

STUDY OF JOB SATISFACTION REGARDING UNIFICATION AND CHANGE OF FORM AT MUHAMMADIYAH UNIVERSITY LAMONGAN

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Abstract: A university is a higher education institution which provides educational services to students. Higher education is included in educational institutions that fall into the category of pure services, where the provision of services is supported by physical facilities and quality services. A university has an obligation to ensure all employees have high job satisfaction so that they become prosperous. This research was conducted at the Muhammadiyah University of Lamongan by giving questionnaires to 85 employees who had worked there from High Schools into its transformation into a university. The researchers carried out an analysis to find differences in the level of job satisfaction at Muhammadiyah University of Lamongan. The results of this study were submitted to the employee management of Muhammadiyah University of Lamongan to be used as a reference for increasing employee motivation through increasing job satisfaction and employee welfare. This research used a quantitative research approach to find out directly the level of job satisfaction in detail. Employee job satisfaction were measured using Paul Spector's (2001) job satisfaction theory. The sampling technique used in this study was purposive sampling. Researchers compared the results of the questionnaire assessments before and after the unification and change so that the results obtained indicated that employees were satisfied before or after the change in the form of the institution. The results of this study stated that there was no difference in employee job satisfaction before and after the unification and change. After analyzing the data, it can be concluded that there is no significant difference between the job satisfaction of the employees before and after the unification and change in institution form University.

Keywords: job satisfaction, integration, change of form

1. Introduction

A university is a higher education institution that provides educational services to students studying there. Colleges are included in educational institutions that fall into the pure services category, where the provision of services is supported by physical facilities and also quality services provided to students. In order to ensure that each employee is able to provide the best service to students, universities have an obligation to ensure that employees who work there have high job satisfaction so that they become prosperous employees.

There are many universities in Indonesia, but from the other side, universities in Indonesia still cannot meet the minimum score standards set through the National Accreditation Body,

even in 2023, of the 4,512 universities, only 3,083 have been accredited, so there are still 31.67% of tertiary institutions in Indonesia are not yet accredited (<https://www.banpt.or.id> and <https://pddikti.kemdikbud.go.id>). The government carries out regulations and facilities related to the acceleration of the program for merging and unifying private universities (Diktiristek, 2022) and the government even provides incentives through grant programs for universities that are merging, this is an effort made by the government for private universities to become healthy campuses which can improve quality.

Muhammadiyah Lamongan University is a Higher Education institution which was founded on October 12 2018 based on the Decree of the Minister of Research, Technology and Higher Education Number 880/KPT/I/2018 concerning Permits for Muhammadiyah Lamongan University. Muhammadiyah Lamongan University is a combination of two Muhammadiyah Lamongan Colleges, namely the Muhammadiyah Lamongan College of Health Sciences and the Muhammadiyah Paciran Lamongan College of Economics. The merger and change in the form of an institution from a College to a University is more or less the organizational structure and organizational system within it. The results of this merger mean that Muhammadiyah Lamongan University has two campuses located in different places, namely Campus 1 in Lamongan District, and Campus 2 in Paciran District.

Based on an initial survey conducted by researchers on May 19 2023, of 10 employees of Muhammadiyah Lamongan University consisting of lecturers and educational staff, both employees who worked at STIKes Muhammadiyah Lamongan, as well as employees who worked at STIE Muhammadiyah Paciran Lamongan, 4 people were obtained (40%) felt more satisfied when the Muhammadiyah Lamongan University had not changed its form, and 6 people (60%) said they were satisfied after the Muhammadiyah Lamongan University changed its form, this shows that there are still differences in the sense of employee satisfaction felt by some lecturers and education staff at Muhammadiyah Lamongan University

