

Effect of Wages, Work Motivation and Job Satisfaction on Workers' performance in Manufacturing Industry in Makassar City

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Abstract

The purpose of this study is to analyze and assess (1) the effect of wages to the employee's work motivation; (2) the effect of wages to the employee's job satisfaction; (3) the effect of work motivation to the employee's performance; (4) the effect of job satisfaction to the employee's performance; (5) the effect of wages to the employee's performance; (6) the effect of job satisfaction to the employee's work motivation in manufacturing industry in Makassar Industrial Area. The populations in this study are all operational employees (executive level) of 20 manufacturing industries in Makassar Industrial Area. The sample was taken from 300 workers by random sampling. The model data analysis in this study used SEM (Structural Equation Modeling). The result of this study indicates that wages, work motivation, and employee's job satisfaction significantly influenced by the employee's performance at manufacturing industries in Makassar Industrial Area. It also indicates that job satisfaction affects employee's work motivation, positively.

Keywords: wages, work motivation, job satisfaction, and performance.

1. Introduction

Globalization has emerged as a phenomenon that affects large enough for Indonesian industries in both the manufacturing industry, trade, and services. These conditions require the industry to continue to perform a variety of innovations to be able to compete and have an edge in terms of quality and quantity of products, services, and prices of products.

To be able to compete and maintain excellence should be recognized that the role of workers is very important as a driver of industrial activity, so it should get special attention because it is they who take the time, thought and effort. Besides, they have feelings, needs and expectations can affect worker performance, dedication, and loyalty, and love of the job and the industry.

This situation makes the worker as an asset that must improve, to achieve the industry should be able to create conditions that encourage and enable employees to develop and enhance the capabilities and skills optimally, one of them by way of giving a satisfactory wage remuneration.

According to Rivai (2009), with increasing competition in the business, the industry should be able to compete and one of the tool that can be used by the industry is the wage. If the system is fair and competitive wage perceived by the employee, then the industry will be easier to attract potential workers, maintain and motivate in order to further improve its performance, thus increasing productivity and the industry is able to produce products at competitive prices, which in the end, the industry is not only superior in competition, but are also able to survive, even able to increase profitability and grow their business.

Wage plays a very important to workers and also for the survival of the industry. Wages is one of form of compensation, where workers receive compensation from the employer for the work or services that have been done to fulfill their necessities of life.

For several workers, hopes to earn money or wages is the only reason to work, although there are others assume that money or wages is just one of the many needs that are met through work.

Furthermore, according to Rachmawati (2008), wages become the most important reason why people work among other reasons, such as for achievement, affiliation with others, develop themselves, or to actualize themselves. At least 90 percent of conflict between workers and employers due to wage issues, not others. It became evident that the wage is an important aspect.

Similarly, Suwanto (2003) suggested that the wage is one of the most sensitive aspects of the employment relationship and in industrial relations. Between 70-80% of cases occur in labor relations and industrial relations issues contain wage and various related aspects, such as allowances, wages, wage structure, wage scale.

According to Sumarsono (2003), issues that could arise in the areas of wages is that employers and workers in general have a different understanding and interest on wages. For employers, the wage can be seen as a burden or expense that must be paid to workers and taken into account in determining the total cost. The greater the wages paid to workers, the smaller the proportion of profits for employers. Everything incurred by employers

with respect to hiring someone viewed as a component of wages. On the other hand, consider the wages of workers and their families just as what it receives in the form of money (take-home pay) as income to use its power to employers.

The provision of wage remuneration is the most complex task for the industry, is also the most significant aspect for the workers, because the wage rate reflects the size of the value of their work among the workers themselves, families and communities. And the industry is also important, because it reflects the industry's efforts to defend human resources in order to have a high loyalty and commitment to the industry.

