CHAPTER IV

RESEARCH RESULTS AND DISCUSSION

A. Overview of Research Object

This study uses a survey method by distributing questionnaires to respondents. The researcher asked respondents to fill out a questionnaire so that researchers could find out the effect of intrinsic motivation, extrinsic motivation and procedural fairness of compensation in the distribution of medical services to employee performance with job satisfaction as an intervening variable. Research respondents were doctors, nurses, staff management and other health workers who got the distribution of medical services.

The number of samples in this study were 156 respondents, therefore there were 156 questionnaires distributed. Researchers used a total sample of 156 pieces because this study uses Structural Equation Model (SEM) analysis with AMOS analysis tools, it requires large samples. Hence, the results obtained have sufficient credibility.

There are several considerations in determining sample size. The first is data normality. SEM requires data to be normally distributed so as to reduce the impact of abnormal data distribution. The second is estimation methods. The estimation method most often used in SEM analysis is Maximum Likehood (ML). This method will be effective if the number of samples reaches 150 to 400 data. If the data is too little or too much, the resulting output will be biased and show the model is not feasible to explain a

phenomenon, so that no conclusions can be drawn. The thirs is the complexity of the model and the amount of incomplete data. The more complex a model and the more amount of missing data (more than 10% of existing data), the more samples will be needed.

Doctors, nurses, staff management and other health workers were given 156 questionnaires. The number of samples in this study were 156 respondents who were eligible to be processed because they met the minimum sample requirements needed in the study using the Structural Equation Model (SEM) technique of 100-200 samples (Ghozali,2016).

To minimize the number of questionnaires that are not returned, the distribution of questionnaires is done directly or by the researcher giving the questionnaire to the head of each unit with the duration of the filling time in one day.

Profile of respondents from people who are respondents can be known by each respondent consisting of gender, age, lastest education, length of work in the hospital and position / rank.

Table 4. 1
Profil of Respondent

Characteristics		Amount	Percentage
Gender	1. Male 2. Female	1. 44 2. 112	1. 28.2 2. 71.8
Amount		156	100
Age	1. <20 2. 20-35 3. 36-50 4. >50	1. 1 2. 98 3. 48 4. 9	1. 0.6 2. 62.8 3. 30.8 4. 5.8
Amount		156	100
Lastest Education	1. SLTA 2. D3 3. S1	1. 17 2. 73 3. 56	1. 10.9 2. 46.8 3. 35.9

Characteristics		Amount	Percentage
	4. S2	4. 10	4. 6.4
Amount		156	100
Length of Work	1. 1-5 2. 6-10 3. 11-15 4. 16-20 5. >20	1. 73 2. 29 3. 28 4. 12 5. 14	1. 46.8 2. 18.6 3. 17.9 4. 7.7 5. 9
Amount		156	100
Position	1. Doctor 2. Nurse 3. Management 4. Other health worker	1. 9 2. 60 3. 56 4. 31	1. 5.8 2. 38.5 3. 35.9 4. 19.9
Amount		156	100

Table 4.1 above, it can be seen that 28.2% of respondents are male and 71.8% are dominated by female respondents. Most respondents by age are respondents aged 20-35 years, with 98 people or 62.8%. Based on education, it can be seen that the most respondents were at the level of D3 education, which amounted to 73 people or 46.8%. Based on the length of work in the hospital is 1-5 years or 46.8%. Most respondents with nurses positions are 38.5%.

B. Quality Test and Data Instrument

1. Descriptive Statistics and Research Data

Statistics Descriptive are part of the branch of statistics, which describes and presents several data sets, determines statistics, and makes diagrams / pictures in a form that is easier to understand or read. Descriptive statistics are used to describe a situation, phenomenon, or problem that exists.

Descriptive research data can be seen from the respondents descriptive answers after observing the results of the questionnaire. Respondents descriptive answers are used to analyze data based on the results of the respondents' answers to each indicator measuring variable. The assessment of the answers of each indicator uses a 1-5 Likert scale.

Table 4. 2

Test Result of Descriptive Statistics

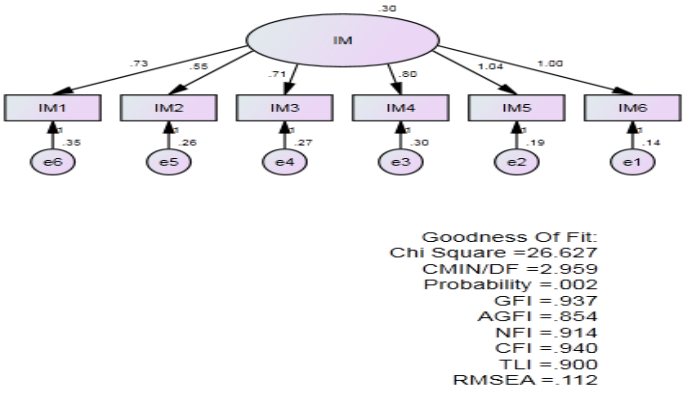
	N	Min	Max	Mean	Std. Deviation
Intrinsic Motivation	156	12	30	24.81	2.950
Extrinsic Motivation	156	10	30	22.26	3.364
Procedural Justice	156	7	35	21.23	5.743
Job Satisfaction	156	11	55	38.97	6.227
Employee Performance	156	30	50	39.33	4.102
Valid N	156				

Source: Primary data processed in 2019

Descriptive statistical test results in Table 4.2 with a total data of 156. It is known that the intrinsic motivation variable has a minimum value of 12, a maximum of 30, a mean of 24.81 and a standard deviation of 2.950. Extrinsic motivation variable has a minimum value of 10, a maximum of 30, a mean of 22.26 and a standard deviation of 3.364. Variable procedural justice has a minimum value of 7, a maximum of 35, a mean of 21.23 and a standard deviation of 5.743. Job satisfaction variable has a minimum value of 11, a maximum of 55, a mean of 38.97 and a standard deviation of 6.227. Employee performance variable has a minimum value of 30, a maximum of 50, a mean of 39.33 and a standard deviation of 4.102.

2. Exogenous Constructive Confimatory Test

Confirmatory Factor Analysis (CFA) is used to test a theoretical construct (Ghozali, 2016). Before testing hypotheses, an exogenous confirmatory analysis needs to be done which aims to test whether all indicators are valid for their latent variables. The first construct variables in this study are intrinsic motivation, extrinsic motivation and procedural justice compensation in distribution medical fess. Confirmatory factor analysis is the validity of each indicator seen from how much loading factor, in many research indicators that are considered valid if the loading factor is ≥0.70, but in studies that are not yet established the loading factor is 0.500, 60 can still be tolerated, the authors take the lower limit of loading factor with ≥0.50 can still be accepted, and if there are indicators or items that are invalid then it should be removed and run again so that it gets valid results (Ghozali, 2016). Confirmatory test results can be seen in the following figure :



Source: Primary data processed in 2019

Figure 4. 1

Exogenous Confimatory Factor Analysis

Based on Figure 4.1 about the confirmatory test of the exogenous construct variable intrinsic motivation it was concluded that there was feasibility in the model. Suitability of models such as GFI (0.937), AGFI (0.854), TLI (0.900) and RMSEA (0.112). The confirmatory GFI and TLI values above meet the fit model criteria, because the GFI value is above 0.9. While the value of AGFI is marginal fit because it is <0.8. RMSEA value does not meet the fit criteria because the value is above 0.08.

Table 4. 3

Regression Weights : Intrinsic Motivation

	Estimate	S.E.	C.R.	P	Label
IM6 <--- IM	1.000				
IM5 <--- IM	1.044	.098	10.695	***	par_1
IM4 <--- IM	.796	.111	7.196	***	par_2
IM3 <--- IM	.710	.101	7.021	***	par_3
IM2 <--- IM	.547	.094	5.838	***	par_4
IM1 <--- IM	.726	.109	6.671	***	par_5

Source: Primary data processed in 2019

Based on Table 4.3 factor significance test is a test used to find out and confirm whether a construct indicator can explain a construct variable. An indicator is said to explain the construct variable if the CR value of each indicator is more than 1.96. Table above shows that each indicator of the construct variable has a CR value> 1.96 and a significance value <0.05, so each indicator meets the requirements and can explain the intrinsic motivation variable.

