Purposed using regression analysis (http://www.jonathansarwono.info/regresi/regresi.htm.accessedon02 April 2012) are:

- To make average estimation and dependent variable value based on independent variable value
- To test dependency characteristic hypothesis
- To forecast independent variable value based on independent variable value beyond sample scope

In a research, people usually work using models, a functional relationship between variables. With that model we try to understand, explain, control and later on predict the behavior of the analyzed system. Here, we use the term predicting and not forecasting. Prediction has a special meaning which is inter-or extrapolation. Model also helps researcher in determining causal relationship (cause and effect) between two or more variables. Causal relationship draws large attention from each researcher. Whether, there is or there is not any causal relationship between variables can not be decided using statistical data only.

MATERIALS AND METHODS

Method used are associative research type, descriptive research time horizon cross sectional, primary and secondary data simple random sampling sample technique, research done in a real situation, validity test and reliability test data analysis method followed by normality test, data transformation from ordinal to interval, looking for relationship with correlation test and ended with looking for the influence with path analysis. Statistical test is used to determine whether the relationship and the influence on sample is real or only occur by chance, due to sample taking. The analysis object are employee working in Karlita Hotel, Main Office with variables X_1, X_2, X_3 to Y and the effect on Z simultaneously and partially.

RESULTS AND DISCUSSION

Validity test: Validity test is done at the beginning of the research with data amount of 30 respondents using SPSS 16.0 which is by looking at r table value obtained based on calculation using compute variabel on SPSS 16.0 and calculated r value is obtained based on calculation using reability analysis on SPSS 16.0. Statements are deemed valid if calculated r value is bigger than r table value ($r_{calculation}>r_{table}$) while deemed invalid if calculated r is smaller than r table ($r_{calculation}<r_{table}$). Based on 95% trust level, sampel amount (n) = 30, thus obtained the df value = 28 and after calculating using compute variable, thus obtained t-value = 1.70 and r_{table} value = 0.31. The following is the validity test calculation result using SPSS 16.0:

Validity test on supervision variable (X_1): All statements in supervision variable are deemed valid because $r_{calculation}>r_{table}$ (Table 1).

Validity test on work environment variable (X_2): All statements on supervision variable are deemed valid because $r_{calculation}>r_{table}$ (Table 2).

Validity test on co-workers variable (X_3): All statements on supervision variable are deemed valid because $r_{calculation}>r_{table}$ (Table 3).

Validity test on job satisfaction variable (Y): All statements on supervision variable are deemed valid because $r_{calculation}>r_{table}$ (Table 4).

Validity test on job search variable (Z): All statements on supervision variable are deemed valid because $r_{calculation}>r_{table}$ (Table 5).

Table 1: Supervision variable validity test

Variables	Statement No.	Item-total correlation	R table	Explanation
Supervision	1	0.461	0.31	Valid
(X_1)	2	0.332	0.31	Valid
	3	0.401	0.31	Valid
	4	0.321	0.31	Valid
	5	0.469	0.31	Valid

Table 2: Work environment variable validity test

Variables	Statement No.	Item-total correlation	R table	Explanation
Work	6	0.605	0.31	Valid
environment	7	0.560	0.31	Valid
(X_2)	8	0.598	0.31	Valid
	9	0.610	0.31	Valid
	10	0.581	0.31	Valid
	11	0.653	0.31	Valid

Table 3: Co-workers variable validity test

Variables	Statement No.	Item-total correlation	R table	Explanation
Co-workers	12	0.391	0.31	Valid
(X_3)	13	0.523	0.31	Valid
	14	0.437	0.31	Valid
	15	0.328	0.31	Valid
	16	0.319	0.31	Valid
	17	0.558	0.31	Valid
	18	0.366	0.31	Valid
	19	0.420	0.31	Valid
	20	0.431	0.31	Valid
	21	0.346	0.31	Valid

Table 4: Job satisfaction variable validity test

Variables	Statement No.	Item-total correlation	R_table	Explanation
Job satisfaction (Y)	22	0.549	0.31	Valid
	23	0.693	0.31	Valid
	24	0.538	0.31	Valid
	25	0.343	0.31	Valid
	26	0.609	0.31	Valid
	27	0.668	0.31	Valid
	28	0.633	0.31	Valid
	29	0.747	0.31	Valid