Every industry wants its employees to have the ability of high productivity in the work, this is an ideal desire of profit-oriented industry, and thus there needs to be a productive worker. However, sometimes the industry is not able to tell which workers are productive and which are not productive. Industry focus on the achievement of targets and the desire to become the market leader, consequently making industry workers are like machines, and ironically more machines is not well in maintenance. Industrial forget that workers are from the investment profit itself that needs to be maintained in order to remain able to produce well, the necessary sense of business that considers employees as an investment that will provide profitable.

Basically the relationship between industry and trade is mutually beneficial relationship. On one side of the industry want to get the most profit, on the other hand wants workers expectations and specific needs that must be met industry. The problem faced by the industry is increasingly competitive situation and should be able to sustain the cost of its products to remain oriented on efficiency and effectiveness in the production process.

In relation between wages and performance, Gibson (1996), suggests that one individual that affect the performance of the system is very robust remuneration / wages or industrial organization. Industry can use remuneration / wages to improve current performance, as well as to attract skilled workers to join the organization or industry.

In this case the wage becomes an important aspect, because the rewards (wages) would be effective if linked to real performance, Noe (2000). Wage an effective strategy is expected to contribute to maintaining the viability of the work unit, the realization of the vision and mission and to the achievement of work objectives.

Specifically Dessler (2007) asserts that money is the main factor that drives a person's motivation to excel. On the other hand, satisfaction is closely related to the characteristics of the factors that generate or initiate behavior, Gitosoedarmo & Sudita (1997)

The pattern of wage relations, job satisfaction and work motivation, in the sense of how much force wages affect job satisfaction, and how high-ability wage affect work motivation, has been studied by Igalens& Forsyth (1999). As a result, all the dimensions of the wage package, except for benefits, showed a significant relationship with satisfaction and motivation.

Research Kovach (1995), resulted in ranking the factors that affect the motivation of workers to work are: work is important, have a full appreciation of the work, the feeling of having something, job security, good wages.

Lawler (1984) revealed that the award may affect the level of motivation of employees. While the results of the study Herpen, Praag and Cools (2005) showed that there is a positive relationship between compensation / wages with motivation.

Maryanto (2004) stated in his research that benefits positively influence the work motivation of workers. Apart from that research conducted by Arianto (2004), and Guritno&Waridin (2005) suggested that job satisfaction has positive influence on employee performance. And studies conducted by the Honey (1996) showed a significant relationship between employee job satisfaction with performance, both large and small industrial industries.

The influence of wages to workers is enormous. High work motivation, job satisfaction, performance, and also anxiety, loyalty, workers, much influenced by wages, Nitisemito (1996).

Of the theories put forward in the expert can be concluded that wages tend to directly affect the work motivation, and job satisfaction will form a good performance, then the good performance of the workers in turn will affect the efficiency and profitability of the industry.

With regard to the effect of wages on performance in relation to work motivation and job satisfaction, were analyzed in this study with the object of manufacturing industry in the city of Makassar.

2. Research Method

This research includes the explanatory research because this study intends to explain the causal relationship between the various variables through hypothesis testing. The population in this study is the operational worker (executive level) at 20 manufacturing industries in the area of industrial Makassar. The study sample of 300 workers were taken by random sampling. Model analysis of the data in this study using analytical techniques SEM (Structural Equation Modeling) with the aid of computer processing.

2.1. Conceptual Framework and Hypotheses

Conceptual framework of the study is shown in Figure 1. The following:

