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The Influence of Work Ability, Perceptions of Work and Job Awards on Job Satisfaction of Non-PNS Lecturers of State Islamic Religious Higher Education

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ABSTRACT: This study aims to describe the effect of work ability, perceptions of work and job rewards on jobsatisfaction. Research is also useful for the development of Islamic Education Management, especially with regard tohuman resource management theory.This research uses a quantitative paradigm of the survey method. This researchwas conducted on non-PNS lecturers at the State Islamic University of Sulthan Thaha Saifuddin Jambi, Imam BonjolState Islamic University in Padang and Raden Fatah State Islamic University Palembang. The population numbered236 with random sampling techniques and a sample size of 148 people. Data collection was carried out through aquestionnaire with a Likert scale. Data analysis using path analysis began with descriptive statistics, pre-test analysisrequirements (normality, homogeneity and linearity) and continued with the significance of simple linearregression.The results of the analysis show that there are: (1) The direct effect of job ability on job satisfaction issignificant, based on the level of significance (Sig = 0.000) and the correlation coefficient of 50.5%; (2) The directinfluence of job perceptions on job satisfaction with a correlation coefficient of 44.8%; (3) Job ability and perceptionof work simultaneously influence job satisfaction by 62.1%; (4) The direct effect of work ability on job rewards with acorrelation coefficient of 37.4%; (5) The direct effect of perceptions of work on job rewards with a correlationcoefficient of 30.5%; (6) Job ability and perceptions of work simultaneously influence job rewards by 44.4%; 7) Thedirect effect of job rewards on job satisfaction with a correlation coefficient of 51%; (8) Job ability, perceptions ofwork and job rewards simultaneously affect job satisfaction by 68.6%; (9) The indirect effect of job ability on jobsatisfaction through job awards is 49.4%; (10) The indirect effect of perceptions of work on job satisfaction throughjob awards is 40.4%. The conclusion of this study is job ability, perceptions of work and job rewards affect jobsatisfaction. The implication of this research is that good work ability, with a positive perception of work and good jobrewards, will affect job satisfaction.

Keywords-Job Ability, Perceptions of Work, Job Rewards and Job Satisfaction

I. INTRODUCTION

Managers or leaders should strive to improve the job satisfaction of their employees. Improving job satisfaction can be done by understanding the motivation or purpose of employees in work. Thus, managers or leaders will be able to maximize all the potential or resources owned by employees to increase the productivity of the organization.Job satisfaction is a positive feeling towards the work resulting from an evaluation of its characteristics[1]. Satisfaction is an individual's general attitude towards his or her work, one with a high level of job satisfaction shows a positive attitude towards the job, one who is dissatisfied with his work shows a negative attitude towards the job.

Job satisfaction is the result of employees' perception of how well their work delivers what is considered important. Job satisfaction has three dimensions. First, job satisfaction is an emotional response to work situations. Second, job satisfaction is often determined according to how well the results achieved meet or exceed expectations. Third, job satisfaction represents several attitudes related to[2].The most important job characteristics for employees who respond affectively consist of five dimensions of work, namely: 1). The work itself, where the work provides interesting tasks, opportunities to learn, and opportunities to accept responsibilities. 2). Salary, amount received and salary level can be considered appropriate compared to others in the organization. 3). Promotional opportunities, opportunities to advance in the organization. 4). Supervision, supervisory ability to provide technical assistance and behavioral support. 5). Co-workers, the level at which work is technically clever and socially supportive[2].

Thesatisfaction of work is one reflection of the performance of copyright, taste, and initiative owned by individuals[3]. When a person has a need (initiative) that needs to be met then he will make various efforts by directing his mind, energy, time, and the possibility of having to take risks that can occur in carrying out his work. Various efforts are made by exerting thoughts, energy, time, even readiness to face the risks that may occur, because individuals have

hopes that their needs can be met. Then the individual will think (copyright) to evaluate whether all his efforts provide results that can meet his needs.

Job satisfaction is the motivation that will be achieved by employees and influenced by many factors. The theory of job satisfaction expectations implicitly assumes that satisfaction improves performance and dissatisfaction reduces performance. Expectancy*theory*introduced by Porter and Lawler, later known as the Porter-Lawler model. This model is an improvement over the Herzberg and Vroom models. Porter and Lawler begin with the premise that motivation (effort or strength) is not the same as satisfaction and nerja. Motivation, satisfaction, and performance are separate variables. Porter and Lawler's model describes the multivariables used to describe the complex relationship that occurs between motivation, performance, and satisfaction[2].

Variabell that gives birth to job satisfaction in porter and lawler's theory of hope consists of: 1). The value of expectationgaan expected by employees; 2). The person's perception of business/work; 3). A level of effort/work; 4). Ability, employee traits; 5). His perception of activities; 6). Level of achievement; 7a). Intrinsic award; 7b). Extrinsic award; and finally produced 8). Employee satisfaction level[4]. Thus, job satisfaction is the positive feeling of employees towards the work and organization in which the employee is located, with influenced by many factors to achieve it, including factors of work ability, perception of work and awards received both intrinsic and extrinsic awards. Job satisfaction is influenced by the variable work ability of employees.Ability is the capacity of an individual to perform various tasks in a job. Human ability is built from two factors, namely intektual and physical. Intellectual ability is the ability needed to perform mental activities such as thinking, reasoning, and problem solving. While physical ability is the capacity to perform tasks that demand stamina, dexterity, strength and the same characteristics[1]. The theory of expectation predicts that employees will exert a high degree of effort if they feel a strong connection between effort and performance, performance and reward, and appreciation and satisfaction of personal goals. Each oftheserelationships, in turn, is influenced by other factors. In order for efforts to lead to good performance, individuals must have the ability to do so and view a fair and objective performance assessment system[1].

Research that explains the effect of employee's work ability on job satisfaction is among others conducted by[5],the results explain that empirically shows the relationship of emotional ability to job satisfaction. The findings of this study show that emotional abilities are positive and have significant associations with jobsatisfaction. These findings imply that employees with high emotional abilities are more adept at identifying and regulating their emotions. The ability to understand their emotions may imply that employees with high emotional abilities are more aware of the factors that contribute to their experience of positive and negative emotions that ultimately result with higher job satisfaction. Research conducted by[6],This research shows that work ability has a positive and significant influence on job satisfaction. Work capability related to the capacity of an employee to perform multiple tasks in the work.

Job satisfaction is influenced by the variable perception of employees towards the job. Perception is an individual process of organizing and interpreting sensory impressions to give understanding to their environment. Factors that influence perception are first: in appraisals that include attitudes, motives, interests, experiences and expectations; second: assessed objects or targets that include innovation, movement, sound, size, background, proximity and similarity; third: situations where perceptions are conducted that include time, work background and social background[1]. Employeesdo the work in part depending on how they perceive and think about their work. Perceived work refers to the characteristics of a job that defines a general nature as perceived by the employment holder[7].Job satisfaction has something to do with employees' perception of their work environment. If employees do not like their work environment, they will respond, although the response varies such as quitting the job, not using the maximum working time for work and the use of work facilities for personal benefit[1].

Research that explains the relationship of employee perception to work to job satisfaction include[8], the results showed that the perception of work on employee satisfaction had a coefficient of 0.335 with a T value of 4,052. The result of T value is greater than the level of significance of 5%, thusthe perception of work has a significant influence on employee satisfaction. The results are consistent with research conducted by Millner-Harlee (2010) which states that perceptions of work have a significant effect on employee satisfaction.Research[9], The results of the study in the form of product moment correlation analysis between the variables of Psychological Work Environment Perception and Job Satisfaction, conducted with product moment correlation analysis from Karl Pearson with the number of subjects N = 40 obtained the results of correlation analysis obtained rxy value = -0.372 and P = 0.016 (P < 0.05) showed that there is a significant positive relationship between Psychological Work Environment Perception (X) and Job Satisfaction (Y) in police officers in Jombang. This means that the better the Perception of Psychological Work Environment, the higher the level of Job Satisfaction. This explains that Psychological Work Environment Perception by contributing significantly to employee job satisfaction.

Job satisfaction is also influenced by the variable awards employees receive. An award is the entire reward received by an employee for the contributions he or she contributes to the organization, both financially and nonfinancially[3]. Awards are classified into two categories, extrinsic awards and intrinsic awards. Extrinsic awards come from outside employees such as wages/salaries, employee benefits, interpersonal awards and promotions. Self-regulated intrinsic awards from an employee, such as completion of tasks, achievements, autonomy, and personal growth[7].The theory of expectation predicts that employees will exert a high degree of effort if they feel a strong

connection between effort and performance, performance and reward, and awards and personal goal satisfaction[7]. Thus, employee job satisfaction is influenced by the awards received by employees in accordance with the performance of employees in the organization.

Research that explains the influence of work awards on job satisfaction is among others conducted by[10],the results revealed that there is a significant relationship between employment awards and employee job satisfaction (0.59, P <0.01, R2 = 0.74). Research conducted by[11],the results of the study explained that the award is positively related to job satisfaction (= 0.60, P <0.01, R2 = 0.47). Research conducted by[12],the results explain that there is a significant link found between intrinsic and extrinsic rewards and job satisfaction. But relative extrinsic awards have a stronger relationship than intrinsic awards.

