

# Spiritual Motivation Determination, Psychology, and Physiology of Satisfaction with the Performance of the Religious Working as Employees Intervening

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Secretariat of the Regional Representatives Council (DPRD) has the task of organizing the administration of secretarial, financial administration, supporting the implementation of the works and functions of Parliament, and providing and coordinating expertise required by Parliament in accordance with the financial capacity of the region. It is now seen to various constraints faced by employees regarding performance. There should be a study with the title "Effect of Spiritual Motivation, Psychology and Physiology of Performance Against the Religious with Job Satisfaction as Intervening". "The population of this study were all employees of the secretariat of Parliament amounted to 166 people, with methods census, the community used as a sample, Data analysis was performed using the Structural Equation Model (SEM). The software used for the structural analysis is AMOS version 23 of the Arbuckle, and for descriptive study using SPSS version 23, the research results are as follows: Pengaruh variables influence motivation Spiritual variable job satisfaction is positively significant, Effect of variable Psychology against the variable job satisfaction is negatively insignificant, effect of variable Physiology on Job Satisfaction is positively negligible, Effect of variable Motivation Spiritual to the variable performance of Religious Undoubtedly significant, Effect of variable psychology of the variable performance of Religious positively insignificant, effect of variable Physiology to the variable performance of Religious is undeniably

substantial, Effect of variable Motivation Spiritual, psychology and Physiology together on Job Satisfaction is Undoubtedly negligible, Spiritual Motivation influences influence variables Job Satisfaction to the variable performance of Religious positive not significant, Changes in job satisfaction, Psychology and Physiology of 41.5%, a change of Spiritual Motivation religious influences performance, Psychology and Physiology and Job Satisfaction of 30.6%, the rest is influenced by other variables that have not been included in this research.

**Key words:** *Spiritual Motivation, Psychology, Physiology, Job Satisfaction, The Performance of Religious.*

## Introduction

There is a need for motivation to spur employees to work hard to achieve organizational goals. This improves the performance of religious with employee job satisfaction and therefore contributes to the achievement of organizational goals. The source of motivation is a factor that is likely to evolve, type of job, and whether they feel proud to be part of the company where they work. Assessing and understanding one's employees is not enough to look at his actions, but also the motivation that drives his behaviour. Human existence can also be obtained through the work and work achievements. So that employees appreciate the work as something noble, needed encouragement or motivation. High employee motivation that will bring a positive impact to the organization and enhance the competitiveness of the performance of employees to perform better. Organizations also need to consider various factors that may affect motivation, in this case, required the organization's role in increasing motivation and created a work environment conducive to encouraging the creation of a professional attitude and actions in completing the work following the field and the responsibilities of each. That is to say; an employee is a wealth (asset) is the primary organization.

Motivation is a psychological process that enhances and directs behavior to achieve the goal. Humans need three dimensions to measure itself in layers of three items, namely: material, intellectual and spiritual. Spiritual needs is a real fulfillment depends on the individual lack of human perfection and maturity. Human has many needs. Among them, the basic requirements that must be fulfilled. As the fulfillment of the reviews of these basic needs to survive. There was also a significant and urgent need to realize the security and happiness of him. Once basic needs are met then direct an employee's performance will increase is, but the increase is in the excellent performance of course accompanied by an excellent moral formation to form a religious performance. Satisfaction works are the person's general attitude toward his work. Satisfaction is a concept that multifaced or many dimensions, and the degree of subjectivity of each. Job satisfaction also has a close relationship with the attitude of employees on their jobs,

the employment situation every day, cooperation among employees both with superiors and with colleagues. Further, Job satisfaction also showed concordance between an expectation of existing jobs and the rewards gained from such work.

From the above explanation, it can be seen that job satisfaction is a reflection of the motivation of an employee to work that arise not only as a result of interaction between the employee with his work but also with the work environment, situation and working conditions of employees and co-workers. Terkait with the above problems, and therefore researchers are interested in solving reviews or at least closing the gap to reviews. Researchers draw a title of "Determination Motivation Spiritual, Psychology and Physiology of Performance Against the Religious with Job Satisfaction As Parliament Secretariat Employees intervening Batam " .

### ***Research Purposes***

As for this research it is as follows:

- a. Analyzing the influence of Spiritual Motivation Job Satisfaction Batam City Council Secretariat staff.
- b. Analyzing Psychological influence Job Satisfaction Batam City Council Secretariat staff.
- c. Analyzing Affect Physiology employee job satisfaction Batam Parliament Secretariat.
- d. Analyzing the Spiritual Motivation, Psychology, and Physiology simultaneously Affect employee job satisfaction Batam Parliament Secretariat.
- e. Spiritual Motivation analyze the performance of religious influence Batam Parliament Secretariat employees.
- f. Analyzing Psychological, religious influence employee performance Batam Parliament Secretariat.
- g. Affect Physiology analyzing the performance of clerical Batam City Council Secretariat staff.
- h. Analyzing the Spiritual Motivation, Psychology, and Physiology simultaneously Affect the performance of clerical Batam City Council Secretariat staff.
- i. Analyzing job satisfaction Affects the performance of clerical Batam City Council Secretariat staff.