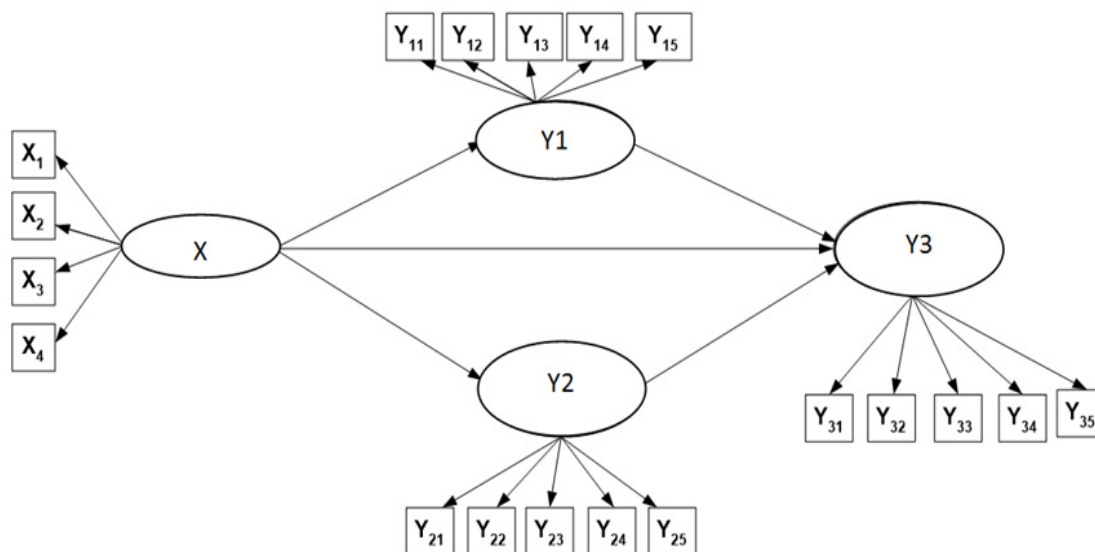


Figure 1. Conceptual Framework for Research

Main variable is the wage study (X_i) is formed by four different indicator. Each indicator is described in Table 1. The following. The model consists of two intervening variables, namely the motivation to work (Y_1) and job satisfaction (Y_2). Each of these intervening variables constructed by five different indicators are also mentioned in Table 1. The dependent variable of the model is that the performance of workers (Y_3). Worker performance as the ultimate goal will be measured how much direct influence on the performance of worker wages meant, and how much influence wages indirectly through intervening variables.

Tabel 1. Variables and Research Indicator

Symbol	Name of Variabel	Kind of Variabel	Indicator dan Symbol
X	Worker wage (UP / X)	Independent	(X1) Receipt in the form of money (X2) Benefits in kind (X3) Social Insurance (X4) Incentive working conditions
Y_1	Work motivation (MK / Y_1)	Dependent & Intervening	(Y1.1) feeling happy at work (Y1.2) Feelings willing to work (Y1.3) Sense of belonging (Y1.4) Desire achievers (Y1.5) Desire creativity
Y_2	Job satisfaction (KK / Y_2)	Dependent & Intervening	(Y2.1) Increased responsibilities (Y2.2) Comply with the rules work (Y2.3) Proud of the work yourself (Y2.4) proud and respectful to superiors (Y2.5) Proud to industry
Y_3	Worker performance (KP / Y_3)	Dependent	(Y3.1) Quality of work (Y3.2) Quantity of work (Y3.3) working Creativity (Y3.4) Effectiveness of work (Y3.5) Timely completion of work

2.2. Research Hypothesis

- H1: Wages positive and significant effect on work motivation of workers manufacturing industry in the city of Makassar.
- H2: Wages positive and significant effect on job satisfaction of workers
- H3: Work Motivation positive and significant impact on worker performance
- H4: Job satisfaction is positive and significant impact on worker performance
- H5: Wages positive and significant impact on industry performance manufacturing in the city of Makassar.
- H6: Job Satisfaction influential, positive and significant impact on work motivation manufacturing workers in the city of Makassar.

3. Results

Data analysis was performed by two methods, namely the descriptive and inductive statistics. Descriptive analysis performed on 300 samples, namely direct labor of 20 selected manufacturing businesses that are located in the industrial area of Makassar. Background workers into the sample are presented in Table 2.