Table 4. 4

Standardized Regression: Intrinsic Motivation

			Estimate
IM6	←-	IM	.826
IM5	←-	IM	.795
IM4	←-	IM	.624
IM3	←-	IM	.601
IM2	←-	IM	.507
IM1	←-	IM	.556

Source: Primary data processed in 2019

Based on Table 4.4 about evaluation of the validity of the measurement model needs to be done in order to evaluate the suitability of the measurement model. Validity is related to whether the variable can measure what should be measured. To determine the level of validity, the convergent validity value needs to be considered. The convergent validity value is an indicator with a loading factor above 0.50, so it can be said that if an indicator has a loading factor value of more than 0.50, the indicator can be said to be valid. Based on the confirmatory test of the factors above, it shows that all indicators have a loading factor value above 0.5, so all indicators can be declared valid as a measure of intrinsic motivation construct.

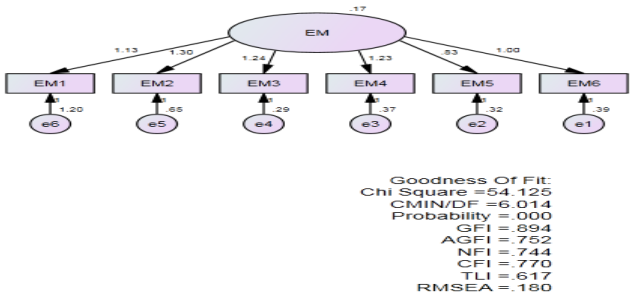
Table 4. 5

Construction Reliability : Intrinsic Motivation

Standard Loading	Standard Loading2	Measurement Error	Construct Reliability $\frac{(\sum standardized\ loading)}{(\sum standardized\ loading)^2 +}$
3.909	15.280	2.073	0.881

Source: Primary data processed in 2019

In the Table 4.5 about intrinsic motivation variable, it is known that the reliability has been fulfilled because it has a value> 0.7. The loading factor standard value is taken from the standardized regression table by adding up all of the estimated results. Measurement error is obtained by 1-standard loading².



Source: Primary data processed in 2019

Figure 4. 2

Exogenous Confimatory Analysis: Extrinsic Motivation

Based on Figure 4.2 confirmatory test of exogenous extrinsic motivation construct above it can be concluded that there is feasibility in the model. Suitability models are GFI (0.894), AGFI (0.752), TLI (0.617) and RMSEA (0.180). The confirmatory GFI value above meets the model fit criteria, because the GFI value is 0.90. While the AGFI value can be said to be marginal fit because it is <0.7 and TLI value is classified as less fit. RMSEA value does not meet the fit criteria because the value is above 0.08.

Table 4. 6
Regression Weights : Extrinsic Motivation

			Estimate	S.E.	C.R.	P	Label
EM6	<---	EM	1.000				
EM5	<---	EM	.834	.206	4.045	***	par_1
EM4	<---	EM	1.232	.214	5.759	***	par_2
EM3	<---	EM	1.242	.269	4.612	***	par_3
EM2	<---	EM	1.300	.290	4.479	***	par_4
EM1	<---	EM	1.130	.328	3.445	***	par_5

Source: Primary data processed in 2019

Based on Table 4.6 about the test of significance factor is a test used to find out and confirm whether a construct indicator can explain a construct variable. An indicator is said to explain the construct variable if the CR value of each indicator is more than 1.96. Table 4.6 above shows that each indicator of the construct variable has a CR value> 1.96 and a significance value <0.05, so each indicator meets the requirements and can explain the extrinsic motivation variable.

Table 4.7
Standardized Regression: Extrinsic Motivation

			Estimate
EM6	<---	EM	.555
EM5	<---	EM	.523
EM4	<---	EM	.647
EM3	<---	EM	.691
EM2	<---	EM	.558
EM1	<---	EM	.396

Source: Primary data processed in 2019

The value of convergent validity is an indicator with a loading factor above 0.50. Based on the Table 4.7 about confirmatory test, the factor shows that there is one indicator that does not have a loading factor value above 0.50, namely the EM1 indicator. However for the validity test this

time we only see the p value in order to know whether the indicator is valid or not.

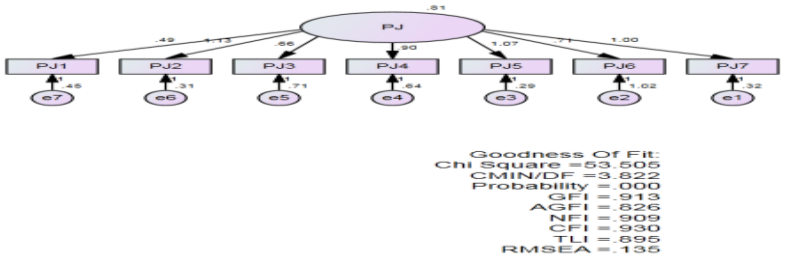
The construct variable has a high level of reliability if the value of Construct reliability (Cr) ≥0.70. Reliability in SEM can be calculated in the following way:

Table 4.8
Construction Reliability: Extrinsic Motivation

Standard Loading	Standard Loading2	Measurement Error	Construct Reliability $\frac{(\sum standardized\ loading)^2}{(\sum standardized\ loading)^2 + \sum \varepsilon j}$
3.370	11.357	3.369	0.771

Source: Primary data processed in 2019

In the Table 4.8 about intrinsic motivation variable, it is known that the reliability has been fulfilled because it has a value> 0.7. The loading factor standard value is taken from the standardized regression table by adding up all of the estimated results. Measurement error is obtained by 1-standard loading².



Source: Primary data processed in 2019

Figure 4.3
Eksogen Confimatory Analysis: Procedural Justice

Based on Figure 4.3 show that suitability of models are GFI (0.913), AGFI (0.826), TLI (0.895) and RMSEA (0.135). The confirmatory GFI value above meets the model fit criteria, because the value meets the requirements or is in accordance with the recommended one which is 0.90. While the value of AGFI and TLI are classified as marginal fit. RMSEA value does not meet the fit criteria because it is > 0.08.

Table 4.9
Regression Weights : Procedural Justice

			Estimate	S.E.	C.R.	P	Label
PJ7	<---	PJ	1.000				
PJ6	<---	PJ	.712	.102	7.011	***	par_1
PJ5	<---	PJ	1.068	.077	13.908	***	par_2
PJ4	<---	PJ	.897	.092	9.780	***	par_3
PJ3	<---	PJ	.665	.088	7.554	***	par_4
PJ2	<---	PJ	1.129	.083	13.662	***	par_5
PJ1	<---	PJ	.487	.069	7.069	***	par_6

Source: Primary data processed in 2019

The factor significance test is used to determine and confirm whether each indicator can explain a construct variable. Table 4.9 shows that each variable having a CR value has fulfilled the requirements of> 1.96 and a significance value <0.05, so each of these indicators has fulfilled the requirements and can explain the procedural justice variable.

Table 4.10
Standardized Regression: Procedural Justice

			Estimate
PJ7	<---	PJ	.846
PJ6	<---	PJ	.536
PJ5	<---	PJ	.874
PJ4	<---	PJ	.710
PJ3	<---	PJ	.579
PJ2	<---	PJ	.877
PJ1	<---	PJ	.548

Source: Primary data processed in 2019

The value of convergent validity is an indicator with a loading factor above 0.50. Based on Table 4.10 the confirmatory test of factors it shows that all indicators have a loading factor value above 0.50, then it is stated that all indicators are valid as a measure of procedural justice construct.

The construct variable has a high level of reliability if the value of Construct reliability (Cr) is ≥0.70. The reliability of the SEM can be calculated as follows:

Table 4.11
Construction Reliability : Procedural Justice

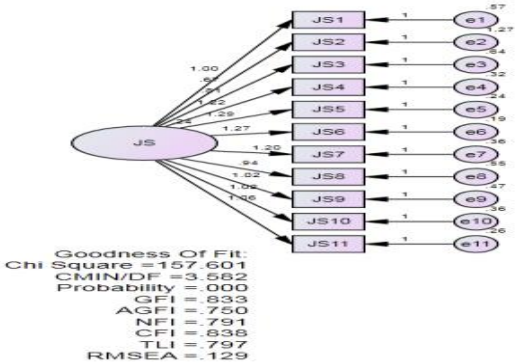
Standard Loading	Standard Loading2	Measurement Error	Construct Reliability $\frac{(\sum standardized\ loading)^2}{(\sum standardized\ loading)^2 + \sum \varepsilon j}$
4.970	24.701	4.781	0.838

Source: Primary data processed in 2019

In the Table 4.11 about intrinsic motivation variable, it is known that the reliability has been fulfilled because it has a value> 0.7. The loading factor standard value is taken from the standardized regression table by adding up all of the estimated results. Measurement error is obtained by 1-standard loading².

