

The Influence of Personality on Job Satisfaction of The Head Of Bumdesa in The Bogor District

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ARTICLE INFO

Article history:
Received 02 Jan 2022
Revised 19 March 2022
Accepted 08 June 2022

Keywords:
Personality,
Job Satisfaction, Government,
Village,
BUMDes

ABSTRACT

The purpose of this study is to determine the influence of personality on job satisfaction Head of BUM Villages in Bogor Regency, using a questionnaire that has been tested for validity and reliability by as many as 30 respondents from 131 people, with the verification method carried out through the method and analysis of the Structural Equation Model (SEM) equation using the Lisrel 8.70 software. Based on the results of data analysis, the value of t-count < t-table, or 11.88 > 1.96. The significance test was carried out by t-test at the level of = 0.05 and obtained a t-count value of 11.88 and more excellent than 1.96. Thus H0 is rejected, and H1 is accepted; this means that the hypothesis that personality has a significant effect on job satisfaction. This means that personality variables have a significant influence on job satisfaction. Based on these results, to improve the personality of the BUMDes head in Bogor Regency, the recommended program is to increase the dimension of openness to experience with indicators of fantasy, aesthetics, feelings, actions, ideas, and values. Another program that can be implemented is through training on the formation of characteristics, aesthetics, and the formation of individual values for the heads of BUMDes in Bogor Regency. The suggested program is to increase the dimension of openness to experience with indicators of fantasy, aesthetics, feelings, actions, ideas, and values. Programs can be implemented through increasing responsibility for actions/activities and generating business ideas

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I. Introduction

The village is the smallest unit of the state that is closest to the community and, in real terms, directly touches the community's needs for prosperity. The solid basis of the community system in the village is the power to develop political, social, cultural, and economic strategies. In Indonesia, there are approximately 74 thousand villages, of which more than 32 thousand villages are classified as underdeveloped. This condition is very contradictory to the objectives of regional autonomy. In the era of regional autonomy, it should manifest a show of strength in various fields because the primary goal of regional autonomy is to expand the welfare of the community, including rural communities. Now the village is facing a new era. Law Number 6 of 2014 concerning Villages intends to deliver the village as life support. Villages are expected to be socially, culturally, economically, and even politically independent. In PP Number 43 of 2014, amended through PP Number 47 of 2015, it was stated that villages have the authority to regulate resources and development directions. The enactment of village regulations opens hope for rural communities to change. The village enters the era of a self-governing community where the village has autonomy and authority in planning, public services, and finance. So the village is no longer waiting for instructions from the supra-village (sub-district, district, province, and central). For this reason, the dynamics of village life depend on community participation in encouraging the establishment of village management agreements and growing and developing social, cultural, economic, and knowledge values.

Article 87 of the Law states that Village Owned Enterprises (BUM Desa) can be formed by the Village Government which are managed in a spirit of kinship and cooperation to utilize all economic potential, economic institutions, as well as the possibility of natural resources and human resources

to improve the welfare of the village community. The prosperity of the Indonesian people, according to the mandate of the 1945 Constitution or true community welfare, is believed to be built starting from the village level. BUM Desa provides space for taking the role of the state through the Village Government to manage natural resources owned by the village and production fields that are important for the village and which control the livelihood of the villagers, namely by forming a business entity called a Village Owned Enterprise (BUM Desa). . BUM Desa is a village business formed/established by the village government where the village government and the community carry out capital ownership and management. BUM Desa is expected to stimulate and move the wheels of the economy in rural areas. The existence of BUM Desa is significant so that the economy in the village can develop and be independent. Until now, as many as 134 villages still do not yet have or form BUM Desa. Various efforts by the central and regional governments aimed at developing and independent economies have not yet been maximized.

Moreover, in Law No. 6/2014 concerning the Use of Village Funds, it has been running for three years. Still, its use by villages in Bogor Regency is more focused on physical but lacks community empowerment. In addition, the village apparatus still does not understand carrying out the mechanism of the village financial management system, which already has regulations. In the rules, it is stated that one village must have one BUM Desa, which type of business is adjusted to the potential, resources, and services for the community's basic needs. The Bogor Regency Government has directed and required every village to have a BUM Desa. (Perbup No. 79 of 2018).