### **Theoretical Framework**

#### ***Spiritual Motivation***

"If you do not help him (Muhammad) then lo! Allah had helped him (that) when the infidels (polytheists of Mecca) take it out (of Mecca) he was one of two people when they were in the cave when he said to his friends: "Do not grieve, for Allah is with us." So Allah sent down His tranquility to (Muhammad) and reinforced him with troops you could not see, and God made

the call for the disbelievers that low. And the word of Allah that high. Allah is Mighty, Wise. "(QS. At Tawbah: 40 in Ministry of Religious, 2016)

(They are) Those who believe and whose hearts have rest in the remembrance of Allah. Remember, only the remembrance of Allah in their hearts find satisfaction. (QS. Ar Raad: 28 in Ministry of Religious, 2016) The concept of spiritual motivation by Chapra (2000) soul with raised by Max Weber develops that the western world not driven by the motive of the consumer value, but by the motivation of the original value called the work ethic. As Max Weber was a Protestant, the work ethic is Referred to as the Protestant ethic, that religious ethos (Nataatmadja, 2001). The philosophy of the religion in question is the spiritual ethos that has been advancing the economy in the western world, where economic progress is driven by the power of the Protestant religious motivation. (Frank, 2015: 123)

Islam emphasized that the purpose of life is to worship Allah meanwhile, motivation is the crucial factor in interpretation and gave birth to human actions. In the Islamic concept, the role of motivation is called with the intention and worship. The plan is a crucial driver of man to do or charity, while prayer is the goal of human acts or deeds. Wibowo (2010: 379) argues that motivation is a series of processes that generate (arouse), direct (direct), and keep (maintain) human behaviour toward the achievement of goals, while According to Wibisono (2015: 121) motivation is a term used to indicate the number of impulses, desire, needs and strengths. Companies that are motivating to employees, it means that the company is doing something to give satisfaction to the motives, needs, and desires of the employee so that the employee will do something to be desired and objective.

### ***Psychology***

"He Who has made the earth it easy for you, so they went up at every turn and eat his party of sustenance. And unto Him, you (after a) are raised. "(QS. Al Mulk: 15 in Ministry of Religious, 2016)

Thou soul at peace. Return to your Lord with a heart that pleases him satisfied longer. Then go into the congregation of my servants, and enter into My Paradise. (Surat al-Fajr: 27-30in Ministry of Religious, 2016) Psychology in the general sense is the study of human behaviour. For the layman Often Referred to psychiatry psychology Because It offers section with the psychological/psychiatric. Just like the other sciences, the psychology has several sub-areas such as Educational Psychology, Clinical Psychology, Social Psychology, Developmental Psychology, Cross-Cultural Psychology, Industrial and Organizational Psychology, Environmental Psychology, Sports Psychology and Child and Adolescent Psychology. Industry and the organization Psychology is the study of human behaviour concerning aspects of the work and the application of knowledge to reduce human problems in practice. In the

light of management, psychology is an essential factor that must be considered in the management of human resources. The most common psychological factors are work stress. Therefore the subjective indicators that are taken in this study are indicators of job stress intimidation and pressure, incompatibility with work, dangerous work, overload and targets, and unrealistic expectations. (Septianto, 2010: 50)

### ***Physiology***

"And say:" Work ye, then Allah and His messenger and the believers will see your work it, and you will be returned to (Allah) Who Knows be unseen and the real, and preached unto you what that ye did. "(QS A Tawbah: 105 in Ministry of Religious, 2016)

"If the prayer has been fulfilled, then scattered about the earth; and seek the gift of God and remember God a lot that you prosper. "(**Surah Al-Jumu'ah: 10** in Ministry of Religious, 2016 in Ministry of Religious, 2016) Physiology is Abraham Maslow uses the essential thing in 5 levels of needs, Maslow considers that any motivation occurs as a reaction to the perception of an individual on five types of basic needs. According to Maslow, there are five kinds of basic needs, the which regularly experienced by an individual. (Alexander, 2016: 27)

Physiological needs consist of basic needs, and that is primary. Sometimes they are called necessities of biological in a modern working environment and includes a desire to get the payment (wages / Salaries), holidays, pension plans, periods of rest, a pleasant working environment, good lighting and the place -the specific water working -conditioning facilities. Physiological needs are the needs of the most powerful and the most urgent to be met mainly by humans in performing reviews their daily lives. This means that in human beings who strongly feel a shortage of everything in his life, most likely that the most significant motivation is physiological needs and not others. In other words, an individual who is destitute of life probably will always be motivated by review requirements. (Alexander, 2016: 27) Richard L. Daft made more specific in one picture that physiological needs in the work of one of them are the basic salary. (Alexander, 2016: 28) This illustrates that the physiological needs of the work can be interpreted as a form of compensation for individuals working in an organization.