3. Confimatory Test Construct Endogenous

Analysis of confirmatory or Confirmatory Factor Analysis (CFA) is designed to test a theoretical construct (Ghozali, 2016). Confirmatory Test Endogenous Contract tests the relationship between endogenous constructs with other endogenous constructs. Confirmatory test results can be seen in the following figure:



Source: Primary data processed in 2019

Figure 4.4
Exsogenous Confimatory Analysis: Job Satisfaction

Based on Figure 4.4 about the confirmatory test for endogenous constructs above, it can be concluded that there is feasibility in the model. Suitability of models are GFI (0.833), AGFI (0.750), TLI (0.797) and RMSEA (0.129). The GFI and TLI values in the confirmatory above meet the model fit criteria because it is <0.90. However the GFI, AGFI and TLI values are classified as marginal fit. The RMSEA value also does not meet the fit criteria because> 0.08.

Table 4.12
Regression Weights : Job Satisfaction

			Estimate	S.E.	C.R.	P	Label
JS1	<---	JS	1.000				
JS2	<---	JS	.674	.213	3.166	.002	par_1
JS3	<---	JS	.807	.172	4.697	***	par_2
JS4	<---	JS	1.219	.190	6.409	***	par_3
JS5	<---	JS	1.294	.190	6.808	***	par_4
JS6	<---	JS	1.272	.187	6.796	***	par_5
JS7	<---	JS	1.201	.189	6.371	***	par_6
JS8	<---	JS	.937	.177	5.295	***	par_7
JS9	<---	JS	1.017	.181	5.620	***	par_8
JS10	<---	JS	1.022	.168	6.067	***	par_9
JS11	<---	JS	1.064	.165	6.455	***	par_10

Source: Primary data processed in 2019

The factor significance test is used to determine and confirm whether each indicator can explain a construct variable. Table 4.12 shows that each variable having a CR value has fulfilled the requirements of > 1.96 and a significance value <0.05, so each indicator has fulfilled the requirements and can explain the variable.

Table 4.13
Standardized Regression: Job Satisfaction

			Estimate
JS1	<---	JS	.546
JS2	<---	JS	.282
JS3	<---	JS	.444
JS4	<---	JS	.727
JS5	<---	JS	.793
JS6	<---	JS	.818
JS7	<---	JS	.702
JS8	<---	JS	.527
JS9	<---	JS	.589
JS10	<---	JS	.643
JS11	<---	JS	.714

Source: Primary data processed in 2019

The value of convergent validity is an indicator with a loading factor above 0.50. Based on the Table 4.13 about confirmatory test, the factor shows that there are two indicators that do not have a loading factor value above 0.50. They are JS2 and JS3. However for the validity test this time we only see the p value in order to know whether the indicator is valid or not.

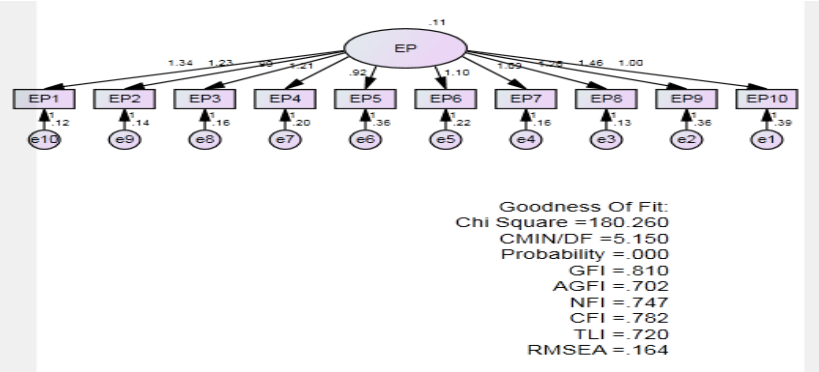
The construct variable has a high level of reliability if the value of Construct reliability (Cr) is ≥0.70. Reliability in SEM can be calculated as follows:

Table 4.14
Construction Reliability: Job Satisfaction

Standard Loading	Standard Loading2	Measurement Error	Construct Reliability $\frac{(\sum standardized\ loading}{(\sum standardized\ loading)^2}$ -
6.785	46.036	4.904	0.904

Source: Primary data processed in 2019

In the Table 4.14 about intrinsic motivation variable, it is known that the reliability has been fulfilled because it has a value> 0.7. The loading factor standard value is taken from the standardized regression table by adding up all of the estimated results. Measurement error is obtained by 1-standard loading².



Source: Primary data processed in 2019

Figure 4.5
Exsogenous Confimatory Analysis: Employee Performance

Based on Figure 4.5 the confirmatory test for the endogenous construct above, it can be concluded that there is a feasibility in the model. Suitability of models are GFI (0.810), AGFI (0.702), TLI (0.720) and RMSEA (0.164). GFI, AGFI, TLI values are classified as marginal fit. RMSEA value does not meet the fit criteria because it is> 0.08.

Table 4.15
Regression Weights : Employee Performance

			Estimate	S.E.	C.R.	P	Label
EP10	<---	EP	1.000				
EP9	<---	EP	1.457	.288	5.060	***	par_1
EP8	<---	EP	1.265	.225	5.621	***	par_2
EP7	<---	EP	1.091	.204	5.350	***	par_3
EP6	<---	EP	1.104	.220	5.010	***	par_4
EP5	<---	EP	.921	.216	4.261	***	par_5
EP4	<---	EP	1.209	.228	5.290	***	par_6
EP3	<---	EP	.986	.198	4.966	***	par_7
EP2	<---	EP	1.227	.230	5.328	***	par_8
EP1	<---	EP	1.339	.242	5.539	***	par_9

Source: Primary data processed in 2019

The factor significance test is used to find out and confirm whether each indicator can explain a construct variable. Table 4.15 shows that each variable having a CR value has fulfilled the requirements of> 1.96 and a significance value <0.05, so each of these indicators has fulfilled the requirements and can explain the variable.

Table 4.16
Standardized Regression: Employee Performance

			Estimate
EP10	<---	EP	.466
EP9	<---	EP	.622
EP8	<---	EP	.752
EP7	<---	EP	.661
EP6	<---	EP	.609
EP5	<---	EP	.448
EP4	<---	EP	.662
EP3	<---	EP	.625
EP2	<---	EP	.729
EP1	<---	EP	.788

Source: Primary data processed in 2019

Convergent validity values are indicators with loading factors above 0 50. Based on the Table 4.16 about confirmatory test, the factor shows that there are two indicators that do not have a loading factor value above 0.50,

namely the EP5 and EP10 indicators. However for the validity test this time we only see the p value in order to know whether the indicator is valid or not.

The construct variable has a high level of reliability if the value of Construct reliability (Cr) is ≥0.70. Reliability in SEM can be calculated as follows:

Table 4.17
Construction Reliability : Employee Performance

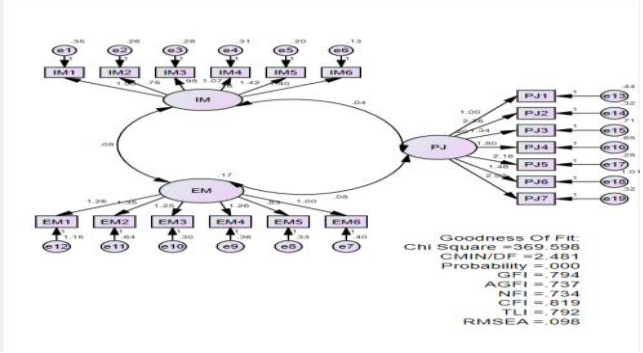
Standard Loading	Standard Loading2	Measurement Error	Construct Reliability $\frac{(\sum standardized\ loading)^2}{(\sum standardized\ loading)^2 + \sum \varepsilon j}$
6.362	40.475	5.759	0.875

Source: Primary data processed in 2019

In the Table 4.17 about intrinsic motivation variable, it is known that the reliability has been fulfilled because it has a value> 0.7. The loading factor standard value is taken from the standardized regression table by adding up all of the estimated results. Measurement error is obtained by 1-standard loading².

