THE DISTRIBUTION OF WAGES, JOBS, CO-WORKERS, AND SUPERVISION TO WORKERS' JOB SATISFACTION

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Abstract :
The goal of this research is to find out the distribution of wages, jobs, co-workers, and supervision to the workers's job satisfaction, both partially and simultaneously. The methods used in this research are descriptive and verificative, using questionnaire. The research shows: The distribution of wages is categorized as good with ttotal score of 365, jobs are also categorized as good, scored 546, co-workers is categorized as good, scored 435, supervision is categorized as good with the score of 353, and job satisfaction is categorized as good scored 309. Partially, wages has positive effect and significant toward workers's job satisfaction, where as $t_{hitung} > t_{tabel}$ of $3.492 > 2.365$. Jobs is proven to have positif and significant effect on workers's job satifaction, where as $t_{hitung} > t_{tabel}$ of $5.255 > 2.365$. Co-workers was proven to have positive but not significant effect on workers's job satisfaction, where as $t_{hitung} > t_{tabel}$ of $2.047 > 2.365$. Supervision was proven to have negative and significant effect on workers's job satisfaction, where as $t_{hitung} > t_{tabel}$ of $-3.130 > -2.365$. Simultaneously, there was proven that there were positive effects of wages, jobs, co-workers, and supervision to workers's job satisfaction, where as of $F_{hitung} > F_{tabel}$ $23.053 > 4.12$. Based on the result of the hypothesis, it was concluded that effect amongst wages, jobs, co-workers, and supervision, to workers's job satisfaction, both partially and simultaneously.

Keyword : *Wages, Jobs, Co-workers, Supervision, Job Satisfaction*

1. Introduction

Human Resources is one of the activities that keeps the company moving. The maximum development and used of human resources can create high quality manpower, physically and mentally healthy, and also highly skilled. Every company must pay good attention in the devlopment of it's human resources to achieve the workerss' and workers' job satisfaction. Wages is one of the most important component in the field of human resources because it is directly connected to the worker's welfare. (Adisu, 2008:1). Wages is the worker's or labour's right, which they can accept and claimed in the form of money as payment from business owners and employers to the workers and labourers that is designed and paid in according to job agreement, deals, or laws (Adisu, 2008:2). If the wages is considered to be acceptable then the workers will be satisfied in the organization. For the workers, wages is the main reason in working, and for some workers, wages is the only reason in working (Nurachmad, 2008:33).

Workers and workerss in Indonesia is said to be the most unhappy ones. Accenture, a business and management consultant from United States of America, released a newest study in March 8, 2013. The study learnt the level of workers's job satisfaction, and indicated that only 18% of the respondents in Indonesia claimed to be satisfied and happy with their life qualities in their work. Indonesia was in the lowest rank when it comes to job satisfaction. Three problems that was the most frequently complained were the balance between professional and personal life, salaries and benefits, and career paths. There were also several external factors that also had

significant roles in determining workers' job satisfaction. In their jobs, workers and workerss are inteacting actively with their co-workers. Cooperative co-workers and team members are the source of the simplest job satisfaction for the workerss individually. Workgroup, especially a strong team, acts as the source of support, comfort, advice, and helps to other members (Luthans, 2006:245). Good interactions amongst workers will make the competion of jobs and working together easier. Therefore wil create satisfaction in working because of the reliable and supportive co-workers.

The problems in Radio Maya FM is lateness in measuring job satisfaction, which occurs due to the change in ownership in early 2014, and also management change in early 2015.The wages were hourly basis, and the office staffs and production staffs were paid based on the wages that was agreed, but did not meet the standard minimum wages from the government. The wages was still distributed manually that can caused the late in wages payments. The supervisors in Radio Maya FM Bandung are always friendly, communication amongst workerss is good, and the workerss were given freedom to plan and to determine procedures that will be used in completing their works.