Tabel 2. Characteristic of Individual Respondent

Respondent Characteristic	Person	Proportion(%)
Male	205	68.33
Female	95	31.67
Total	300	100.00
Elementary Certified	0	0.00
Junior High Certified	20	6.67
Senior High Certified	165	55.00
Diploma Certified	40	13.33
Scholar Certified	75	25.00
Total	300	100.00
Age ≤ 20 Years	3	1.00
21 – 30 Years	141	47.00
31 – 40 Years	101	33.67
41 – 50 Years	39	13.00
> 50 Years	16	5.33
Total	300	100.00
Work duration < 1 Year	28	9.33
1 – 3 Years	111	37.00
4 – 7 Years	91	30.33
8 – 10 Years	26	8.67
> 10 Years	44	14.67
Total	300	100.00
Unmarried	115	38.33
Married, 0 Children	19	6.33
Married, 1 Child	58	19.33
Married, 2 Children	62	20.67
Married, ≥ 3 Children	46	15.33
Total	300	100.00

Source: Primary data after processed

Table 2 shows, most of the direct labor of manufacturing industries in the industrial area of Makassar were men (nearly 70 percent) with an adequate public education last. Approximately 93.33 percent of qualified high school and above, of which 38.33 percent certified diploma and graduate. The data show that the labor force has considerable potential to be developed through education and training. Age is also relatively young workers because about 81.67 per cent aged 40 years and under. The average working period are relatively low as about 42.33 percent reached three years. Workers who have a service life of between 4 to 10 years is only 39.00 percent. The direct labor unmarried reached 38.33 percent. Worker who is married with three children or more dependents recorded 15.33 percent.

Data analysis is carried out using the method of inference SEM is the structural equation analysis (Overall Model). The results of testing the research model was then tested with goodness of fit index, the results are shown in Table 3. The following:

Tabel 3. Evaluation of *Goodness of Fit Statistics Index*

Goodness of fit Index	Cut off Value	Model Result	Remark
<i>X²-Chi-Square Statistic</i>		411,48	Expected to be small
Free degrees, DF		138	
<i>X²-Significance Probability</i>	≥ 0,05	0,00	Good
<i>Relative Chi-Square</i>	≤ 2,00	0,08	Good
<i>RMSEA</i>	≤ 0,08	2,96	Good
<i>TLI</i>	≥ 0,95	0,96	Good
<i>CFI</i>	≥ 0,95	0,97	Good

Source: Results of SEM analysis

Table 3 shows the proposed research model as a whole is based on the theory acceptable. All variables according to confirmatory factor analysis (CFA) was established by the significant indicators studied. This means, the analysis is supported by empirical data collected through field surveys. Thus, the results are relatively fit. The

results of the analysis of data on the model path coefficients are presented in Table 4.

Table 4. path coefficients that identifies the influence of wages

Variabel	path coefficients	t-count	Conclusion (t-count> 1,96)
Wage → Work Motivation	0,46	16,53	Significant
Wage → Job Satisfaction	1,14	20,45	Significant
Work Motivation → Worker Performance	0,22	6,91	Significant
Job Satisfaction → Worker Performance	0,26	6,64	Significant
Wage → Worker Performance	0,15	6,86	Significant
Job Satisfaction → Work Motivation	0,599	18,33	Significant

Table 4. indicate that (a) wages and a significant positive effect on work motivation, (b) wages and significant positive effect on job satisfaction, (c) work motivation positive and significant effect on the performance, (d) job satisfaction and a significant positive effect on performance; (e) wages and a significant positive effect on performance, (f) job satisfaction and a significant positive effect on work motivation.

4. Discussion

4.1. Wage Effect of Work Motivation.

Werther and Davis (1996) defines wages as any compensation received by workers in exchange for his contribution to the industry. Wage compensation is counter-achievement or service that has been provided by the workforce. Wages are the reward offered to the industry as a worker for the use of its workforce.