Accordingto[2],there are a number of factors that affect job satisfaction, namely: 1) Satisfaction with*the work itself*. The work done by an employee will be able to produce job satisfaction, internal motivation, high work performance, low kemangkiran level and lowlabor*turn over*level; 2) Satisfaction with pay (satisfaction*with pay*) Satisfaction on salary is a multidimensional thing. This means that employee satisfaction is not only located in the amount of salary / wages alone;3) Satisfaction on promotion (*satisfaction*with promotion*) Opportunity to be promoted is something that can provide satisfaction toemployees. This opportunity is a form of reward that is different from other*rewards; 4) Satisfaction*with supervision.*Supervision is one of the important things as a source of job satisfaction. Satisfaction with supervision is very related to*the leadership style of*supervision; 5) Satisfaction*with*coworkes.*Coworkers can be a source of employee satisfaction, while between employees are given the opportunity to interact with eachother; and 6) Job satisfaction in working conditions (satisfaction with Working*conditions).*Working conditions are all aspects both physical and non-physical that affect job satisfaction. Good working conditions are easier to get the job done, while poor conditions will make it more difficult to complete the job.

Universities as organizations manage human resources consisting of educators / lecturers and educational personnel. Law No. 1 2 Year 2012 on Higher Education article 1 paragraph 14 states that lecturers are professional educators and scientists with the main task of transforming, developing, and disseminating science, technology, and the arts through education, research, and community service.The explanation of article 69 paragraph 1 letter a is explained that lecturers at universities consist of permanent lecturers and non-permanent lecturers. Furthermore, article 71 is explained that the leadership of public universities can appoint lecturers in accordance with national standards of higher education with the approval of the government. The permanent lecturer referred to in article 71 as described in article 71 is a permanent lecturer appointed by the government (not a civil servant/not a state civil servant). Thus, permanent lecturers in public universities consist of two types, namely civil servant lecturers and non-civil servant lecturers.

Regulation of the Minister of Religious Affairs (PMA) No. 3 of 2016 concerning the Appointment of Permanent Lecturers Not Civil Servants of State Religious Universities as the implementation of Law No. 12 of 2012 on Higher Education, especially in universities under the auspices of the Ministry of Religion. In article 1 paragraph 2 explained that lecturers remain not civil servants at state religious universities, hereinafter referred to as non-civil servants are lecturers who work full-time in accordance with the contract period. Furthermore, in article 3, it is explained that Religious Universities can appoint permanent lecturers instead of PTKN civil servants. Thus, the State Islamic Religious College (PTKIN) has the authority to appoint non-civil servants permanent lecturers and manage them in accordance with applicable regulations. Thus, lecturers remain not civil servants must be managed properly, in accordance with the laws and regulations and principles of modern human resource management so as to give birth to job satisfaction for lecturers remain not civil servants and make maximum contribution in ptkin place of duty.

Non-civil servant permanent lecturers in PTKIN are spread across 58 universities. In 2016, PTKIN was granted a permit to receive non-civil servants. Based on the Decree of the Director General of Islamic Education Number: 844 Year 2016 on Guidelines for Admission of Permanent Lecturers Not Civil Servants of Islamic Higher Education gave approval to 52 PTKIN to conduct the acceptance of non-civil servants permanent lecturers with a total of 3,317 people. The management of non-civil servants who have been appointed refers to the applicable regulations, specifically referring to the Regulation of the Minister of Religious Affairs (PMA) No. 3 of 2016 concerning the Appointment of Permanent Lecturers Not Civil Servants of State Religious Universities. Based on the report of the Association of Non-Civil Servants of the Republic of Indonesia contained in the Academic Paper on the Appointment of DTN PNS to civil servants in 2017, it is explained that there are five problems and problems faced by Non-Civil Servants Permanent Lecturers in State Universities, as follows: 1) Welfare Problems. The scheme of study that is fat decentralization, or based on dipa state universities, or BLU, causes salaries to vary greatly depending on the strength of DIPA.As a result, not least that PTAIN / PTUN set the salary of DTN-PNS (Non-Civil Servant Permanent Lecturer) under the Regional Minimum Wage; 2) Identity Issues. Initially after the publication of Permendikbud No. 84 of 2013, in state universities within the Ministry of Education and Culture, Non-Civil Servant Permanent Lecturers were likened to Permanent Lecturers civil servants, through the granting of NIDN (Parent Number of Nasiona Lecturers). So that with this NIDN, Non Civil Servant Permanent Lecturers can conduct research and apply for various research *grants*. But since 2014, with the centralization of NIDN *approval* under the Ministry of Research and Technology, Non-Civil Servant Permanent Lecturers are no longer given NIDN, but replaced with NIDK. This entitles academic rights such as research, certification itself to be revoked. This also resulted in the marginalization of the existence of Non-Civil Servant

Permanent Lecturers in State Universities. Their job is only to teach minus devotion and knowledge development. Those in the absence of NIDN cannot access *researchgrants,*and other grant assistance that supports andimproves the academic performe of Non-Civil Servants, and contributes to the development of knowledge for the advancement of the country; 3) Academic rank issues. Generally, Non-Civil Servant Permanent Lecturers in various State Universities in Indonesia, especially Non-BLU State Universities, are prevented from applying for promotion to functionalpositions; 4) Problems of self-development. Non-Civil Servant Permanent Lecturers in State Universities, clearly not given the same space to receive scholarships to continue their studies. Even when they manage to get a scholarship to continue their studies from non-state grants, the contract is automatically terminated. After completing the study, there is no guarantee they will be readmitted. Because of many things, ranging from political reasons such as vacancies that have been left filled by other lecturers, to limitations dipa and so on; and5) Problems of career continuity. With a contract system per 2 (two) or 5 (five) Years, making Non-Civil Servant Permanent Lecturers as a group that has no certainty in career. At any time when the ratio of lecturers: students is met, because of the recruitment of permanent lecturers civil servants, then automatically to save the budget dipa state universities, Non-civil servant permanent lecturers will be terminated contracts.

Based on the initial survey conducted by researchers at SulthanThahaSaifuddin Jambi State Islamic University, Imam Bonjol Padang State Islamic University, and Raden Fatah State Islamic University Palembang on the job satisfaction of non-civil servantlecturers. The survey results obtained information that non-civil servant lecturers: 1). 82% or very satisfied with the job as a lecturer; 2). 66% or satisfied with the salary received; 3). 66% or satisfied with the promotion received; 4). 68% or satisfied with the supervision received; 5). 74% or satisfied with co-workers; and 6). 76% or satisfied with the work atmosphere. Thus, non-civil servant lecturers at SulthanThahaSaifuddin Jambi State Islamic University were declared satisfied with the value of 72%.The survey conducted at Imam Bonjol Padang State Islamic University was obtained from the spread of instruments with six indicators of job satisfaction to 5 people, then obtained information that non-civil servant lecturers: 1). 76% or satisfied in the job as a lecturer; 2). 48% or reasonably satisfied with the salary received; 3). 32% or quite satisfied with the promotion received; 4). 80% or satisfied with the supervision received; 5). 68% or satisfied with co-workers; and 6). 64% or satisfied with the working atmosphere. Thus, non-civil servant lecturers at Imam Bonjol Padang State Islamic University were declared satisfied with the value of 61%.Survey at Universitas Islam Negeri Raden Fatah Palembang obtained from the spread of instruments with six indicators of job satisfaction to 20 people, then obtained information that lecturers Non civil servants: 1). 83% or very satisfied in the job as a lecturer; 2). 64% or satisfied with the salary received; 3). 60% or quite satisfied with the promotion received; 4). 61% or satisfied with the supervision received; 5). 72% or satisfied with co-workers; and 6). 71% or satisfied with the work atmosphere. Thus, non-civil servant lecturers at Raden Fatah State Islamic University Palembang were declared satisfied with the value of 69%.Thus it can be concluded that non-civil servant lecturers: 1). 84% or very satisfied with the job as a lecturer; 2). 62% or satisfied with the salary received; 3). 59% or quite satisfied with the promotion received; 4). 65% or satisfied with the supervision received; 5). 72% or satisfied with co-workers; and 6). 71% or satisfied with the work atmosphere. Thus, non-civil servant lecturers at SulthanThahaSaifuddin Jambi State Islamic University, Imam Bonjol Padang State Islamic University and Raden Fatah State Islamic University Palembang were declared satisfied with a score of 69%.