Wages is the worker's or labour's right, which they can accept and claimed in the form of money as payment from business owners and employers to the workers and labourers that is designed and paid in according to job agreement, deals, or laws (Adisu, 2008:2). A very important aspect in detemining amount of wages for workers is that it has to have internal equity and external equity. Internal equity is described as the amount of wages is equal to inputs given compared to similar jobs in an organization. External equity is described as the amount of wages that is equal to inputs given compared to similar jobs outside the organization (Kadarisman, 2014:138). For the workers, wages is the main reason in working, and for some workers, wages is the only reason in working (Nurachmad, 2008:33).   Workers are how far they perceive their job to be interesting, to be given the opportunity to learn, and to be gven the opportunity to accept responsibilities. (Luthans, 2006:243). Frederick W. Taylor (1947) in Fajar and Heru (2010:19), said that jobs in a company are designed to reach technical efficiency (to find a best way to produce a product) and productivity (state of maximum used of human and physical resources). Co-workers are gorups or workteams that work cooperatively. They acted as source of support, comfort, advice, and helps to others member of the organization (Luthans, 2006:245). As for Nitisemito (1992) in Muwafik (2013:24) stated that co-workers are person or group of people within the same level of the organization that is working together in supporting every job given. Good co-workers are those who can transform regular working atmosphere into an extrodinary one. They are not only willing to help others, but cal also be good listeners and can provide advices regarding even smallest matters (Maulana, 2004 in Christina, 2015:6). In the world of professional work, it is important to build good relationship with co-workers. Every workerss in relation to co-workers, they must have trust, honesty, openess, to be honest with co-workers, avoid suspicion, motivate each others, and help others' difficulties (Soetjipto, 2007:169).

The supervisor's ability to act as guardian in giving technical support and behavioral support to the workerss, and also the participative climate created by the superiors can give substantial effect in the workerss' job satisfaction. Supervisors directly influence job satisfaction and achievement through cleverly disciplined workerss and implementing regulations. Effective supervisors help to boost workerss' productivity through good working implementation, and real guidance that suitable to working standards (Mangkunegara, 2006, quoted by Sartika, 2011:29). One reserch from University of Michigan indetified two tyoes of supervisor's behavior in

regards to the effectiveness in supervision activities in a company (Robbins, 2015:251), which are: (1) Workers-Oriented Leader, that is leaders who emphasized on interpersonal relationship by putting personal interest in the worker's needs and accepted individual differences between them. According to Suwatno and Priansa (2011:155), workers-oriented leaders are leaders who emphasize on motivating rather than controlling. Robbins (2015:46) described, job satisfaction is one positive feeling about the job, which is created from an evaluation from it's characteristics.

2. Methods

Methods used in this research are decriptive and verificative. According to Sudjana in Riduwan (2015:207), descriptive method is a studi whose goal is to describe or explain events or penomenas which is currently occuring during research, ignoring before and after incidents.

Descriptive methods are used to descibe problem definition in the researched variables. Data required is data that is suitable with the problems and also suitable with the research's goals, therefore the data will be collected, analyzed, and processed further, compared with related theories, and then conclusion will be drawn. This research is meant to test hypothesis by using statistics calculation, to test the influence of X variable to Y variables. Verificative means to test theories using accepted or rejected hypothesis test. This research analyzed five variables; wages, jobs, co-workers, supervision, and job satisfaction.
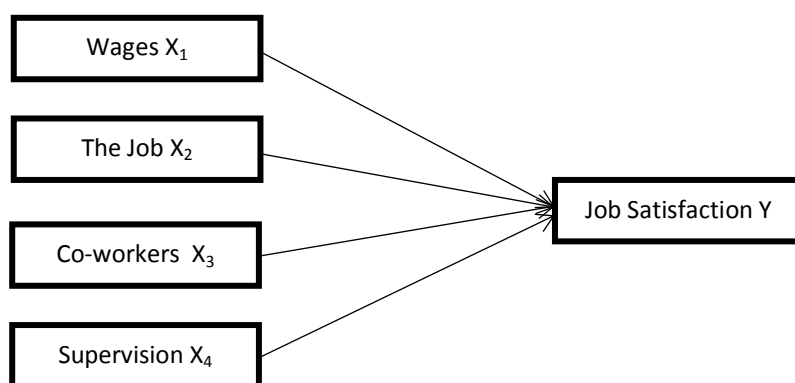

Figure 1 Research Paradigm

Based on the framework above, a research hypothesis can be formulated, namely: (1) There is an influence between employee job satisfaction in Maya FM radio Bandung; (2) there is an influence between the job itself and employee job satisfaction in Maya FM radio Bandung; (3) there is an influence between coworkers on employee job satisfaction in Maya FM radio Bandung; (4) There is an influence between monitoring employee job satisfaction on Maya FM radio Bandung; (5) There is an influence between the work itself, co-workers and monitoring of employee job satisfaction on Maya FM radio Bandung.

