The Effect of Reward System on Employee Job Satisfaction with Work Motivation as Intervening Variables

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Abstract: **The effect Of Reward System on Employee Job Satisfaction With Work Motivation as Intervening Variable. The objectives of this study are: 1). This is to find out how the reward system affects the employee performance of the Procurement of Goods / Services at the Serdang Bedagai Regency Government. 2). To find out how the influence of work motivation on employee performance in the procurement of goods / services at the government of Serdang Bedagai district. 3). This is to find out how the reward system affects the performance of employees in the procurement of goods / services at the Serdang Bedagai Regency Government with work motivation as an intervening variable. This research was conducted in January 2020 at the Office of the Procurement of Goods / Services of the Government of Serdang Bedagai Regency. The results of this study indicate. (1) It can be seen that the magnitude of the adjusted R square value is 0.146 or 14.6%. This shows that if the reward system (X) can explain work motivation (Z) by 14.6%, the remaining 85.4% (100% - 14.6%) is explained by other variables outside of this research model. (2) The results of the t test (partial) show that tcount (1.628) <ttable (2.034) is obtained, as well as the significance value of 0.113> 0.05, It can be concluded that the first hypothesis is rejected, meaning that the reward system variable (X) has no significant on work motivation (Z). (3) The results of the t test (partial) show that the value of t (5.737)> t table (2.034), and the significance value of 0.00 <0.05, it can be concluded that the second hypothesis is accepted, meaning that the reward system (X) has a significant effect on job satisfaction (Y). (4) The results of the path analysis test show that the direct effect of variable X on variable Y is 0.722. Meanwhile, the indirect effect through variable Z is 0.273 x 0.023 = 0.0627. From the calculation results obtained, it shows that the indirect effect through variable Z is smaller than the direct effect on variable Y.**

***Keywords*: Reward System, Work Motivation And Employee Job Satisfication**

I. INTRODUCTION

Human resources are an important part in achieving organizational goals, whether large or small companies, a company has modern equipment with high technology. Human resources are one of the main driving forces for every company operation, so that efforts in developing human resources are the main strategy for upholding global competition.

According to Robbins and Judge (2011: 107) Job satisfaction is a positive feeling about one's Job which is the result of an evaluation of its characteristics. Basically, job satisfaction is something that is individual. Each individual has a different level of satisfaction according to the value system that applies to him. The higher the assessment of the activity felt in accordance with the wishes of the individual, the higher the satisfaction with these activities. Thus, satisfaction is an evaluation that describes a person feeling happy or unhappy, satisfied or dissatisfied at work.

In this study, not all factors that influence employee performance will be examined one by one, but only factors related to the company's managerial system and leadership factors. Researchers propose a reward system and job promotions that are considered capable of representing the factors that affect employee job satisfaction.

According to Nawawi (2010, p.319), "reward is an effort to foster a feeling of being accepted (recognized) in the work environment, which touches the aspects of compensation and aspects of the relationship between workers with one another". Managers evaluate individual performance results both formally and informally. This is because giving rewards and motivation is a driving force within a person who will direct the behavior and work performance of that person, which will play an important role in the success of the company, both output and input from the company, both in terms of quality and quantity. In connection with the above, the company needs to pay special attention to the achievements obtained by employees by giving rewards (gifts, rewards, and awards) and motivation to work full of enthusiasm, having high responsibility for their duties, so that a company will easily fulfill planned goals. The work of a person in an organization or company is not only in the form of wages or salaries, but also rewards or rewards intended to meet various needs of various types and forms. For this purpose, management is expected to be able to implement an efficient reward. A reward designed by a company must be able to spur employee performance motivation so that achievement is at a high level.

Rewards or prizes for achieving good work results have been implemented in the Goods / Services Procurement Section of Serdang Bedagai Regency in order to boost employee performance so that they are willing to compete in terms of providing maximum performance for services and work results with enthusiasm. In addition, company promotions will

also be carried out by employees who are deemed worthy of carrying out heavier work duties and responsibilities than before by proving themselves in achieving maximum work targets.