The job satisfaction gap refers to the difference between the actual level of job satisfaction felt by employees and the level of job satisfaction expected or desired by them. This gap reflects the gap between reality and employees' expectations regarding the factors that influence their job satisfaction. Gap between expected tasks and actual tasks: When employees have certain expectations regarding the tasks they will carry out, but these tasks do not match their expectations or do not meet their desires, a job satisfaction gap can arise. Gap between skills and knowledge and job demands: Employees may feel dissatisfied if they feel less competent in carrying out the job tasks expected of them. If there is a mismatch between the skills and knowledge possessed by employees and job demands, a job satisfaction gap can emerge. Gap between expected work environment and actual work environment: Employees' expectations of an inclusive, cooperative, or fair work environment may not be met, and this can lead to dissatisfaction in their jobs. Gap between expected compensation and received compensation: Employees may have certain expectations regarding compensation, including salary, benefits, or other rewards. If their expectations are not met by the compensation they receive, a job satisfaction gap can emerge. Employees' expectations of an inclusive, cooperative, or fair work environment may not be met, and this may lead to dissatisfaction in their jobs. Gap between expected compensation and received compensation: Employees may have certain expectations regarding compensation, including salary, benefits, or other rewards. If their expectations are not met by the compensation they receive, a job satisfaction gap can emerge. Employees' expectations of an inclusive, cooperative, or fair work environment may not be met, and this may lead to dissatisfaction in their jobs. Gap between expected compensation and received compensation: Employees may have certain expectations regarding compensation, including salary, benefits, or other rewards. If their expectations are not met by the compensation they receive, a job satisfaction gap can emerge.

The job satisfaction gap can have a negative impact on employees and organizations. Employees who are dissatisfied with their jobs tend to be less motivated, less productive, and more likely to leave their jobs. Therefore, it is important for organizations to understand and overcome the job satisfaction gap by paying attention to employee expectations and needs, as well as creating a work environment that supports employee satisfaction and engagement.

In this parameter, the researcher wants to explore the results of the changes carried out by the Muhammadiyah Lamongan College of Health Sciences and the Muhammadiyah Paciran Lamongan College of Economics to become the Muhammadiyah Lamongan University in relation to job satisfaction felt by employees, just as the benchmark for the success of an institution is the level of Robbins and Judge (2009) employee satisfaction as a positive feeling as a result of evaluating the nature of work. First, Hollenbeck, Gerhart and Wright (2010) define job satisfaction as a positive feeling that arises from fulfilling the values felt while working at work. In a study by Chan et al. (2012), job satisfaction is defined as a feeling of happiness and satisfaction that comes from fulfilling desires and needs at work.

Job satisfaction is a term coined by (Hoppock, 1938), as a pleasant and positive opinion about a person's job or work experience, but is considered unclear to define because everyone has a different opinion. The constructive consequence is a reduction in employee turnover and absenteeism. Therefore, ensuring employee job satisfaction throughout the organization is a critical tool for managerial success. In educational institutions such as universities, job satisfaction is used to increase employee productivity so that it has an impact on providing better services to students and encouraging the optimization of student learning outcomes.

There are several theories put forward by various experts in the field of job satisfaction. Some well-known and frequently cited theories are: Expectancy Theory (Victor H. Vroom, 1964): This theory focuses on the relationship between an individual's expectations of desired outcomes and the effort required to achieve these outcomes. According to this theory, job satisfaction is influenced by individuals' perceptions of the extent to which their efforts will produce desired results. Dual-Factor Theory (Frederick Herzberg, 1959): This theory identifies factors that influence job satisfaction and job dissatisfaction separately. Factors related to job satisfaction are referred to as motivational factors, while factors related to job dissatisfaction are referred to as hygiene factors. Disposition Theory (Timothy A. Judge, 2002): This theory emphasizes the role of individual dispositions or personality traits in influencing job satisfaction. According to this theory, people have an innate tendency to feel relatively stable levels of job satisfaction or dissatisfaction.

Based on the background description above, in this study, researchers explored information to compare employee job satisfaction before and after the change in the form of the Muhammadiyah Lamongan College of Health Sciences and the Muhammadiyah Paciran Lamongan College of Economics to become Muhammadiyah University. This research is entitled: Study of job satisfaction regarding Unification and Change of Form at Muhammadiyah University Lamongan. The aim of this research is to analyze differences in employee job satisfaction between before and after the change in institutional form to Muhammadiyah Lamongan University

2. Literature Review

Attribution Theory

Attribution theory provides an explanation of the process of how we determine the causes or motives for someone's behavior Gibson, et al, (1994) in Ardiansah, (2003). This theory refers to how a person explains the causes of other people's behavior or oneself which is determined whether from internal or external and the influence will be seen in individual behavior Luthan, (1998) in dispositional attributions and situational attributions or internal and

external causes Robbins, (1996) in Ardiansah, (2003). Dispositional attributions refer to things within a person. Meanwhile, situational attributions refer to the environment that influences behavior.