Based on the various problems that have been presented above, it is necessary to conduct research on the job satisfaction of non-civil servant lecturers as well as factors that affect it. Therefore, researchers are interested in researching "*The Influence of Work Ability, Perception of Work and Employment Award on Job Satisfaction of Non-Civil Servants Lecturers of State Islamic Religious College (Survey at SulthanThahaSaifuddin Jambi State Islamic University, Imam Bonjol Padang State Islamic University, and Raden Fatah State Islamic University Palembang).*

II.   METHOD

This study uses a type of quantitative approach. While the method used is descriptive method of surveying. Cresswell explained that the survey research method in which researchers surveyed samples or entire populations of people to describe the attitudes, behaviors, opinions, or characteristics of the population by taking sample data from one population using questionnaires as a collection of basic data[13]. Similar things are expressed [14],Survey method is a quantitative research using the same structured questions to be recorded, processed and analyzed. reviewed from the subject matter, this research is designed as *cross-sectional*research, where the research on the priode is determined. The population in this study isUIN STS Jambi which amounts to 52 people, UIN Imam Bonjol Padang numbered 14 people, and UIN Raden Fatah Palembang which amounted to 170 people.Sampling techniques in this study use simple random *sampling* techniques.*Simple random sampling* is a random setting and each individual in the population has an equal chance of becoming a sample[15]. This technique is used because the number of Non-Civil Servant Lecturers in UIN STS Jambi, UIN IB Padang and UIN RF Palembang has been clear and well documented. Determination of the number of samples in this study using slovin formula[15]. Thus, the number of samples in this study was 148 people. The data collection in this study used questionnaires as primary sources andinterviews as secondary sources. Data collection in addition to other supporting data in the form of documents and direct observations. The stages performed at the data

analysis stage in this study are (1) descriptive statistical analysis; (2) testing of analytical requirements (Normality Test, Homogeneity Test, Linearity Test); and (3) Inferential statistical analysis (path analysis), t test (partial) and F test (simultaneous) hypothesis testing.Data analysis in the study was conducted using the help of IBM SPSS Statistics 23 Program.

III.   RESULT AND DISCUSSION

Descriptive Statistical Analysis

Description of Job Satisfaction Variable Data (X4)

The data of the results of the study were subsequently created in a list of frequency distributions with many classes of intervals of 8 and interval lengths of 10. The data distribution is presented in the following frequency distribution table:

Table 1.Job Satisfaction Variable Frequency Distribution Table (X4)

No.	Interval Class	fi	Xi	Xi^2	fiXi	fiXi^2	f kum	fr
1	111 - 120	4	115,5	1226,89	462	4907,57	4	2,70
2	121 - 130	6	127,8	515,00	767	3090,02	10	4,05
3	131 - 140	17	137,0	182,98	2329	3110,67	27	11,49
4	141 - 150	44	145,2	28,33	6389	1246,47	71	29,73
5	151 - 160	47	153,9	11,33	7233	532,69	118	31,76
6	161 - 170	18	164,9	206,26	2968	3712,74	136	12,16
7	171 - 180	9	175,2	609,85	1577	5488,67	145	6,08
8	181 -190	3	184,3	1142,87	553	3428,60	148	2,03
Sum					22278	25517,43		100

Based on Tabel1, it appears that there are 71 respondents (47.97%) below the interval class containing an average score, 47 respondents (31.76%) in an interval class containing an average score, and 30 respondents (20.27%) above the interval class containing the average score.

Description of Work Capability Variable Data (X1)

The data of the next study was created in a frequency distribution list with many classes of intervals of 8 and interval lengths of 10. The data distribution is presented in the following frequency distribution table:

Table 2. Working Ability Variable Frequency Distribution Table (X1)

No.	Interval Class	fi	Xi	Xi2	fiXi	fiXi2	f kum	fr
1	111 - 120	1	111	1794,78	111	1794,78	1	0,68
2	121 - 130	7	126,6	717,89	886	5025,22	8	4,73
3	131 - 140	14	137,4	256,25	1923	3587,46	22	9,46
4	141 - 150	39	146,4	48,37	5710	1886,30	61	26,35
5	151 - 160	49	154,9	2,41	7591	118,26	110	33,11
6	161 - 170	25	166,2	163,72	4154	4092,89	135	16,89
7	171 - 180	9	176,4	532,67	1588	4794,00	144	6,08
8	181 -190	4	183,8	923,26	735	3693,03	148	2,70
Sum					22698	24991,93		100

Based on Table 2, there were 61 respondents (41.22%) below the interval class containing an average score, 49 respondents (33.11%) in the interval class containing an average score, and 38 respondents (25.68%) above the interval class containing the average score.

Description of Variable Data Perception of Work (X2)

The data of the results of the study were subsequently created in a list of frequency distributions with many classes of intervals of 8 and interval lengths of 10. The data distribution is presented in the following frequency distribution table:

Table 3. Table distribution frequency variable perception of work (X2)

No.	Interval Class	fi	Xi	Xi2	fiXi	fiXi2	f kum	fr
1	100 - 109	2	104,5	1480,17	209	2960,34	2	1,35
2	110 - 119	4	118	623,65	472	2494,60	6	2,70
3	120 - 129	15	127,2	248,79	1908	3731,80	21	10,14
4	130 - 139	42	135,02	63,19	5671	2653,95	63	28,38
5	140 - 149	47	144,8	3,21	6804	151,10	110	31,76
6	150 - 159	24	155,6	159,02	3734	3816,51	134	16,22
7	160 - 169	9	165,889	525,14	1493	4726,25	143	6,08
8	170 - 180	5	173,8	950,31	869	4751,53	148	3,38
Sum		100			21160	25286,07		100

Based on Table 3, there were 63 respondents (42.57%) below the interval class containing an average score, 47 respondents (31.76%) in the interval class containing an average score, and 38 respondents (25.68%) above the interval class containing the average score.

Description of Work Award Variable Data (X3)

The data of the results of the study were subsequently created in a frequency distribution list with many classes of intervals of 8 and interval lengths of 8. The data distribution is presented in the following frequency distribution table:

Table 4.Working Award Variable Frequency Distribution Table (X3)

No.	Interval Class	fi	Xi	Xi2	fiXi	fiXi2	f kum	fr
1	99 - 106	4	101,3	833,96	405	3335,84	4	2,70
2	107 - 114	9	109,6	423,24	986	3809,17	13	6,08
3	115 - 122	20	119,1	121,63	2382	2432,50	33	13,51
4	123 - 130	45	126,8	11,08	5706	498,51	78	30,41
5	131 - 138	43	134,8	21,52	5795	925,40	121	29,05
6	139 - 146	16	143,3	173,82	2293	2781,14	137	10,81
7	147 - 154	8	151,1	440,86	1209	3526,86	145	5,41
8	155 - 162	3	161	953,06	483	2859,17	148	2,03
Sum		100			19259	20168,60		100

Based on table 4, there were 33 respondents (22.30%) below the interval class containing an average score, 45 respondents (30.41%) in the interval class containing an average score, and 70 respondents (47.30%) above the interval class containing the average score.

Testing Data Analysis Requirements

Data Normality Test

Data normality testing conducted through Chi Square begins with determining a significant level. The significant level used is = 0.05 to test the a hypothesis. The results of the data normality test analysis are presented in Table 5 below.

Table 5. Data Normality Test

No	Variable	X^2count	X^2table	Conclusion
1	WorkAbility (X1)	13,99	14,067	Normal
2	Perception of Work (X2)	13,53	14,067	Normal
3	Work Award (X3)	11,94	14,067	Normal
4	Job Satisfaction (X4)	9,06	14,067	Normal

Based on Tabel5 it is known that calculate variable working x^2ability = 13.99;x^2calculate variable perception of work = 13.53;x^2calculate work award variable = 11.94; and x^2calculate job satisfaction variable = 9.06; while table = $x^2$14.067. That is, the value x^2 counts smallerx^2 tables. Thus, statistical value data with 148 respondents was declared NORMAL.

DataHomogeneity Test

Homogeneity testing is done in two ways, namely calculation with the help of IBM SPSS Statistics 23,there are some homogeneity test results as follows.

Table 6. Data Homogeneity Test

No	Variable	X^2count	X^2table	Conclusion
1	Job Satisfaction Variable (X4) for Work Capability Variable (X1)	41,714	124,342	Homogeneous
2	Job Satisfaction Variable (X4) on Variable Perception of Work (X2)	13,989	124,342	Homogeneous
3	Job Satisfaction Variable (X4) for Work Award Variable (X3)	30,130	124,342	Homogeneous
4	Work Award Variable (X3) for Work Capability Variable (X1)	33,326	124,342	Homogeneous
5	Work Award Variable (X3) for Variable Perception of Work (X2)	32,796	124,342	Homogeneous

The calculation result for the homogeneity testing of variable variance is obtained calculate = x^2smaller than thex^2table (calculatex^2< tablex^2), then H$_0$ receive. That is, all variable variances are **homogeneous.**

Regression Linearity Test

Linearity test is done in two ways, namely calculation with the help of IBM SPSS Statistics 23,there are the followinghomogeneity test results.