3. Research Result And Study
Reliability Test Results

In this study, the authors used saturated sampling where a population of 12 people was used as the object of research. "Sampling is taken over, the sampling technique is taken from all the population used as a sample and it is also known as a census. Saturated sampling is carried out when the population is less than 30 people "(Riduwan, 2015: 64). Reliability test is used to learn

about the accuracy of questionnaires, which mean the research instruments when applied to the same group in different periods of times will provide the same results. These are the result of reliability test from each variables in the research:

Table 1 Reliability Test Results, Wages (X_1), The Job (X_2), Co-Workers (X_3), Supervision (X_4) and Job Satisfaction (Y)

Variables	Reliability Scores	Critical Scores	Results
Wages (X_1)	0,944	0,60	Reliable
The Job itself (X_2)	0,938	0,60	Reliable
Co-Workers (X_3)	0,955	0,60	Reliable
Supervision (X_4)	0,928	0,60	Reliable
Job Satisfaction (Y)	0,888	0,60	Reliable

Source : Questionnaire Results (Analyzed Using SPSS Software)

Data above shows that each variables in this research where r_{hitung} is higher than r_{kritis} which means that all variables are reliables.

Variables Decriptions Based on Wages
Based on research result on wages in Maya FM Bandung, with 12 respondents and 12 questions.

Table 2 Respondents Recapiyulation Regarding Wages in Radio Maya FM Bandung

Questions	Score
I am satisfied with my wages	30
The company has transparent wages system	35
The company always pays wages on time	28
Wages given accordingly to working hours	34
Work assignment is equally interesting with the wages I accept	32
Wages I accept is equal to my contribution to the company	32
Wages is equalt to my expectation	30
Wages I accept is enough to fulfill my daily needs	24
My current wages makes me feel happy working here	32
Wages I accept is fair and proper	31
Wages I accept in this company is as good as those in other copmanies.	27
Wages I accept is equal to the my role and responsibility in this company	30
Total Score	**365**

To determine wages categories that contains 12 questions, the intervals are calculated as follows:

Highest score = (4 x 12 x 12) = 576
Lowest score = (1 x 12 x 12) = 144

Then intervals calculation is $= \dfrac{(4 \, x \, 12 \, x \, 12) - (1 \, x \, 12 \, x \, 12)}{4} = 108$

468 – 576 = Very Good
360 – 467.9 = Good

252 – 359.9   = Poor
144 – 251.9   = Very Poor

Based on the interpretation scores, in overall, job satisfaction is in good category, in accordance to wages in Radio Maya FM bandung, scores 365.

Variable Description Based on Jobs

Based on research result di Radio Maya FM Bandung, with sample of 12 respondents and 15 questions.

Tabel 3 Respondents Recapitulation on Jobs in Radio Maya FM Bandung

Questions	Score
I really love my current job	38
This job is exciting for me	36
My current job gives me opportunities to learn	39
The assignments given to me can improve my skills and abilities	40
The assignments are challenging	33
I understand clearly the job assignment therefore it is easy for me to work	39
I feel proud when I was able to finish the job well	38
My work is good enough for the company	38
This job has meaningful impact on my life	34
I feel happy when given bigger assignments and responsibilities	36
The assignment given to me has important role for the company's sustainability	38
Every workerss is given freedom and authority in actuating and finishing their jobs	34
The freedom and authority given to me make me feel free to make decisions for my job	34
I have the opportunities to get clear descriptions or directions about the quality of my works	33
The performance appraisal from the company helps me to work better	36
Total Scores	**546**

To determine job categories that consist of 15 questions, intervals are calsulated as follows:
Highest scores = (4 x 15 x 12) = 720
Lowest scores = (1 x 15 x 12) = 180

Then the intervals is calculated as follows $= \frac{(4\ x\ 15\ x\ 12)-(1\ x\ 15\ x\ 12)}{4} = 135$

585 – 720   = Very good
450 – 584.9   = Good
315 – 449.9   = Poor
188 – 314.9   = Very poor

Based on the interpretation scores, in overall job satisfaction in good category to the job in Radio Maya FM Bandung, scores 546

Variable Descriptions Based on Co-Workers

Based on research results in Radio Maya FM Bandung, with 12 respondents and 12 questions.

