



The Influence of Motivation, Stress, Finances on Job Satisfaction of PT Kriya Lab Indonesia Employees

^{1*}Gita Christy Immanuella, ²Gracia Paskalis Christie

^{1*}Sekolah Tinggi Ilmu Ekonomi Tri Bhakti, Bekasi, Indonesia

²Universitas Esa Unggul, Bekasi, Indonesia

Email : 2graciapaskalis02@gmail.com

Corresponding author e-mail: 1gitaachristyy@gmail.com

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Abstract

Purpose - This research aims to examine, analyze, and determine the influence of motivation, stress, finances on employees job satisfaction at PT Kriya Lab Indonesia. From the research results, it is known that variables have a significant effect on job satisfaction, stress has an insignificant effect on job satisfaction, and finances have a significant effect on job satisfaction.

Design/Methodology/Approach - This study uses primary data. The sample in this study were employees who were members of PT Kriya Lab Indonesia. The research implementation period is approximately six months from September 2022 to January 2023. The sampling design in this study is non-probability sampling.

Findings - Based on the findings in this study, motivation has a positive and significant effect on job satisfaction, stress has a negative and insignificant effect on job satisfaction, and finance has a positive and significant effect on job satisfaction.

Research limitations/implications - This research is very relevant to today's work world, where motivation, stress levels, and financial conditions are key factors that influence employee job satisfaction. This allows the research results to provide practical guidance for organizations to improve employee productivity and well-being. This research has the potential to add scientific insight in the field of management. This study has several limitations that should be considered when interpreting the results. First, all research variables, namely motivation, stress, financial as independent variables, job satisfaction as dependent variables are measured using samples, so that data is difficult to obtain. Another obstacle is when all research variables are measured using questionnaires, so that the data obtained are the opinions of respondents. Respondents were obtained through questionnaires that had been distributed via the google form link so that the questionnaires obtained were not guided in detail in filling them out.



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INTRODUCTION

According to research, motivation, stress, and financial condition are important factors and will greatly affect a person's job satisfaction. Good motivation received by employees will be able to make individuals work harder to be able to fulfill the vision and mission of a



company. While excessive stress can reduce an employees productivity. Financial factors such as decent salary and benefits and incentives that are lacking also play an important role in fulfilling employee job satisfaction. So that employees can feel appreciated and more motivated to work well. By considering these three factors, the company can increase employee job satisfaction. This research is expected to enrich existing research by placing relevant data so that it can strengthen existing theories, especially in the field of management, and can provide benefits for companies by understanding the relationship between motivation, stress, and finance on employee job satisfaction and formulating more effective policies and providing valuable benefits for regulators in compiling regulations that encourage employee job satisfaction.

LITERATUR REVIEW

Job Satisfaction

According to Kumar (2007), job satisfaction is the level of positive emotions that are measured when a person job appears to fulfill important tasks that suit a person needs. Apart from that, Nobile (2005) said that job satisfaction is explained as a broad thing where a worker has positive feelings about something they like about their job or work environment. According to researchers, job satisfaction is a person happy feelings about their work.

Motivation

Based on the opinion of Jufrizen (2017), motivation is one of the factors that influences human behavior. Meanwhile, according to Uno (2021), motivation is a fundamental impulse that can encourage someone to behave. According to researchers, motivation is action influences someone to perform an action in a certain way.

Stress

Lazarus and Folkman (1984) stated that stress is an interaction between a person and his environment, which the person perceives as a situation that is tiring or requires effort that uses up resources and damages or endangers his well-being. Meanwhile, according to WHO (2020), stress is a physical and emotional (mental or psychological) reaction to changes in the environment that require adjustment. According to researchers, stress is a person reaction when facing difficult situations, both physical and non-physical.

Financial

According Umar (2009), the financial aspect is an aspect related to using the financial conditions of a business both based on the initial investment of the business and profits obtained based on sales output. According to (Keown, et al., 2011) finance is skills and knowledge in managing money. According to researchers, financial refers to the management and planning as well as the use of financial resources by individuals and groups.



Hypothesis development

Motivation is a very important role. The higher the motivation, the higher the level of job satisfaction felt. Motivation can be obtained from various sources, such as encouragement from within, appreciation for achievement when employees successfully achieve predetermined targets, opportunities for development, or support from the work environment itself. When an employee feels motivated, he tends to be more enthusiastic in carrying out his duties, which ultimately increases feelings of satisfaction with his work. The researcher formulates the following hypothesis:

H₁ : Motivation has a positive effect on job satisfaction

Stress is an important indicator in determining the level of job satisfaction of PT Kriya Lab Indonesia employees, which ultimately plays a role in an employee's intention to carry out their duties. Stress can arise due to excessive tasks or targets that are very difficult for an employee to achieve, which can make the employee not feel satisfaction at work. The stress faced by employees can reduce their intention to carry out their tasks, thereby reducing their feelings of satisfaction with their work. Based on this explanation, the researcher took a hypothesis, namely:

H₂ : Stress has a negative effect on job satisfaction.

