

# **JOB SATISFACTION OF VOCATIONAL HIGH SCHOOL STUDENTS GRADUATES**

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**Abstract:** Job satisfaction is an emotional attitude that likes and loves his work, this attitude is reflected by enthusiasm for work. Employee job satisfaction is a factor that can provide benefits for both individual and company interests. This type of research is descriptive qualitative to know the description of job satisfaction of vocational graduates in the fashion design program. The method used is saturated sampling. The subjects in this study were 20 alumni of the fashion design program who worked in several companies in Purwakarta. Data were obtained through interviews, and field notes and data were analyzed using a frequency distribution. Based on the results of data analysis, it can be interpreted that alumni of Tabus Vocational High School students in the category of environmental factors are satisfied with their work environment. The work environment category, is quite satisfactory, meaning that the comfort of the existing workplace makes it comfortable. For the category of salary for the alumni of the Fashion Design Vocational School, students are very satisfied because according to them the salary given is by the UMR. Based on the category of interaction between colleagues, alumni of the Fashion Engineering Vocational School program stated that they were satisfied and quite satisfied with the same number, meaning that alumni of the Fashion Engineering Vocational School program did not feel there was a problem with their co-workers. -worker. Finally, in the category of interaction with superiors, alumni of the Fashion Design Vocational program are quite satisfied, meaning that communication between superiors and subordinates is well established.

**Keywords:** Job Satisfaction; Students; Vocational School Graduates.

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## INTRODUCTION

Employee job satisfaction is a factor that can provide good benefits for the interests of individuals and companies. Employees will feel cared for if they feel satisfied with what the company has given them (Mansukra et al., 2017). The same thing is stated by Robbins (2002) that job satisfaction is influenced by many factors, namely: working environment conditions, interpersonal relationships, and challenging work. Job satisfaction shows the relationship between human expectations and the advantages taken from work (Dizgah et al., 2012). The academic literature has a long history of investigating employee job satisfaction. According to Locke (1976), job satisfaction is a pleasant or positive emotional state resulting from the assessment of one's job or work experience. Spector (1997) adds that employee satisfaction is currently a common concern among companies. Since this emotional state is a key factor in an employee's life, job satisfaction is an interesting topic to study. (Alegre et al., 2016).

Another interesting thing is that studies on job satisfaction by previous studies have also shown different results. The results of research conducted by (Dahmiri, 2012) showed that the level of job satisfaction was "satisfied" (Umaniora et al., 2012). Through the Direct Rating analysis, a value of 78.8 was obtained, if this value is entered into the table, this value is located in the range of 60-80 scale, meaning that the response of employees of Jambi University, Sarolangun Campus regarding job satisfaction is Satisfied.

The results of research conducted by (Mansukra et al., 2017) obtained more male workers, namely 78 people with a percentage of 86.66%. In terms of age, more people aged 25-36 years 39 people with a percentage of 43.33%. In the education level of this study, there were more employees with a junior high school education level, namely 37 people with a percentage of 16.67%. In terms of length of work, between 11-17 years is more, namely 46 people with a percentage of 51.11%. Looking at the income received by employees, it can be seen that the UMP > is 65 people, 72.22%. From the results of measuring the Likert scale in this study, the level of employee satisfaction was obtained from external factors, namely salary satisfaction obtained with the highest score of 4.19% with the satisfied category. Meanwhile, it is seen that satisfaction with the work itself was obtained with the lowest score of 3.23% with the category of quite satisfied.

Based on research conducted by (Nasution, 2018), from the results, it can be seen that from all aspects of job satisfaction, four aspects provide a neutral answer, while those that have not provided job satisfaction are salary or benefits and opportunities to develop a career.

Based on various studies that have been carried out previously on job satisfaction, it can be seen that the differences in these studies provide interest for researchers to re-examine the picture of job satisfaction, with differences using research objects of alumni of vocational students of fashion expertise programs who have worked in several job sectors.

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This research work aims to determine the satisfaction of graduates of vocational high schools in the fashion skills program.

## LITERATURE REVIEW

Job satisfaction is one of the pleasant emotional attitudes and loves his job. This attitude is reflected in work morale. A sense of comfort in work, outside of work, and a combination of inside and outside of work (Hasibuan, 2009). Job satisfaction is an employee's positive view of their work, environment, work relations, and so on related to their work (Yusnia, 2019).

Job satisfaction also has a close relationship with employees' attitudes towards their work, work situations every day, and cooperation between employees both with superiors and colleagues. Job satisfaction furthermore, also shows the compatibility between an expectation of an existing job and the rewards obtained from that job (Kartika, 2010). Work satisfaction is a general attitude that is the result of some special attitudes towards work factors and individual relationships outside of work. Social job satisfaction plays a role in the overall result of the degree of liking or dislike of labor towards various aspects of their work (Hendra and Handoyo, 2013). Job satisfaction is a person's feelings or attitudes towards their work, judgment, type of work, social, al relationships, and relationships between workmates. So it can be said that job satisfaction is the fulfillment of several needs through work or work activities (Koesmono, 2005). Job satisfaction is an employee's positive view of their work, environment, work relations, and so on related to their work (Nasution, 2018).