However, there are also facts and phenomena that currently exist in this government agency where the reward system that has not been fully operational is still the basis for employees experiencing dissatisfaction at work where employees need motivational encouragement such as this reward in order to achieve maximum performance and performance in the services provided. This is one of the reasons researchers intend to examine more deeply about **"THE EFFECT OF REWARD SYSTEM ON EMPLOYEE JOB SATISFACTION WITH WORK MOTIVATION AS INTERVENING VARIABLES.**

II. RESEARCH OBJECTIVES

The objectives of this study are:

a. To find out how the reward system affects the employee performance of the Procurement of Goods / Services at the Serdang Bedagai Regency Government.
b. To find out how the influence of work motivation on employee performance in the procurement of goods / services at the government of Serdang Bedagai district.
c. To find out how the reward system affects the performance of employees in the procurement of goods / services at the Serdang Bedagai Regency Government with work motivation as an intervening variable.

III. THEORETICAL BASIS

A. Human Resource Management

Human resource management is a series of organizational activities directed at attracting, developing and maintaining an effective workforce. Managers have a big role in directing the people in the organization to achieve the expected goals, including thinking about how to have human resource management (HRM) who are able to work effectively and efficiently.

Indeed, it has become the general goal of the HRM department to be able to provide maximum job satisfaction to company management which is further able to have an influence on company value both in the short and long term. Human Resources are an important asset and play a role as the main driving factor in the implementation of all agency activities, so they must be managed properly through Human Resource Management (HRM). According to Handoko (2011: 3), human resource management is the withdrawal, selection, development, maintenance, and use of human resources to achieve both individual and organizational goals. According to Dessler (2015: 3), human resource management is the process of obtaining, training, assessing and compensating employees and for managing labor relations, health and safety, and matters related to justice. According to Simamora in Sutrisno (2015: 5), human resource management is the empowerment, development, assessment, remuneration and management of individual members of organizations or groups of workers. According to Hasibuan (2016: 10) human resource management is "the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping the realization of company, employee, and community goals.

B. Work Motivation

Motivation is an impulse that arises from within a person to carry out a job. Motivation according to (Hariandja, 2002) in (Herdianto, 2010) is defined as the factors that direct and encourage a person's behavior or desire to carry out an activity that is expressed in the form of hard or weak efforts. Understanding of motivation is very important in achieving goals, namely productivity and efficiency.

Motivation is a psychological characteristic of human activities to contribute in the form of a person's level of commitment, including the factors that cause, channel and maintain human behavior in a certain direction to achieve one's desire. Activities carried out are activities that aim to fulfill individual desires. According to Siagian (2011), defining work motivation as a driving force for someone to contribute as much as possible for the success of the organization to achieve its goals, with the understanding that achieving organizational goals means achieving personal goals of the members of the organization concerned.

Meanwhile, Robbins (2010) states that work motivation is the willingness to put out a high level of effort towards organizational goals, which is conditioned by the ability of these efforts to meet an individual need.

C. Job Satisfaction

High job satisfaction is a sign of a well-managed organization and is basically the result of effective behavior management. Job satisfaction is a measure of a sustainable human climate development process and an organization. Job satisfaction is a set of feelings about whether their job is fun or not. There is an important difference between this feeling and the other two elements of employee attitude. Job satisfaction is part of life satisfaction. The nature of a person's environment outside of work affects feelings on the job. Likewise, because work is an important part of life, job satisfaction affects one's life satisfaction.

Job satisfaction is an affective or emotional response to a job (Kreitner & Kinicki, 2010). One person can feel satisfaction in one aspect and in another. Robbins and Judge (2007) state that job satisfaction is a positive feeling about a job which is the result of an evaluation of several characteristics. From the above understanding, positive and negative feelings experienced by employees cause a person to experience job satisfaction or dissatisfaction is a complex problem, because it

comes from various elements of work, for example, from their own work, salary / wages, promotion, supervision, co-workers, or as a whole.

IV. RESEARCH METHODS

A. Location and Time of Research (Time and Place of Research)

This research was conducted in January 2020 at the Office of the Procurement of Goods / Services of the Government of Serdang Bedagai Regency.

B. Types and Sources of Data

1. Type of Data

According to Sugiyono (2015), the type of data is divided into 2, namely qualitative and quantitative. This study uses data in the form of qualitative and quantitative.