Salary, allowances, bonuses (compensation) are indicators that have an important role in determining the level of job satisfaction of PT Kriya Lab Indonesia employees, which means the level of job satisfaction felt by PT Kriya Lab Indonesia employees. PT Kriya Lab Indonesia can improve if they feel that the financial conditions they receive are commensurate with the contributions made. When financial needs are met, employees tend to feel more economically secure, which in turn can increase motivation and positive feelings toward the work or targets given. Based on the following explanation, the researcher took a hypothesis, namely:

H₃ : Financial has a positive effect on job satisfaction.

RESEARCH METHOD

This research uses hypothesis testing. The type of research used in this research is correlational research. For the level of intervention, researchers used minimal intervention. The study context in this research uses a correlational study conducted in an unplanned situation. The unit of analysis used in this research is individuals who are members of PT Craft Lab Indonesia. The sampling design in this research is non-probability sampling. For the implementation time, one section (cross-section) was used using data analysis, namely hypothesis testing. The data source used in this research uses primary data obtained from the results of distributing questionnaires.

**Table 1. Variable Measurement**

Type	Variable	Dimension
Independent Variables	Motivation	1. Employee performance 2. Work facilities
	Stress	1. Psychological 2. Physiological 3. Behavior
	Financial	1. Wages 2. Allowance 3. Bonuses
Dependent Variable	Job Satisfaction	1. The job itself 2. Supervision 3. Wages 4. Work Colleague

This research uses the Partial Least Square (PLS) method, an approach in Structural Equation Model (SEM) that is flexible because it does not require the assumption of normal distribution of data and is free from multicollinearity between dependent variables (Ghozali, 2016). PLS was chosen because it is able to explain the relationship between latent variables while confirming the theory and supports the analysis of complex research model. The following is the linear equation model in the regression in this study:

$$JOS = \beta_0 + \beta_1 MO + \beta_2 STR + \beta_3 FIN + \epsilon$$

RESULTS

Respondent Demographics

From the research, it can be seen that there are 10 fields of work. With the number of male respondents as many as 20 people and female as many as 21 people, the majority of respondents are between 20 and 30 years old. Respondent with a working period of less than 5 years are 25 respondents. The majority of respondents are domiciled in Bekasi.

Normality Testing, Convergent Validity and Reliability Testing

The element presumption of multivariate investigation is typicality. The information are considered ordinary if the skewness esteem is within the run of ± 1.96 at a noteworthiness of 0.05 (Hair et al., 2018). The information is regarded typical since, agreeing to the table, the typicality test shows that each variable's skewness esteem is less than 1.96. Meanwhile, the information handling discoveries illustrated that all pointers and measurements made inactive factors, with stacking calculate >0.7 and AVE >0.5 assembly the legitimacy of



joining (Hair et al., 2019). Furthermore, the unwavering quality test uncovered that each variable had Cronbach's alpha and composite unwavering quality values more noteworthy than 0.7, demonstrating the steadfastness of the information. All things considered, the appraisal of the estimation show (external show) confirms that all measurement and markers start from inactive factors.

The Hypothesis Test

The hypothesis in this study can be known from the calculation model using the PLS bootstrapping technique. From the results of the bootstrapping calculation, the t-statistic value of each relationship or path will be obtained. This hypothesis testing is set with a significance level of 0.05. The hypothesis can be accepted if the original sample values is in line with the hypothesis. The calculation results to test the hypothesis in this study, using the direct influence of the independent variable on the dependent variable and the moderating variable obtained as follows:

Table 2. Model Research

Variable	Prediction	Original Sample (O)	P-Values
MO -> JOS	+	0.749	0.000
STR -> JOS	-	-0.044	0.453
FIN -> JOS	+	0.325	0.000
R-squared		0.939	
Adjusted R -squared		0.934	

Source: Data Processing Results, 2024

Caption: JOS = Job Satisfaction; MO = Motivation; STR = Stress; FIN = Financial

Explanatory

R-square (R^2) is use to measure the level of variation in changes in independent variables to dependent variables, and the path coefficient value indicates the level of significance in hypothesis testing (Abdillah & Jogiyanto, 2015). The results of $R^2 > 0.67$ for endogenous variables in the good category. If the result is 0.33 - 0.67, it is in the weak category. Based on table 4.16, the results of the R-square (R^2) value for the job satisfaction variable are 0.939, which can be stated to be in the good category, this shows that 93.9% of the contribution if the influence of motivation, stress, and finances on job satisfaction.