Table 5: Job search variable validity test

Variables	Statement No.	Item-total correlation	R_table	Explanation
Job search (Z)	1	0.604	0.31	Valid
	2	0.624	0.31	Valid
	3	0.693	0.31	Valid
	4	0.587	0.31	Valid
	5	0.356	0.31	Valid
	6	0.885	0.31	Valid
	7	0.739	0.31	Valid
	8	0.726	0.31	Valid
	9	0.544	0.31	Valid
	10	0.845	0.31	Valid
	11	0.708	0.31	Valid

Table 6: Reliability test

Variables	Cornbach's alpha	Explanation
Supervision	0.641	Reliable
Work environment	0.823	Reliable
Co-workers	0.748	Reliable
Job satisfaction	0.851	Reliable
Job search	0.907	Reliable

Reliability test: In this research, reliability test done on each variable using SPSS 16.0 which is when Cornbach's α>0.600, then it is deemed reliable. Reliability test result on each variable is shown Table 6. All variables are deemed reliable as Cornbach's α>0.600.

Normality test: Normality test is done to find out whether the data population is normally distributed looking on data point dispersion on Q-Q plot graphic image. It is called normal id the data dispersion is on plot point dispersion straight line. The basis of decision in normality test is the following:

- If Sig. atau significance or p>0.05 then data is called normally distributed
- If Sig. atau significance or p<0.05 then data is called not normally distributed

According to Sarjono, Haryadi and Julianita, Winda stated that in normality test if the researcher has respondents above 50 then Sig. Kolmogorov-Smirnov[a] compared with Alpha while if researcher has respondents below 50, then Sig. Sahprio Wilk is the one compared with Alpha to test the normality of the obtained data (Table 7). All variables are deemed normally distributed, because the value of Kolmogorov-Smirnov[a] is >0.05.

Table 7: Tests of normality

	Kolmogorov-Smirnov[a]			Shapiro-Wilk		
Variables	Statistic	df	Sig.	Statistic	df	Sig.
Supervision	0.087	89	0.092	0.983	89	0.316
Work_enviroment	0.073	89	0.200*	0.988	89	0.599
Co-workers	0.047	89	0.200*	0.990	89	0.737
Job_statisfaction	0.060	89	0.200*	0.991	89	0.809
Job_search	0.080	89	0.200*	0.986	89	0.469

[a]Lilliefors Significance Correction; *This is a lower bound of the true significance

Table 8: Ordinal to interval data transformation process

	Frequency of each answer alternative					
Question No.	1	2	3	4	5	Total frequency
1	9	12	24	39	5	89
2	6	7	18	47	11	89
3	3	10	26	42	8	89
4	2	11	26	28	22	89
5	6	17	25	24	17	89
6	6	3	33	41	6	89
7	2	10	36	30	11	89
8	1	8	29	38	13	89
9	15	27	25	20	2	89
10	11	18	29	29	2	89
11	7	4	32	40	6	89
12	14	16	26	31	2	89
13	14	12	20	38	5	89
14	5	3	29	42	10	89
15	3	7	35	36	8	89
16	6	14	34	29	6	89
17	12	18	36	19	4	89
18	4	3	49	28	5	89
19	12	20	37	16	4	89
20	9	7	39	26	8	89
21	26	30	19	13	1	89
22	11	18	22	27	11	89
23	8	9	18	45	9	89
24	2	6	23	46	12	89
25	2	5	29	38	15	89
26	6	17	25	29	12	89
27	15	20	23	18	13	89
28	6	9	39	25	10	89
29	6	16	37	22	8	89
30	6	3	33	41	6	89
31	2	10	36	30	11	89
32	1	8	29	38	13	89
33	16	27	25	19	2	89
34	12	19	26	29	3	89
35	7	5	30	41	6	89
36	2	7	32	36	12	89
37	1	6	25	47	10	89
38	15	24	22	25	3	89
39	10	14	24	35	6	89
40	4	1	34	40	10	89
Total	305	481	1,159	1,287	328	3,560

Table 9: Ordinal to interval data transformation new value

Option of answers (ordinal)	New value (interval)
1	1.00
2	1.79
3	2.52
4	3.47
5	4.62

Ordinal to interval data transformation: Ordinal to interval data transformation process given in Table 8. Ordinal to interval data transformation new value given in Table 9.