Tabel 4 Respondents Recapitulation on Co-Workers in Radio Maya FM Bandung

Questions	Score
My current jobs allow me to get new friends	37
Workers always motivate each other to finish the job well	35
Workers never bring down another workers in front of superiors or another workers	37
Co-Workers always good and nice to me	38
There is respect among workers	36
There is good communications among workers	35
Cooperation among workers is good	34
There is feeling of closeness among workers in finishing jobs	35
I am happy when my team can fulfill the expected results	38
Workers are giving advice to each other	36
There is family atmosphere among workers	36
I always have good relationship with co-workers in or out of work	38
Total Scores	**435**

To determine co-workers category that consists of 12 questions, intervals were calculated as follows:

Highest scores = (4 x 12 x 12) = 576
Lowest scores = (1 x 12 x 12) = 144

Then the intervals is calculated as follows = $\frac{(4\ x\ 12\ x\ 12)-(1\ x\ 12\ x\ 12)}{4} = 108$

468 – 576   = Sangat Baik
360 – 467.9   = Baik
252 – 359.9   = Poor
144 – 251.9   = Very Poor

Based on the intrpretation scores, in overall job satisfaction is in good category with the co-weorkers in Radio Maya FM, scores 435.

Variable Descriptions Based on Supervision
Based on research result on Supervision in Radio Maya FM Bandung, with 12 respondents and 10 questions:

Tabel 5 Respondents Recapitulation on Supervision in Radio Maya FM Bandung

Questions	Score
Supervisors are friendly to workers	39
Supervisors gives help when I was in work related trouble	35
Supervisors give oppurtunities to workers to convey their complaints and feelings	34
Supervisors motivate workers to great achievements	38
Supervisors treat workers fairly	34
My supervisors consistently acknowledge and appreciate my job results	36
Supervisors involves workers in discussing job related troubles	34
Supervisors give opportunities to me to convey ideas that might be useful	34
My supervisors can appreciate the teams's ideas	34
Supervisors tke advice and ideas from subordinates seriously for the company's benefit	35

Total Skor	**353**

To determine supervision category that consist of 10 questions, intervals are calculated as follows:

Highest scores $= (4 \times 10 \times 12) = 480$
Lowest scores $= (1 \times 10 \times 12) = 120$

Then the intervals calculation is as follows $= \frac{(4 \times 10 \times 12) - (1 \times 10 \times 12)}{4} = 90$

390 – 480 = Very good
300 – 389.9 = Good
210 – 299.9 = Poor
120 – 219.9 = Very poor

Based on the interprtation scores, in overall job satisfaction is in good category with supervsion in Radio Maya FM Bandung, scores 353.

Variable Description Based on Job Satisfaction
Based on research result about Job Satisfaction in Radio Maya FM Bandung, with 12 respondents and 9 questions.

Tabel 6 Respondents Recapitulation on Job Satisfaction in Radio Maya FM Bandung

Questions	Score
I always obey the rules in the company	38
I always come to work and go home on time	35
I am always able to do my job well as expected by the company standard	37
I feel excited in doing my job	35
I am happy to work and fulfill the company's expectations	35
I am without doubt giving my best work for the company	36
I feel comfortable working in my office now	33
I don't want to search for another job	29
This job can give opportunity alternative that is as good as another job in another companies.	31
Total Score	**309**

To determine job satisfaction categories that consists of 9 questions, intervals are calculated as follows:

Highest scores $= (4 \times 9 \times 12) = 432$
Lowest scores $= (1 \times 9 \times 12) = 108$

Therefore interval calculations is $= \frac{(4 \times 9 \times 12) - (1 \times 9 \times 12)}{4} = 81$

351 – 432 = Very good
270 – 350.9 = Good
189 – 269.9 = Poor
108 – 188.9 = Very poor

Based on the inerpretation scores, in overall job satisfaction in Radio Maya FM Bandung is in good category, scores 309.

Determinant Coefficient Analysis

Determinant coefficient (R^2) can be used to measure the level of accuracy in regression analysis, where the number shown by deteminant coefficient (R^2) between 0 (zero) and 1 (one). When determinant coefficient is close to one, then it can be said that independent variables can influence or have significant effect to dependent variables. The result of determinant coefficient using SPSS is as follows

Tabel 7 Result of Determinant Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,964[a]	,929	,889	1,761

a. Predictors: (Constant), Supervision, Pay, Co_Worker, Work_It_Self
b. Dependent Variable: Job_Satisfaction

Source : Questionnaire (analyze using SPSS)

The output table above shows that R-Square is 0.929, this means that the effect of wages, the job itself, co-workers, and supervision to job satisfaction is 92.9%, and the rest 7.1% is effected by another un-researched factors. Based on that interpretation, then it is visible that R-Square value is between 0 to 1.