The influence of wages on job motivation in this research that wages have a significant effect on the motivation of workers working at Industrial Area manufacturing industry in Makassar. After testing, it has been proven and accepted significantly. This relationship is shown in Table 4 with a coefficient of 0.46 (t-test 16.53 > 1.96 → significant). This means that wages consisting of receipts in the form of cash, in-kind benefits, social security and workplace incentives, significant effect on work motivation of workers consisting of feelings of pleasure and work at home, feeling completely willing to devote time, a feeling of belonging, desire and the desire of achievement creativity.

The results of this study indicate that the higher wages received by workers, it tends to affect the higher the level of employee work motivation. This is in accordance with the opinion Muljani (2002), That is associated with expectancy theory, the compensation is based on skills and achievement will motivate employees, because the expectancy theory says that an employee will be motivated to exert effort to better if employees feel that their business will produce a good performance appraisal. A good assessment will be realized by the award of the industry such as bonuses, an increase in salary / wages or promotions, and awards that can satisfy workers.

Based on the descriptive analysis of wage variable, the average respondents' assessment that there is a good wage (31.25% strongly agreed, and 29, 00% agree), meaning that the respondents considered that the remuneration given to the manufacturing industry in Makassar Industrial Area are satisfying. The workers were satisfied with their wages in the form of cash receipts, benefits in kind, social security, working conditions and incentives earned.

This result is consistent with the opinion: Brudney&Condrey (1993) states that the factors that affect motivation include: variations of a job, the success and level of remuneration, commitment and organizational beliefs, attitudes toward wage, interest rate monetary reward, the link between wage work and the accuracy and transparency of the wage system. And then Kovach (1995), states that the ranking of factors that affect the motivation of workers to work are: work is important, have a full appreciation of the work, the feeling of having something, job security, good wages.

These results are basically consistent research results Lawler (1984), Maryanto (2004), Herpen (2005) and Abrams (2006). Conclusion Lawler research suggests that appreciation may affect the level of motivation of employees. Further research states that Maryanto in exchange for a positive influence on work motivation of workers. While Herpen concluded that the wage compensation disclosure has a strong impact on work motivation, in other words that there is a positive relationship between compensation / wages with motivation.

Benefits granted to the industry can affect workers' work motivation, mistakes in applying the reward system will result in the emergence of demotivation, when it happens to cause a decline in the performance of both workers and industry.

4.2. Wages Influence On the Job Satisfaction

Job satisfaction is a general attitude towards one's work, which shows the difference between the number of awards received by workers with the amount they believe they should receive, Robbins (2003).

In the Two Factor Theory is a theory of job satisfaction suggests that satisfaction and dissatisfaction is part of two different groups of variables, namely motivators and hygiene factors. In this theory dissatisfaction associated with conditions around work (working conditions, wages, safety, quality control, and relationships with others), rather than the work itself. Conversely, satisfaction drawn from factors associated with the job itself or the direct result thereof, such as the nature of the work, achievements in employment, promotion opportunities, and the opportunity to develop themselves, as well as recognition.

The influence of wages on job satisfaction in this study is a significant wage effect on job satisfaction of workers in the manufacturing industry in Makassar Industrial Area. This relationship is shown in Table 4. Which shows the path coefficients of the wage worker job satisfaction of 1.14 (t-test $20.45 > 1.96 \rightarrow$ significant). This means that the wages of workers consisting of receipts in the form of money (cash), benefits in kind, social security (social insurance) work environment and incentives, a significant effect on job satisfaction of workers consisting of a sense of responsibility, discipline and obedient, proud as a worker, proud and respectful to his superiors, and are proud of the industry's image.

The results of this study also showed that the higher wages received by workers, it tends to affect the higher the level of employee job satisfaction. Everyone who works expects to obtain satisfaction from their work.

Based on the descriptive analysis of wage variable, the average respondents' assessment that there is a good wage (31.25% strongly agree and 29.00% agree), meaning that the respondents considered that the remuneration given to the manufacturing industry in Makassar Industrial Area are satisfying.