Table 10: Correlation analysis

Variables	Supervision	Work_enviroment	Co-workers	Job_statisfaction	Job_search
Supervision					
Pearson correlation	1.0000	0.523**	0.340**	0.486**	0.593**
Sig. (2-tailed)		0.000	0.001	0.000	0.000
N	89.0000	89.000	89.000	89.000	89.000
Work_enviroment					
Pearson correlation	0.5230**	1.000	0.460**	0.621**	0.907**
Sig. (2-tailed)	0.0000	0.000	0.000	0.000	
N	89.0000	89.000	89.000	89.000	89.000
Co-workers					
Pearson correlation	0.3400**	0.460**	1.000	0.487**	0.560**
Sig. (2-tailed)	0.0010	0.000		0.000	0.000
N	89.0000	89.000	89.000	89.000	89.00
Job_statisfaction					
Pearson correlation	0.4860**	0.621**	0.487**	1.000	0.720**
Sig. (2-tailed)	0.0000	0.000	0.000		0.000
N	89.0000	89.000	89.000	89.000	89.000
Job_search					
Pearson correlation	0.5930**	0.907**	0.560**	0.720**	1.000
Sig. (2-tailed)	0.0000	0.000	0.000	0.000	
N	89.0000	89.000	89.000	89.000	89.000

**Correlation is significant at the 0.01 level (2-tailed)

Table 11: Correlation relationship character of X_1, X_2, X_3, Y and Z

Relationship between	Correlation	Relationship character
X_1 towards Y	0.486	Sufficiently strong, one direction and significant
X_2 towards Y	0.621	Strong, one direction and significant
X_3 towards Y	0.487	Sufficiently strong, one direction and significant
X_1 towards Z	0.593	Sufficiently strong, one direction and significant
X_2 towards Z	0.907	Very strong, one direction and significant
X_3 towards Z	0.560	Sufficiently strong, one direction and significant
Y towards Z	0.720	Strong, one direction and significant

Correlation analysis: Correlation analysis is given in Table 10 and 11.

Path analysis: Path analysis test steps are conducted by 2 structures, i.e., sub-structure 1 and 2. Below are relationship frame between paths (Fig. 1 and 2) (X1 to Y, X2 to Y, X3 to Y, X1 to Z, X2 to Z, X3 to Z and Y to Z) and made in structural Eq. 1 and 2:

$$Y = \rho_{yx1}X_1 + \rho_{yx2}X_2 + \rho_{yx3}X_3 + \rho_y\varepsilon_1 \quad (1)$$

$$Z = \rho_{zx1}X_1 + \rho_{zx2}X_2 + \rho_{zx3}X_3 + \rho_{zy}Y + \rho_z\varepsilon_2 \quad (2)$$

Analysis of supervision (X_1), work enviroment (X_2), and co-workers (X_3) influence towards job statisfaction (Y).

Analysis of supervision (X_1), work enviroment (X_2), dan co-workers (X_3) influence towards job statisfaction (Y) simultaneously (wholly). Model summary sub-structural 1 is given in Table 12.

Supervision (X_1), work enviroment (X_2) and co-workers (X_3) variables towards job statisfaction (Y) R-square (R^2) is 0.464 = 46.4% and the amount of other variable's influence influencing job satisfaction variable

Table 12: Model summary

Model	R	R^2	Adjusted R^2	Std. error of the estimate
1	0.681[a]	0.464	0.445	0.48214

[a]Predictors: constant, co-workers, supervision, work_enviroment

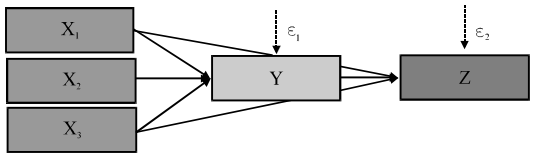

Fig. 1: Relationship structure image X1, X2, X3, Y and Z

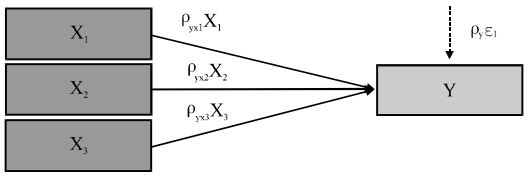

Fig. 2: Sub-structure 1 image

(Y) beyond this research is 53.6% = 0.536 while the amount of other variable path coefficient influencing $Y(\varepsilon_y) = \sqrt{0.536} = 0.732$. ANOVA sub-structure 1 is given in Table 13.