Discussions

The results of this study include: Daryanto et al., (2022); Suartana & Dewi (2020); Burhan et al., 2022). This shows that motivation, stress, and finances have an important role in job satisfaction in a real and significant way. This claim shows that the research findings support the initial assumption (hypothesis). This is in line with Maslow's Hierarchy of Needs theory, humans have five levels of needs, namely physiological needs (such as food, shelter, and rest), security (such as job security and a stable work environment), social (such as good relationship with coworkers and a sense of acceptance), appreciation (such as recognition of achievement and respect), and self-actualization (such as self-development and achieving full potential). Job satisfaction can be achieved if employee work motivation



is met according to the hierarchy of needs. The hypothesis is validated by the results of this direction, which supports the idea that job satisfaction is very important for the sustainability of a company. In the context of job satisfaction, this theory states that employees will feel satisfied if their needs at work are met according to the hierarchy. For example, employees will be more motivated to achieve their maximum potential if basic needs such as adequate salary and security are met. This study shows that motivation plays an important role in job satisfaction. This is in line with research Daryanto et al., (2022) which shows that motivation has a positive effect on job satisfaction. This study is a very interesting topic to discuss. The higher the motivation, the higher the level of job satisfaction a person will have when doing their job.

The results of this study show that stress plays an important role in job satisfaction. This is line with research by Suartana & Dewi (2020) which shows that stress has a negative effect on job satisfaction. This study is a very interesting topic to discuss. The higher the level of stress, the lower the level of job satisfaction of an employee when doing their job. This study shows that financial plays an important role in job satisfaction. This is in line with research Burhan et al., (2022) which shows that financial has a positive effect on job satisfaction. This study is a very interesting topic to discuss. The higher the financial compensation received by an individual, the greater the employees job satisfaction when doing their job.

CONCLUSIONS

Motivation has a positive and significant effect on job satisfaction. (2) Stress has a negative and not significant effect on job satisfaction. (3) Financial has a positive and significant effect on job satisfaction.

Theoretical implications

The results of this research are expected to add to the academic literature and be used to develop a more comprehensive theoretical model in understanding the same problem. This study can be used as a preference in testing the variables, job satisfaction as dependent variables on employees who are members of PT Kriya Lab Indonesia.

Managerial implications

This study produces findings that are useful for the company where employees who are member of PT Kriya Lab Indonesia work to provide high and strong motivation, ensuring that the motivation given can increase the job satisfaction of employees who are members of the company. By implementing this, it can be effective in reducing the decline in job satisfaction that can increase integrity in every activity and bring long-term benefits to the growth and welfare of employees and the company where employees work.

Policy Implications

The results of this study can help stakeholders and the government to prevent a decrease in the level of employee job satisfaction in a company through increased training



programs. The government as a regulator needs to review the policies of each company, especially for stakeholders to ensure that salaries, wages, allowances, bonuses, are given in accordance with the value of the services and workload carried out and to improve employee and support the company's vision and mission. The government or regulator can also issue standards that require a balance of the same work facility equipment in each workspace. This standard can include requirements for providing a room for rest, a canteen, a place of worship, and others. This can show commitment and integrity in everyday life in the workplace. And can issue work ethics standards that must be followed by all organizations that are members of the company. This is expected to reduce the decrease in the level of job satisfaction but create a work environment with high integrity by improving employee welfare.

Limitations

The limitations of this study are all research variables, namely motivation, stress, financial as independent variable, job satisfaction as dependent variables measured using samples, so that data is difficult to obtain. Another obstacle is when all research variables are measured using questionnaires, so that the data obtained are the opinions of respondents. Respondents are obtained through questionnaires that have been issued via google form link so that the questionnaires obtained are not guided in detail in filling them out. Therefore, there may be the possibility of obstacle in waiting for confirmation from respondents.

Suggestion

For further researchers, this study needs to be re-examined because there're still limitation that integrate the concepts of stress and finance in addition, it is necessary to review the selection of variables to match the latest findings or theories in further research in order to minimize potential bias. The selected variables must be relevant to the research objectives and be able to answer the research questions and support the proposed hypotheses. Furthermore, review the literature in depth and comprehensively to ensure that the selected variables are supported by previous theories or research. Finally, involve experts, mentors, supervisors, previous researchers or lecture related to the research in the variable selection process to gain a broader perspective and avoid mistakes.

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