### ***Job Satisfaction***

"And (remember well), when your Lord declares:" Except ye thankful, I would add (ni`mat) to you, and if you deny (ni`mat Me), then surely My punishment is severe." (QS. Ibrahim: 7 in Ministry of Religious, 2016)."And look at what God has given to you (happiness) in the Hereafter, and do not forget your part of (enjoyment) world and do good (to others) as Allah has been good to you, and seek not mischief on the ( face) of the earth. Allah loves not those who make mischief. "(QS. Qoshosh: 77 in Ministry of Religious, 2016) By definition, job

satisfaction is a positive attitude of employees towards work, the which comes under the assessment of the employment situation (Robbins and Judge, 2008; Umam, 2010). Unpleasant work situation could be formed when the nature and type of work to be done following the needs and values held by employees. Thus, a disgruntled employee works more like the situation rather than a disgruntled employee, who did not like his situation. (Taurisa and Ratnawati, 2012: 173)

Perceived job satisfaction of employees is influenced by two factors items, namely intrinsic and extrinsic factors (Johan, 2002; Ariani, 2017). The essential element is a factor that comes from within the individual that brought each employee since started working at his workplace. Whereas extrinsic factors are factors related to the things that come from outside the employee, such as the physical condition of the working environment, interaction with other employees, the payroll system, and so forth. Meanwhile, According to Luthans (2006), five dimensions Affect job satisfaction items, namely: the work itself, pay, promotion opportunities, supervision of supervisors, and coworkers. (Taurisa and Ratnawati, 2012: 174) Job satisfaction as a complex emotional reaction. An emotional response is the result of the impulse, the desire, the demands,

According to Sunyoto (2013: 15) job satisfaction is an emotional state that is pleasant or unpleasant in the which employees view working his job. Achievement Reflects one's feelings towards the work. Its position is evident in the attitude of employees towards work and everything encountered in the work environment. Employees who do not obtain job satisfaction will never Achieve psychological comfort, and ultimately there will be attitudes or harmful behavior, and in turn can lead to frustration, whereas employees who are satisfied will be motivated to work well, energetic, active and able to perform better than employees who do not get any job satisfaction again achieve psychological maturity, and in turn will become frustrated.

### ***Religious Performance***

"And indeed, We have honoured the children of Adam, We carried them on land and at sea, We give them sustenance of good things, and We preferred them to the advantages of the perfect over many We have created." (QS. Ibrahim: 70 in Ministry of Religious, 2016) Do you not see that Allah has subjected to (interest) you everything in the heavens and whatsoever is in the earth, and his ni`mat you outwardly and inwardly. Among men, there are who deny (oneness) of Allah without knowledge or guidance, and without a Book enlightening. (QS. Lukman: 20 in Ministry of Religious, 2016) Often Performance is measured concerning inputs and outputs economy. Will, However, the input and output of human and social resources is also an essential factor. If the behaviour of the organization better, job satisfaction can improve the resulting in increased yields of human resources. Another opinion suggests that an

organization is said to be productive if it reaches its destination and it happens to change the input to the output at a low cost. Productivity is a measure of performance including the effectiveness and efficiency (Wibowo, 2011: 110).

Armstrong and Baron (in Shofwa: 2013: 11) explain that the performance is about what to do and how to do it. Performance is also the result of work that has strong ties with the strategic objectives of the company, customer satisfaction, and economic contribution. Also, Wibowo then explained that the performance is an implementation of the plan of the which has been drawn from external factors that are beyond the control of the organization and internal also factors that are still within the competence of the organization itself. Implementation of performance conducted by human resources who have the ability, skill, motivation, and interest. So that, in the end, will be obvious whether the resulting performance following existing standards or not. When translated, two factors can affect the performance of companies, namely external factors, and internal factors.

Meanwhile, According to Prawirosentono (in Shofwa, 2013: 11), the performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with the authority and responsibilities of each, in order to achieve the objectives of the organization in question legally, does not violate the law and in accordance with moral and ethical. In the explanation according to Prawirosentono no pressure else that is related to the moral and ethical. To achieve the objectives of the organization in question legally, does not violate the law and following moral and ethical. In the explanation According to Prawirosentono no pressure else that is related to the moral and ethical. To achieve the objectives of the organization in question legally, does not violate the law and following moral and ethical. In the explanation according to Prawirosentono no pressure else that is related to the moral and ethical.

Muafi mentioned that the spiritual motivation indicators roommates consist of three items, namely the motivation of faith, worship and motivational motivation muamalat significantly affects the performance of the religious to empirical studies in Industrial Area Rungkut Surabaya (SEER). The study also Explains that in the paradigm of the human potential for performing Spiritualism should the make life more positive and productive to achieve a religious work. Company leaders must pay attention to the spiritual motivation of employees. The importance of providing knowledge, understanding and implementing motivation faith, worship and Muamalat to each to achieve high performance. (Muafi in Shofwa, 2013: 13) Religiosity someone would include various dimensions: the dimensions of faith (ideological), the dimensions of worship (ritualistic), the dimensions of appreciation (experiential), the dimensions of practice (consequential) and aspects of religious knowledge.