Hypothesis:

- H_o: there is no influence between supervision (X_1), work environment (X_2) and co-workers (X_3) simultaneously and significantly towards (Y)
- H_a: there is an influence between supervision (X_1), work environment (X_2) and co-workers (X_3) simultaneously and significantly towards job statisfaction (Y)

Table 13: ANOVA[b] sub-structure 1

Models	Sum of squares	df	Mean square	F-value	Sig.
1					
Regression	17.073	3	5.691	24.482	0.000[a]
Residual	19.759	85	0.232		
Total	36.832	88			

[a]Predictors: constant, co-workers, supervision, work_enviroment; [b]Dependent variable: job_statisfaction

Table 14: Coefficients[a] sub-structure 1

	Unstandardized coefficients				
Models	B	SE	Standardized coefficient (β)	t-values	Sig.
1					
Constant	0.230	0.324		0.709	0.480
Supervision	0.200	0.099	0.190	2.021	0.046
Work_enviroment	0.473	0.113	0.416	4.174	0.000
Co-workers	0.276	0.108	0.232	2.567	0.012

[a]Dependent variable: job_statisfaction

The basis of decision making:

- If the probability value is smaller or equal to Sig. atau ($0.1 \leq$ Sig.) probability value, then H_0 is accepted and H_a is rejected, means its not significant
- If probability value is bigger or equal to Sig. probability value or ($0.1 \geq$ Sig.), then H_0 is rejected and H_a is accepted, means its significant

From the significance test result on ANOVA sub-structure 1 result, H_0 is rejected and H_a is accepted which shows that there is an influence or contribution between supervision, work environment and co-workers simultaneously and significantly towards job satisfaction.

Analysis of supervision (X_1), work enviroment (X_2), and co-workers (X_3) influence towards Job statisfaction (Y) partially (individually). Coefficient sub-structural 1 is given in Table 14. Individual testing between variable X_1 and variable Y is t-test

Hypothesis:

- H_0: there is no individual influence towards job statisfaction variable (Y)
- H_a: there is an individual influence towards job statisfaction variable (Y)

Basis of decision making:

- If probability value is smaller or equal to Sig. probability value or ($0.05 \leq$ Sig.), then H_0 is accepted and H_a is rejected means its not significant
- If probability value is bigger or equal to Sig. probability value or ($0.05 \leq$ Sig.), then H_0 is rejected and H_a is accepted means its not significant

From coefficient sub-structural 1 table, known that variabel supervision (X_1) variable has Sig. value of 0.046. if compared with $\alpha = 0.05$, then Sig. value is smaller than α-value ($0.046<0.05$), then H_0 is rejected and H_a is accepted which means the significance and amount of beta (path coefficient) supervision variable (X_1) towards job statisfaction variable (Y) is 0.190 (ρYX_1).

From coefficient sub-structural 1 table, known that H_0 is rejected and H_a is accepted which means the significance and amount of beta (path coefficient) work enviroment variable (X_2) towards job statisfaction variable (Y) is 0.416 (ρYX_2).