Determining the attribution of causes to individuals or situations is influenced by three factors Kelly, (1972) in Ghibson, et al., (1994) in Ardiansah, (2003):

- a. Consensus is the behavior shown if everyone facing a similar situation responds in the same way,
- b. Distinctiveness is the behavior shown by different individuals in different situations,
- c. Consistency is the same behavior in a person's actions from time to time

Herzberg (1996), Steers (1997) in Reed et, al. (1994), in Ardiansah (2003) revealed the existence of "a number of attributes", which naturally apply internally within the organization, influencing employee attitudes, especially those related to their work. Dysfunctional audit behavior as a form of employee behavior or attitude is determined by self-causes (internal attribution) and external causes (external attribution). Internal attributions include the individual's perception of locus of control, the individual's perception of his or her performance as well as the auditor's desire to change jobs or turnover intention which has not been realized in real action, while external attributions include time pressure or pressure from outside parties regarding a person's time. the auditor completes the task as quickly as possible.

Previous Researchers

Table 1. List of Previous Research

Name	Title	Variable	Analysis Method	Analysis Results
Ka Keat Lim 2014	Impact of hospital mergers on staff jobs satisfaction: a quantitative study	Job satisfaction	Survey	Hospital mergers had a small positive impact on staff job satisfaction before and after merger approval.
1. Eliza Shrestha, 2. Niranjan Devkota, 3. Udaya Raj Paudel and 4. Seeprata Parajuli	Post-merger Employee Satisfaction in Commercial Banks of Nepal: Findings from	employee satisfaction index	Quantitative	The research results revealed that employees of PT commercial banks (50 percent) are quite satisfied, and post-merger and lack of effective communication was found to be the main challenge faced by the majority (65.16 percent) of employees. However, 23 percent employees believe that if they are provided with appropriate training and development opportunities,

Name	Title	Variable	Analysis Method	Analysis Results
1. Adhastia Widiyanti Komaling 2. Bode Lumanaw 3. Yantje Uhing 2021	Comparison Of Employee Satisfaction Before And After Compensation At Multimart Ranotana	<ul style="list-style-type: none"> • Employee Satisfaction • Compensation 	Quantitative	they can mitigate challenges arising post-merger activity. Therefore, this study concludes that banks must identify employee needs and provide them an environment where they can work flexibly in the post-merger period. The research results showed that there were no significant differences Multimart Ranotana employee job satisfaction before and after being given compensation
1. Jamilla Upik Noras 2. Ratu Ayu Dewi Sartika 2012 Sinta 1	Comparison of Nurse's Job Satisfaction Level and Patient's Satisfaction Levels	<ul style="list-style-type: none"> • Nurse job satisfaction • Patient job satisfaction 	Quantitative	The results of quantitative measurements show that the level of job satisfaction of implementing nurses in class 3 is categorized "low", (22.5%) while the level of patient satisfaction with services nursing was 85.0% (p value > 0.05). Nurse job dissatisfaction Which high does not have an impact on patient satisfaction with services nursing.
1. Ni Made Bella Sintya Devi 2. Bustanul Arifin Noer 3. Yani Rahmawati 2017 sinta 4	Comparative Analysis of Permanent Employees and Outsourcing Viewed from Empowerment, Satisfaction Work, and Organizational Commitment	<ul style="list-style-type: none"> • Empowerment • Job satisfaction • Organizational commitment 	Quantitative	Result of This research shows that permanent employees have value empowerment, job satisfaction and organizational commitment which is higher compared to outsourced employees.

Job satisfaction

A university is an institution that operates as a provider of educational services whose customers are students who are studying at the university. Thampubolon, quoted by Marthalina (2018), stated that higher education is an institution that operates as a service provider with several products in the form of educational, academic, research, community service, administrative services and extracurricular services. In order to provide services to students, universities must ensure that each employee has a high enough level of job satisfaction so they can work optimally.

Job satisfaction is defined by Robbins and Judge (2009) as a positive feeling as a result of evaluating one's job characteristics. One, Hollenbeck, Gerhart, and Wright (2010) define job satisfaction as positive feelings resulting from the fulfillment of perceived values when working on a job. A study by Chan et al (2012) defines Job Satisfaction as a feeling of happiness and satisfaction from fulfilling their wants and needs at work. Based on all the theories above, job satisfaction in general is a positive feeling of employee personal satisfaction.