The existence of BUM Desa is like two sides of a coin. On the one hand, it saves potential and hopes for people's lives by optimizing the potential of natural and human resources; on the other hand, BUM Desa has complicated problems. From several issues, it can be summarized into two main problems, namely Human Resources and aspects of commitment to the Organization of the Head of BUM Desa in the management of BUM Desa. The Human Resources (HR) crisis is one of the top-ranking issues for village development, especially the establishment and development of BUM Desa. This has something to do with the role of the head of the BUM Desa. The Head of BUM Desa is essential in activating and developing BUM Desa. But in reality, many BUM Desa leaders fail to start and establish BUM Desa. One of the things that cause this is related to the commitment to the Organization of the Head of BUM Desa. The low adherence to the BUM Desa chairman organization in managing BUM Desa is also prominent in Bogor Regency.

Meanwhile, if you look at the basis, BUM Desa was established because of the social cohesiveness of the village community, with all volunteering to advance the village. Both of these things will create a dilemma in the governance of BUM Desa where BUM Desa is required to work professionally; on the other hand; it must accommodate the demands of local workforce absorption, where local HR has limited capacity and capability. Meanwhile, from a social perspective, the existence of BUM Desa brings significant changes. On the one hand, BUM Desa, a business entity formed by village communities based on the principles of cooperation and openness, is required to serve the community's needs as a whole, opening complete access for community involvement in management and supervision. While on the other hand, there is pressure from the community so that BUM Desa is managed professionally to bring big profits and transparent management. This situation forces BUM Desa to be addressed seriously and with high commitment from all BUM Desa administrators. BUM Desa in Bogor Regency has not been managed optimally; many of the BUM Desa administrators in managing BUM Desa still have not shown their sincerity. This shows how low the level of commitment to the organization of BUM Desa administrators in Bogor Regency is.

One of the essential means of human resource management in an organization is the creation of job satisfaction. Job satisfaction is a psychological aspect that reflects a person's feelings about his job; he will feel satisfied with the suitability between his abilities, skills, and expectations with the work he faces. Satisfaction is a subjective condition that results from a conclusion based on comparing what the chairman receives from his job to what he expects, wants, and thinks is appropriate or entitled to it. While each presiding officer subjectively determines how the job is satisfying. Job satisfaction is an affective or emotional response to various aspects or aspects of one's work, so job satisfaction is not a single concept. A person can be relatively satisfied with one part of the job and dissatisfied with one or more other aspects. Job Satisfaction is a (positive) attitude of workers to their work, which arises based on an assessment of the work situation. The evaluation can be carried out on one of the jobs, and the assessment is carried out as a sense of

appreciation in achieving one of the essential values in work. Satisfied employees prefer their work situation rather than dislike it. Work values are the goals to be completed in performing work tasks. What you want to achieve are work values that are considered necessary by individuals. It goes on to say that work values must match or help fulfill basic needs. Overall, Job Satisfaction for an individual is the sum of Job Satisfaction (of each job aspect) multiplied by the degree of importance of the job aspect to the individual. Job Satisfaction is individual where each individual has a different level of Satisfaction. Satisfaction felt by each employee is a comparison of what he has received from the results he has done with what he expects. High job satisfaction will affect the quality of excellent and dynamic work to be profitable for the organization and the chairman. Job satisfaction is the first aspect of forming a commitment to the organization.

The author conducted interviews with the management of the BUM Desa Bogor Regency forum. The following is data from the author's interview with the management of the Village BUM forum in Bogor Regency.