This result is consistent with the opinion: Davis (1998) showed that job satisfaction the suitability or compatibility between the expectations of paid employment derived from such work. Djati and Khusaini (2003), compensation / wages may contribute to improve job performance and job satisfaction of workers.

The results of this study are consistent empirical research results Robbin (2003). In his research Robbin argues that the award can improve job performance and job satisfaction if: (1) they feel the justice in payroll, (2) the award they received was associated with their performance, and (3) relating to the individual. More detailed Smith, expressed in various dimensions of job satisfaction include satisfaction dimensions: (1) least attractive type of work performed by employees, (2) the amount of wages received by workers, (3) promotion opportunities, (4) the ability of superiors in providing technical assistance and support behavior, and (5) support of co-workers.

In accordance with the two-factor theory, people are much more satisfied with their job convincing gaining success and freely exercise control over how they do things.

4.3. Effect of Work Motivation on Performance

Motivation can certainly affect the performance, although not the only factor shaping performance. At first the motivation for someone to do activities appear because they feel necessary to fulfill needs. Thus, there is a mutual interest between human as industrial workers. Workers on one hand doing the work expected compensation for the fulfillment of their needs and on the other to achieve his own goals to realize his performance. While the industry's performance is realized by a collection of performance of all employees to achieve industry goals.

The influence of work motivation on performance in this study is a significant effect of work motivation on the performance of workers in manufacturing industries in Makassar Industrial Area. This relationship is shown in Table 4, which shows the path coefficients work motivation on employee performance of 0.22 (t-test $6.91 > 1.96 \rightarrow$ significant). That is motivation to work that consists of feelings of pleasure, feelings are willing to work, have feelings, wishes and desires outstanding creativity, a significant effect on the performance of the workers who made up the quality of work, quantity of work, creative work, work effectiveness, and timely completion of work.

The results of this study indicate that the higher work motivation of workers, tend to affect the performance of employees is intense. The work done because there is no motivation to make employees happy at work, willing to work, have a feeling, a desire of achievement and creativity desires, so the impact on performance improvement.

Based on the descriptive analysis of work motivation variables, the average respondents' assessment of the job is a good motivation (36.20% strongly agree and 44.93% agree), meaning that the respondents considered that the motivation given to the manufacturing industry in Makassar Industrial Area is satisfying. The workers feel happy at work, willing to work, have a feeling, a desire to excel and the desire creativity and job duties.

This result is consistent with Goal Theory, Suprihanto (1987) who explains that the performance or achievements of a person depends on the person's motivation toward the job done. The higher a person's motivation to do the job the higher the level of performance. Conversely, the lower the motivation for someone to do a job, the lower the level of performance. These results are also in line with the opinion of Robbins (2003)

and Mitcheel (1998).

Robbins (2003) explains that the employee's performance is a function of the interaction between ability and motivation. Meanwhile Mitcheel (1998) created a model that explains the concept of motivation influence behavior and job performance.

This is in line with the opinion of Isaac and Hendri (2003) which states that people are motivated, happy doing his job, if feel appreciated or recognized.

The results of this study are consistent empirical research results Mehta et al (2003), Sudarto (2004), Mamik (2008). In that study, Mehta suggests that high motivation is directly proportional to the high performance, while Sudarto confirms that work motivation, leadership styles, and organizational culture positive and significant impact on job performance, while Mamik suggested that the motivation positive and significant effect on employee performance.

4.4. Effect of Job Satisfaction on Performance

The biggest controversy in the study of the relationship between satisfaction and performance. Some claimed that satisfaction affects performance, while others argue that satisfaction affects performance. From various studies eliminate the controversy by showing that there is a low positive relationship between satisfaction and performance.