Based on research by Salim and Setiawan (2012), Nine Aspects of Job Satisfaction by Spector (2001) determines indicators that can increase employee job satisfaction. In this research, Nine Aspects of Job Satisfaction are used to measure job satisfaction of creative employees. Each aspect is defined in several books as mentioned below:

- a. Salary (Pay). According to Noe et al (2010), salary is a tool to advance company goals, which are defined in salary levels and job structures. Pay levels are described as wages, salaries and bonuses. Job structure is described as the relative salaries of jobs within an organization.
- b. Promotion (Promotion). According to Noe et al (2010), promotion is progress to a higher position with more challenges, authority and responsibility.
- c. Fringe Benefits. According to Mondy and Noe (2005), it is financial and non-financial compensation. Financial compensation consists of direct compensation (e.g. bonuses) and indirect compensation (e.g. retirement plans). Non-financial compensation consists of the job itself (e.g. autonomy), the work environment (e.g. working conditions), and workplace flexibility (e.g. part-time work).
- d. Prizes (Rewards). Robbins and Judge (2009), refer to gifts as promises and exchanges of appreciation and recognition for good work.
- e. Supervision (Supervision). Noe et al (2010), define supervision as supervisors, namely people who work in an organization (other than colleagues) who can influence job satisfaction. Supervisors with similar values, attitudes, and philosophies may increase satisfaction but become homogenous over time. Additionally, employees are satisfied when they are supported by their superiors to achieve their own goals.
- f. Operating Procedures (Operating Procedures). Operating procedures are described as steps in completing a task that must follow certain standards based on industry regulations, provincial laws, or private standards. Operating procedures can take the form of policies (e.g. warranties), procedures (e.g. product assembly steps), and standards (e.g. one minute response time).
- g. Colleagues (Co-Workers). Noe et al (2010), define coworkers as people who work in an organization (other than supervisors) who can influence job satisfaction. Coworkers with similar values, attitudes, and philosophies may increase satisfaction but become homogenous over time. Additionally, employees feel satisfied when they are supported by their coworkers to achieve their own goals.
- h. The nature of work, as explained by Lewis (2014), is defined as the variability of the work provided. Job variability includes job routines, job characteristics, and job descriptions.

- i. Communication, as mentioned in Noe et al (2010), is referred to as informing current employees and job applicants about the return on their benefits investment.

Based on theoretical studies and previous research results, hypotheses can be drawn

H1. There is a difference in employee job satisfaction between before and after the change in institutional form to Muhammadiyah Lamongan University

3. Method

Types of research

This research uses a quantitative approach based on the positivism paradigm, namely research which views that reality, symptoms or phenomena can be classified, observed, measured and tested empirically and the relationship is causal. The quantitative approach aims to describe, confirm and prove hypotheses regarding observed phenomena.

This research is a comparative study to determine the differences in the level of job satisfaction and employee welfare before and after changes in the form of Muhammadiyah Lamongan University. Comparative research compares the presence of one or more variables in two samples or in one sample at different times (Sugiyono, 2018).

Place and time of research

This research will be carried out at Campus 1 and Campus 2 of Muhammadiyah Lamongan University. This research will start from April 2023 to June 2023.

Population and sample

The population in this study were all employees of Muhammadiyah Lamongan University who worked at Campus 1 and Campus 2 with a total of 179 employees. The sampling technique used in this research was purposive sampling with the provision that employees had worked since the College of Health Sciences

Muhammadiyah Lamongan and the Muhammadiyah Lamongan College of Economics have not yet changed their form to Muhammadiyah Lamongan University. Therefore, a total sample of 85 employees was obtained.

Data collection technique

The data collection technique in this research uses a questionnaire method using Google Form by sending a questionnaire link to complete it. Meanwhile, for variable measurement techniques, in this study, data measurement uses a Likert scale with a scale range of 1 to 5. The guideline for measuring all variables is to use a 5 point Likert scale, where answers with a low weight are given a score of 1 (one) and so on so that the answer The highest weight is given a score of 5 (five). Categories for each answer with the following criteria: 1) Strongly disagree, 2) Disagree, 3) Somewhat agree, 4) Agree and 5) Strongly agree

Data analysis

a. Test the validity and reliability of the instrument

The validity test is used to measure whether a questionnaire is valid or not. An instrument or questionnaire is said to be valid if the questions on the instrument or questionnaire are able to reveal something that the questionnaire will measure (Ghozali, 2018)

The significance test is carried out by comparing the calculated r value with the table r value. In determining whether an item is suitable or not to be used, a correlation coefficient significance test is usually carried out at a significance level of 0.05, which means that an item is considered valid if it is significantly correlated with the total score. If the calculated r is greater than the table r and the value is positive then the item or question or variable is

declared valid. Conversely, if the calculated r is smaller than the r table, then the item or question or variable is declared invalid.