Most people argue that salary or wages are the main factors that can give rise to job satisfaction. This is indeed acceptable, especially in developing countries, where money is a vital need to be able to meet basic daily needs. However, if people can meet their daily needs reasonably, then salary is not the main factor. satisfaction has a great influence on organizational productivity either directly or indirectly (Sutrisno, 2009). Job satisfaction is the feeling of supporting or not supporting employees at work (Davis, 2011).

Several factors affect employee satisfaction within the company. There are standard measurements of job satisfaction, including first, physical factors, namely factors that are directly related to the work environment and physical condition of employees, including the type of work, work equipment, air circulation, employee health, and work time arrangements. The two psychological factors, namely factors related to employee psychology include interests, attitudes towards work, feelings of work and work peace. The three financial factors are factors related to employee security and welfare, which include the social security system, the number of benefits, the payroll system, promotions, facilities provided, and others. The four social factors, namely factors related to social interaction both between colleagues, with superiors, and employees of different types of work (As'Ad, 2004).

The first factors of job satisfaction are individual character: individual needs, *individual values*, and personality *traits*. The second are variables of a situational nature: comparison to the existing social situation, the influence of previous work experience,

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and group reference. The third is the characteristics of the job: supervision of superiors, the job itself, the rewards/salaries received, job security, relationships between colleagues, and promotion opportunities (Gibson, Ivancevich, and John 2003).

Here are some of the first indicators of job satisfaction loyalty, which is measuring employee loyalty to their work, organization, and position by reflecting the employee's willingness to maintain and defend the organization inside and outside of work. The second is the ability, which is to assess the results of work both in quality and quantity that the employee can produce from his job description. The third is honesty, which is measuring honesty in carrying out its duties of fulfilling covenants for himself and others. The fourth is creativity, which is to see the ability of employees to develop their creativity to complete their work so that they can work better. The fifth is leadership, which is the ability to lead, have a strong personality, be authoritative, be respected, and can motivate others or subordinates to work effectively. The sixth is the Salary level, that is, looking at the amount of salary that the company gives and receives employees must correspond to what the employee gives to the company. The seventh is indirect compensation, that is, a decent and adequate repayment of services to employees for their contribution in helping to realize the company's goals. Rewarding services or rewards for the energy, time, thoughts, and achievements someone has given to the company. The eighth is the work environment, that is, a good work environment will make employees feel comfortable working (Hasibuan, 2009).

There are three kinds of job satisfaction theories, namely the first theory of intrapersonal comparison (Discrepancy Theory) which means that the satisfaction or dissatisfaction felt by individuals is the result of comparisons or gaps made by oneself to various kinds of things that have been obtained from work. Satisfaction will be felt by the individual when the difference or gap between the individual's standards and what is gained from a small job, and vice versa. The two two-factor theories (Two Factor Theory) means that the principle of this theory, namely satisfaction and job dissatisfaction, are two different things. Job characteristics can be grouped into two categories, namely dissatisfier or hygiene factors and satisfiers or motivators. The third theory of justice (Equity Theory) means that a person will feel satisfied or dissatisfied depending on what they feel is justice or not for a situation. The feeling of equity or inequity over a situation is obtained by a person by comparing himself with other people who are in the same office, or elsewhere (Wexly and Yuki, 1997).

Based on these factors of job satisfaction, it can be stated according to the framework of the problem that the author is researching related to the conditions and situations referred to is a theoretical framework according to As'Ad (2004), which states that job satisfaction is influenced by physical factors, psychological factors, financial factors, and social factors. namely physical factors (work environment and working conditions include: type of work, work equipment, air circulation, employee health, and work time regulation), psychological factors (interests, attitudes towards work, work feelings, and

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work peace), financial factors (guarantees and employee welfare including benefits, payroll systems, promotions, facilities) and social factors (social interaction between superiors, co-workers, and employees of different types of work) that researchers use as a reference for interviews. However, researchers only used some of the four factors that were related to situations and conditions.

The factors that researchers use are first physical factors, researchers use aspects of the work environment. The second of the psychological factors, researchers use the aspect of work tranquility. The third of financial factors, researchers use aspects of payroll and promotion. The fourth of the social factors, researchers use aspects of social interaction with superiors and social interactions with colleagues.