Table 7. Regression Linearity Test

No	Variable	F_{count}	F_{table}	Conclusion
1	Work Ability (X1) to Job Satisfaction (X4)	148,95	3,91	Significant and Linear
2	Perception of Work (X2) to Job Satisfaction (X4)	118,37	3,91	Significant and Linear
3	Work Award (X3) for Job Satisfaction (X4)	151,96	3,91	Significant and Linear
4	Work Award (X1) for Work Award (X3)	87,06	3,91	Significant and Linear
5	Perception of Work (X2) of The Work Award (X3)	64,01	3,91	Significant and Linear

Based on the results in Tabel7 above, the value obtained on the test results means regression and linear pattern is F_{hitung} greater than F_{tabel} ($F_{hitung} > F_{tabel}$) at the level of significance. $\alpha = 0,05$ That is, each variable has met the test of variable meaning and linear pattern.

Hypothesis Testing

In accordance with the purpose of the study, the method of analysis of the path in this study consists of five sub-structures with the followingequations.

Sub Struktrur I

Hypothesis testing is conducted after structural equations are performed. Sub-structural 1 is intended to answer hypotheses1, 2 and 3 on the direct influence of work capability variables (X_1),perception of work(X_2),partially or simultaneously on job satisfaction variables (X_4),with the followingequations.
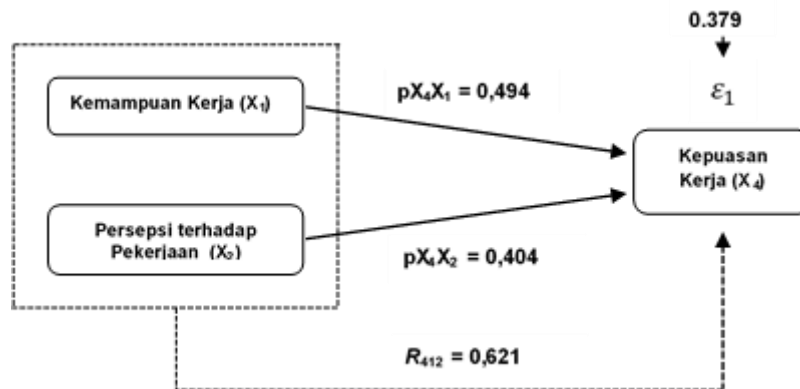

Figure 1. Empirical Causal Path Diagram of First Model Structure Equation X_1 and X_2 against X_4

The above coefesian calculation is in line with the SPSS result, as illustrated in the following tabel 8.

Table 8. Results of Multiple Correlation Coefesion of Substructure Models 1 Influence X_1 and X_2 to X_4

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	16,082	8,749		1,838	,068
	X1	,499	,061	,494	8,145	,000
	X2	,405	,061	,404	6,665	,000

a. Dependent Variable: X4

Through calculations related to the structure equation model 1 found a framework of empirical causality relationship between work ability (X_1)and perception of work (X_2)to job satisfaction (X_4).

Table 9. Manual calculation of correlation coefesienX_1 to X_4

r_{14}	$r_{14}{}^2$	dk	T_{count}	t_{table}		Conclussion
				0,05	0,01	$T_{count} > t_{table}$
0,711	0,505	146	12.204	1.655	2.352	Significant

Based on Table 9, it is known that the value of t_{count}= 12,204 > table t= 1,655, thus H_0 is rejected and H_1 is accepted. This means that the research hypothesis that states work ability (X_1)has a **direct effect** on job satisfaction (X_4)is acceptable. The calculation manually gets the same number as the calculation using SPSS assistance, can be seen in table 4.62 as follows:

Table 10. SPSS Test Results coeffesienX_1 to X_4

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	40,386	9,058		4,458	,000
	X1	,718	,059	,711	12,204	,000

a. Dependent Variable: X4

Based on table 10, it is known in the Sig (Significant) column in the calculation table obtained the sig value. 0.000. Sig value. 0.000 is less than the probability value of 0.05 or 0.000 < 0.05. Thus H_0 is accepted and H_1 is rejected, and means the coeffesient of path analysis is significant. Thus work ability (X_1)contributes significantly to job satisfaction (X_4). Table 10 shows the result = ρ_{41}**0.711.**The small contribution (contribution) of variable work ability (X_1)to job satisfaction (X_4)is tocalculate the total influence, i.e. x = 0.711 x 0.711 = 0.505 (50.5%), while the influence of other variables outside the model on job satisfaction variables ($X\rho_{41}\rho_{414}$)is 1 - = 1 - 0.505 = 0.495 (49.5%) influenced byotherfaρ_{41}ktor.

These results indicate that the lecturer's work ability is an important factor in achieving the lecturer's job satisfaction. The skills required vary according to the specifications of the job and the objectives of the organization. ability is the intellectual, emotional and physical capacity to perform various activities so as to show what can be done to achieve the goals of the work or organization[1]. Ability to demonstrate an individual's capacity to realize various tasks in their work[16].Adaptability to the work environment, where a person can perform his duties well based on his or her abilities[17]. The ability that a lecturer must have in carrying out tasks is reflected in the competence of paedogogik, personality, social, and professional.

Lecturers as professional educators and scientists with the main task oftransforming, developing, and disseminatingscience and technology through education, research and community service[18]. Thus, lecturers in carrying out their duties must have the ability or capacity reflected in the competencies that must have. Competence is a set of knowledge, skills, and behaviors that must be possessed, lived, and mastered by lecturers in carrying out professional tasks. Al-Quran gives an idea that man has a very complete ability contained in the term fitrah as illustrated in suraAr-Rum verse 30:

*So set thy face straight to the religion of Allah; Be steadfast in the nature of Allah who*created man in*accordance with it. That is the upright religion; but most men do not know.*

The verse above explains that Allah SWT gives fitrah or ability attached to the creation of man. IbnKathir interprets fitrah is to acknowledge the oneness of Allah SWT or tawhid[19]. Al-Maraghi said that fitrah means the tendency to accept the truth[20]. Shihab explains fitrah taken from the word *fatara* which means to create[21]. The point is to create something first/without any previous examples. Fitrah can also be understood in the sense of origin of events or congenital from birth[21]. Based on the *mufassirin* above, that in the creation of man Allah SWT equips man with fitrah that can be understood as an inherent human ability / latent, as a form of perfection of human creation.

The human nature of human perfection includes: 1). religious fitrah (QS. al-A'raf: 172 and QS. ar-Rum: 30); 2). social fitrah (QS. Al-Imran: 112 and QS. al-Maidah: 2); 3). fitrah intellect (QS. al-Imran: 190 and QS. Muhammad: 24); 4). sexual fitrah (QS. al-Imran: 14 and QS. an-Nisa': 3), 5). economic fitrah (QS. al-Jum'ah: 7 and QS. at-Thur: 19); 6). fitrah art (QS. Al-A'raf: 31 and QS. an-Nur: 31), 7). fitrah (QS. al-Maidah: 8 and QS. Al-An'am: 152), 8). fitrah (QS. an-Nisa': 1 and QS. al-Hujurât: 13); 9). the fitrah of power/politics (QS.al-Imrân: 28 and QS.at-Tawbah: 71); and 10) the fitrah of unity (QS.al-Baqarah: 213 and QS.al-Imrân: 103)[22]. Thus the ability in the Islamic perspective is contained in the term fitrah, in the context of the ability of lecturers in carrying out tasks, it must have religious capabilities, social abilities and intellectual abilities.

The theory that supports the findings of this study is the theory of hope. The theory of hope explains that lecturers will exert all high effort if they feel a strong connection between effort and performance, performance and appreciation, and appreciation and satisfaction of personal goals. Each of these relationships is, in turn, influenced by other factors. In order for efforts to lead to good performance, individuals must have the ability to do so and view a fair and objective performance assessment system[1].

The findings of this study are in line with the results of the[6]bahwa work ability has a positive and significant effect on job satisfaction with a sig value = 0.000 and a value of $R^2 = 0.258$. Employees who have work skills will cause feelings of satisfaction. Job satisfaction is achieved when an employee's work comes in accordance with the interests and abilities of the employee himself. Other research is the result of research[23]. The results showed a significant influence both partially and simultaneously between competence and work ethic on job satisfaction. There is a significant influence both partially and simultaneously between commitment and work ethic to commitment. There is a significant influence both partially and simultaneously between job satisfaction and commitment to employee performance.

The formulation of the second hypothesis in this study individually perception of work directly affects job satisfaction.

Table 11. Manual calculation of correlation coefesienX_2 to X_4

r_{24}	$r_{24}2$	dk	T_{count}	t_{table}		Conclussion
				0,05	0,01	$T_{count} > t_{table}$
0,669	0,448	146	10.880	1.655	2.352	Significant

Based on table 11, it is known that$_{the\ calculated}$ t value = 10,880 > table t= 1,655, thus H_0 is rejected and H_1 is accepted. This means that the research hypothesis that states perception of work (X_2)has a **direct effect** on job satisfaction (X_4)is acceptable. The calculation manually gets the same number as the calculation using SPSS Help, asillustrated in table 13 below:

Table 12. SPSS Test Results coeffesienx_2 to X_4

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	54,557	8,859		6,158	,000
	X2	,671	,062	,669	10,880	,000

a. Dependent Variable: X4

Based on table 12, it is known in the Sig (Significant) column in the calculation table obtained the sig value. 0.000. Sig value. 0.000 is less than the probability value of 0.05 or 0.000 < 0.05. Thus H_0 is accepted and H_1 is rejected, and means the coeffesient of path analysis is significant. Thus perception of work (X_2)contributessignificantly to job satisfaction (X_4). Table 13 shows the result = ρ_{42}**0.669.**The small contribution (contribution) of variable work ability (X_1)to job satisfaction (X_4)is tocalculate the total influence, i.e. x = 0.669 x 0.669 = 0.448 (44.8%), while the influence of other variables outside the model on job satisfaction variables ($X\rho_{42}\rho_{424}$)is 1 - = 1 - 0.448 = 0.552 (55.2%) influenced by otherfaρ_{42}ktor. The calculation is in line with the calculation using SPSS.