According to Ghozali (2018) reliability is actually a tool for measuring a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if a person's answers to statements are consistent or stable over time. Reliability testing is used to measure the consistency of measurement results from questionnaires in repeated use. Respondents' answers to questions are said to be reliable if each question is answered consistently or the answers cannot be random.

In looking for reliability in this research, the author used the Cronbach Alpha technique to test reliability, measuring tools namely task complexity, obedience pressure, auditor knowledge and audit judgment. With the decision making criteria as stated by Ghozali (2018), namely if the Cronbach Alpha coefficient is > 0.70 then the question is declared reliable or a construct or variable is declared reliable. Conversely, if the Cronbach Alpha coefficient < 0.70 then the question is declared unreliable. Calculation of the reliability of the Cronbach Alpha formulation was carried out with the help of the IBM SPSS 25 program. If made in tabular form it would be as follows:

b. Data Normality Test

To determine the use of the comparison test, it is necessary to carry out a data normality test to determine whether the data distribution is normal or abnormal, so that here researchers can determine the type of statistical test used, whether parametric or non-parametric statistics.

This test is based on the Kolmogorof-Smirnov Test for the model being tested. The Kolmogorof-Smirnov test is carried out by making a hypothesis: H_0 : residual data normally distributed, if sig. 2-tailed $> \alpha + 0.05$ H_a : residual data is not normally distributed, if sig. 2-tailed $< \alpha + 0.05$

c. Hypothesis testing

The comparative test used in this research is the Wilcoxon test. Meanwhile, for data that is not normally distributed, the calculation uses a non-parametric test, namely the Wilcoxon sign rank test. By using a significance level of 5% and carried out using SPSS software (Cooper & Schindler, 2014), the basis for decision making to accept or reject the hypothesis in the Wilcoxon sign rank test is as follows:

- a) If the probability (Asymp.Sig) < 0.05 then H_0 is rejected, meaning there is a difference.
- b) If the probability (Asymp.Sig) > 0.05 then H_0 is accepted, meaning there is no difference

4. Results and Discussion

Presentation of general data

Muhammadiyah Lamongan University is a Muhammadiyah University located in Kab. Lamongan, East Java. Currently Muhammadiyah Lamongan University has 3 Faculties with 19 Study Programs (Study Programs) and a Diploma Program (D3).

Muhammadiyah Lamongan University or abbreviated as UMLA was founded on October 12 2018, based on the Decree of the Minister of Research, Technology and Higher Education Number 880/KPT/I/2018 concerning Permits for Muhammadiyah Lamongan University. The decree was immediately given by the President of the Republic of Indonesia Joko Widodo, along with permission from 6 Muhammadiyah universities in Indonesia, including Stikes Muhammadiyah Lamongan, Stikes Muhammadiyah Kudus, Stikes Muhammadiyah Wonosobo, Stie Ahmad Dahlan Jakarta, Aisyiyah Midwifery Academy Banten, and Muhammadiyah College Sorong, at the inauguration of the mosque. Ki Bagus Hadikusumo at Muhammadiyah University Lamongan.

In general, accreditation is an assessment of the suitability and ranking of a study program or department carried out by the National Accreditation Board for Higher Education (BAN PT) and is used as recognition from other bodies or agencies. Muhammadiyah Lamongan University has two accreditations both institutionally and study program, for the first institutional accreditation is accreditation C from the National Accreditation Board for Higher Education (BAN-PT) which is a conversion from the accreditation of the Muhammadiyah College of Health Sciences (before joining to become a University), and currently This is currently in the process of reaccrediting the institution.

Description of Respondent Characteristics

Table 2. Characteristics of Respondents Based on Gender

No	Gender	Number of people)	(%)
1	Man	44	51.8
2	Woman	41	48.2
	Amount	85	100

Source: Data processed (2023)

From table 2 above, it shows that the respondents were male there were 44 people (51.8%) and 41 respondents (48.2%) were female. This shows that the employees of Muhammadiyah Lamongan University are almost equal between men and women.