4. Second Order Test of CFA Model

Testing of models in this study uses second order because in order to see the relationship between exogenous and variables endogenous variables. This test aims to determine the extent to which the hypothesized model is fit with the sample data. The results of testing the exogenous variable second order model are as follows:



Source: Primary data processed in 2019

Figure 4.6
Second Order CFA Model

The fit results of the fit model are shown by several indicators of conformity as presented in table 4.18 :

Table 4.18
Goodness of Fit Indices

Goodness of Fit	Analysis Result	Cut Off Value	Remarks
χ^2 (*Chi-Square)*	369.598	Expected to be small	Less
Probability	0.000	≥ 0,05	Less
CMIND/DF	2.481	≤ 2	Less
GFI	0.794	≥ 0,90	Marginal
AGFI	0.737	≥ 0,90	Marginal
NFI	0.734	≥ 0,95	Marginal
CFI	0.819	≥ 0,90	Marginal
TLI	0.792	≥ 0,95	Marginal
RMSEA	0.098	≤ 0,08	Less

Source: Primary data processed in 2019

Based on Table 4.18 above show the results Goodness of Fit Chi-Square values obtained to 369 598 with a probability of 0,000 indicating that the model is not yet fit because the value is not in accordance with the recommended value. However, it is necessary to look at other fit criteria

namely GFI, TLI, CFI, NFI, and RMSEA to conclude the goodness of fit overall model. CMIN / DF value of 2.481 indicates the model is less fit because the value of the analysis result is> 2. GFI value of 0.794, NFI of 0.734, TLI of 0.792 and CFI of 0.819 indicate that the model proposed in this study has a fairly good goodness of fit, because the value is close to 0.9 and classified as marginal fit. RMSEA value of 0.098 indicates that the model is less fit because it is > 0.08.

Table 4.19
Regression Weight: Second Order

			Estimate	S.E.	C.R.	P	Label
IM1	<---	IM	1.000				
IM2	<---	IM	.752	.148	5.072	***	par_1
IM3	<---	IM	.953	.170	5.615	***	par_2
IM4	<---	IM	1.067	.184	5.789	***	par_3
IM5	<---	IM	1.425	.215	6.611	***	par_4
IM6	<---	IM	1.405	.207	6.785	***	par_5
EM6	<---	EM	1.000				
EM5	<---	EM	.834	.194	4.291	***	par_6
EM4	<---	EM	1.265	.219	5.770	***	par_7
EM3	<---	EM	1.247	.249	5.009	***	par_8
EM2	<---	EM	1.351	.288	4.684	***	par_9
EM1	<---	EM	1.262	.338	3.735	***	par_10
PJ1	<---	PJ	1.000				
PJ2	<---	PJ	2.275	.307	7.409	***	par_11
PJ3	<---	PJ	1.336	.231	5.776	***	par_12
PJ4	<---	PJ	1.803	.271	6.653	***	par_13
PJ5	<---	PJ	2.163	.294	7.366	***	par_14
PJ6	<---	PJ	1.458	.261	5.583	***	par_15
PJ7	<---	PJ	2.018	.280	7.201	***	par_16

Source: Primary data processed in 2019

Factor significance test used to confirm whether each indicator can explain a construct variable. Table 4.19 shows that each variable that has a

CR value has fulfilled the requirements of> 1.96 and a significance value <0.05, so each of these indicators has fulfilled the requirements.

Table 4.20
Standardize Regression : Second Order

			Estimate
IM1	<---	IM	.558
IM2	<---	IM	.507
IM3	<---	IM	.587
IM4	<---	IM	.608
IM5	<---	IM	.790
IM6	<---	IM	.844
EM6	<---	EM	.543
EM5	<---	EM	.512
EM4	<---	EM	.649
EM3	<---	EM	.678
EM2	<---	EM	.567
EM1	<---	EM	.432
PJ1	<---	PJ	.557
PJ2	<---	PJ	.874
PJ3	<---	PJ	.575
PJ4	<---	PJ	.706
PJ5	<---	PJ	.875
PJ6	<---	PJ	.543
PJ7	<---	PJ	.845

Source: Primary data processed in 2019

Based on Table 4.20 convergent validity value is an indicator with a loading factor above 0.50. Based on the confirmatory test, the factor shows that there is one indicator that does not have a loading factor value above 0.50, namely the EM1 indicator. However for the validity test this time we only see the p value in order to know whether the indicator is valid or not.

The researcher also wants to know the relationship between endogenous variables, therefore below is the result of testing the second order model of endogenous variables as follows :

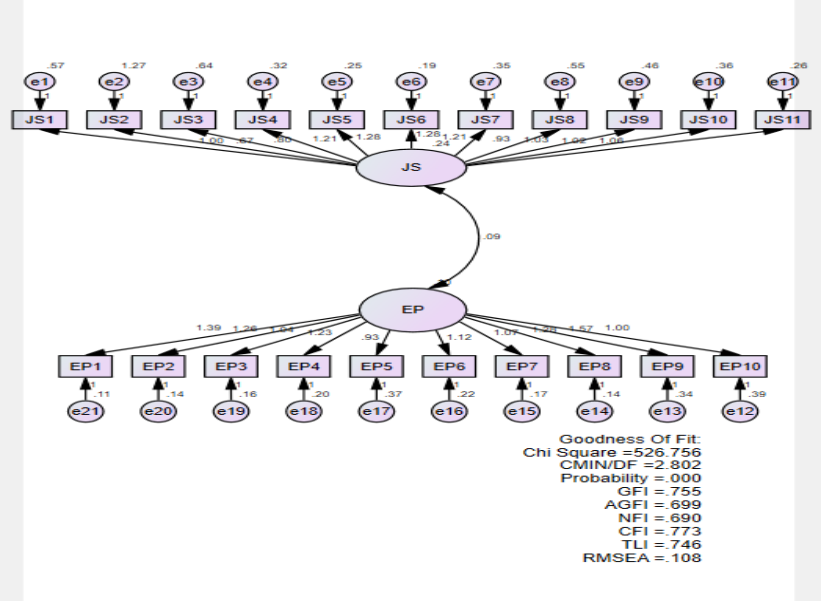


Figure 4.7
Second Order CFA Model

The fit results of the model fit test are shown by several indicators of suitability as presented in table 4.21.

Table 4.21
Goodness of Fit Indices

Goodness of Fit	Analysis Result	Cut Off Value	Remarks
χ^2 (*Chi-Square)*	526.756	Expected to be small	Less
Probability	0.000	≥ 0,05	Less
CMIND/DF	2.802	≤ 2	Less
GFI	0.755	≥ 0,90	Marginal
AGFI	0.699	≥ 0,90	Less
NFI	0.690	≥ 0,95	Less
CFI	0.773	≥ 0,90	Marginal
TLI	0.746	≥ 0,95	Marginal
RMSEA	0.108	≤ 0,08	Less

Source: Primary data processed in 2019

Based on Table 4.21 above show the results Goodness of Fit Chi-Square values obtained 526 756 with a probability of 0,000 indicating that the model is not yet fit because the value is not in accordance with the recommended value. However, it is necessary to look at other fit criteria namely GFI, TLI, CFI, NFI, and RMSEA to conclude the goodness of fit overall model. CMIN / DF value of 2,802 indicates that the model is less fit because the value of the analysis result is> 2. GFI value of 0.755, NFI of 0.690, TLI of 0.746 and CFI of 0.773 indicate that the model proposed in this study has a fairly good good of fit, because the value is close to 0.9 and classified as marginal fit. RMSEA value of 0.098 indicates that the model is less fit because> 0.08.

Table 4.22
Regression Weight: Second Order

	Estimate	S.E.	C.R.	P	Label
JS1 <--- JS	1.000				
JS2 <--- JS	.671	.212	3.161	.002	par_1
JS3 <--- JS	.801	.171	4.681	***	par_2
JS4 <--- JS	1.212	.189	6.414	***	par_3
JS5 <--- JS	1.283	.189	6.801	***	par_4
JS6 <--- JS	1.277	.187	6.837	***	par_5
JS7 <--- JS	1.209	.188	6.411	***	par_6
JS8 <--- JS	.934	.176	5.297	***	par_7
JS9 <--- JS	1.032	.181	5.694	***	par_8
JS10 <--- JS	1.023	.168	6.086	***	par_9
JS11 <--- JS	1.064	.164	6.473	***	par_10
EP10 <--- EP	1.000				
EP9 <--- EP	1.575	.310	5.080	***	par_11
EP8 <--- EP	1.275	.234	5.459	***	par_12
EP7 <--- EP	1.073	.209	5.144	***	par_13
EP6 <--- EP	1.124	.229	4.915	***	par_14
EP5 <--- EP	.928	.223	4.164	***	par_15
EP4 <--- EP	1.228	.238	5.166	***	par_16
EP3 <--- EP	1.036	.209	4.958	***	par_17

	Estimate	S.E.	C.R.	P	Label
EP2 <--- EP	1.262	.240	5.252	***	par_18
EP1 <--- EP	1.390	.255	5.459	***	par_19

Source: Primary data processed in 2019

The factor significance test is used to confirm whether each indicator can be explains a construct variable. Table 4.22 shows that each variable that has a CR value has fulfilled the requirements of> 1.96 and a significance value <0.05, so that each of these indicators has fulfilled the requirements.