Job satisfaction is influenced by the variable perception of employees towards the job. Perception is an individual process of organizing and interpreting sensory impressions to give understanding to their environment. Factors that influence perception are first: in appraisals that include attitudes, motives, interests, experiences and expectations; second: assessed objects or targets that include innovation, movement, sound, size, background, proximity and similarity; third: situations where perceptions are conducted that include time, work background and social background[1]. Employees do work partly depending on how they perceive and think about their work. Perceived work refers to the characteristics of a job that defines a general nature as perceived by the employment holder[7].Lecturer perception of work is the perception of lecturers to their work as lecturers who have rights and obligations as lecturers in carrying out professional duties. Thus the object of perception of lecturers is the right and obligation in carrying out tasks.

Job satisfaction has something to do with employees' perception of their work environment. If employees do not like their work environment, they will respond, although the response varies such as quitting the job, not using the maximum working time for work and the use of work facilities for personal benefit[1]. Islam through the Quran gives signals related to human perception of an object, as stated in the Quran fushilat letter: 53:
And We shall show them our signs in all parts of the earth and in themselves until it became clear to them that it was the truth. Is it not sufficient that your Lord is a witness over all things?

At-Thobari explained the meaning of*"We will show the signs (power) We in all regions of the earth"* is the corner of the world that we open to you Muhammad[24]. We will show them our interpretations for a little while, and it will be clear to them that it is the truth.[21]. Based on the explanation of the mufassirin can be understood that Allah SWT commands people to understand the signs of His power in this natural so as to understand the truth of the Quran. Human understanding through the process ofperceivethe perception of an object using sensing, as Allah SWT Surat an-Nahl: 78:
And Allah brought you forth from the bellies of your mothers while you knew nothing, and gave you hearing and sight and hearts that haply ye may give thanks.

Surah an-Nahl: 78 gives the idea that man was born with nothing, so God equips man with sensory instruments so that man can feel for what happened to him from new external influences so as to be able to perceive it. With these sensory instruments, man will recognize his environment which is a sign of the greatness of Allah SWT who is ultimately able to discover the truthoftheQuran.The results of this study are in line with[8]. The results showed that the perception of work on employee satisfaction has a coefficient of 0.335 lines with a value of T 4,052, the result of the T value is greater than the level of significance of 5%, thus the perception of work has a significant influence on employee satisfaction. The results of other studies are research[9], the results of the product moment correlation analysis between the variables of Psychological Work Environment Perception and Job Satisfaction, obtained the results of correlation analysis obtained rxy value = -0.372 and p =0.0 00 (p < 0.005) showed that there is a significant positive relationship between Psychological Work Environment Perception (X) and Job Satisfaction (Y) in police officers in Jombang. This means that the better the Perception of Psychological Work Environment, the

higher the level of Job Satisfaction. This explains that Psychological Work Environment Perception by contributing significantly to employee job satisfaction.

The formulation of the third hypothesis in this study is that work ability and perception of work have simultaneous effect on job satisfaction.

Table 13. Calculation Result F_{count}

Correlation Coefesien R_{412}	$R_{412}2$	F_{count}	F_{table} 0,05	Conclusion
0,788	0,621	118,836	3,91	Significant

Based on table 13, that the value of F_{count}= 118.836 >F_{table}= 3.91, then H_0 is rejected and H_1 is accepted. Thus, research hypotheses that state work ability (X_1)and perception of work (X_2)to job satisfaction (X_4)are acceptable. Manual calculations that have been done have the same value as calculations using SPSS asillustrated ontabsel 14 and 15 follows:

Table 14. SPSS Model Summary Sub-Struktur 1 Test Results, Effect of X_1 and X_2 on X_4

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,788[a]	,621	,616	8,332

a. Predictors: (Constant), X2, X1

Table 15. Annava SPSS Test Results Influence X_1 and X_2 on X_4

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16501,555	2	8250,778	118,836	,000[b]
	Residual	10067,337	145	69,430		
	Total	26568,892	147			

a. Dependent Variable: X4

b. Predictors: (Constant), X2, X1

Table 15, obtained value Rsquare = 0.621 and table 4.69 obtained value F = 118.836 with probability value (sig) = 0.000 < 0.05, then the decision is H_0 $_{rejected}$ and H_1 accepted. The work capability variable (X_1)and perception of work (X_2)together against the job satisfaction variable (X_4)have simultaneous influence, this can be seen in table 4.68 that the value (62.1%). The effect of other variables outside the model on job satisfaction variables ($XR^2_{412}(RSquare) = 0,621_4$)is = 1 - = 1 - = 0.379 (37.9%). Based on the calculation of multiple correlation coeffesients above, occupational ability variables ($X\varepsilon_1 R^2_{412} 0,621_1$)and perception of work (X_2)collectively affect the job satisfaction variable (X_4)by(62.1%) while the rest (37.9%) other variables.

The work ability of lecturers has contributed to the satisfaction of lecturers' work. The theory of hope explains that lecturers will exert all high effort if they feel a strong connection between effort and performance, performance and appreciation, and appreciation and satisfaction of personal goals. Each of these relationships is, in turn, influenced by other factors. In order for efforts to lead to good performance, individuals must have the ability to do so and view a fair and objective performance assessment system[1].Ability to demonstrate an individual's capacity to realize various tasks in their work[7].Perception is a process of individuals organizing and interpreting sensory impressions to give understanding to their environment[1].Perception of work has a significant relationship with the job satisfaction of lecturers. Job satisfaction has something to do with the lecturer's perception of his work environment. If lecturers do not like their work environment, they will respond, although the response varies such as quitting the job, not using the maximum working time for work and the use of work facilities for personal benefit[1].

Sub StruktrurII

Hypothesis testing is conducted after structural equations are performed. Sub-structural 2 is intended to answer hypotheses 4, 5 and 6 about the direct influence of work capability variables (X_1,perception of work (X_2)partially or simultaneously against work reward variables (X_3),with the followingequations.
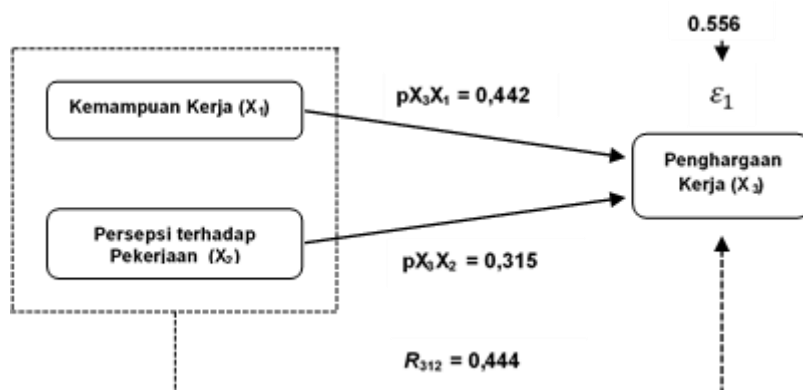
Figure 2. Empirical Causal Path Diagram of The Structure Equation of The Second Model X_1 and X_2 against X_3

The formulation of the Fourth hypothesis in this study individually of work ability directly affects the work award.

Table 16. Manual calculation of correlation coefesienX_1 to X_3

| r_{13} | $r_{13}2$ | dk | t_{count} | t_{table} | | Conclusion |
				0,05	0,01	$T_{count} > t_{table}$
0,611	0,374	146	9,330	1.655	2.352	Significant

Based on table 16, it is known that$_{the\ calculated}$ t value = 9,330 > table t= 1,655, thus H_0 is rejected and H_1 is accepted. This means that the research hypothesis that states work ability (X_1)**directly affects** work awards (X_3)is acceptable. The calculation manually gets the same number as the calculation using SPSS help asillustrated in table 17 below.