*Table 1 Results of Pre-Job Satisfaction Survey
Interview results processed by the author, 2021*

No	Statement	Number of Subjects					Conclusion	
		SS	St	Rr	TS	STS		
1	Wages	The salary given to me is following the work given	0	2	16	11	1	There are 43.3% of BUM Desa heads with problems with salary.
		The compensation given is following the job position	1	1	14	12	2	
		Number of Employees	1	3	30	23	3	
		% Number of Employees	1.7	5.0	50	38.3	5.0	
2	Supervision	I have the opportunity to get the job done in my way	0	0	9	19	2	There are 63.3% of BUM Desa heads with problems with supervision.
		I can work under the supervision	0	1	4	22	3	
		The position given is following my educational background	7	9	4	7	3	
		Number of Employees	7	9	17	48	9	
		% Number of Employees	7.8	10.0	18.9	53.3	10.0	
3	Work colleague	All BUM Desa administrators can help each other in completing work	0	3	6	20	1	There are 62.3% of BUM Desa leaders with problems with their colleagues.
		All managers have an attitude of openness at work	0	2	11	16	1	
		The Village Government always provides support to the head of the BUM Desa	0	1	11	15	3	
		Number of Employees	0	6	28	51	5	
		% Number of Employees	0.0	6.7	31.1	56.7	5.6	
4	The Work Itself	I am always responsible for my work	0	0	4	22	4	There are 70.8% of BUM Desa heads with problems in work itself.
		I can work	0	1	7	20	2	
		The available facilities and infrastructure can help complete the work	0	2	11	16	1	
		A conducive work environment can make me work comfortably	0	1	9	17	3	
		Number of Employees	0	4	31	75	10	
		% Number of Employees	0.0	3.3	25.9	62.5	8.3	

Table 1 illustrates that 43.3% of BUM Desa heads still have salary problems. The statement item in the indicator relates to whether the head of the BUM Desa feels that the salary given follows the work presented and the compensation offered follows the job position. Based on the pre-survey results, many BUM Desa leaders still think that the salary does not follow the work presented, and

the compensation offered does not follow the position received. There are 63.3% of BUM Desa heads with problems in supervision. The statement items in the indicator related to the condition of the opportunity to complete work in their way, the ability to work under management, and the position given according to educational background. Based on the results of the pre-survey, many BUM Desa leaders still cannot complete work on their own, have not been able to work under supervision, and the positions given are not following their educational background. There are 62.3% of BUM Desa leaders with problems with their colleagues. The statement item in the indicator relates to the condition of whether the head of the BUM gets assistance in completing the work, other administrators have an attitude of openness at work, and the Village Government always provides support to the head of the BUM Desa. Based on the pre-survey results, many BUM Desa leaders still do not get help from other administrators in completing their work, other administrators do not have an open attitude toward their work, and the Village Government does not provide support to the BUM Desa chairperson. 70.8% of BUM Desa heads have problems in work itself. The statement item in the indicator relates to whether the head of the BUM Desa is always responsible for the work, can work, the available facilities and infrastructure can help complete the work, and a conducive work environment can make working comfortable. Based on the pre-survey results, there are still many BUM Desa leaders who are less responsible for their work, cannot work, lack available facilities and infrastructure, and have a work environment that is not conducive to working less comfortably.

To maximize job satisfaction, several things need to be considered. One of them is personality. In general, personality has more meaning than just an attractive trait composed of all its traits. These traits vary, such as relating to the way people act, describing attitudes, relating to interests, and emotional temperament. There is a view that explains that one of the personality indicators of job satisfaction is openness and experience. In an organization, some individuals must have an open attitude toward everything. Open individuals tend to be more creative as members of the organization. Indicators other than openness to experience of personality that is part of the five main personality models are agreeableness, emotional stability, kindness, and conscientiousness. Everyone's personality is different, and in an organization, a person will not show the characteristics or nature of his existence. Of the 5 main models, openness to experience is essential in achieving job satisfaction.