The influence of job satisfaction on performance in this study is job satisfaction have a significant effect on the performance of workers in the manufacturing industry in Makassar Industrial Area. This relationship is shown in Table 4, which shows the path coefficients on the performance of workers' job satisfaction of 0.26 (t-test $6.66 > 1.96 \rightarrow$ significant). This means that job satisfaction is composed of a sense of responsibility, discipline and obedient, proud as a worker, proud and respectful to his superiors, and are proud of the industry's image. significant effect on the performance of the workers who made up the quality of work, quantity of work, creative work, work effectiveness, and timely completion of work.

The results of this study showed that the higher the perceived job satisfaction of workers, it will also improve the performance of workers. The work done because there is a feeling of satisfaction will make workers feel responsible, disciplined and obedient, as workers feel proud, feel proud and respectful to superiors, and feel proud of the image of the industry, so the impact on performance improvement.

Descriptive analysis of the variables job satisfaction showed that the average respondent judge well (34.40% strongly agree and 47.80% agree), meaning that the respondent judge / describe that their job satisfaction in the manufacturing industry in Makassar Industrial Area is good. The workers feel responsible, disciplined and obedient, as workers feel proud, feel proud and respectful to superiors, and feel proud of the image of the industry.

The results are consistent with Lawler and Porter's Model (1979), satisfaction is a derived variable and the suitability of the remuneration is lower than the expected benefits.

The results are consistent study conducted by Arianto (2004), and Guritno & Waridin (2005) suggested that job satisfaction has positive influence on employee performance. Studies conducted by the Honey (1996) showed a significant relationship between employee job satisfaction with performance, both large and small industrial industries. Further research Komariah (2006) found that job satisfaction significantly influence performance.

4.5. Wages Influence on Performance

Wages to workers in a production activity is basically a reward / remuneration from the producer to the workers who have contributed for his achievements in the production activities. Wages are given depending on: the cost of the minimum necessities of life of workers and their families, regulatory laws binding on minimum wage workers (UMP), the marginal productivity of labor, pressure of employers and unions, and differences in the type of work.

Influence on the performance of workers' wages in this research that wages have a significant effect on the performance of workers in the manufacturing industry in Makassar Industrial Area. This relationship is shown in Table 4, which shows the path coefficients on the performance of workers' wages amounted to 0.15 (t-test $6.86 > 1.96 \rightarrow$ significant). This means that wages consisting of receipts in the form of cash, in-kind benefits, social security, working conditions and incentives have a significant effect on the performance of the workers who made up the quality of work, quantity of work, creative work, work effectiveness, and timely completion of work.

The results of this study also showed that the higher wages received by workers, it will also improve the performance of workers. The work done for wages good / satisfactory will make workers feel responsible for improving the quality of work, quantity of work, creative work, work effectiveness, and timely completion of work.

Descriptive analysis of wage variable indicates that, on average respondents rated good (29.40% strongly agree and 49.73% agree), meaning that the respondent judge / describe that their job satisfaction in the manufacturing industry in Makassar Industrial Area is good. The workers feel acceptance in the form of cash, in-kind benefits, social security, working conditions and incentives good / satisfactory so the impact on performance

improvement.

This result is consistent with the opinion of Bernadin and Russell (1993), proposed six criteria of primer that can be used to measure performance, namely: 1) quality, 2) quantity, 3) timeliness, 4) cost effectiveness, 5) the need for supervision, and 6) the impact of interpersonal.

Swasto (2003), stating that the job performance or the performance of an action execution tasks that have been completed by the time someone in parentheses and can be measured. This can be seen by the number of quality and quantity of work that can be completed within a certain timeframe individuals.

Study results are consistent Gibson (1996) and Noe (2000), suggested that one affecting the performance of individuals is very strong wage remuneration organization / industry. While research Noe stated that wages in the industrial aspect becomes important, because the rewards (wages) would be effective if linked to the performance significantly. Further research concluded that the right Sjamsi compensation strategy will provide better job satisfaction, will further improve the performance of employees.

4.6. Effect of Job Satisfaction on Work Motivation

Research shows that there is a positive and significant relationship between job satisfaction and work motivation. Job satisfaction is a response to the multifaceted nature affects a person's job.