Partial Hypothesis Test (t Test)

Partial Hypothesis Test X_1

Ha: $\rho y x_1 \neq 0$: Wages has significant effect on job satisfaction in Radio Maya FM Bandung

Ho: $\rho y x_1 = 0$: Wages has no significant effect on job satisfaction in Radio Maya FM Bandung

With significant level (α) = 0.05, testing criteria is reject Ho if $t_{calculated} \geq t_{table}$, accept Ho otherwise. Test result of partial hypothesis X_1 using SPSS software is as follows:

Table 9 Partial Hypothesis Test X_1
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,961	2,740		1,081	,316
	Pay	,283	,081	,405	3,492	,010
	Work_It_Self	,410	,078	,736	5,255	,001
	Co_Worker	,140	,069	,237	2,047	,080
	Supervision	-,279	,089	-,373	-3,130	,017

a. Dependent Variable: Job_Satisfaction
Source : Questionnaire Result (analyzed using SPSS software)

Based on the results from table above, we can get information that $t_{calculated}$ for wages is 3.492. This score will be compared with t_{table} of 2.365. From the scores above it is certain that t_{table} achieved for wages (X_1) of 3.492, will be located in critical area of t_{table} (-2.365 and 2.365) is match the testing criteria.

Partial Hypothesis Test X_2

Ha : $\rho y x_2 \neq 0$: The job itself has significant effect on job satisfaction in Radio Maya FM Bandung.

Ho : $\rho y x_2 = 0$: The job itself has no significant effect on job satisfaction in Radio Maya FM Bandung.

With significat level (α) = 0.05, testing criteria is reject Ho if $t_{calculated} \geq t_{table}$, accept Ho otherwise. Partial Hypithesis Test result using SPSS software is as follows:

Table 10 Partial Hypothesis Test X_2
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,961	2,740		1,081	,316
	Pay	,283	,081	,405	3,492	,010
	Work_It_Self	,410	,078	,736	5,255	,001
	Co_Worker	,140	,069	,237	2,047	,080
	Supervision	-,279	,089	-,373	-3,130	,017

a. Dependent Variable : Job Satisfaction
Source : Questionnaire Result (analyzed using SPSS software)

Based on table above, we can get information that $t_{calculated}$ for job itself is 5.255. This score will be compared to t_{table} in the t distribution table. With α = 0.05, df = n-k-1 = 12-4-1 = 7, for two ways test, the score of t_{table} 2.365. The reulsts show that t_{table} for the job itself is 5.255, is located within the critical area (-2.365 and 2.365). Based on the hypothesis testing criteria that Ho is rejected and Ha is accepted, means partially the job itself has significant effect on job satisfaction in Radio Maya FM Bandung.

Partial Hypothesis Test X_3

Ha: $\rho y x_3 \neq 0$: Co-workers has significant effect on job satisfaction in Radio Maya FM Bandung

Ho: $\rho y x_3 = 0$: Co-workers has no significant effect on job satisfaction in Radio Maya FM Bandung

With significant level (α) = 0.05, testing criteria is reject Ho if $t_{calculated} \geq t_{table}$, accept Ho otherwise. Partial Hypothesis Test result using SPSS software is as follows:

Table 11 Partial Hypothesis Test X_3
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,961	2,740		1,081	,316
	Pay	,283	,081	,405	3,492	,010
	Work_It_Self	,410	,078	,736	5,255	,001
	Co_Worker	,140	,069	,237	2,047	,080
	Supervision	-,279	,089	-,373	-3,130	,017

a. Dependent Variable : Job Satisfaction
Source : Questionnaire Result (analyze using SPSS)

Based on table above, we can get information that the score of $t_{calculated}$ is 2.047. This score will be compared to t_{table} in the t distribution table. With α = 0.05, df = n-k-1 = 12-4-1 = 7, for two ways test, the score of t_{table} 2.365. The results show that t_{table} for the job itself is 2.047, is located outside the critical area (-2.365 and 2.365). Based on the hypothesis testing criteria that Ho is accepted and Ha is rejected, means partially co-workers has no significant effect on job satisfaction in Radio Maya FM Bandung.

Partial Hypothesis Test X_4

Ha: $\rho yx_3 \neq 0$: Supervision has significant effect on job satisfaction in Radio Maya FM Bandung.

Ho: $\rho yx_3 = 0$: Supervision has no significant effect on job satisfaction in Radio Maya FM Bandung.