II. Methods

This type of research uses a survey method with a causal technique to analyze the presence or absence of the influence of one variable on another variable. The period of this research is a time horizon that is cross-sectional; that is, information from respondents is collected empirically at the scene to know the opinions of some of the population on the object being studied. The population in this study was the head of BUM Desa in Bogor Regency, each of which BUM Desa amounted to 1 person. The number of BUM Desa in Bogor Regency is 195 BUM Desa from 39 Subdistricts in Bogor Regency. Based on the population and the determination of the sample in this study, the authors use proportional random sampling by using the random sampling method together as effectively and efficiently as possible. Therefore, the first step is determining the number of samples in advance. The Head of BUM Desa in Bogor Regency, which will be sampled after the second stage, determines the number of respondents in BUM Desa in Bogor Regency. The number of samples taken in this study was determined using the Slovin formula so that the researchers gave equal rights to each subject to have the opportunity (change) to be selected as samples. According to Sugiyono (2009: 63), to determine the number of samples, using the Slovin formula with an error margin of 5% as follows :

$$n = \frac{N}{1 + N(e)^2}$$

Where :

n = number of samples of Village-Owned Enterprises

N= Sample Population of Village-Owned Enterprises

e = Error margin (0.05)

Based on this formula, the number of research samples is obtained as follows:

$$n = \frac{N}{1 + N(e)^2} = \frac{195}{1 + 195(0,05)^2} = \frac{195}{1 + 0,4875} = \frac{195}{1,4875} = 131$$

Thus, the number of BUM Desa heads that will be used as samples taken from a population of 195 BUM Desa heads is as many as 131 BUM Desa heads in Bogor Regency.

In testing each variable, exogenous, intervening, and endogenous latent variables were measured using an ordinal scale using a questionnaire instrument. The respondent's answer scale is a Likert scale, consisting of five answer options: strongly agree, agree, no opinion/undecided, disagree, and strongly disagree. Each choice has a different weight, as shown in Table 3 below:

Table 2 Size and Measurement Scale

Respondent's answer choices		Statement Weight	
		Positive	Negative (*)
Strongly Agree	SA	5	1
Agree	A	4	2
Doubtful	D	3	3
Disagree	DA	2	4
Strongly disagree	SD	1	5

The ratio measure and the Likert ordinal measure are two different measures. Combined will produce inconsistent data and result in bias or error in the discussion and research conclusions. Therefore, the author will analyze and then convert the size of the ratio into five weighted scales according to the Likert scale. The data used in this study consisted of primary and secondary data. The two data are collected by:

1) Field Research

Field research was conducted to obtain primary data. The method used is a survey method, using a questionnaire. The questionnaire is a structured list of statements addressed to respondents, namely the heads of BUM Desa in Bogor Regency, who have been designated research objects.

2) Library Research

Literature research is needed to obtain secondary data to complement the existing primary data. Secondary data is received by reviewing the literature that includes the theoretical basis and the results of previous research from various relevant sources.

3) Questionnaire

The questionnaire is an information-gathering technique that allows researchers to study the attitudes, beliefs, behaviors, and characteristics of several vital organizational people affected by the proposed or existing system. By using a questionnaire, the researcher seeks to measure what is found in the interview and determine how broad or limited the sentiments expressed in an interview are.

The research used is descriptive-analytical research with a quantitative approach, namely analysis that uses samples and questionnaires as a tool (instrument) to collect data. Based on primary data, proceed with a verification test to test the hypothesis formulated previously. Therefore, the method used in this study is a verification research method, namely research that seeks to test answers to problems or test the results of thoughts whose truth is temporary (hypotheses) based on empirical data. The measurement of the data contained in the questionnaire uses a rating scale. There are 5 rating scales designed and developed through theoretical analysis to construct validity based on the underlying theories.

B. Structural Equation Modeling (SEM) Analysis

Before the SEM analysis, the analysis requirements were first tested, which included a normality test and then detected outliers. The normality test was carried out using the Kolmogorov Smirnov method, where a significance level was 0.05. Outliers are data that have unique characteristics that look very different from other observations that appear in the form of extreme values for either a single variable or a combination. Univariate outliers can be detected by determining the limit value that will be categorized as outlier data by converting the data values into a standardized score or z-

score, with an average value (mean) equal to zero and a standard deviation of the same as one. The next steps performed using SEM analysis are as follows :

1) *Model Specification (Model Specification)*

The first step in SEM analysis is the specification of the model; at this stage, the researcher will define conceptually the construct being studied by determining its dimensions or indicators, then the direction of causality between constructs that clearly shows the hypothesized relationship, and another important thing is to have a solid theoretical basis. Theories that do not support the structural equation model that is built will give meaningless or biased results because the purpose of SEM is to confirm the hypothesis or test the theory, not to predict or develop the approach.