Table 4.23
Standardize Regression : Second Order

	Estimate
JS1 <--- JS	.546
JS2 <--- JS	.280
JS3 <--- JS	.441
JS4 <--- JS	.723
JS5 <--- JS	.786
JS6 <--- JS	.821
JS7 <--- JS	.706
JS8 <--- JS	.526
JS9 <--- JS	.598
JS10 <--- JS	.643
JS11 <--- JS	.714
EP10 <--- EP	.455
EP9 <--- EP	.655
EP8 <--- EP	.738
EP7 <--- EP	.634
EP6 <--- EP	.604
EP5 <--- EP	.440
EP4 <--- EP	.656
EP3 <--- EP	.640
EP2 <--- EP	.731
EP1 <--- EP	.797

Source: Primary data processed in 2019

The value of convergent validity is an indicator with a loading factor above 0.50. Based on the Table 4.23 above about confirmatory test the factor shows that there are four indicators that do not have a loading factor value above 0.50. They are JS2, JS3, EP5, EP10 indicators. However for the validity test this time we only see the p value in order to know whether the indicator is valid or not.

C. Research Result

1. Assessing Structural Model Identification

At this stage, the model is identified whether there are estimations that are illogical or meaningless. It is meaningless, the research model has an identification problem. The identification problem is the inability of the proposed model to produce a unique estimate.

Indicators of how to determine which model is feasible to be forwarded to the next stage are by looking at the results of identification. There are 3 identification models in structural modeling, namely the unidentifiable model, just identified and overidentified. Identification model can be said to be feasible if the model is overidentified with degrees of freedom positive value by Ghozali (2014).

Table 4.24
Degree of Freedom Calculation

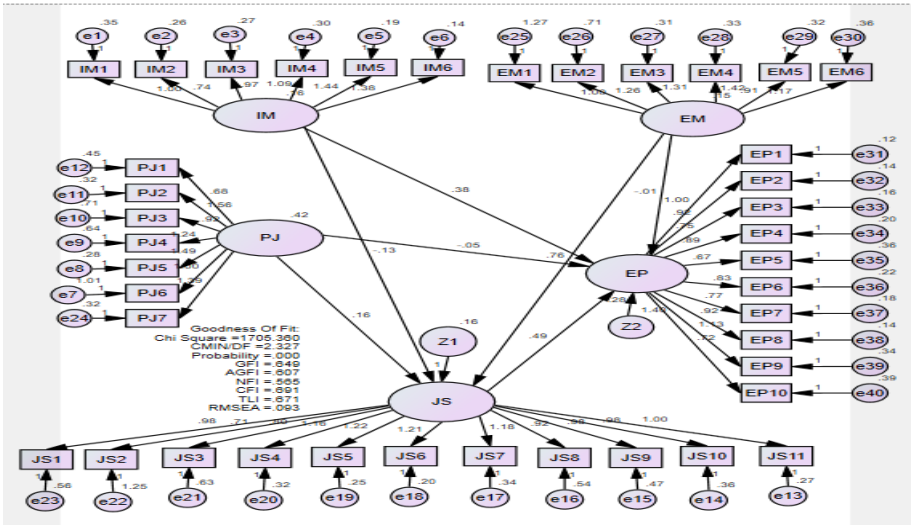
Number of distinct sample moments: 820
Number of distinct parameters to be estimated: 88
Degrees of freedom (820 - 88): 732

Source: Primary data processed in 2019

Based on the data in Table 4.24 above show the research processed using AMOS version 24 states that degrees of freedom has a value of 732 or positive. It can be said that the model is overidentified and deserves to be continued to the next stage.

2. Structural Model Testing

The next step is to test the structural model. Results from testing the structural model can be seen from Figure 4.8 :



Source: Primary data processed in 2019

Figure 4.8
Structural Model

The results of the model fit test are shown by several indicators of suitability as presented in table 4.25.

Table 4.25
Goodness of Fit : Structural Model

Goodness of Fit	Analysis Result	Cut Off Value	Remarks
χ^2 *(Chi-Square)*	1705.360	Expected to be small	Less
Probability	0.000	≥ 0,05	Less
CMIND/DF	2.327	≤ 2	Less
GFI	0.649	≥ 0,90	Less

Goodness of Fit	Analysis Result	Cut Off Value	Remarks
AGFI	0.607	≥ 0,90	Less
NFI	0.565	≥ 0,95	Less
CFI	0.691	≥ 0,90	Less
TLI	0.671	≥ 0,95	Less
RMSEA	0.093	≤ 0,08	Less

Source: Primary data processed in 2019

Table 4.25 shows that the model is not yet fit because of some criteria have no marginal or fit information. Thus the model needs to be re-identified to the latent variable indicator.

Table 4.26
Regression Weight: Structural Model

			Estimate	S.E.	C.R.	P	Label
JS	<---	PJ	.161	.068	2.379	.017	par_36
JS	<---	EM	.757	.261	2.896	.004	par_37
JS	<---	IM	-.126	.111	-1.138	.255	par_38
EP	<---	JS	.487	.105	4.654	***	par_39
EP	<---	IM	.377	.106	3.564	***	par_40
EP	<---	PJ	-.052	.055	-.957	.339	par_41
EP	<---	EM	-.014	.137	-.100	.921	par_42
EP	<---	Z2	.280				par_43
IM1	<---	IM	1.000				
IM2	<---	IM	.743	.148	5.023	***	par_1
IM3	<---	IM	.973	.171	5.679	***	par_2
IM4	<---	IM	1.088	.186	5.850	***	par_3
IM5	<---	IM	1.437	.218	6.595	***	par_4
IM6	<---	IM	1.375	.204	6.744	***	par_5
PJ6	<---	PJ	1.000				
PJ5	<---	PJ	1.486	.207	7.180	***	par_6
PJ4	<---	PJ	1.240	.195	6.371	***	par_7
PJ3	<---	PJ	.920	.163	5.654	***	par_8
PJ2	<---	PJ	1.558	.220	7.078	***	par_9
PJ1	<---	PJ	.676	.123	5.519	***	par_10
JS11	<---	JS	1.000				
JS10	<---	JS	.978	.129	7.568	***	par_11
JS9	<---	JS	.982	.141	6.946	***	par_12
JS8	<---	JS	.916	.149	6.153	***	par_13
JS7	<---	JS	1.179	.144	8.195	***	par_14
JS6	<---	JS	1.209	.131	9.251	***	par_15
JS5	<---	JS	1.217	.134	9.092	***	par_16
JS4	<---	JS	1.164	.139	8.359	***	par_17
JS3	<---	JS	.798	.151	5.292	***	par_18

			Estimate	S.E.	C.R.	P	Label
JS2	<---	JS	.714	.199	3.596	***	par_19
JS1	<---	JS	.978	.150	6.520	***	par_20
PJ7	<---	PJ	1.392	.196	7.116	***	par_21
EM1	<---	EM	1.000				
EM2	<---	EM	1.260	.375	3.355	***	par_22
EM3	<---	EM	1.307	.380	3.441	***	par_23
EM4	<---	EM	1.420	.441	3.220	.001	par_24
EM5	<---	EM	.910	.284	3.202	.001	par_25
EM6	<---	EM	1.169	.373	3.133	.002	par_26
EP1	<---	EP	1.000				
EP2	<---	EP	.915	.096	9.553	***	par_27
EP3	<---	EP	.749	.092	8.140	***	par_28
EP4	<---	EP	.892	.109	8.208	***	par_29
EP5	<---	EP	.674	.127	5.290	***	par_30
EP6	<---	EP	.832	.107	7.795	***	par_31
EP7	<---	EP	.774	.101	7.670	***	par_32
EP8	<---	EP	.918	.097	9.449	***	par_33
EP9	<---	EP	1.131	.136	8.316	***	par_34
EP10	<---	EP	.724	.132	5.473	***	par_3

Source: Primary data processed in 2019

Table 4.26 shows a significant test indicating each variable has a value of CR has qualified namely> 1.96 and the significance value <0.05 in Table P. It can be concluded that the structural testing model has a significance value.