1) Qualitative Data

Qualitative data according to Sugiyono (2015) is data in the form of words, schemes, and images. The qualitative data of this research are the names and addresses of the research objects

2) Quantitative Data

Quantitative data according to Sugiyono (2015) is data in the form of numbers or extrapolated qualitative data.

2. Data source

According to Sugiyono (2012: 193) the types of data are divided into two, namely:

1) Primary data is a data source that directly provides data to data collectors. In this study, the primary data is in the form of data from questionnaires and interviews conducted by researchers.
2) Secondary Data, namely sources that do not directly provide data to data collectors, for example through other people or through documents.

IV. DISCUSSION

A. Classic Assumption Test for Equation 1

The testing of classical assumptions with the SPSS 25.00 program carried out in this study includes:

1. Normality Test

Normality test aims to test whether in the regression model, confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphs and statistics. The normality test of the graph method uses a normal probability plot, while the normality test of the statistical method uses the one-sample Kolmogorov Smirnov Test.

Normally distributed data will form a straight diagonal line and plotting the residual data will be compared with the diagonal line, if the residual data distribution is normal, the line describing the real data will follow the diagonal line (Ghozali, 2016). The test results using SPSS 25.00 are as follows:

Table 1. One Sample Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residual
N			35
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		.82452200
Most Extreme Differences	Absolute		.102
	Positive		.093
	Negative		-.102
Test Statistic			.102
Asymp. Sig. (2-tailed)			.200[c,d]
Monte Carlo Sig. (2-tailed)	Sig.		.857[e]
	99% Confidence Interval	Lower Bound	.705
		Upper Bound	1.000
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. This is a lower bound of the true significance.			
e. Based on 35 sampled tables with starting seed 299883525.			

Source: Data processed from attachment 4 (2020)

From the output in table 1. It can be seen that the significance value (Monte Carlo Sig.) Of all variables is 0.857. If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

2. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from the residuals of one observation to another. A good regression model is one that is homoscedastic or does not occur heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is by using the Glejser test, in the Glejser test, if the independent variable is statistically significant in influencing the dependent variable, there is an indication of heteroscedasticity. Conversely, if the independent variable is not statistically significant in influencing the dependent variable, there is no indication of heteroscedasticity. This is observed from the probability of significance above the 5% confidence level (Ghozali, 2016; 138).

The results of data processing using SPSS 25.00 show the results in the following table:

Table 2. Glejser Test Results

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.176	.629		1.870	.070
	Sistem_Reward_X	-.029	.038	-.133	-.770	.447
a. Dependent Variable: Abs_RES						

Source: Data processed from attachment 4 (2020)

B. Simple Linear Regression Testing

Simple linear regression testing explains the role of the Reward System (X) on work motivation (Z). Data analysis in this study using multiple linear regression analysis using SPSS 25.0 for windows. The analysis of each variable is described in the following description:

Table 3. Results of Simple Linear Regression

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.195	1.222		8.343	.000		
	Sistem_Reward_X	.119	.073	.273	1.628	.113	1.000	1.000
a. Dependent Variable: Motivasi_Kerja_Z								

Source: Data processed from attachment 4 (2020)

Based on these results, the multiple linear regression equation has the formulation: **Z = a + b1X + ε**, so that the equation: **Z = 10,195 + 0.119 X +** is obtained.

The description of the multiple linear regression equation above is as follows:

a. The constant value (a) of 10.195 indicates the amount of work motivation (Z) if the reward system (X) is equal to zero.
b. The regression coefficient value of the reward system (X) (b1) is 0.119 indicating the role of the reward system (X) on work motivation (Z). This means that if the reward system factor (X) increases by 1 unit of value, it is predicted that work motivation (Z) will increase by 0.119 units.

C. Coefficient of Determination (R2)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. The greater the coefficient of determination, the better the ability of the independent variables to explain the dependent variable. If the determination (R2) is greater (close to 1), it can be said that the influence of variable X is large on the incentive (Z).