2) *Identification*

The problem of model identification in SEM is essential to find out whether the model built with the collected empirical data has a unique value or not so that the model can be estimated. If the model does not have an exceptional value, then the model is not identified (unidentified). The reason is that the information in the empirical data is insufficient to produce a unique solution in calculating the model estimation parameters.

3) *Estimation (Estimation)*

The model estimation step is carried out after the model specification and identification stages. Before estimating the model, it is necessary to determine what estimation method will be used and consider how many samples are needed because this will affect the interpretation of the research analysis results. This study used the Maximum Likelihood (ML) estimation method. The recommended sample size Maximum Likelihood is 100-200.

4) *Model Evaluation (Model Evaluation)*

This stage is related to testing the fit between the model and the data. The model evaluation aims to evaluate the model as a whole, whether the model has a good fit or not. Evaluation of the model in SEM can be done by assessing the results of the measurement model, namely through confirmatory factor analysis (CFA) by testing the validity and reliability of latent constructs and then continuing with the evaluation of the structural model (structural model). Overall by assessing the feasibility of the model through the Goodness of Fit (GOF) criteria.

5) *Model Measurement*

The measurement model, often called the outer model, shows how the manifest variable or observed variable represents the latent construct to be measured by testing the validity and reliability of the latent construct through confirmatory factor analysis. A variable has good validity to the construct if the t-value of the factor load is 1.96 and the standard factor load is 0.50. To measure reliability in SEM, you can use composite reliability (composite reliability measure) and variance extracted measure (variant extract size). The following formula calculates the reliability of a construct:

$$\text{Construct Reliability} = \frac{(\sum \text{Standardized Loading})^2}{(\sum \text{Standardized Loading})^2 + (\sum \text{Measurement Error})}$$

$$\text{Variance Extracted} = \frac{\sum \text{Standardized Loading}^2}{\sum \text{Standardized Loading}^2 + \sum \text{Measurement Error}}$$

This study uses a quantitative method with a causal approach. Causality research is a form of conclusive research with the primary objective of finding a causal relationship between variables and other variables that have been determined. This research is also included in the category of verification research, namely research that seeks to test the results of thoughts whose truth is temporary (hypotheses) based on empirical data. The data analysis technique used is SEM (Structural Equation Modeling), which evaluates the interdependence relationship between variables using first-order and second-order confirmatory analysis techniques. The structural equation model (SEM) is a second-generation multivariate analysis technique that combines factor analysis with path analysis to allow researchers to simultaneously test and estimate the relationship between multiple exogenous and endogenous variables with many indicators [21]. The model used in this

study is a causal or influence model. To test the hypothesis used in this study, the analytical technique used is SEM or Structural Equation Modeling, which is operated through the LISREL 8.70 program.

As has been explained, a conceptual construct can be formed unidimensionally and multidimensionally. If the construct is multidimensional, then testing the validity of the construct can be done with Second Order Confirmatory Analysis (2nd CFA). In this study, the construct is multifaceted, so the 2nd CFA is used. Second Order Confirmatory Analysis (2nd CFA) is a measurement model of two levels. The first level is a CFA which shows the relationship between the observed variables as indicators of the related latent variables. The second level is a CFA establishing the relationship between latent variables in the first level as indicators of a second level latent variable.

Hypothesis testing was carried out to determine the effect of personality (ξ_2) on job satisfaction (η_1). Based on the relationship between variables, the statistical hypothesis testing and structural equation model can be stated as follows:

Personality has a direct effect on Job Satisfaction. Statistical hypotheses regarding the effect of the two variables are:

- H0 : $\gamma_{21} = 0$ There is no influence of personality on job satisfaction .
- H1: $\gamma_{21} > 0$ There is a direct influence of personality on job satisfaction.