Table 3. Characteristics of Respondents Based on Education Level

No.	Gender	Number of people)	(%)
1	high school	13	15.3
2	D3	2	2.4
3	S1	20	23.5
4	S2	40	47.1
5	S3	10	11.8
	Amount	85	100

Source: Data processed (2023)

From table 3 above, it shows that the respondent's last level of education are SMA, Diploma, S1, Masters and S3. D3 numbered 2 people (2.4%), S3 numbered 10 people (11.8%), high school numbered 12 people (15.3%), S1 numbered 20 people (23.5%) and Masters degree numbered 40 people (47.1%),

Based on the respondent's last education, it shows that they are University employees Muhammadiyah Lamongan mostly has a master's degree in education.

Table 4. Characteristics of Respondents Based on Years of Work

No.	Gender	Number of people)	(%)
1	<= 10 years	34	40
2	11 – 20 Years	49	57.6
3	>= 21 Years	2	2.4
	Amount	85	100

Source: Data processed (2023)

From table 4 above, it shows that 2 people (2.4%) had worked for more than 21 years, 34 people had worked for more than 10 years (40%) and 49 people had worked for 11 - 20 years

(57.6%). This shows that the employees of Muhammadiyah Lamongan University are dominated by employees whose work period is 11 - 20 years.

Table 5. Respondents' Responses to Job Satisfaction Before

No.	Percentage					AMOUNT
	SS	S	N	T.S	STS	
Pree 1	8.2	40	37.6	12.9	1,2	100
Pree 2	16.5	47.1	27.1	8.2	1,2	100
Pree 3	16.5	52.9	23.5	5.9	1,2	100
Pree 4	10.6	36.5	36.5	11.8	4.7	100
Pree 5	15.3	44.7	24.7	11.8	3.5	100
Pree 6	23.5	34.1	30.6	7.1	4.7	100
Pree 7	2,4	18.8	32.9	32.9	12.9	100
Pree 8	31.8	58.8	7.1	2,4	0	100
Pree 9	38.8	54.1	3.5	3.5	0	100
Pree 10	36.5	57.6	4.7	1,2	0	100
Pree 11	24.7	50.6	14.1	10.6	0	100
Average	20.44	45.02	22.03	9.85	2.67	100

Source: Data processed (2023)

From table 5 above, the highest average number of respondents' responses was an agreement statement of 45.02 and the lowest was a statement of strongly disagree amounting to 2.67, this shows that the level of job satisfaction before the unification and change in the form of the Muhammadiyah University of Lamongan answered agree dominates the respondents' responses.

Table 6. Respondents' Responses to Job Satisfaction After

No.	Percentage					AMOUNT
	SS	S	N	T.S	STS	
Pree 1	21.2	32.9	37.6	7.1	1,2	100
Pree 2	22.3	35.3	36.5	4.7	1,2	100
Pree 3	20	41.1	31.5	7.4	0	100
Pree 4	14.1	31.8	38.8	11.8	3.5	100
Pree 5	18.8	43.5	24.7	10.6	2,4	100
Pree 6	18.8	47.1	22.3	9.4	2,4	100
Pree 7	9.4	18.8	37.6	22.4	11.8	100
Pree 8	31.8	58.8	8.2	1,2	0	100
Pree 9	28.2	62.4	8.2	1,2	0	100
Pree 10	32.9	55.3	10.6	1,2	0	100
Pree 11	29.4	55.3	12.9	2,4	0	100
Average	22.45	43.85	24.45	7.22	2.05	100

Source: Data processed (2023)

From table 6 above, the highest average number of respondents' responses was a statement of agreement of 43.85 and the lowest was a statement of strongly disagree of 2.05, this shows that the level of job satisfaction after the unification and change in the form of the Muhammadiyah University of Lamongan answered agree dominates the respondents' responses.

Table 7. Validity and Reliability Test Results of Job Satisfaction Variables

No.	Statement	r count	sig	Information
1	Q1	0.684	0,000	Valid
2	Q2	0.691	0,000	Valid
3	Q3	0.687	0,000	Valid
4	Q4	0.775	0,000	Valid
5	Q5	0.770	0,000	Valid
6	Q6	0.718	0,000	Valid
7	Q7	0.422	0,000	Valid
8	Q8	0.675	0,000	Valid
9	Q9	0.420	0,000	Valid
10	Q10	0.611	0,000	Valid
11	Q11	0.778	0,000	Valid

Cronbach's Alpha 0.848

Source: Data processed (2023)

From the results in table 7 above, it can be seen that the significance level value for all statement items is 0.000. This shows that all question items in the job satisfaction variable are valid. Based on table 7 above, it can be seen that the job satisfaction variable has a Cronchbach alpha value > 0.60. With the results of these calculations, it can be concluded that the question items for all variables are reliable.