Table 4.27
Standardized Regression: Structural Model

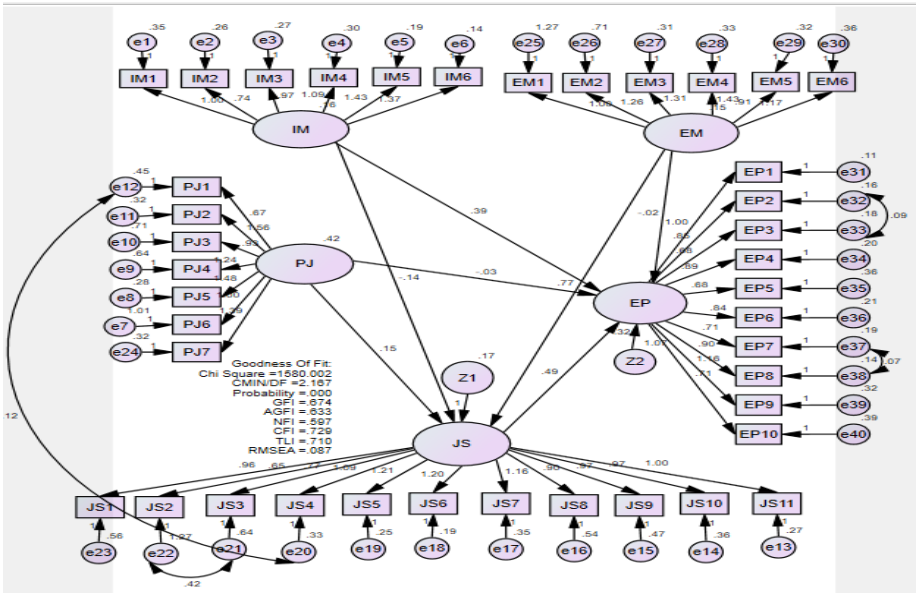
			Estimate
JS	<---	PJ	.206
JS	<---	EM	.577
JS	<---	IM	-.100
EP	<---	JS	.578
EP	<---	IM	.353
EP	<---	PJ	-.080
EP	<---	EM	-.012
EP	<---	Z2	.776
IM1	<---	IM	.558
IM2	<---	IM	.501
IM3	<---	IM	.600
IM4	<---	IM	.620
IM5	<---	IM	.797
IM6	<---	IM	.827

			Estimate
PJ6	<---	PJ	.542
PJ5	<---	PJ	.876
PJ4	<---	PJ	.707
PJ3	<---	PJ	.577
PJ2	<---	PJ	.872
PJ1	<---	PJ	.548
JS11	<---	JS	.696
JS10	<---	JS	.637
JS9	<---	JS	.589
JS8	<---	JS	.533
JS7	<---	JS	.714
JS6	<---	JS	.808
JS5	<---	JS	.775
JS4	<---	JS	.720
JS3	<---	JS	.455
JS2	<---	JS	.308
JS1	<---	JS	.553
PJ7	<---	PJ	.849
EM1	<---	EM	.324
EM2	<---	EM	.500
EM3	<---	EM	.673
EM4	<---	EM	.690
EM5	<---	EM	.528
EM6	<---	EM	.601
EP1	<---	EP	.783
EP2	<---	EP	.721
EP3	<---	EP	.627
EP4	<---	EP	.646
EP5	<---	EP	.430
EP6	<---	EP	.605
EP7	<---	EP	.619
EP8	<---	EP	.723
EP9	<---	EP	.637
EP10	<---	EP	.443

Source: Primary data processed in 2019

Value of convergent validity is an indicator with a loading factor above 0.50. Based on the Table 4.27 above about confirmatory test the factor shows that not all indicators have a loading factor value above 0.50, but in this study we do not look at the p value as a valid indicator or not.

Based on Table 4.25, it can be concluded that the structural model testing has not met the fit criteria and it is necessary to retest the model. If the model does not fit the data, there are several actions that can be done such as modifying the model by adding dashes, adding variables, or subtracting variables.



Source: Primary data processed in 2019

Figure 4.9
Test Model with Interpretation Adding Hyphen Line

The results of the model fit test are shown by several indicators of suitability as presented in table 4.28.

Table 4.28
Goodness of Fit: Test Model with Interpretation Adding Hyphen Line

Goodness of Fit	Analysis Result	Cut Off Value	Remarks
χ^2 (*Chi-Square)*	1580.002	Expected to be small	Less
Probability	0.000	≥ 0,05	Less
CMIND/DF	2.167	≤ 2	Less
GFI	0.674	≥ 0,90	Less
AGFI	0.633	≥ 0,90	Less
NFI	0.597	≥ 0,95	Less
CFI	0.729	≥ 0,90	Marginal
TLI	0.710	≥ 0,95	Marginal
RMSEA	0.087	≤ 0,08	Less

Source: Primary data processed in 2019

Based on Table 4.28 above show the Goodness of Fit results obtained a Chi-Square value of 1580,002 with a probability of 0,000 indicating the model is not fit because the value is not in accordance with the recommended value, however, it is necessary to look at other fit criteria namely GFI TLI, CFI, NFI, and RMSEA to conclude the goodness of fit overall model. CMIN / DF value of 2,167 indicates that the model is less fit because the value of the analysis result is> 2. GFI value of 0.674, TLI of 0.710 and CFI of 0.729 shows that the model proposed in this study has a fairly good good of fit, because the value is close to 0.9 and classified as marginal fit. RMSEA value of 0.098 indicates that the model is less fit because it is > 0.08.

3. Testing Evaluation of Asumsition Structural Model

a) Data Normality

Normality test is a test carried out to determine the distribution of data in a data set or variable. Normality test can show whether the

distribution of data is distributed normally or not. Thus, after performing outlier detection it is necessary to do normality test data.

SEM requires that data must be normally distributed in a univariate or multivariate manner. There are two stages of normality tests conducted in SEM, namely: (1) normality testing for each variable. (2) testing the normality of all variables together (multivariate normality). Normality test in AMOSS can be seen in the Assessment of normality table. In that table there is a critical ratio (cr) value of skewness and kurtosis. Critical ratio (cr) of skewness is used to see whether the data distribution, are normal univariate while the critical ratio (cr) of kurtosis is used to see whether the of data distribution normal simultaneously (multivariate). If the value of cr is between the range - 2.58 to + 2.58 at a significance level of 5% (0.05), it can be concluded that the data are normally distributed univariate and multivariate (Ghozali, 2014).

Normality test has been carried out in this research data, where the results of the normality test show the value of the critical ratio (cr) of skewness and kurtosis is still in the range - 2.58 to + 2.58 at a significance level of 5% (0.05). Based on the data did not have normal univariate distribution because the value of cr> 2.58 and multivariate normal distribution because it has a value of cr <55.76. Thus, this research data can be said to be normally distributed (appendix 4).

b) Outlier Evaluation

Outlier is data that has a value far above or below the midpoint or average value of the data. Outliers occur because of observational data

that have unique characteristics appear with extreme values, either singly (univariate) or together with other variables (multivariate). The emergence of outlier data can also be caused by the collection (range) of values of the respondents' answers, which when combined with other variables, the combination becomes unusual (very extreme). This is often referred to as multivariate outliers.

Outlier data can cause heywood cases or improper solutions. The existence of outliers in a data can also cause the spread of data to be abnormal and can be biased in interpreting the results of research. Thus outlier data needs to be detected and done in a study.

Based on the data shows the evaluation of outlier data has been processed in this study. The detection of multivariate outliers is carried out by taking into account the mahalanobis distance value. The criteria used if there is data whose value <0.05 lies in p1 and p2 the data should be phased out. Outlier evaluation is carried out to produce expected data normality. However, if there is only one probability value from an observation data that has a value <0.05 (only probability> 0.05) the indication of an outlier is still acceptable, so the data does not need to be discarded (Ferdinand, 2002). This study was not carried out because the multivariate data were normally distributed (appendix 4).

c) Multikolinearity Evaluation

One of the assumptions that must be fulfilled in multivariate analysis is multicollinearity. The assumption of multicollinearity will justify that

there is no perfect correlation between the independent variables. The correlation value between independent variables that are not allowed is ≥0.9 (Santoso, 2015). The results of multicollinearity testing in this study have no correlation value above 0.9, so it can be concluded that all independent variables do not have perfect correlation. Thus this data has fulfilled the multicollinearity assumption, and this research data can be used for the data processing stage with SEM (appendix 4) .