The influence of job satisfaction on job motivation in this research that job satisfaction significantly influence work motivation of workers in the manufacturing industry in Makassar Industrial Area. After testing, it has been proven and accepted significantly. This relationship is shown in Table 4, which shows the path coefficients job satisfaction on work motivation of 0.60 (t-test $18.33 > 1.96 \rightarrow$ significant). This means that job satisfaction is composed of a sense of responsibility, discipline and obedient, proud as a worker, proud and respectful to his superiors, and are proud of the industry's image. Significant effect on the motivation of the work consists of a sense of excitement to work, willing to work feeling, a feeling of belonging, the desire of achievement and creativity desires.

The results of this study also showed that the higher the perceived job satisfaction of workers, it will increase the motivation works. The work done because there is a feeling of satisfaction will make workers feel responsible, disciplined and obedient, as workers feel proud, feel proud and respectful to superiors, and feel proud of the image of the industry, so the impact on the increase in work motivation.

Descriptive analysis of the variables job satisfaction showed that the average respondent judge well (34.40% strongly agree and 47.80% agree), meaning that the respondent judge / describe that their job satisfaction in the manufacturing industry in Makassar Industrial Area is good. The workers feel responsible, disciplined and obedient, as workers feel proud, feel proud and respectful to superiors, and feel proud of the image of the industry, this will increase the motivation of workers.

This result is consistent with the opinion of Davis and Newstrom (1998) which states that job satisfaction showed concordance between one's expectations and rewards arising provided jobs, so job satisfaction is also closely related to the theory of justice, psychological agreement, and motivation.

The results are consistent with Amang study (2009) who stated that satisfaction and significant positive effect on work motivation.

5. Conclusion

Research result of the discussion the following conclusions can be drawn: (1) Wage significant effect on work motivation. The higher wages received by workers, then the workers' work motivation in the manufacturing industry in the city of Makassar is likely to increase. This shows that the first hypothesis proposed in this study proved to / received, (2) Wage significant effect on job satisfaction. The higher wages received by workers, the job satisfaction of workers in the manufacturing industry in the city of Makassar is likely to increase. This suggests that the second hypothesis proposed in this study proved to / received, (3) Motivation significant effect on performance. The higher the perceived work motivation of workers, the performance of workers in the manufacturing industry in the city of Makassar is likely to increase, (4) job satisfaction have a significant effect on performance. The higher the perceived job satisfaction of workers, the performance of workers in the manufacturing industry in the city of Makassar is likely to increase. This suggests that the fourth hypothesis proposed in this study proved to / received; (5) Wages significant effect on performance. The higher wages received by workers, then the performance of workers in the manufacturing industry in the city of Makassar is likely to increase; (6) Job satisfaction significantly influence work motivation. The higher the perceived job satisfaction of workers, then the workers' work motivation in the manufacturing industry in the city of Makassar is likely to increase. This suggests that the sixth hypothesis proposed in this study proved / received.

6. Suggestion

The results of this study showed, wages, work motivation, and job satisfaction of workers have a significant effect on the performance of workers in the manufacturing industry in the city of Makassar. It is suggested to the leaders / supervisors to be able to provide a reasonable wage with regard principal: (1) wages in exchange for

labor services should reflect fairness, namely that wages must conform or services comparable with the labor supplied by each worker in the production process. Those who provide or contribute greater effort should receive higher wages, (2) wages should be balanced, those who occupy similar positions should receive a wage which is roughly the same, the difference between the lowest and highest wages are not too wide, (3) wage must meet the needs of workers and their families live reasonably; (4) The system must contain the wage incentive system to be able to attract qualified personnel, encourage increased labor productivity and achievement, to foster innovation and creativity as well as lower the turnover rate of workers (labor turn-over), (5) the wage system must be able to guarantee the continuity of the industry. Employers may not pay wages higher than the continuous ability, resulting in a loss industry.

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