With significant level (α) = 0.05, testing criteria is reject Ho if $t_{calculated} \geq t_{table}$, accept Ho otherwise. Partial Hypothesis Test result using SPSS software is as follows:

Tabel 12 Pengujian Hipotesis Parsial X_4
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,961	2,740		1,081	,316
	Pay	,283	,081	,405	3,492	,010
	Work_It_Self	,410	,078	,736	5,255	,001
	Co_Worker	,140	,069	,237	2,047	,080

Supervision	-,279	,089	-,373	-3,130	,017

a. Dependent Variable : Job Satisfaction
Source : Questionnaire Result (analyze using SPSS)

Based on table above, we can get information that the score of $t_{calculated}$ is -3.130. This score will be compared to t_{table} in the t distribution table. With α = 0.05, df = n-k-1 = 12-4-1 = 7, for two ways test, the score of t_{table} 2.365. The results show that t_{table} for the job itself is -3.130, is located outside the critical area (-2.365 and 2.365). Based on the hypothesis testing criteria that Ho is rejected and Ha is accepted, means partially supervision has significant effect on job satisfaction in Radio Maya FM Bandung.

4.   Discussion

Wages, Jobs, Co-Workers, and Supervision to Worker's Job Satisfaction
Research's result shows that wages whose indicators are paid on time, based on working hours, enough to fulfill needs, and fair, when seen from the partial hypotesis test result (t test), the $t_{calculation}$ is higher than t_{table} of 3.492 > 2.365, and the significant value < significant level (0.05), of 0.010 < 0.05 therefore it can be concluded that wages is significantly effecting the workers' job satisfaction in Radio Maya FM Bandung. The research results also shows that job whose indicators are *skill variety, task identity, task signicance, autonomy, feedback from the job,* the result partial hypothesis test (t test) indicates that $t_{calculation}$ is higher than t_{table} of 5.255 > 2.365 and the significant value < significant level (0.05) of 0.001 < 0.05 therefore ot can be concluded that the jobs itself has significant effect on the workers' job satisfaction in Radio Maya FM Bandung. The research results shows that co-workers whose indicators are healthy competition, mutual respects, coworking, family-like relationship, the result of partial hypothesis test (t test) indicates that $t_{calculation}$ is lower than t_{table} of 2.047 > 2.365 and the significant value > significant level (0.05) of 0.080 < 0.05 therefore ot can be concluded that co-workers has no significant effect on the workers' job satisfaction in Radio Maya FM Bandung, but co-workers has positive effect on job satisfaction. The research results shows that supervision whose indicators are workers centered, and participation/influence, the result of partial hypothesis test (t test) indicates that $t_{calculation}$ is higher than t_{table} of -3.130 > -2.365 and the significant value < significant level (0.05) of 0.017 < 0.05 therefore ot can be concluded that supervision has significant effect on the workers' job satisfaction in Radio Maya FM Bandung.

Based on the result of simultaneous hypothesis test (F test), the result is $F_{calculated}$ is higher than F_{table} of 23.053 > 4.12. The research result shows that wages, the job itself, co-workers, and supervision are simultaneously have significant effect on the workers' job satisfaction in Radio maya FM Bandung. Then based on the calculation of determinant coefficient, it can be concluded that the *R-Square* score is 0.929, therefore it is known that the contribution of wages, the job itself, co-workers, and supervision to job satisfaction is 92.9%, and the rest of 7.1% is influenced by other factors that is not discussed in this research. Besides that, the relation between wages, the job itself, co-workers, and supervision to job satisfaction is R score of 0.964, thi shows a very significant effect between the five variables.

5.   Conclusion

Based on the research result and the discussion about the effect os wages, the job itself, co-workers, and supervision to job satisfaction in Radio Maya FM Bandung, then the writers take these conclusion as follows:

1. Wages in Radio Maya FM Bandung is in good category, score 365.
2. The Job itself in Radio Maya FM is in good category, score 546.
3. Co-workers in Radio Maya FM is in good category, score 435.
4. Supervision in Radio Maya FM is in good category, score353..
5. Job Satisfaction in Radio Maya FM is in good category, score 309.

Simultaneously wages, the job itself, co-workers, supervision has significant effect on job satisfaction in Radio Maya FM Bandung, where the score of $F_{calculated}$ is higher than F_{table} of $23.053 > 4.12$, with contribution of 92.9% and the rest of 7.1% is influenced by another factors nos discussed in this research. Partially, the job itself has dominant effect on job satisfaction in Radio Maya FM Bandung with the score of *Sig.* 0.001, wages in second places wth *Sig.* 0.010, next is supervision in third place with *Sig.* 0.017 and co-workers is in the last position as the effecting variable with *Sig.* 0.080.

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