Table 17. SPSS Test Results correlation coeffesienX_1 to X_3

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
	B	Std. Error	Beta		
1 (Constant)	46,095	9,040		5,099	,000
X1	,548	,059	,611	9,330	,000

a. Dependent Variable: X3

Based on table 17, it is known in the Sig (Significant) column in the calculation table obtained the sig value. 0.000. Sig value. 0.000 is less than the probability value of 0.05 or 0.000 < 0.05. Thus H_0 is accepted and H_1 is rejected, and means the coeffesient of path analysis is significant. Thus work ability (X_1)contributes significantly to the work award (X_3). Table 17 shows the result = ρ_{31}**0.611.**The small contribution (contribution) of variable work ability (X_1)to the work award (X_3)is tocalculate the total influence, i.e. x = 0.611 x 0.611 = 0.374 (37.4%), while the influence of other variables outside the model on the working award variable ($X\rho_{31}\rho_{31}3$) is 1 - = 1 - 0.374 = 0.626 (62.6%) influenced by other factors. The calculation is in line with the calculation using SPSS.ρ_{31}

Ability to demonstrate an individual's capacity to realize various tasks in their work[25]. Lecturers as professional educators and scientists with the main task of transforming, developing, and disseminating science and technology through education, research and community service[18]. Thus, lecturers in carrying out their duties must have the ability or capacity reflected in the competencies that must have. Competence is a set of knowledge, skills, and behaviors that must be possessed, lived, and mastered by lecturers in carrying out professional tasks. Lecturer competency refers to Law No. 14 of 2005 concerning Teachers and Lecturers article 69 including: pedagogic competence, personality competency, social competence, and professional competence. In the explanation section, it is explained that: what is meant by pedagogic competence is the ability to manage the learning of learners; what is meant by personality competence is the ability of a steady personality, noble character, wise, and authoritative and an example of learners; what is meant by professional competence is the ability to master the subject matter broadly and deeply; and what is meant by social competence is the ability of teachers to communicate and interact effectively and efficiently with students, fellow teachers, parents / guardians of students, and the surrounding community.

The formulation of the fifth hypothesis in this study individually perception of work directly affects the award of work.

Table 18. Manual calculation of correlation coefesienX_2 to X_3

| r_{23} | $r_{23}2$ | dk | t_{count} | t_{table} | | Conclusion |
				0,05	0,01	$t_{count} > t_{table}$
0,552	0,305	146	8.001	1.655	2.352	Significant

Based on table 18, it is known that$_{the\ calculated}$ t value = 8,001 > table t= 1,655, thus H_0 is rejected and H_1 is accepted. This means that the research hypothesis that states perception of work (X_2)**directly affects** work awards (X_3)is

acceptable. The calculation manually gets the same number as the calculation using SPSS help asillustrated in table 19 below.

Table 19. SPSS Test Results coeffesienX_2 to X_3

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	59,884	8,818		6,791	,000
	X2	,491	,061	,552	8,001	,000

a. Dependent Variable: X3

Based on table 19, it is known in the Sig (Significant) column in the calculation table obtained the sig value. 0.000. Sig value. 0.000 is less than the probability value of 0.05 or 0.000 < 0.05. Thus H_0 is accepted and H_1 is rejected, and means the coeffesient of path analysis is significant. Thus perception of work (X_2)contributes significantly to the work award (X_3). Table 19 shows the result = ρ_{32} **0.552.**The small contribution (contribution) of variable work ability (X_1)to the work award (X_3)is tocalculate the total influence, i.e. x = 0.552 x 0.552 = 0.305 (30.5%), while the influence of other variables outside the model on the working reward variable ($X\rho_{32}\rho_{323}$) is 1 - = 1 - 0.305 = 0.695 (69.5%) influenced by other factors. The calculation is in line with the calculation using SPSS.ρ_{32}

According to Walgito[26], Perception has three indicators namely: a). Absorption of excitatory or objects from outside the individual. The excitatory or object is absorbed or received by the five senses, whether vision, hearing, touch, smell, and taster individually or together. From the absorption or reception by the sensory devices will get an image, response, or impression in the brain. b). Understanding or understanding. After the images or impressions in the brain occur, then the picture is organized, classified (classified), compared, interpreted, so that understanding or understanding is formed. The process of understanding or understanding is very unique and fast. The understanding that is formed depends also on the old descriptions that the individual has had before (called the aperception). c). Assessment or evaluation. After understanding or understanding is formed, the assessment of the individual occurs. Individuals compare the newly acquired understanding or understanding with the criteria or norms that the individual has subjectively. Individual judgments vary even if the objects are the same, therefore perception is individual. Perception of the work in question is the perception of his work as a lecturer who is a professional educator and scientist with the main task of transforming, developing, and disseminating science, technology, and the arts through education, research, and community service.

The formulation of the sixth hypothesis in this study is that work ability and perception of work simultaneously affect work rewards.

Table 20. Calculation Result F_{count}

Correlation Coefesien R_{312}	$R_{312}{}^2$	F_{count}	F_{table} 0,05	Conclusion
0,666	0,444	57,878	3,91	Significant

Based on table 20, that the value of F_{count}= 57,878 >F_{table}= 3.91, then H_0 is rejected and H_1 is accepted. Thus, research hypotheses stating work ability (X_1)and perception of work (X_2)to work awards (X_3)are acceptable. Manual calculations that have been performed have the same value as calculations using SPSS as illustrated in tables 21 and 22,as follows:

Table 21. SPSS Model Summary Sub-Structure 2 Test Results, Effect of X_1 and X_2 on X_3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,666[a]	,444	,436	8,955

a. Predictors: (Constant), X2, X1

Table 22. Annava SPSS Test Results Influence X_1 and X_2 on X_3

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9281,868	2	4640,934	57,878	,000[b]
	Residual	11626,693	145	80,184		
	Total	20908,561	147			

a. Dependent Variable: X3

b. Predictors: (Constant), X2, X1

Table 22, obtained value Rsquare = 0.444 and tabel4.80obtained value F = 57.878 with probability value (sig) = 0.000 < 0.05, then the decision is H_0 rejected and H_1 accepted. The work capability variable (X_1)and perception of work (X_2)together against the work reward variable (X_3)have simultaneous influence, this can be seen in table 4.79

that the value (44.4%). The effect of other variables outside the model on job satisfaction variables $(X4) R^2_{312} (RSquare) = 0,444$ is $= 1 - = 1 - = 0.556$ (55.6%). Based on the calculation of multiple correlation coeffesients above, work capability variables $(X \varepsilon_1 R^2_{312} 0,444_1)$ and perception of work (X_2) collectively affect the work reward variable (X_3) by (44.4%) while the rest (55.6%) other variables.

Ability is the intellectual, emotional and physical capacity to perform various activities so as to show what can be done to achieve the goals of the work or organization. The work ability of lecturers has contributed to the satisfaction of lecturers' work. The theory of hope explains that lecturers will exert all high effort if they feel a strong connection between effort and performance, performance and appreciation, and appreciation and satisfaction of personal goals. Each of these relationships is, in turn, influenced by other factors. In order for efforts to lead to good performance, individuals must have the ability to do so and view a fair and objective performance assessment system[1].Ability to demonstrate an individual's capacity to realize various tasks in their work[7]. Lecturers as professional educators and scientists with the main task of transforming, developing, and disseminating science and technology through education, research and community service[18]. Thus, lecturers in carrying out their duties must have the ability or capacity reflected in the competencies that must have. Competence is a set of knowledge, skills, and behaviors that must be possessed, lived, and mastered by lecturers in carrying out professional tasks.

Lecturer competency refers to Law No. 14 of 2005 concerning Teachers and Lecturers article 69 including: pedagogic competence, personality competency, social competence, and professional competence. In the explanation section, it is explained that: what is meant by pedagogic competence is the ability to manage the learning of learners; what is meant by personality competence is the ability of a steady personality, noble character, wise, and authoritative and an example of learners; what is meant by professional competence is the ability to master the subject matter broadly and deeply; and what is meant by social competence is the ability of teachers to communicate and interact effectively and efficiently with students, fellow teachers, parents / guardians of students, and the surrounding community.

Sub StructurIII

Hypothesis testing is conducted after testing of structural equations. Sub-Structure 3 to answer hypotheses number 7 and 8 on the direct influence of work ability (X_1), perception of work (X_2), work award (X_3) partially or simultaneously on job satisfaction (X_4), with the following equation:
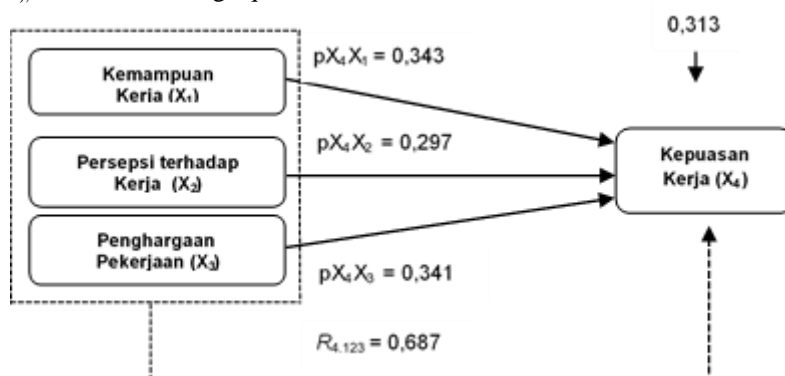

Figure 3. Empirical Causal Path Diagram of Third Model Structure Equation X_1, X_2 and X_3 against X_4

The formulation of the seventh hypothesis in this study individually awardswork directly affects job satisfaction.