Religious performance is the success of employees who are viewed from the perspective of the Islamic religion. Performance religious views of three-dimensional (potential) namely: the production of religious physiology, the psychology of production of the religious and spiritual performance. Performance religious physiology (prophetic work ethic) is measured by the utilization of natural resources, the expertise, technology, and capital in Islamic. The performance was measured by the use of spiritual, psychological health, social relationships, respect, and self-improvement in Islamic. Religious performance is measured by the level of trust, honesty, trust, intention-minded in orientation to work and produce Islamic way.

### ***Framework of thinking***

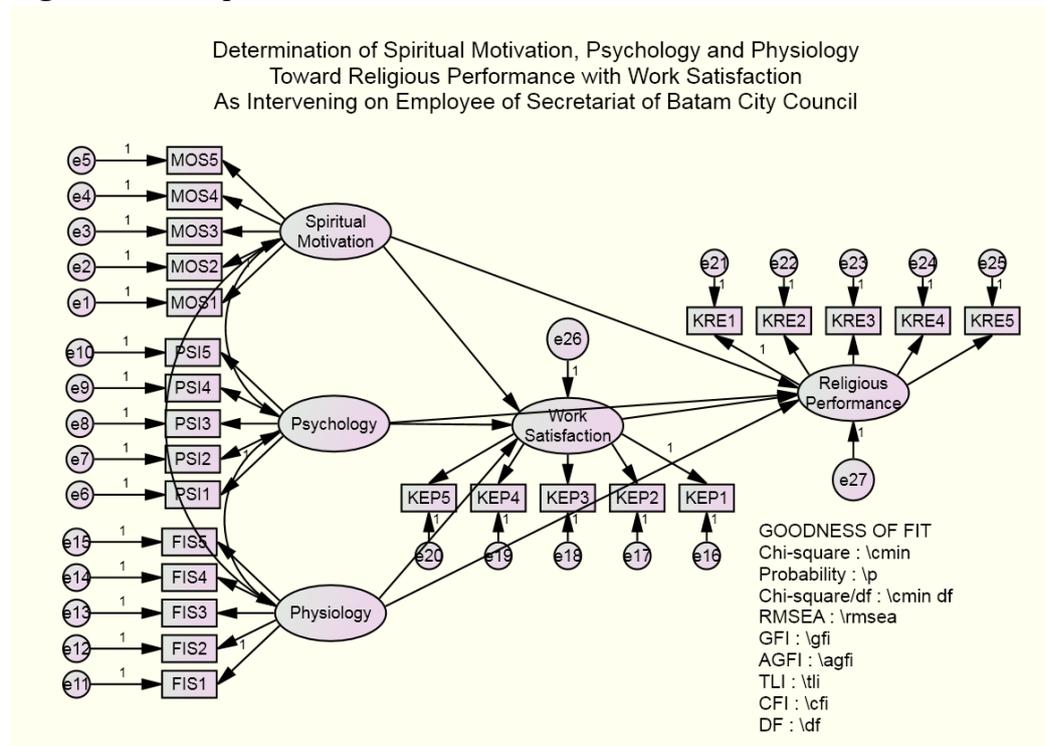
Frame of mind is the synthesis of various theories and research results that show the scope of one or more variables studied, the ratio of the value of one or more variables in a sample or a different time, the relationship between two or more variables, comparison determiner between variables on different sample and formed structural relationships (Sugiyono, 2013: 58). In this study the framework is as follows:

1. Spiritual Motivation Affects employee satisfaction Batam City Council Secretariat.
2. Psychological Affect employee satisfaction Batam City Council Secretariat.
3. Physiology Affects employee satisfaction Batam City Council Secretariat.
4. Spiritual Motivation, Psychology, and Physiology simultaneously Affect employee satisfaction Batam City Council Secretariat.
5. Spiritual Motivation Affects the performance of clerical Batam City Council Secretariat staff.
6. Psychologically Affect the performance of clerical Batam City Council Secretariat staff.
7. Physiology Affects the performance of clerical Batam City Council Secretariat staff.
8. Spiritual Motivation, Psychology, and Physiology simultaneously Affect the performance of clerical Batam City Council Secretariat staff.
9. Religious Affects employee satisfaction performance Batam City Council Secretariat.

### ***Conceptual Framework***

From the description of a literature review on the theory that the dimensions of the variables that will be held research, hence the title of this study is undoubtedly a portrait of causality between variables. Therefore, the conceptual models of research in this thesis is as follows: "Determination Spiritual Motivation, Psychology and Physiology of Its Performance against Religious Intervening with Employee Job Satisfaction as Parliament Secretariat Batam."