The structural equation of the influence of these variables is:

$$\eta_1 = \gamma_{21} \xi_2 + \zeta_1$$

Information :

- ξ_2 = Personality
- η_1 = Job Satisfaction
- ζ_1 = Other influences outside the model

The sign of the expected coefficient for γ_{21} is positive, meaning that personality positively influences job satisfaction (η_1). The significance test was carried out with the t-test at the level of $\alpha = 0.05$. Data analysis was performed using Lisrel 8.7 software.

III. Result and Discussion

A. Confirmatory Factor Analysis (CFA) Test and Validity of Construct Variables Job Satisfaction Variables (η_1)

Confirmatory Factor Analysis (CFA) Test of job satisfaction variable (η_1) aims to show the relationship between the observed variables as indicators of the latent variable with the following results:

Table 3 Test the Validity of Job Satisfaction Indicators on the SEM. model

Variable	Loading	t-Stats	Information	
KK	GU	0.87	6.69	<i>valid and significant</i>
	SU	0.98	7.37	<i>valid and significant</i>
	RK	0.95	10.32	<i>valid and significant</i>
	PK	0.68	6.93	<i>valid and significant</i>

Description: if t-statistic > t-table (1,96) then it is *valid and significant*
 Source: Primary data processed by researchers with Lisrel 8.70

Table 3 shows that the loading value of the relationship between the indicator variables GU, SU, RK, and PK with the job satisfaction construct (η_1) each has a t-statistic value > 1.96 at a significance level of $\alpha = 0.05$. Thus, all indicators can be considered valid for measuring job satisfaction (η_1).

From table 4, as many as 18 indicators observed that the job satisfaction variable passed the validity test

Table 4 Test the Validity of the 1st Order Indicator of each latent variable on Job Satisfaction

Latent Variable	Indicator	Standardized Loading Factor	t-count	Information
GU	GU1	0.45	5.79	valid and significant
	GU2	0.43	5.95	valid and significant
	GU3	0.45	5.75	valid and significant
	GU4	0.38	5.00	valid and significant
	GU5	0.74	7.09	valid and significant
	GU6	0.79	7.20	valid and significant
	GU7	0.62	6.80	valid and significant
	GU8	0.77	6.84	valid and significant
SU	SU1	0.49	7.16	valid and significant
	SU2	0.87	7.78	valid and significant
	SU3	0.82	8.01	valid and significant
	SU4	0.80	7.63	valid and significant
RK	RK1	0.77	2.73	valid and significant
	RK2	0.64	9.39	valid and significant
PK	PK1	0.61	7.61	valid and significant
	PK2	0.75	10.38	valid and significant
	PK3	0.83	10.25	valid and significant
	PK4	0.82	10.44	valid and significant

Description: if t-statistic > t-table (1,96) then it is *valid and significant*
Source: Primary data processed by researchers with Lisrel 8.70

The results of the 2nd CFA Variable job satisfaction are presented in the following figure:

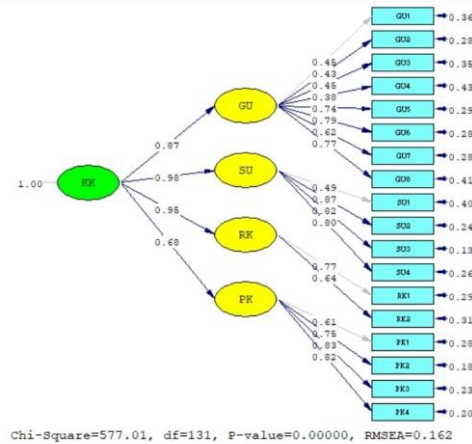


Figure 1 2nd CFA Job Satisfaction Variable

Information :

- GU : Salary/Wage
- SU : Supervision
- RK : Colleagues
- PK : The Work Itself

Table 5 Goodness of Fit Index (GOFI) Job Satisfaction Variable

GOFF	Calculation Result Value	Standard Value for Good Match	Conclusion
RMS	0.087	0.08	Good Fit
NFI	0.95	0.95	Good Fit
NNFI	0.97	0.95	Good Fit
CFI	0.98	0.95	Good Fit
IF	0.98	0.90	Good Fit
RFI	0.97	0.90	Good Fit
Std. RMR	0.090	0.10	Good Fit

GFI	0.96	0.90	Good Fit
AGFA	0.92	0.90	Good Fit

Table 5 shows that the latent variable of job satisfaction as a whole has a good match, so it can be concluded that the fit of the model for the variable is good.