Table 23. Manual calculation of correlation coefesienX_3 to X_4

r_{34}	$r_{34}{}^2$	dk	t_{count}	t_{table} 0,05	0,01	Conclusion $t_{count} > t_{table}$
0,714	0,510	146	12.327	1.655	2.352	Significant

Based on table 23, it is known that the$_{value\ t\ count}$ = 12.327>t_{table}= 1,655, thus H_0 is rejected and H_1 is accepted. This means that the research hypothesis that states the work award (X_3)**directly affects** job satisfaction $(X_4)$is acceptable. The calculation manually gets the same number as the calculation using SPSS help asillustrated in table 24 below.

Table 24: SPSS Test Results correlation X 3 to X_4

Coefficients^a

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	45,770	8,533		5,364	,000
	X3	,805	,065	,714	12,327	,000

a. Dependent Variable: X4

Based on table 24, known in the sig column (Significant) in the calculation table obtained sig value. 0.000. Sig value. 0.000 is less than the probability value of 0.05 or 0.000 < 0.05. Thus H_0 is accepted and H_1 is rejected, and

means the coeffesient of path analysis is significant. Thus the work award (X_3)contributes significantly to job satisfaction (X_4). Table 24 shows the result = ρ_{43}**0.714.**The small contribution (contribution) of the work award variable (X_3)to job satisfaction (X_4)is tocalculate the total influence, i.e. x = $0.71\rho_{43}\rho_{43}4$ x 0.714 = 0.510 (51%), while the influence of other variables outside the model on job satisfaction variables(X_4) is1 - = 1 - $0.5\rho_{43}10$ = 0.490 (49%) influenced byotherfaktor. The calculation is in line with the calculation using SPSS.

An award is the entire reward received by an employee for the contributions he or she contributes to the organization, both financially and nonfinancially[3]. Awards are classified into two categories, extrinsic awards and intrinsic awards. Extrinsic awards come from outside employees such as wages/salaries, employee benefits, interpersonal awards and promotions. Self-regulated intrinsic awards from an employee, such as completion of tasks, achievements, autonomy, and personal growth[27].The Quran signals the importance of appreciation in work, as illustrated in sura Al-Tawbah: 105:

And say, "Work, then Allah and His Messenger and the believers will see your work, and you will be returned to Allah, who knows the unseen and the seen, and He will inform you of what you used to do.
Shihab in his book Tafsir al-Misbah explains the meaning of sura Al-Taubah: 105 is*"Work you, for God alone with a variety of righteous and beneficial deeds, both for yourself and for the general public, then God will see that assessing and rewarding your deeds"*[21]. Sihab further explains that God commands us to work well and be helpful to ourselves. God sees what we do, and He gives us what we do. At the heart of its interpretation is God's command to work for ourselves and there is reciprocity for the work done. In other words, every human work will be rewarded accordingly. Thus, it can be concluded that man in work will get a reward or a reward worthwhile. "Reward" in this context is the same as wages or awards. Appreciation or wages in Islam is defined as the right of workers received in return or reward from a labor user to the laborer (worker) for a job or service that has been or will be done in accordance with the level of work performed.

The theory of expectation predicts that employees will exert a high degree of effort if they feel a strong connection between effort and performance, performance and reward, and appreciation and satisfaction of personal goals. Thus, employee job satisfaction is influenced by the awards received by employees in accordance with the performance of employees in the organization. Research that explains the influence of work awards on job satisfaction is among others conducted by[10],the results revealed that there is a significant relationship between employment awards and employee job satisfaction (0.59, p < 0.01, R^2 = 0.74).Research conducted by[11],the results of the study explained that awards are positively related to job satisfaction (0,60, P <0,01, R^2 = 0,47). Research conducted by[12],the results explain that there is a significant link found between intrinsic and extrinsic rewards and job satisfaction. But relative extrinsic awards have a stronger relationship than intrinsic awards.

The formulation of the eighth hypothesis in this study iswork ability, perception of work and work awards simultaneously affect work awards.

Table 25. Calculation Result F_{count}

Correlation Coefesien R_{4123}	$R_{4123}{}^2$	f_{count}	F_{table} 0,05	Conclusion
0,828	0,686	104,679	3,91	Significant

Based on table 25, that the value of F_{count}= 104,679>F_{table}= 3.91, then H_0 is rejected and H_1 is accepted. Thus, research hypotheses that state work ability (X_1), perception of work (X_2)and work award (X_3)to job satisfaction (X_4)are acceptable. Manual calculations that have been done have the same value as calculations using SPSS as illustrated on tabsel 26 and 27, the following:

Table 26. SPSS Model Summary Sub-Struktu 3TestResults, Effect of X_1 X_2 and X_3 on X_4

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,828[a]	,686	,679	7,616

a. Predictors: (Constant), X3, X2, X1

Table 27. SpssAnnava Test Results Influence X_1 X_2 and X_3 on X_4

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18216,033	3	6072,011	104,679	,000[b]
	Residual	8352,859	144	58,006		
	Total	26568,892	147			

a. Dependent Variable: X4

b. Predictors: (Constant), X3, X2, X1

Table 27, obtained the value Rsquare = 0.686 andTable 4.88obtained the value F = 104.679 with the probability value (sig) = 0.000 < 0.05, then the decision is $H_{0\ rejected}$ and H_1 is accepted. Variable work ability (X_1), perception of

work (X_2) and work award (X_3)together against the variable of job satisfaction (X_4) have simultaneous influence, it can be seen in table 4.87 that the value ($6R^2_{4123}(RSquare) = 0,6868,6\%$). The influence of other variabel outside the modelonvariabel job satisfaction(X_4) is $=1 - = 1 - = 0.3\varepsilon_1 R^2_{4123} 0,68614$ (31,4%). Based on the calculation of multiple correlation coeffesients above, work capability variables (X_1),perception of work (X_2)and work awards (X_3)collectively affect the variable of job satisfaction (X_4)by (68,6%) while the rest (31,4%) influenced by other variabel.

Job satisfaction is a person's feelings towards the results of his work, which takes the form of positive feelings, feelings of pleasure, affective responses obtained through the evaluation or assessment process based on established criteria or variables and experiences during work. Islam gives isarat about job satisfaction as stated in the letter of Ibrahim verse 7 as follows:

And when your Lord proclaimed, If you are grateful, we will increase your favors, and if you disbelieve, Then verily My punishment is painful."

Shihab in *Tafsir al-Misbah* explains that the meaning of gratitude is "to show", and this is contrary to the word kufur which means "to cover up". So, in fact gratitude is to display favors by using them as best as possible and in accordance with the will of the giver[21]. Furthermore, Quraysh Shihab explained that the appearance of kufur attitude such as dissatisfaction only leaves a tormented feeling for his own soul. This attitude is futile, because it has absolutely no effect on the greatness and wealth of Allah SWT. Job satisfaction in Islam is reflected in nikmah's gratitude and dissatisfaction reflected in nikmahkufur attitude. Gratitude is a mirror of a believer, because for a believer anything obtained after endeavoring is god's destiny and accepted with pleasure and sincerity, as Allah swt said letter at-Tawbah: 59, as follows:

If only they had been pleased with what Allah and His Messenger had given them, and had said,"Allah is sufficient for Us, He will give them of His bounty, and so will His Messenger.

The results of this study are in line with the expectancy*theory*introduced by Porter and Lawler, which is then known as the Porter-Lawler model. This model is an improvement over the Herzberg and Vroom models[28]. Porter and Lawler begin with the premise that motivation (effort or strength) is not the same as satisfaction and nerja. Motivation, satisfaction, and performance are separate variables. Porter and Lawler's model describes the multivariables used to describe the complex relationship that occurs between motivation, performance, and satisfaction[2]. According to Porter and Lawler there are many variables that give birth to job satisfaction, namely variables: 1). The value of the award that employees expect; 2). The person's perception of business/work; 3). A level of effort/work; 4). Ability, employee traits; 5). His perception of activities; 6). Level of achievement; 7a). Intrinsic award; 7b). Extrinsic award; and finally produced 8). Employee satisfaction level[4]. Based on the above exposure, it can be concluded that to obtain job satisfaction is influenced by many variables.

Accordingto Angelo Kinicki and Mel Fugate, job satisfaction consists of five elements: 1). Fulfillment of needs (Need*Fulfilmen),*that satisfaction is determined by the level of work characteristics that provide opportunities for individuals to meet their needs. 2). Differences *(Discrepancies).*That satisfaction is an outcome to meet expectations. The fulfillment of expectations reflects the difference between what an individual expects and earns from work. If expectations are greater than what is received, people will be dissatisfied, on the contrary it is estimated that individuals will be satisfied if they receive above expectations. 3). Value *Attainment.*That satisfaction is the result of the perception of work that provides the fulfillment of important individual work values. Justice *(Equity).*That satisfaction is a function of how fairly individuals are treated in the workplace. Satisfaction is the result of people's perception that the comparison between the work and input is relatively more favorable compared to the comparison between output and enter other work. 5). Genetic components (*Dispositional / genetic components).*Some coworkers or friends seem satisfied with the variety of work environments, while others seem dissatisfied. This is based on the belief that job satisfaction is partly a function of personal traits and genetic factors, it implies individual differences only have the importance of explaining job satisfaction as well as the characteristics of the work environment[29].