Table 8. Normality test results

	Tests of Normality					
	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistics	df	Sig.	Statistics	df	Sig.
Prior Satisfaction	,110	85	,013	,967	85	,027
After Satisfaction	,106	85	,020	,971	85	,049

a. Lilliefors Significance Correction

Source: Data processed (2023)

Based on table 8 above with a total of 85 respondents, the data normality test used is Kolmogorov-Smirnov due to the large sample or more than 50 (>50), and with a significant value of satisfaction before of 0.013 and after of 0.20, it can be concluded that (Sig.) > 0.05, the data is not normally distributed so the Wilcoxon test is used for the before and after comparison test.

Table 9. Wilcoxon Test Results

			Ranks		
			N	Mean Rank	Sum of Ranks
Satisfaction	After	- Negative Ranks	38a	30.74	1168.00
Satisfaction	Before	Positive Ranks	31b	40.23	1247.00
		Ties	16c		
		Total	85		

a. After Satisfaction < Before Satisfaction
b. After Satisfaction > Before Satisfaction
c. Satisfaction After = Satisfaction Before

Test Statistics

Satisfaction	
After -	
Satisfaction	
Before	
Z	-.238b

Asymp. Sig. (2-tailed)	,812
a. Wilcoxon Signed Ranks Test	
b. Based on negative ranks.	

The results of the hypothesis test analysis obtained a significance value of 0.812. From these data it can be explained that the level of job satisfaction among employees after the unification and change of form at Muhammadiyah Lamongan University was slightly lower (mean rank: 30.74) compared to employee job satisfaction before the unification and change of form (mean rank: 40.23).

The hypothesis in this research states that there is no difference in employee job satisfaction before and after the unification and changes in the form of Institutions at Muhammadiyah Lamongan University, after data analysis is carried out and it can be seen that there is no significant difference between employee job satisfaction before and after the unification and changes in the form of Institutions at Muhammadiyah Lamongan University. This can be proven from the results of data analysis obtained using the Wilcoxon test using SPSS 23.00 for Windows. With a significant value of 0.812 which is greater than 0.05 which means that H_a is rejected. The results of this study are in accordance with (Ka Keat Lim, 2014) Hospital mergers have a small positive impact on staff job satisfaction before and after approval of the merger. (Komaling et. all,

Unification between STIKes Muhammadiyah Lamongan and STIE Muhammadiyah Paciran and the change in form to Muhammadiyah Lamongan University, if you look at STIKes Muhammadiyah Lamongan which has a basic Health study program that is quite attractive to the community so that it is able to attract the interest of prospective students, even though the costs are more expensive than study programs at universities in Lamongan district. As a result, the income earned by STIKes Muhammadiyah Lamongan is quite large and is able to provide sufficient compensation, this has an impact on employee job satisfaction.

Apart from that, both STIKes Muhammadiyah Lamongan and STIE Muhammadiyah Paciran Lamongan have distinctive characteristics found in chess dharma, especially the values AL Islam and Kemuhammadiyahan, both of which have the spirit of wanting to build Muhammadiyah Charity Business, apart from compensation for the value of AL Islam and Kemuhammadiyahan, this also has an impact on employee satisfaction at Muhammadiyah University Lamongan

Job satisfaction after changing its form to Muhammadiyah Lamongan University is no different between before and after, Muhammadiyah University is still running for 5 years, so job satisfaction is not significantly different. Thus, it needs to be researched again several years later to find out whether in a longer period of time, job satisfaction can increase significantly so that there are differences in employee job satisfaction.

5. Conclusions

After collecting and analyzing data on Lamongan Muhammadiyah University employees, it can be concluded that there is no difference in job satisfaction among Lamongan Muhammadiyah University employees, in the conditions before and after the changes carried out by Lamongan Muhammadiyah University.

It was found that the level of job satisfaction among employees after the unification and change of form at Muhammadiyah Lamongan University was slightly lower than the job satisfaction of employees before the unification and change of form.

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