From coefficient sub-structural 1 table, known that H_0 is rejected and H_a is accepted which means the significance and the amount of beta (path coefficient) co-workers variable (X_3) towards job statisfaction variable (Y) is 0.232 (ρYX_3) (Fig. 3 and 4). From the test, obtained the sub-structural 1 equation as follow:

$$Y = \rho_{x1}X_1 + \rho_{yx2}X_2 + \rho_{yx3}X_3 + \rho_y\varepsilon_1$$

$$Y = 0.190X_1 + 0.416X_2 + 0.232X_2 + 0.732\varepsilon_1$$

Table 15: Model summary

Model	R	R^2	Adjusted R^2	Std. error of the estimate
1	0.939[a]	0.882	0.876	0.18647

[a]Predictors: constant, job_statisfaction, supervision, co-workers, work_enviroment

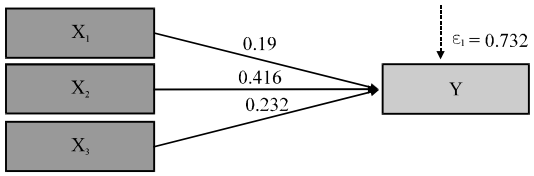

Fig. 3: Sub-structural 1 image

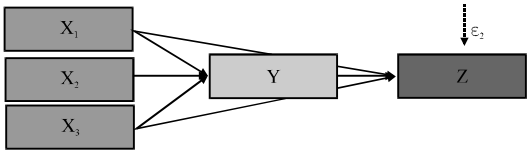

Fig. 4: Sub-structural 2 image

Analysis of supervision (X_1), work enviroment (X_2) and co-workers (X_3) towards job statisfaction (Y) influence and the impact on job search (Z).

Analysis of supervision (X_1), work enviroment (X_2) and co-workers (X_3) influence towards job statisfaction (Y) and the impact on job search (Z) simultaneously (wholly). Model summary sub-structural 2 is given in Table 15.

From the model summary sub-structural 2 table, known that supervision (X_1), work enviroment (X_2), co-workers (X_3) dan job statisfaction (Y) variables towards job search (Z) in the amount of $R^2 = 0.882 = 88.2\%$ and the amount of other variables influencing job search

variable (Z) beyond this research is 11.8% = 0.118 while the amount of path coefficient from other variables influencing Z-values (ε_2) = $\sqrt{0.118}$ = 0.344. ANOVA sub-structur 2 is given in Table 16.

Hypothesis:

- H_0: there is no influence between supervision (X_1), work environment (X_2), co-workers (X_3) and job statisfaction (Y) simultaneously and significantly towards job search (Z)
- H_a: there is an influence between supervision (X_1), work environment (X_2), co-workers (X_3) and job statisfaction (Y) simultaneously and significantly towards job search (Z)

Basis of decision making:

- If probability value is smaller or equal to the Sig. probability value or (0.05≤Sig.), then H_0 is accepted and H_a is rejected which means not significant
- Ji if probability value is smaller or equal to the Sig. probability value or (0.05≤Sig.), then H_0 is rejected and H_a is accepted which means significant

From the significance test in ANOVA sub-structur 2 table, H_0 is rejected and H_a is accepted which shows that there is an influence or contribution between supervision, work environment, co-workers and job statisfaction simultaneously and significantly towards job search.

Analysis of supervision (X_1), work enviroment (X_2) and co-workers (X_3) variables towards Job statisfaction (Y) and the impact on job search (Z) partially (indivially). Sub-structural 2 coefficient I sgiven in Table 17. Individual test between X_1 and Z variables is t-test.

Hypothesis:

- H_0: does not influence individually towards job search (Z) variable
- H_a: does not influence individually towards job search (Z) variable

Basis of decision making:

- $t_{calculation} < t_{table}$: H_0 is accepted (H_a is rejected)
- $t_{calculation} > t_{table}$: H_a is accepted (H_0 is rejected)

- Taken from coefficient sub-structural 2 table where it is known that the value of $t_{calculation}$ supervision (X_1) and job search (Z) variables = 2.021 which means $t_{calculation} > t_{table}$ (2.322>1.68), then H_0 is rejected and H_a is accepted which means supervision (X_1) variable influences individually towards job search (Z) variable
- Taken from coefficient sub-structural 2 table, known that work enviroment (X_2) variables have Sig. value of 0.000. If compared with α = 0.05, Sig. value is smaller than α-value (0.000<0.05), then H_0 is rejected and H_a is accepted which means the significance and the amount of beta (path coefficient) work enviroment variables (X_2) towards job search variable (Z) is 0.680 (ρZX_2)
- Taken from coefficient sub-structural 2 table, known that co-workers variable (X_3) has Sig. value of 0.008 if compared with α = 0.05, Sig. value is smaller than α-value (0.008<0.05), so H_0 is rejected and and H_a is accepted which means the significance and the amount of beta (path coefficient) co -workers variable (X_3) towards job search variable (Z) is 0.120 (ρZX_3)