4. Hypothesis Test

In testing the hypothesis it can be seen from regression weights and standardize regression weights. Hypotheses will be accepted if <0.05. Then test the hypothesis in this study as follows:

Table 4.29
Regression Weights: Full Model

		Estimate	S.E.	C.R.	P	Label
JS	<--- PJ	.148	.068	2.165	.030	par_36
JS	<--- EM	.765	.266	2.879	.004	par_37
JS	<--- IM	-.142	.113	-1.249	.212	par_38
EP	<--- JS	.488	.103	4.757	***	par_39
EP	<--- IM	.393	.108	3.639	***	par_40
EP	<--- PJ	-.030	.055	-.548	.584	par_41
EP	<--- EM	-.015	.139	-.110	.913	par_42
EP	<--- Z2	.317	par_43			
IM1	<--- IM	1.000				
IM2	<--- IM	.742	.148	5.032	***	par_1
IM3	<--- IM	.974	.171	5.694	***	par_2
IM4	<--- IM	1.089	.186	5.868	***	par_3
IM5	<--- IM	1.433	.217	6.599	***	par_4
IM6	<--- IM	1.369	.203	6.748	***	par_5
PJ6	<--- PJ	1.000				
PJ5	<--- PJ	1.483	.207	7.169	***	par_6
PJ4	<--- PJ	1.241	.195	6.367	***	par_7
PJ3	<--- PJ	.926	.163	5.674	***	par_8

	Estimate	S.E.	C.R.	P	Label
PJ2 <--- PJ	1.562	.221	7.077	***	par_9
PJ1 <--- PJ	.671	.120	5.613	***	par_10
JS11 <--- JS	1.000				
JS10 <--- JS	.975	.127	7.685	***	par_11
JS9 <--- JS	.971	.139	6.986	***	par_12
JS8 <--- JS	.900	.146	6.156	***	par_13
JS7 <--- JS	1.161	.141	8.240	***	par_14
JS6 <--- JS	1.203	.128	9.391	***	par_15
JS5 <--- JS	1.211	.131	9.240	***	par_16
JS4 <--- JS	1.087	.131	8.293	***	par_17
JS3 <--- JS	.766	.148	5.177	***	par_18
JS2 <--- JS	.650	.195	3.331	***	par_19
JS1 <--- JS	.959	.147	6.507	***	par_20
PJ7 <--- PJ	1.390	.196	7.105	***	par_21
EM1 <--- EM	1.000				
EM2 <--- EM	1.259	.376	3.344	***	par_22
EM3 <--- EM	1.311	.382	3.431	***	par_23
EM4 <--- EM	1.427	.445	3.206	.001	par_24
EM5 <--- EM	.912	.285	3.194	.001	par_25
EM6 <--- EM	1.172	.376	3.119	.002	par_26
EP1 <--- EP	1.000				
EP2 <--- EP	.851	.096	8.846	***	par_27
EP3 <--- EP	.676	.092	7.342	***	par_28
EP4 <--- EP	.895	.111	8.083	***	par_29
EP5 <--- EP	.676	.129	5.228	***	par_30
EP6 <--- EP	.841	.108	7.819	***	par_31
EP7 <--- EP	.710	.103	6.902	***	par_32
EP8 <--- EP	.901	.097	9.292	***	par_33
EP9 <--- EP	1.158	.136	8.497	***	par_34
EP10 <--- EP	.710	.133	5.336	***	par_35

Source: Primary data processed in 2019

Based on Table 4.29 significant values can be seen from the regression weights table as shown in the table above. P value (probability) for each indicator shows very significant, with a value <0.05. The criterion of significance is the value of p <0.05, but there is a construct of procedural

justice to employee performance that is not significant with a value of 0.584> 0.05, one construct of intrinsic motivation to job satisfaction that is not significant with a value of 0.212> 0.05 and one construct of extrinsic motivation to employee insignificant performance with a value of 0.913> 0.05.

Table 4.30
Standardized Regression Weights: Full Model

			Estimate
JS	<---	PJ	.186
JS	<---	EM	.572
JS	<---	IM	-.110
EP	<---	JS	.586
EP	<---	IM	.367
EP	<---	PJ	-.045
EP	<---	EM	-.014
EP	<---	Z2	.766
IM1	<---	IM	.559
IM2	<---	IM	.502
IM3	<---	IM	.602
IM4	<---	IM	.622
IM5	<---	IM	.797
IM6	<---	IM	.825
PJ6	<---	PJ	.542
PJ5	<---	PJ	.874
PJ4	<---	PJ	.708
PJ3	<---	PJ	.581
PJ2	<---	PJ	.874
PJ1	<---	PJ	.545
JS11	<---	JS	.705
JS10	<---	JS	.644
JS9	<---	JS	.591
JS8	<---	JS	.532
JS7	<---	JS	.713
JS6	<---	JS	.814
JS5	<---	JS	.781
JS4	<---	JS	.700
JS3	<---	JS	.443

			Estimate
JS2	<---	JS	.285
JS1	<---	JS	.550
PJ7	<---	PJ	.847
EM1	<---	EM	.323
EM2	<---	EM	.499
EM3	<---	EM	.674
EM4	<---	EM	.692
EM5	<---	EM	.528
EM6	<---	EM	.600
EP1	<---	EP	.788
EP2	<---	EP	.673
EP3	<---	EP	.568
EP4	<---	EP	.652
EP5	<---	EP	.433
EP6	<---	EP	.616
EP7	<---	EP	.570
EP8	<---	EP	.714
EP9	<---	EP	.657
EP10	<---	EP	.436

Source: Primary data processed in 2019

From the Table 4.30 above it is known that four hypotheses were accepted and three hypotheses were rejected. The relationship between intrinsic motivation construct and job satisfaction does not affect the standardized parameter coefficient of -0.110. The relationship of extrinsic motivation constructs to job satisfaction has a positive effect with standardized parameter coefficient of 0.572. The relationship procedural justice construct a positive influence on job satisfaction with standardized coefficients of the parameters 0.186. The relationship between intrinsic motivation construct and employee performance has positive effect with the standardized parameter coefficient of 0.367. The relationship between extrinsic motivation construct and employee performance does not effect

with the standardized parameter coefficient of -0.014. The relationship between procedural justice construct and employee performance does not affect with the standardized parameter coefficient of -0.045. The relationship between job satisfaction construct and employee performance has positive effect with the standardized parameter coefficient of 0.586.

Table 4.31

Result Hypothesis Testing

Hypothesis	Estimate	Significant	Remarks
Intrinsic Motivation to Job Satisfaction	-0.142	0.212	Rejected Hypothesis
Extrinsic Motivation to Job Satisfaction	0.765	0.004	Accepted Hyphotesis
Procedural Justice to Job Satisfaction	0.148	0.030	Accepted Hyphotesis
Intrinsic Motivation to Employee Performance	0.393	0.000	Accepted Hyphotesis
Extrinsic Motivation to Employee Performance	-0.015	0.913	Rejected Hypothesis
Procedural Justice to Employee performance	-0.030	0.584	Rejected Hypothesis
Job Satisfaction to Employee Performance	0.488	0.000	Accepted Hyphotesis

Source: Primary data processed in 2019

Based on Table 4.31 to know the effect of intrinsic motivation toward job satisfaction obtained a significance value of 0.212 means that H_1 is rejected because the significance value is higher than 0.05 with the magnitude of the contribution of intrinsic motivation to the job satisfaction have negative effect of -0.142.

The effect of extrinsic motivation toward job satisfaction obtained a significance value of 0.004 means that H_2 is accepted because the significance value is lower than 0.05 with the magnitude of the contribution of extrinsic motivation to the job satisfaction have effect of 0.765 or 76.5%.

The effect of procedural justice toward job satisfaction obtained a significance value of 0.030 means that H_3 is accepted because the significance value is lower than 0.05 with the magnitude of the contribution of extrinsic motivation to the job satisfaction have effect of 0.148 or 14.8%.

The effect of intrinsic motivation toward employee performance obtained a significance value of 0.000 means that H_4 is accepted because the significance value is lower than 0.05 with the magnitude of the contribution of intrinsic motivation to the employee performance have effect of 0.393 or 39.3%.