**Figure 1.** Conceptual Model Research



### Hypothesis

Relationships between variables that need to be tested for truth or statement tentative (temporary) that is a suspected or guesses about what the researchers observed in the effort to understand it. A hypothesis must demonstrate a clear structure so easy to determine the type of the variable and the direction of the relationship between variables. From the formulation of the problem observed with the proposed theory, created a conceptual model of research can be Formulated his hypothesis, as follows:

1. Spiritual Motivation to employee satisfaction determiner Batam Parliament Secretariat.
2. Psychological determiner of the Parliament Secretariat Batam employee satisfaction.
3. Physiology determiner of the Parliament Secretariat Batam employee satisfaction.
4. Spiritual Motivation, Psychology and Physiology simultaneously determiner to the Parliament Secretariat Batam employee satisfaction.
5. Spiritual Motivation determiner of the performance of clerical Batam City Council Secretariat staff.
6. Psychological determiner of the performance of clerical Batam City Council Secretariat staff.
7. Physiology determiner of the performance of clerical Batam City Council Secretariat staff.

8. Spiritual Motivation, Psychology, and Physiology simultaneously on the performance of religious determiner Batam Parliament Secretariat employees.
9. Job Satisfaction on the Performance of a religious determiner Batam Parliament Secretariat employees.

## **Research Methods**

In this study, the variables can be divided into independent variables (independent variables) are variables that effect, consisting of (X1) Spiritual Motivation, (X2) Psychology, (X3) Physiology. Another variable is the dependent variable (dependent variable) is the variable that is affected, or roommates become due for reviews their independent variables. In this study, there is a two dependent variable is an intervening variable (intervening variable) is (Y) job satisfaction, and the dependent variable (dependent variable) is (Z) Religious performance.

### ***Population and Sample***

#### ***Population***

A community is a group of people, events, something that has Certain characteristics. If researchers use all elements of the society into research of data, it is called a census, if part of it is called a sample. (Rumengan and Idham, 2015: 140) .The population of this research is the Parliament Secretariat Employees Batam.

#### ***Samples***

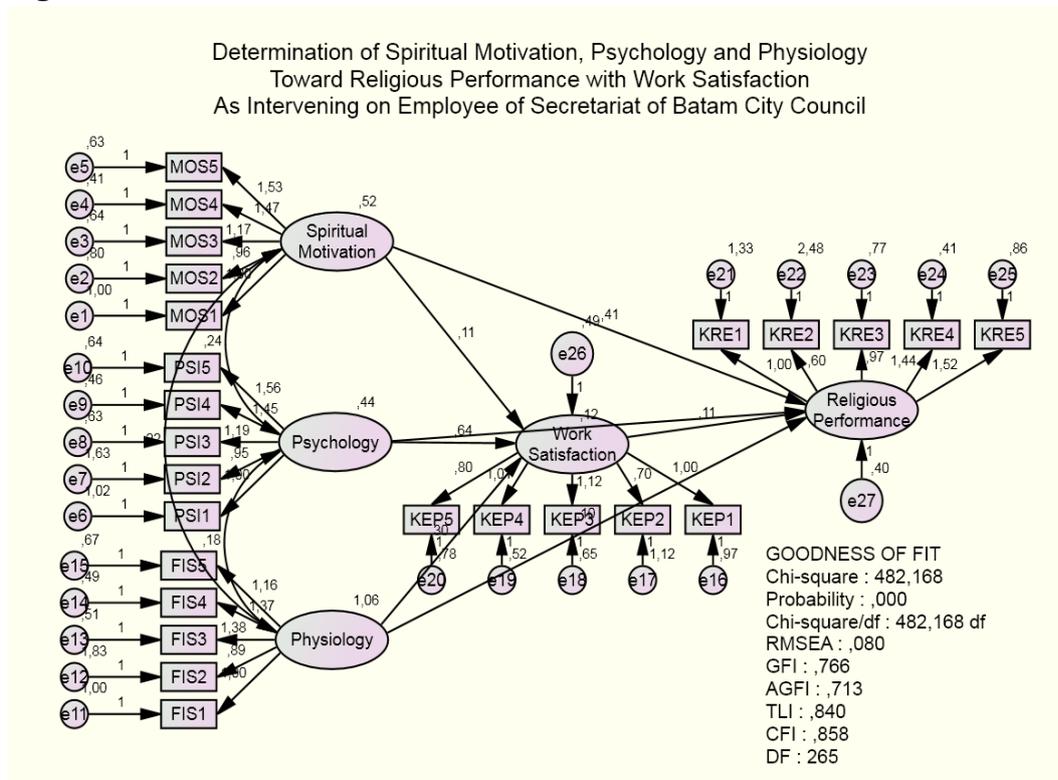
The example is Parliament Secretariat Employees Batam amounting to 166 people.