Table 16: ANOVA[b] sub-structure 2

Models	Sum of squares	df	Mean square	F-value	Sig.
1					
Regression	21.822	4	5.455	156.897	0.000[a]
Residual	2.921	84	0.035		
Total	24.743	88			

[a]Predictors: constant, job_statisfaction, supervision, co-workers, work_enviroment; [b]Dependent variable: job_search

Table 17: Sub-structure 2 coefficients[a]

	Unstandardized coefficients				
Models	B	SE	Standardized coefficients (β)	t-values	Sig.
1					
Constant	0.039	0.126		0.307	0.760
Supervision	0.091	0.039	0.105	2.322	0.023
Work_Enviroment	0.634	0.048	0.680	13.191	0.000
Co-workers	0.117	0.043	0.120	2.708	0.008
Job_Statisfaction	0.154	0.042	0.188	3.667	0.000

[a]Dependent variable: job_search

Table 18: Supervision (X_1), work enviroment (X_2) and co-workers (X_3) Influence towards Job satisfaction (Y) and its influence on job search (Z)

		Influence		
Variables	Path coefficient	Direct	Indirect	Total
X_1 towards Y	0.190	0.190	-	0.190
X_2 towards Y	0.416	0.416	-	0.416
X_3 towards Y	0.232	0.232	-	0.232
X_1 towards Z	0.105	0.105	0.190×0.188 = 0.036	0.141
X_2 towards Z	0.680	0.680	0.416×0.188 = 0.078	0.758
X_3 towards Z	0.120	0.120	0.232×0.188 = 0.044	0.164
Y towards Z	0.188	0.188	-	0.188
ε_1	0.732	0.732	-	0.732
ε_2	0.344	0.344	-	0.344

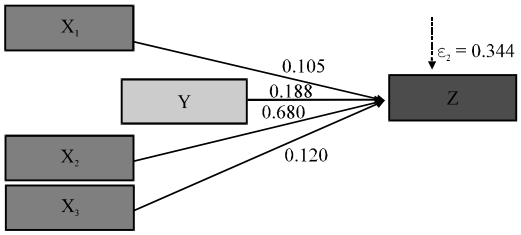

Fig. 5: Sub-structural 2 image

- From coefficient sub-structural 2 table known that job statisfaction variable (Y) has Sig. value of 0.000 if compared with α-value = 0.05, Sig. value is smaller thatn α -value (0.000<0.05), than H_o is rejected and H_a is accepted which means significance and the amount of beta (path coefficient) job statisfaction variable (Y) towards job search variable (Z) is 0.188 (ρZY) (Table 18 and Fig. 5)

From the test can be obtained sub-structural 2 equation as follow:

$$Z = \rho_{zx1}X_1 + \rho_{zx2}X_2 + \rho_{zx3}X_3 + \rho_{zy}Y + \rho_z\varepsilon_2$$

$$Z = 0.105X_1 + 0.680X_2 + 0.120X_3 + 0.188Y + 0.344\varepsilon$$

CONCLUSION

- Supervision influences significantly towards job statisfaction with the value of 0.190
- Work enviroment influences significantly towards job statisfaction with the value of 0.416
- Co-workers influences significantly towards job statisfaction with the value of 0.232
- Supervision influences directly and significantly towards job search with the value of 0.105 and supervision influences indirectly (through job statisfaction) with the value of 0.036 and total influence is 0.141
- Work enviroment influences directly and significantly towards job search effectivity with the value of 0.680 and work enviroment influences indirectly (through job statisfaction) with the value of 0.078 and the total influence is 0.758
- Co-workers influences directly and significantly towards job search effectivity with the value of 0.120 and co-workers berpengaruh influences indirectly (through job statisfaction) with the value 0.044 and the total influence is 0.164
- Job statisfaction influences significantly towards job search with the value of 0.188

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