The formulation of the ninth hypothesis in this study is theinfluence of work forceon job satisfaction through job awards.The direct effectofX_1 on X_4 ispX_4X_1= 0.343. The indirect effectof X_1 on X_4 is () x () = 0.442 x 0.341 = 0.151. The total direct influenceof $XpX_3X_1p2pX_4X_3p3_1$ on X_4 is + (x) = 0.343 + 0.151 = 0.494.$p1p2p3$The results of the track analysis show that work ability can directly affect job satisfaction and can also have an indirect effect through job awards (as *intervening*variables) then to job satisfaction variables. The amount of direct influence was 0.343, while the amount of indirect influence was 0.151, and the total influence of work capability on job satisfaction was 0.493. The small contribution (contribution)of work ability (X_1),to job satisfaction (X_4)through the work award variable (X_3)is bycalculating the total influence, i.e. + (x) = 0.343 + (0.442 x 0.341) = 0.494 (49.4%) while the influence of other variables outside the model on job satisfaction ($Xp1p2p3_4$) is 1 - 0.494 = 0.506 (50.%) influenced by other factors. From the results of the test that has been done obtained t calculated valueof 3,882. Thus t$_{count}$= 3,882 >t$_{table}$=1,655. It can then be concluded that a significant mediation coefesien means there is an influence of mediation and a ninth hypothesis is accepted.
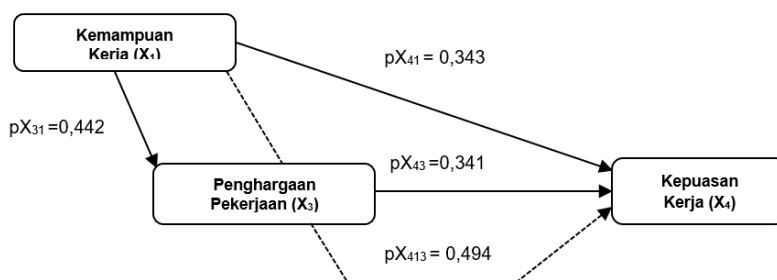
Figure 4. Results of Analysis ofSubstructurePath4 X_1 to X_4 through X_3

The results of this study are in line with the expectancy*theory*introduced by Porter and Lawler, which is then known as the Porter-Lawler model. Porter and Lawler's model describes the multivariables used to describe the complex relationship that occurs between motivation, performance, and satisfaction[2]. According to Porter and Lawler there are many variables that give birth to job satisfaction, namely variables: 1). The value of the award that employees expect; 2). The person's perception of business/work; 3). A level of effort/work; 4). Ability, employee traits; 5). His perception of activities; 6). Level of achievement; 7a). Intrinsic award; 7b). Extrinsic award; and finally produced 8). Employee satisfaction level [4]. Based on the above exposure, it can be concluded that to obtain job satisfaction is influenced by many variables.

The formulation of the tenth hypothesis in this study is the influence of perception on work on job satisfaction through jobawards.The direct effectofX_2 on X_4 ispX_4X_2= 0.297. The indirect effectof X_2 on X_4 is () x () = 0.315 x 0.341 = 0.107. The total direct influenceof $XpX_3X_2p2pX_4X_3p3_2$ on X_4 is + (x) = 0.297 + 0.107 = 0.404. The results of $p1p2p3$the line analysis showed that perception of work can directly affect job satisfaction and can also have an indirect effect through job awards (as *intervening*variables) then to job satisfaction variables. The amount of direct influence was 0.297, while the amount of indirect influence was 0.107, and the total influence of work capability on job satisfaction was 0.404. The small contribution (contribution) of perception to work ($X_{2)}$to job satisfaction ($X_{4)}$through the variable work award ($X_3$is bycalculating the total influence, i.e. is + (x) = 0.297 + (0.315 x 0.341) = 0.404 (40.4%) while the influence of other variables outside the model on job satisfaction ($Xp1p2p3_4$) was 1 - 0.404 = 0.596 (59.6%) influenced by other factors. From the results of the test that has been done obtained t calculated valueof 3,362. Thus t_{count}= 3,362 >t_{table}=1,655. It can then be concluded that a significant mediation coefesien means there is an influence of mediation and a tenth hypothesis is accepted.
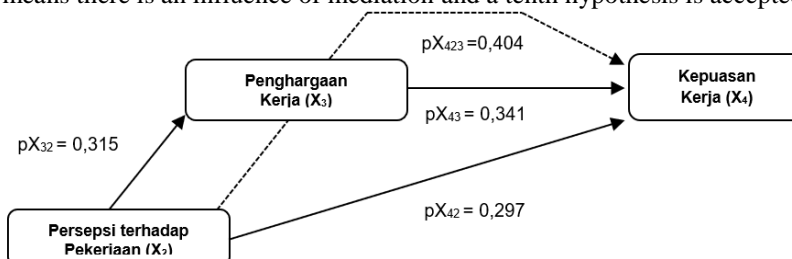

Figure 5. Results of Analysis ofSub-StructureLine5 X_2 to X_4 through X_3

The results of this study are in line with the expectancy*theory*introduced by Porter and Lawler, which is then known as the Porter-Lawler model. Porter and Lawler's model describes the multivariables used to describe the complex relationship that occurs between motivation, performance, and satisfaction[2]. According to Porter and Lawler there are many variables that give birth to job satisfaction, namely variables: 1). The value of the award that employees expect; 2). The person's perception of business/work; 3). A level of effort/work; 4). Ability, employee traits; 5). His perception of activities; 6). Level of achievement; 7a). Intrinsic award; 7b). Extrinsic award; and finally produced 8). Employee satisfaction level[4]. Based on the above exposure, it can be concluded that to obtain job satisfaction is influenced by many variables.

Based on the results of the data analysis that has been done can be concluded that ten hypotheses submitted can be this research is acceptable. The most dominant variable affecting job satisfaction is the work award with a determinant coefesien value ($R^{2)}$of 0.510 which means it has an influence of 51%, while the most dominant variable affecting the work award is the work capability variable with a coefesien value of 0.374 which means it has an influence of 37.4%.
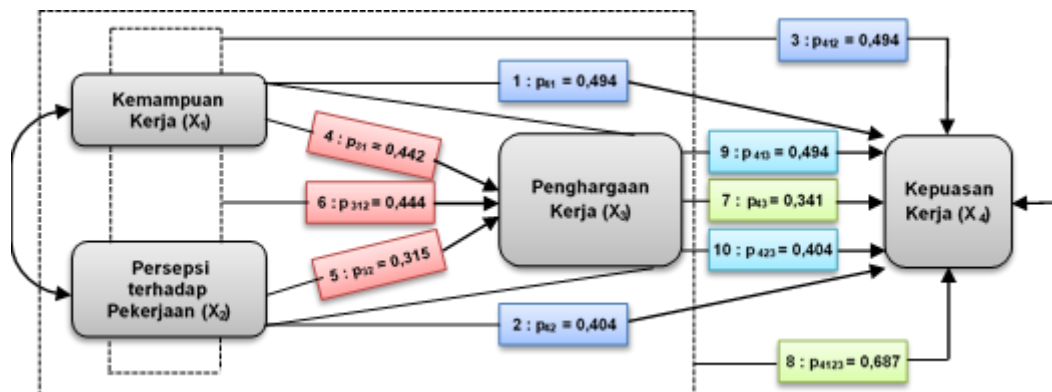
Figure 6. Summary of Empirical Causal Path Diagram of Work Capability Research Results (X1), Perception of Work (X2), and Keja Award (X3) on Job Satisfaction (X4)

IV.   CONCLUSIONS

The results showed that there was: (1) The direct influence of work ability on job satisfaction was significant, based on the degree of significance (Sig = 0.000) and the correlation coefficient of 50.5%; (2) Direct influence of perception on employment on job satisfaction with correlation coefficient of 44.8%; (3) Work ability and perception of work affect simultaneously on job satisfaction by 62.1%; (4) Direct effect of work capability on work reward with correlation coefficient of 37.4%; (5) Direct influence of perception on work to kerj award with correlation coefficient of 30.5%; (6) Work ability and perception of work affect simultaneously on the work award by 44.4%; 7) Direct effect of employment rewards on job satisfaction with a correlation coefficient of 51%; (8) Work ability, perception of work and simultaneous employment award affect job satisfaction by 68.6%; (9) Indirect influence of work ability on job satisfaction through employment award of 49.4%; (10) Indirect influence of perception of work on job satisfaction through employment award of 40.4% .The conclusion of this study is that work ability, perception of work and job reward affect job satisfaction. The implication of this research is that good work ability, with a perception of positive work and good work rewards, will affect job satisfaction.

V.   ACKNOWLEDGEMENTS

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