## **Research Result**

### ***Effect Analysis with SEM***

Following the purpose of the Study to Determine the determination motivation Spiritual, Psychology, Physiology, Keupasan Work and Performance Religious, the Data was Analyzed using Structural Equation Modeling (Structural Equation Modeling = SEM) the which is a set of statistical techniques that allow tests a relatively complicated relationship series simultaneously. To simplify the analysis, the hypothesis made in the equation models SEM seen in Figure 2 below: Full model of Variables Spiritual Motivation, Psychology, Physiology, Job Satisfaction and Performance

**Figure 2.**



Based on the above picture, do the analysis of the measurement models with parameter lambda, structural model analysis, analysis of determination, Goodness of Fit to influence Spiritual Motivation, Psychology, Physiology, Job Satisfaction, and Performance sisters.

**Testing Analysis Model Parameter Measurement with Lamda ( $\lambda_i$ )**

To test parameter lambda use standardized value estimate (regression weight) in the form of loading factor. If the value of the standardized estimate (regression weight) ( $\lambda_i$ ) > 0:50, CR > t table = 2.000, and Probability <  $\alpha$  = 0:05, then the loading factor lambda parameters ( $\lambda_i$ ). The indicator was significant (Ferdinand, Agusty, 2002: 97). This means that the indicators are valid. For testing purposes, lambda parameters are displayed following table containing the loading factor/lambda ( $\lambda_i$ ), CR, Probability (P).

**Table 1:** Standardized Regression *Weights* Indicators of Spiritual Motivation, Psychology, Physiology, Job Satisfaction and Performance Religious

			estimate
SATISFACTION	<---	MOTIVATION	, 094
SATISFACTION	<---	PSYCHOLOGY	, 417
SATISFACTION	<---	PHYSIOLOGY	, 327
PERFORMANCE	<---	MOTIVATION	, 409
PERFORMANCE	<---	PSYCHOLOGY	, 024
PERFORMANCE	<---	PHYSIOLOGY	, 134
PERFORMANCE	<---	SATISFACTION	, 154

**Table 2:** Regression Weights Indicators of Spiritual Motivation, Psychology, Physiology, Job Satisfaction and Performance Religious

			estimate	SE	CR	P	Label
SATISFACTION	<---	MOTIVATION	, 126	, 121	1,044	, 297	par_22
SATISFACTION	<---	PSYCHOLOGY	, 578	, 161	3,590	***	par_24
SATISFACTION	<---	PHYSIOLOGY	, 294	, 084	3503	***	par_26
PERFORMANCE	<---	MOTIVATION	, 438	, 132	3,309	***	par_21
PERFORMANCE	<---	PSYCHOLOGY	, 027	, 125	, 213	, 831	par_23
PERFORMANCE	<---	PHYSIOLOGY	, 096	, 071	1,353	, 176	par_25
PERFORMANCE	<---	SATISFACTION	, 123	, 098	1,262	, 207	par_27

## Discussion

Of the two tables above it can be seen that the indicator has standardized estimate the latent variables (regression weight) in the form of loading factor or  $\lambda > 0.50$ , the critical value  $CR > 2,000$  and has a probability of less than  $0.05$  (\*\*\*) . Thus it can be said that the indicators of the latent variable is valid/significant. Model testing was performed using the regression coefficients for the variables Leadership (X1), the Environmental Madani (X2), Supervision (X3), job satisfaction (Y) and Performance (Z) through tables output from the submenu view / set as the above results , Based on the calculation of the regression coefficient (regression weight) that can be created output table as presented in the following table. Based on the research and discussion that has been done in the previous chapter, it can be concluded as follows:

1. Spiritual Motivation potential variable effect on job satisfaction have standardized estimate the latent variables (regression weight) of 0094 to Cr (Critical ratio = identical to the value of t-test) of 1044 on a probability = 0.297. CR value 1.044  $< 2.000$  and Probability = 0.297