The value used in looking at the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The coefficient of determination can be seen in Table 3 below:

Table 3. The coefficient of determination

Model Summary[b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.273[a]	.074	.146	.837	1.972
a. Predictors: (Constant), Reward System b. Dependent Variable: Work Motivation Z					

Source: Data processed from attachment 4 (2020)

Based on table 3. it can be seen that the adjusted R square value is 0.146 or 14.6%. This shows if the reward system (X) can explain work motivation (Z) by 14.6%, the remaining 85.4% (100% - 14.6%) is explained by other variables outside this research model such as organizational culture, compensation and work environment.

D. Classical Assumption Test for Equation 2

The testing of classical assumptions with the SPSS 25.00 program carried out in this study includes:

1. Normality Test

Normality test aims to test whether in the regression model, confounding or residual variables have a normal distribution (Ghozali, 2016). Data normality testing can be done using two methods, graphs and statistics. The normality test of the graph method uses a normal probability plot, while the normality test of the statistical method uses the one-sample Kolmogorov Smirnov Test.

Normally distributed data will form a straight diagonal line and plotting the residual data will be compared with the diagonal line, if the residual data distribution is normal, the line describing the real data will follow the diagonal line (Ghozali, 2016). The test results using SPSS 25.00 are as follows:

Table 4. One Sample Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test			
			Unstandardized Residual
N			35
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		1.56104735
Most Extreme Differences	Absolute		.145
	Positive		.089
	Negative		-.145
Test Statistic			.145
Asymp. Sig. (2-tailed)			.059[c]
Monte Carlo Sig. (2-tailed)	Sig.		.229[d]
	99% Confidence Interval	Lower Bound	.046
		Upper Bound	.411
a. Test distribution is Normal.			
b. Calculated from data.			
c. Lilliefors Significance Correction.			
d. Based on 35 sampled tables with starting seed 926214481.			

Source: Data processed from attachment 4 (2020)

From the output in table 4, it can be seen that the significance value (Monte Carlo Sig.) Of all variables is 0.229 If the significance is more than 0.05, then the residual value is normal, so it can be concluded that all variables are normally distributed.

2. Multicollinearity Test

The multicollinearity test aims to determine whether in the regression model there is a correlation between the independent variables. The multicollinearity test in this study is seen from the tolerance or variance inflation factor (VIF) value. The calculation of tolerance or VIF values with the SPSS 25.00 for windows program can be seen in Table 5 below:

Table 5 Multicollinearity Test Results

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.927	4.143		.465	.645		
	Reward System X	.840	.146	.722	5.737	.000	.926	1.080
	Work Motivation _Y1	.060	.335	.023	.179	.859	.926	1.080

a. Dependent Variable: Job Satisfaction Y2
Source: Data processed from attachment 4 (2020)

Based on table 5, it can be seen that the tolerance value of the reward system (X) is 0.926, work motivation (Z) is 0.926 where everything is greater than 0.10 while the VIF value of the reward system (X) is 1.080, work motivation (Z) amounting to 1.080 where all of them are less than 10. Based on the results of the above calculation, it can be seen that the tolerance value of all independent variables is greater than 0.10 and the VIF value of all independent variables is also less than 5 so that there is no symptom of correlation in the independent variables. So it can be concluded that there is no multicollinearity symptom between independent variables in the regression model.

3. Heteroscedasticity Test

The heteroscedasticity test aims to test whether from the regression model there is an inequality of variance from the residuals of one observation to another. A good regression model is one that is homoscedastic or does not occur heteroscedasticity. One way to detect the presence or absence of heteroscedasticity is by using the Glejser test, in the Glejser test, if the independent variable is statistically significant in influencing the dependent variable, there is an indication of heteroscedasticity. Conversely, if the independent variable is not statistically significant in influencing the dependent variable, there is no indication of heteroscedasticity. This is observed from the probability of significance above the 5% confidence level (Ghozali, 2016; 138).