## MATERIALS AND METHODS

This research was conducted in the Environment of Purwakarta Regency, Indonesia. This type of research uses qualitative descriptive research, which describes the actual situation with a population of 20 alumni students of SMKN 2 Purwakarta Fashion Expertise Program. The method used is saturation sampling which means that all populations are sampled because the population is relatively small (Sugiyono, 2014). Data collection in this study used in-depth interview techniques using primary data in the form of job satisfaction. In this study, the data was analyzed by the process of compiling and searching for data generated by interviews, and field notes and also using frequency distribution

analysis by looking at the description of alumni students of SMKN 2 Purwakarta Fashion expertise program Data analysis is a process of searching and systematically compiling data obtained by researchers both from the results of interviews, field notes, and documentation, by organizing the data obtained into categories, describing into units, synthesizing, compiling into patterns, choosing which ones are important and making a conclusion so that it is easy to understand for himself or others (Sugiyono 2013).

## RESULTS AND DISCUSSION

**Table 1.** Profile of Respondents

No.	Workplace	Amount
1	Employee TU SD	1
2	Teacher SDIT	1
3	Employee Counter HP	1
4	Shoe Company Employee	1
5	Cable Factory Employee	5
6	Garment Company Employees	11
No.	Length of work	Amount
1	< 1 year	1
2	1 - 3 year	10
3	4 - 6 year	5
4	>7 year	4

Source: Primary Data, June 2022

Based on Table 1 above, it can be seen that of the six categories of several existing workplaces, most are working in garments with a total of eleven HP people. As for the other workplaces, one person and 5 people each in the cable factory.

The old category worked less than 1 year 1 person, more than 1 to 3 years 10 people, 4 to 6 years 5 people, and more than 7 years 4 people.

**Table 2.** Employee satisfaction with the various aspects assessed

No.	Satisfaction Level	Job satisfaction					
		Environment	Peace	Wages	Facility	Work colleague	Superior
1	Satisfied	15	6	0	0	9	7
2	Quite Satisfied	3	8	0	7	9	11
3	Less Satisfied	0	4	8	11	0	0
4	Very unsatisfied	0	0	10	0	0	0

Source: Primary Data, June 2022

Based on the results of interviews related to employee satisfaction with the environment, it can be seen from Table 2 above that generally alumni feel "satisfied" with the environment in their workplace because fifteen alumni say this. Meanwhile, five others said they were "quite satisfied". The following research results are the results of interviews with several informants:

Informant five: "If the work environment is good enough, but it cannot be said to be satisfied because if I have to work in a place that is not by the major. So I think it's quite satisfied".

**Table 3.** Positions and Job Satisfaction

No	Work	Job satisfaction					
		Environment	Peace	Wages	Facility	Work colleague	Superior
1.	TU Employee	Satisfied	Less satisfied	Less satisfied	Quite satisfied	Satisfied	Quite satisfied
2.	Garment Officer	Satisfied	Less satisfied	Less satisfied	Less satisfied	Quite satisfied	Quite satisfied
3.	SDIT Teacher	Quite satisfied	Less satisfied	Very Dissatisfied	Less satisfied	Satisfied	Satisfied
4.	Counter Employee	Satisfied	Satisfied	Less satisfied	Less satisfied	Satisfied	Satisfied
5.	Cable Factory Employee	Satisfied	Satisfied	Very Dissatisfied	Quite satisfied	Satisfied	Quite satisfied
6.	Shoe Factory Clerk	Satisfied	Quite satisfied	Less satisfied	Less satisfied	Quite satisfied	Quite satisfied

From Table 3 above, it can be seen that from the environmental category almost all alumni said satisfied although there was still one saying quite satisfied. From all

those who say satisfied it can be seen that in terms of the workplace already feel working in an environment that they think is safe and comfortable. Of the peace category, three alumni said they were dissatisfied, two said they were satisfied and one said they were quite satisfied. Judging from the results of the table above, although those who say dissatisfied consist of three people, but of the three people, only one person consists of each. Meanwhile, from the number that can be seen in the respondent's profile table (4.1), the number of alumni is more so than in this category, judging from table 4.3 above, although alumni say they are not satisfied, but from the number of alumni who are there, they say they are quite satisfied.

For the salary category, it can be seen that it is generally said that it is not satisfied with the salary received. Meanwhile, two people said they were very dissatisfied. Although from table 3 above, more people say less satisfied, judging from table 2, there are actually more people who are very dissatisfied.

For the category of colleagues, it can be seen saying that they are satisfied with their colleagues because colleagues who are currently working together are considered like relatives so if there is a problem or difference of opinion, it can be resolved in a familial manner. As for the latter for the superior category, said quite satisfied. This can be interpreted as the boss playing a fairly good role and keeping subordinates so that they can work comfortably they feel that the boss does not exert pressure that can make them feel dissatisfied with work.