- 0.05 indicates that the latent variables Spiritual Motivation to Job Satisfaction latent variable is not significant positives. This study proves the truth of verses of the Qur'an. "If you do not help him (Muhammad) then lo! Allah had helped him (that) when the infidels (polytheists of Mecca) take it out (of Mecca) he was one of two people when they were in the cave when he said to his friends: "Do not grieve, for Allah is with us." So Allah sent down His tranquillity to (Muhammad) and reinforced him with troops you could not see, and God made the call for the disbelievers that low. And the word of Allah that high. Allah is Mighty, Wise. "(QS. At Tawbah: 40 in Ministry of Religious, 2016)
2. Psychology potential variable effect on job satisfaction against latent variables have a standardized estimate (regression weight) of 0.417, with Cr (Critical ratio = identical to the value of t-test) of 3,590 on probability = \*\*\*. CR value 3,489 > 2,000 and Probability = \*\*\* > 0.05 indicates that the effect of latent variables Psychology against against latent variables job satisfaction is significantly positive. These findings as evidence of the truth of God's Word "He Who has made the earth it easy for you, so they went up at every turn and eat his party of sustenance. And unto Him, you (after a) are raised. "(QS. Al Mulk: 15 in Ministry of Religious, 2016)
  3. Physiology potential variable effect on job satisfaction have a standardized estimate (regression weight) of 0.327 to Cr (Critical ratio = identical to the value of t-test) of 3503 on a probability = \*\*\*. CR = 3,503 > 2,000 and Probability = \*\*\* > 0.05 indicates that the effect of latent variables Physiology against latent variables job satisfaction is Significantly positive. Analyst Firm proves causality Allah in the Qur'an "And says:" Work ye, then Allah and His messenger and the believers will see your work it, and you will be returned to (Allah) Who Recognizing that unseen and the Visible, and then preached unto you what ye do. "(Surah A Tawbah: 105 in Ministry of Religious, 2016).
  4. Spiritual Motivation latent variable effect against latent variables Religious performance has standardized estimate (regression weight) of 0.409 to Cr (Critical ratio = identical to the value of t-test) of 3,309 on probability = \*\*\*. CR value 3,309 > 2,000 and Probability = \*\*\* > 0.05 indicates that the effect of latent variables influence Spiritual Religious Motivation to latent variables is Significantly positive performance. The truth of the Qur'an is evidenced by the results of this study "(They are) those who believe and whose hearts have rest in the remembrance of Allah. Remember, only the remembrance of Allah do hearts find satisfaction. "(QS. Ar Raad: 28 in Ministry of Religious, 2016).
  5. Psychology potential variable effect against Religious performance against latent variables has the standardized estimate (regression weight) of 0.024, with Cr (Critical ratio = identical to the value of t-test) of 0.213 on a probability = 0.831. CR value 0.213 < 2.000 and Probability = 0.831 > 0.05 indicates that the influence of psychology on the latent variables

were not significant religious positive performance. This research was supported by the verses of the Qur'an "O soul at peace. Return to your Lord with a heart that pleases him satisfied longer. Then go into the congregation of my servants, and enter into My Paradise. (Surat al-Fajr: 27-30 in Ministry of Religious, 2016).

6. Physiology potential variable effect Religious performance against latent variables has the standardized estimate (regression weight) of -0.134, with Cr (Critical ratio = identical to the value of t-test) of -1.353 on probability = 0.176. CR value 1.353 < 2.000 and Probability = 0.176 > 0.05 indicates that the effect of latent variables Religious Physiology performance against latent variables is positive, not significant. This study proves the true Supreme God in His Word " If the prayer has been fulfilled, then scattered about the earth; and seek the gift of God and remember God a lot that you prosper. "(**Surah Al-Jumu'ah: 10** in Ministry of Religious, 2016).
7. Job Satisfaction latent variable effect against latent variables Religious performance has standardized estimate (regression weight) of 0.154, with Cr (Critical ratio = identical to the value of t-test) of 1.262 on probability = 0.207. CR value 1.262 < 2.000 and Probability = 0.207 > 0.05 indicates the latent variables that influence job satisfaction Religious performance against latent variables is positive not significant. This study corroborates the findings that for the people who be grateful and ungrateful, the Word of God "And (remember well), when your Lord announced:" Except ye thankful, I would add (ni`mat) to you, and if you deny (ni`mat me), then surely my punishment is severe. "(QS. Ibrahim: 7 in Ministry of Religious, 2016)

### ***Analysis Goodness of Fit***

Based on test criteria, Chi-square ( $\chi^2$ ), Relative Chi-square ( $\chi^2/ Df$ ), RMSEA, GFI, AGFI, TLI and CFI above and Goodness of Fit value Amos processing results as shown in the figure above, it can be prepared in Table 3 below:

**Table 3:** Evaluation of Goodness of Fit

A Goodness of Fit Index	Cut-of-Value	Results Model	Information
Chi-square ( $\chi^2$ )	Small expected	396, 432	Good
Chi-square Relative ( $\chi^2/ Df$ )	$\leq 3,00$	1.549	Good
Probability	$> 0.05$	0.000	Not Good
RMSEA	$\leq 0:08$	0.062	Good
GFI	$\geq 0.90$	0.821	Marginal
AGFI	$\geq 0.90$	0.773	Not Good
TLI	$\geq 0.94$	0.901	Marginal
CFI	$\geq 0.94$	0.916	Marginal

Source: Research Findings, 2018

By paying attention to the cut-of-value and goodness of fit model results in the Table above shows the seven criteria

are met eight tests were used. The requirements are met by the Chi-square ( $\chi^2$ ), Relative Chi-square ( $\chi^2/ Df$ ) RMSEA, GFI, TLI, AGFI, and CFI. Because seven of the eight criteria are met the required standards, the models can be Expressed as a good model of (Solimun, 2002: 80 and Solimun, 2004: 71).