The results of data processing using SPSS 25.00 show the results in the following table:

Table 6. Glejser Test Results

Coefficients[a]						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.321	2.894		-.111	.912
	Reward System _X	.064	.102	.115	.630	.533
	Work Motivation _Y1	.028	.234	.022	.122	.904
a. Dependent Variable: Abs_RES Source: Data processed from attachment 4 (2020)						

4. Multiple Linear Regression Testing

Multiple linear regression testing explains the role of the reward system (X) and work motivation (Z) on job satisfaction (Y). Data analysis in this study using multiple linear regression analysis using SPSS 25.0 for windows. The analysis of each variable is described in the following description:

Table 7. Results of Multiple Linear Regression

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.927	4.143		.465	.645		
	Reward System _X	.840	.146	.722	5.737	.000	.926	1.080
	Work Motivation _Z	.060	.335	.023	.179	.859	.926	1.080
a. Dependent Variable: job satisfaction _Y2								

Source: Data processed from attachment 4 (2020)

Based on these results, the multiple linear regression equation has the formulation: **Y2 = a + b1X + b2Z + ε,** so that the equation is**: Y = 1,927 + 0.840X + 0.060Z + ε**

The description of the multiple linear regression equation above is as follows:

a. The constant value (a) of 1.927 indicates the amount of job satisfaction (Y) if the reward system (X) and work motivation (Z) are equal to zero.
b. The regression coefficient value of the reward system (X) (b1) of 0.840 indicates the role of the reward system (X) on job satisfaction (Y) with the assumption that the work motivation variable (Z) is constant. This means that if the reward system factor (X) increases by 1 unit value, it is predicted that job satisfaction (Y) will increase by 0.840 units of value assuming constant work motivation (Z).
c. The regression coefficient value of work motivation (Z) (b2) of 0.060 indicates the role of work motivation (Z) on job satisfaction (Y) assuming the reward system variable (X) is constant. This means that if the work motivation factor (Z) increases by 1 unit of value, it is predicted that job satisfaction (Y) will increase by 0.060 units of value with the assumption that the reward system (X) is constant.

5. The coefficient of determination (R2)

The coefficient of determination is used to see how much the independent variable contributes to the dependent variable. The greater the coefficient of determination, the better the ability of the independent variables to explain the dependent variable. If the determination (R2) is greater (close to 1), it can be said that the influence of variable X is large on work motivation (Z).

The value used in looking at the coefficient of determination in this study is in the adjusted R square column. This is because the adjusted R square value is not susceptible to the addition of independent variables. The value of the coefficient of determination can be seen in Table 8 below:

Table 8. The coefficient of determination

Model Summary[b]					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.729[a]	.531	.501	1.609	1.841

a. Predictors: (Constant), Work Motivation_Z, Reward System _X

b. Dependent Variable: Job Satisfaction Y

Source: Data processed from attachment 4 (2020)

Based on table 8, it can be seen that the adjusted R square value is 0.501 or 50.1%. This shows that work motivation (Z) and the reward system (X) can explain job satisfaction (Y) by 50.1%, the remaining 49.9% (100% - 50.1%) is explained by other variables outside the model. this research such as organizational culture, compensation and work environment.

6. Hypothesis Testing

The t statistical test is also known as the individual significance test. This test shows how far the influence of the independent variable partially on the dependent variable. In this study, a partial hypothesis test was carried out on each independent variable as in Table 4:16 below:

Table 9. Partial Test (t) of Equation 1

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	10.195	1.222		8.343	.000		
	Sistem_Reward _X	.119	.073	.273	1.628	.113	1.000	1.000
a. Dependent Variable: Work Motivation _Y1								

Source: Data processed from attachment 4 (2020)

Hypothesis testing the effect of the reward system variable (X) on the work motivation variable (Z).

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

a) Accept H0 If tcount <ttable or -thitung> - ttable or the value of Sig. > 0.05

b) Reject H0 If tcount ≥ ttable or -thitung ≤ - ttable or Sig. <0.05

From table 9, it is obtained that the t-count value is 1.628 with α = 5%, t table (5%; nk = 33) obtained a t-table value of 2.034. 0.113> 0.05, it can be concluded that the first hypothesis is rejected, meaning that the reward system variable (X) does not have a significant effect on work motivation (Z). This study is in accordance with previous research, namely Nur Abib Asriyanto (2013). The Effect of Work Motivation and Work Environment on Employee Performance of CV. Kalika Intergraha in Semarang. Faculty of Economics, State University of Semarang.