**Table 4.** Length of Work and Job Satisfaction

No	Length of work	Environment	Peace	Wages	Facility	Work colleague	Superior
1.	< 1 year	Satisfied	Satisfied	Very Dissatisfied	Quite satisfied	Satisfied	Quite satisfied
2.	1 – 3 year	Satisfied	Quite satisfied	Very Dissatisfied	Quite satisfied	Quite satisfied	Quite satisfied
3.	4 – 7 year	Satisfied	Quite satisfied	Very Dissatisfied	Less satisfied	Quite satisfied	Quite satisfied
4.	> 7 year	Satisfied	Satisfied	Less satisfied	Quite satisfied	Satisfied	Satisfied

From Table 4 above, it can be seen that in terms of the environment, generally, all alumni whose work period is new or old are equally satisfied, which means that the environment is supportive to work safely and comfortably. For the category of peace, it can be seen that those whose work period is still new, namely, less than one year and the longest is more than seven years, which means that old and new workers are equally satisfied with the existing peace, while those who work in the category of one to three years and four to seven years say quite satisfied which means between old and new workers, Those who work in the middle of it just feel quite satisfied it could be because they have not found the desired comfort during work. This means that those who say satisfied or satisfied both have different views even though they are both in a state of peace to work.

For the salary category itself, those whose service period is less than one year to seven years say they are very dissatisfied, meaning that it can be caused by not being used to the salary that they think is still very lacking because the civil servant previously worked elsewhere and earned a salary that is more than what is received now. As for those whose work

period is more than seven years, they say they are not satisfied, meaning that they may have worked for a long time and have begun to get used to the salary that is still considered less, but they are still grateful because they have been able to provide for their families for more than seven years even though they say they are still not satisfied.

The last one is for the category of interaction with superiors, civil servants whose service period is less than one year to seven years say they are quite satisfied, which means it can be caused because the among does not know their boss very well even though they are in the category of quite satisfied. Meanwhile, amongst whose service period is more than seven years say they are satisfied, which means that it could be caused because the civil servants have worked together with their superiors for a long time so they have a good closeness to each other.

There are four factors in job satisfaction according to As'Ad (2004), namely physical factors (work environment and working conditions including type of work, work equipment, air circulation, employee health, and work time regulation), psychological factors (interests, attitudes towards work, work feelings and work peace), financial factors (guarantees and employee welfare including benefits, payroll system, promotions, facilities) and social factors (social interaction between superiors, colleagues and employees of different types of work) that researchers use as a reference for interviews. However, researchers using only a few of these four factors that are related to situations and

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conditions.

The work environment can be said to be good if the employees can carry out work activities optimally, safely healthily, and comfortably. A bad work environment can have a bad impact on the company because it makes its workers unable to work efficiently. In table 4. of the research results, it can be seen that alumni generally say "satisfied" which means they feel comfortable with the state of the environment.

Based on table 4. in the category of tranquility, it generally says "quite satisfied" which means feeling safe, calm, and working happily. Salary is generally a payment for the delivery of services carried out by employees who have a level, or position and are paid on a fixed basis per month. Salary is the most important thing that must be given to employees for what has been done. Judging by table 4. on salary categories

Table 4. for the categories of peer interaction, generally says "satisfied" and "moderately satisfied" with the same result. This means that in terms of work, colleagues do have a big enough influence on the sustainability of work. In working, of course, problems and differences of opinion must often occur. However, having good communication between colleagues will make the work being carried out fun. If the interaction with colleagues is good, it will automatically build a bond of brotherhood between employees. Debates and disagreements are common in the world of work. However, this can be overcome in the manner of each of these individuals. People around can also play an important role in finding the atmosphere

that is happening. In this case, colleagues will equally help solve the problem.

Based on table 4. of the categories of interaction with superiors, it generally says "quite satisfied" which means that you already feel like you are working with good feelings and there is no pressure coming from the superior. Similar to the interaction between colleagues, the relationship between superiors and subordinates is like brothers without forgetting the real position between superiors and subordinates. This means that the boss himself also has a considerable influence on the comfort of employees who work. Bosses who can play a role like a good boss will make employees feel at home at work.

## CONCLUSIONS

Based on the results of the study, it can be concluded that the level of job satisfaction from the category of the workplace, length of work, and recapitulation of various aspects that are the first in the category of satisfaction with the environment, on average said satisfied which means that the civil service is satisfied with the current work environment to make them feel at home at work.

Furthermore, the second is seen from the category of work peace, alumni say they are quite satisfied, which means feeling good enough peace and safety in a place to work. Then the third for the salary category, feel very satisfied with the salary given. Even so, it can be seen that although the average person says they are quite satisfied with the salary, alumni say that they are still grateful for what is received and hope for a salary increase. Furthermore, those in the

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category of interaction between colleagues, have the same number, namely satisfied and quite satisfied, which means that they already feel good in terms of interaction with colleagues.

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