### **Measurement Analysis of Determination**

Analysis of the measurement models with determination is used to Determine the contribution of exogenous variables on endogenous variables. For this analysis of used Square Multiple Correlation. Multiple Correlation magnitude Square can be seen in Table 4 below:

**Table 4:** Squared Multiple Correlations: (Group number 1 - Default model)

	estimate
SATISFACTION	,415
PERFORMANCE	,306

Square Multiple Correlation Whose value respectively for Job Satisfaction = 0.415, for Performance = 0.306 as shown in the table above. Multiple Correlation Square value for the variable job satisfaction is Synonymous with  $R^2 = 0.415$  by SPSS 0415  $R^2$  on the magnitude of determination is a value to a variable Correlation Times Square Multiple Job Satisfaction  $100\% = 0.415 \times 100\% = 41.5\%$ . Thus it can be stated that the change in job satisfaction is influenced by Spiritual Motivation, Psychology, and Physiology of 41.5%. For religious Performance  $R^2 = 0.306$  then the value of determination Square Multiple Correlation =  $0.306 \times 100\% = 30.6\%$ . Thus it can be stated that the change of religious performance is influenced by Spiritual Motivation, Psychology and Physiology and Job Satisfaction of 30.6%.

### **Conclusions And Recommendations**

Based on the research and discussion that has been done in the previous chapter, it can be concluded as follows:

- 1) Spiritual Motivation potential variable effect on job satisfaction have standardized estimate the latent variables (regression weight) of 0094 to Cr (Critical ratio = identical to the value of t-test) of 1044 on a probability = 0.297. CR value  $1.044 < 2.000$  and Probability =  $0.297 > 0.05$  indicates that the latent variables Spiritual Motivation to Job Satisfaction latent variable is not significant positives.
- 2) Psychology latent variable effect on job satisfaction against latent variables have a standardized estimate (regression weight) of 0417, with Cr (Critical ratio = identical to the value of t-test) of 3,590 on probability = \*\*\*. CR value  $3,489 > 2,000$  and Probability =  $*** > 0.05$  indicates that the effect of latent variables Psychology against against latent variables job satisfaction is significantly positive.
- 3) Physiology latent variable effect on job satisfaction have a standardized estimate (regression weight) of 0327 to Cr (Critical ratio = identical to the value of t-test) of 3503 on a probability = \*\*\*. CR =  $3,503 > 2,000$  and Probability =  $*** > 0.05$  indicates that the effect of latent variables Physiology against latent variables job satisfaction is significantly positive.
- 4) Spiritual Motivation latent variable effect against latent variables Religious performance has standardized estimate (regression weight) of 0.409 to Cr (Critical ratio = identical to the value of t-test) of 3,309 on probability = \*\*\*. CR value  $3,309 > 2,000$  and Probability =  $*** > 0.05$  indicates that the effect of latent variables influence Spiritual Religious Motivation to latent variables is significantly positive performance.
- 5) Psychology potential variable effect against Religious performance against latent variables has the standardized estimate (regression weight) of 0,024, with Cr (Critical ratio = identical to the value of t-test) of 0213 on a probability = 0831. CR value  $0.213 < 2.000$  and Probability =  $0831 > 0.05$  indicates that the influence of psychology on the latent variables were not significant religious positive performance.
- 6) Physiology potential variable effect Religious performance against latent variables has the standardized estimate (regression weight) of -0134, with Cr (Critical ratio = identical to the value of t-test) of -1353 on probability = 0.176. CR value  $1.353 < 2.000$  and Probability =  $0.176 > 0.05$  indicates that the effect of latent variables Religious Physiology performance against latent variables is positive, not significant.
- 7) Job Satisfaction latent variable effect against latent variables Religious performance has standardized estimate (regression weight) of 0,154, with Cr (Critical ratio = identical to the value of t-test) of 1,262 on probability = 0.207. CR value  $1.262 < 2.000$  and Probability =



0207>0.05 indicates the latent variables that influence job satisfaction Religious performance against latent variables is positive not significant.

Based on the above results, it can be suggested to the Party District of Batu Ampar as follows:

1. Increased employee intellectual aspects, particularly subject against the purpose of working to be more invested in working not just earn money, but rather the work is worship.
2. Required specific means such as religious activities carried out to maintain the level of devotion and sincerity Parliament Secretariat staff in carrying out its responsibility job.
3. The leadership style adopted by officials in the Parliament Secretariat should be nurturing and maintaining psychological or psychiatric conditions employees, for example, does not demand too much of the work so that the financial burden on staff that will ultimately lead to a decrease in the execution of the work.
4. Provision of additional income outside the salary must be fair, just not necessarily the same, but more emphasis on the suitability between workload and results received.
5. High integrity required for Batam City Council Secretariat Employees who are employees of the executive culture (local government) in order not to be trapped in a culture of legislative (political).
6. To increase employee capacity, selectively recommended that employees participate in the training of character development or training related to the upgrading works.
7. Increasing the capacity of employee capabilities can also be done by bringing along a good employee in any activities undertaken by the Parliament Secretariat Batam and activities pursued by the Member of Parliament of Batam.

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