The effect of extrinsic motivation toward employee performance obtained a significance value of 0.913 means that H_5 is rejected because the significance value is higher than 0.05 with the magnitude of the contribution of extrinsic motivation to the employee performance have negative effect of -0.015.

The effect of procedural justice toward employee performance obtained a significance value of 0.584 means that H_6 is rejected because the significance value is higher than 0.05 with the magnitude of the

contribution of procedural justice to the employee performance have negative effect of -0.030.

The effect of job satisfaction toward employee performance obtained a significance value of 0.000 means that H_7 is accepted because the significance value is lower than 0.05 with the magnitude of the contribution of job satisfaction to the employee performance have effect of 0.488 atau 48.8%.

Table 4.32
Testing The Effect of Intervening Variable

Interaction	Value	Remark
Intrinsic Motivation-Employee Performance	0.393	Direct Effect
Intrinsic Motivation-Employee Performance	-0.069	Indirect Effect
Conclusion	Indirect effect < direct effect, which means that the intrinsic motivation variable directly affects the employee performance.	
Extrinsic Motivation-Employee Performance	-0.015	Direct Effect
Extrinsic Motivation-Employee Performance	0.373	Indirect Effect
Conclusion	Indirect effect > direct effect, which means that the intrinsic motivation variable indirectly affects the employee performance.	
Interaction	Value	Remark
Procedural Justice-Employee Performance	-0.030	Direct Effect
Procedural Justice -Employee Performance	0.072	Indirect Effect
Conclusion	Indirect effect > direct effect, which means that the procedural justice variable indirectly affects the employee performance.	

Source: Primary data processed in 2019

Based on Table 4.32 it is known that intrinsic motivation directly affects employee performance with an influence contribution of 0.393 or 39.3%. Extrinsic motivation has an indirect effect on employee performance with an influence contribution of 0.373 or 37.3%. Procedural Justice has an

indirect effect on employee performance with an influence contribution of 0.072 or 7.2%.

D. Discussion

The results of testing the hypothesis in a study entitled the influence of intrinsic motivation, extrinsic motivation, procedural justice compensation in distribution of medical fees toward employee performance with job satisfaction as a variable intervening case study in RSUD Dr. Abdul Aziz Singkawang City are as follows :

1. The influence of intrinsic motivation toward job satisfaction

Based on the above research results, it is known that (H1) shows intrinsic motivation influences no significant negative effect on job satisfaction. This shows that employees who have intrinsic motivation will not necessarily affect job satisfaction.

As stated in Hetrzberg's theory that intrinsic motivation is a driving force within a person to work well. If someone is motivated, then they will make positive choices to do something that can later satisfy them. The possibility of employees in Dr. Abdul Aziz Singkawang City Hospital is already have good motivation from within themselves, but does not really affect job satisfaction.

This study is not in line with research conducted by Musoli and Palupi (2018) which concluded that intrinsic motivation has a positive and significant effect on job satisfaction. This study is also not in line with

research conducted by Budianto, et al (2013) state that intrinsic motivation has a positive influence on job satisfaction.

2. The influence of extrinsic motivation toward job satisfaction

Based on the above research results, it is known that (H2) shows extrinsic motivation has a significant positive effect on job satisfaction. This shows that employees who have high extrinsic motivation will affect job satisfaction.

In Herztberg's theory it is stated that extrinsic motivation is sourced from the outside where income is a very influential part in employee job satisfaction. Interpersonal relations, working conditions, supervision and company policy also external factors which if they are not fulfilled, it can cause dissatisfaction of employees.

This research is in line with the research of Musoli and Palupi (2018) which proves that extrinsic motivation has a positive and significant effect on the job satisfaction variable. This is also supported by the research of Budiyanto, et al (2013) stated that extrinsic motivation has a positive influence on job satisfaction.

3. The influence of procedural justice compensation in distribution medical fees toward job satisfaction

Based on the results of the study above, it is known that (H3) shows that procedural justice compensation in the distribution of medical fees has a significant positive effect on job satisfaction. This shows that employees feel there is good procedural fairness compensation in the distribution of

medical services. With procedural justice compensation in the distribution of medical fees, the employees of Dr. Abdul Aziz Singkawang City Hospital feel job satisfaction because they already know the procedure in the distribution of medical services.

In equity theory, employees will feel satisfaction if what they give matches what they get. This study is in line with research conducted by Tjahjono and Atmojo (2016) shows that procedural compensation justice has a positive effect on satisfaction of paramedic compensation. This study was also supported by research from Sulaefi (2017) stated that procedural justice compensation had a positive effect on satisfaction of nurse compensation.

4. The influence of intrinsic motivation toward employee performance

Based on the results of the study above, it is known that (H4) shows that intrinsic motivation has a significant positive effect on job satisfaction. This shows that employees who have high intrinsic motivation will affect performance.

Therefore, intrinsic motivation can improve the performance of Dr. Abdul Aziz Singkawang City Hospital employees. If the employees at Dr. Abdul Aziz Singkawang City Hospital feel motivated and the work provided is safe, then the performance produced by these employees will be good and this will have a good impact on the company. This is in accordance with research conducted by Musoli and Palupi (2018) which proves that intrinsic motivation has a positive and significant effect on

employee performance. This research is also supported by research from Iriani (2010) states that intrinsic motivation has a positive effect on employee performance.

5. The influence of extrinsic motivation toward employee performance

Based on the results of the above study, it is known that (H5) shows extrinsic motivation does not have a significant negative effect on employee performance. This shows that the extrinsic motivation felt by the employees at RSUD dr. Abdul Aziz, especially doctors, nurses, management staff and other health workers do not have an influence on employee performance.

If it is seen from the results of the characteristics of respondents on income, some employees have problems in the income earned. Earnings or salary is a factor that can motivate someone to work enthusiastically. Based on the research conducted, it is known that they are satisfied with the income they earn, but that satisfaction has no effect on employee performance.

This study is in line with research conducted by Musoli and Palupi (2018) which states that extrinsic motivation variables do not have a significant effect on employee performance. This means that the higher the extrinsic motivation the employee has will not affect the level of employee performance. Vice versa, the lower the level of extrinsic motivation possessed by employees does not affect the level of employee performance in Dr. Abdul Aziz Singkawang City Hospital.

6. The influence of procedural justice compensation in distribution medical fees toward employee performance

Based on the results of the study above, it is known that (H6) shows that procedural justice compensation in the distribution of medical fees has no significant negative effect on employee performance. This shows that increasing or decreasing employee perception of procedural fairness of compensation will not affect employee performance.

Procedural justice is very important so that employees know what procedures are applied in the distribution of medical services. By knowing the procedures in the distribution of medical services, it is expected that employees can feel justice because the compensation given is considered to be equal or fair. This study is in line with research conducted by Tjahjono and Atmojo (2016) which proves that procedural justice has no significant effect on performance.

7. The influence of job satisfaction toward employee performance

Based on the above results, it is known that (H7) shows job satisfaction has a significant positive effect on employee performance. This shows that job satisfaction felt by employees affects the performance felt by employees.

This proves that job satisfaction has an effect on employee performance because job satisfaction obtained by Dr. Abdul Aziz Singkawang City Hospital employees from their work has reached a match between what is expected and what is received and is then able to

encourage employees to achieve optimal performance. This study is in line with research conducted by Musoli and Palupi (2018) which proves that job satisfaction has a positive and significant effect on employee performance. This study is also in line with research from Musoli and Palupi (2018) which proves that job satisfaction has a positive and significant effect on employee performance.

The results of an interview with the Head of the financial department of Dr. Abdul Aziz Hospital regarding the incentive system at the Hospital are as follows :

a. The incentive system at Dr. Abdul Aziz Hospital Singkawang City in the form of medical services sourced from services to patients, both BPJS patients, insurance patients and general patients.
b. In the distribution of medical services there is a formula used before the service is provided to doctors, nurses, management staff and other health workers. There is a standard percentage used in the distribution of medical services which is equal to 44% of services. The formula used in the distribution of medical services is as follows:

Service – Operating Cost = Medical Fees

c. The percentage used in the distribution of medical services to employees with the following details :

Remark	Percentage
Docter	41%
Nurse	31%
Management staff and other health service	21%

All the percentage is made by director which the director has the authority in making policies regarding the distribution of medical fees.

d. Percentage of medical service distribution is considered to be part of the employee for what they give. For this reason, an assessment of the remuneration system is being carried out based on a number of indexes such as education, length of work and class.