Table 10. Partial Test (t) of Equation 2

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.927	4.143		.465	.645		
	Reward System _X	.840	.146	.722	5.737	.000	.926	1.080
	Work Motivation _Y1	.060	.335	.023	.179	.859	.926	1.080
a. Dependent Variable: job satisfaction _Y								

a. Hypothesis testing the effect of the reward system (X) on job satisfaction (Y)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

a) Accept H0 If tcount <ttable or -thitung> - ttable or the value of Sig. > 0.05

b) Reject H0 If tcount ≥ ttable or -thitung ≤ - ttable or Sig. <0.05

From table 10, it is obtained that the t-count value is 5.737 with α = 5%, t table (5%; nk = 33) obtained a t-table value of 2.034. 00 <0.05, it can be concluded that the second hypothesis is accepted, meaning that the reward system (X) has a significant effect on job satisfaction (Y). This study is not in accordance with Nur Abib Asriyanto (2013). The Effect of Work Motivation and Work Environment on Employee Performance of CV. Kalika Intergraha in Semarang. Faculty of Economics, State University of Semarang.

b. Hypothesis testing the effect of work motivation (Z) on job satisfaction (Y)

The form of hypothesis testing based on statistics can be described as follows:

Decision Making Criteria:

a) Accept H0 If tcount <ttable or -thitung> - ttable or the value of Sig. > 0.05
b) Reject H0 If tcount ≥ ttable or -thitung ≤ - ttable or Sig. <0.05

From table 10, it is obtained that the t-count value is 0.179 with α = 5%, t table (5%; nk = 33) obtained a t-table value of 2.034. 0.05, it can be concluded that the third hypothesis is rejected, meaning that work motivation (Z) has no significant effect on job satisfaction (Y). This research is also inconsistent with Nur Abib Asriyanto (2013). The Effect of Work Motivation and Work Environment on Employee Performance of CV. Kalika Intergraha in Semarang. Faculty of Economics, State University of Semarang.

c. Path Analysis

In order to prove that whether a variable is able to become a variable that mediates the relationship between the independent variable and the dependent variable, then the calculation of the direct and indirect effect of the independent variable on the dependent variable will be calculated. If the indirect effect of the independent variable on the dependent variable through the intervening variable is greater than the direct effect of the independent variable on the dependent variable, then this variable can become a variable that mediates between the independent variable and the dependent variable (Ghozali, 2016). To perform calculations directly and indirectly, the regression standardized coeffients for equations I and II are carried out:

Table 11. Value of Standardized Coeffients in Equation I

Coefficients[a]				
Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	10.195	1.222	
	Reward System X	.119	.073	.273
a. Dependent Variable: Work Motivation _Z				

Source: Data processed from attachment 4 (2020)

Table 12. Value of Standardized Coeffients Equation II

Coefficients[a]				
Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	1.927	4.143	
	Reward System _X	.840	.146	.722
	: Work Motivation Y1	.060	.335	.023
a. Dependent Variable: job satisfaction _Y				

Source: Data processed from attachment 4 (2020)

V. CONCLUSION

Based on the results of research and discussion in the previous chapter, it can be concluded as follows:

1. The thing that is proposed states that: From table 4.16 it is obtained the tcount of 1.628 With α = 5%, t table (5%; nk = 33) obtained a t table value of 2.034 From the description it can be seen that tcount (1.628) <t table (2.034), and the significance value is 0.113> 0.05, it can be concluded that the first hypothesis is rejected, meaning that the reward system (X) has no significant effect on work motivation (Z).
2. 2.From table 4.17, it is obtained that the t-count value is 5.737 With α = 5%, t table (5%; nk = 33), the t-table value is 2.034. 0.00 <0.05, it can be concluded that the second hypothesis is accepted, meaning that the reward system (X) has a significant effect on job satisfaction (Y).
3. 3.From the results of the above calculations, the t-count value is 0.179 (5%; nk = 33), the t-table value is 2.034.From the description, it can be seen that tcount (0.179) <ttable (2.034) and a significance value of 0.859> 0.05, it can be It is concluded that the third hypothesis is rejected, meaning that work motivation (Z) is not an intervening variable that mediates the effect of the reward system (X) on job satisfaction (Y).

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