B. Confirmatory Factor Analysis (CFA) Test and Validity of Personality Variable Construct Variables (ξ_2)

Based on the results of the Standardized Loading Factor on the SEM model, it is found that the loading value of the relationship between the indicator variables EK, AG, CO, ES, and OE with the Personality construct (ξ_2) each has a t-statistical value > 1.96 at the significance level = 0.05. Thus, all the indicators above can be said to be valid for measuring the construct of the Personality variable (ξ_2). As shown in succession in the following table.

Table 6 Personality Indicator Validity Test on the SEM. model

Variable	Loading	t-Stats	Information	
KP	OAK	0.71	7.32	valid and significant
	AG	0.80	7.88	valid and significant
	CO	0.94	9.88	valid and significant
	ICE	0.90	8.93	valid and significant
	OE	0.68	4.38	valid and significant

Description: if t-statistic $>$ t-table (1,96) then it is *valid and significant*

Source: Primary data processed by researchers with Lisrel 8.70

Table 7 Test the Validity of the 1st Order Indicator of each latent variable on personality

Latent Variable	Indicator	Standardized Loading Factor	t-count	Information
OAK	EK1	0.60	4.00	valid and significant
	EK2	0.65	10,80	valid and significant
AG	AG1	0.43	2.04	valid and significant
	AG2	0.52	9.33	valid and significant
	AG3	0.49	9.22	valid and significant
	AG4	0.60	9.25	valid and significant
CO	CO1	0.49	2.55	valid and significant
	CO2	0.43	7.65	valid and significant
	CO3	0.44	8.51	valid and significant
	CO4	0.46	8.82	valid and significant
NE	ES1	0.51	2.45	valid and significant
	ES2	0.56	10.28	valid and significant
	ES3	0.53	10.22	valid and significant
	ES4	0.36	4.03	valid and significant
OE	OE1	0.41	6.28	valid and significant
	OE2	0.46	4.13	valid and significant
	OE3	0.44	4.83	valid and significant
	OE4	0.45	4.86	valid and significant
	OE5	0.45	4.82	valid and significant

The results of the 2nd CFA Personality Variable are presented in the following figure: Figure 2.

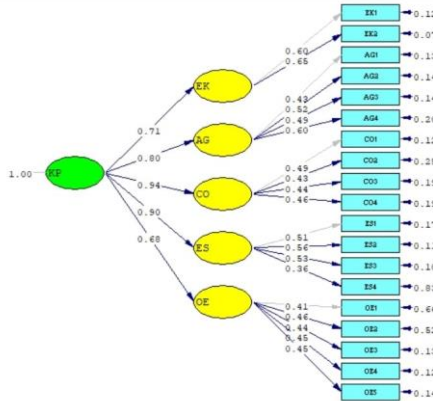


Figure 2 2nd CFA Personality Variable

Information :

- EK : *Extroversion* (Extraversion)
- AG : *Agreeableness* (Easy to agree)
- CO : *Conscientiousness* _
- ES : *Emotional Stability*
- OE : *Openness to experience*

Table 8 Goodness of Fit Index (GOFI) Personality Variables

GOFF	Calculation Result Value	Standard Value for Good Match	Conclusion
RMS	0.079	0.08	Good Fit
NFI	0.96	0.95	Good Fit
NNFI	0.96	0.95	Good Fit
CFI	0.97	0.95	Good Fit
IF	0.91	0.90	Good Fit
RFI	0.95	0.90	Good Fit
Std. RMR	0.099	0.10	Good Fit
GFI	0.93	0.90	Good Fit
AGFA	0.97	0.90	Good Fit

Table 8 shows that the latent personality variable as a whole has a good match, so it can be concluded that the model fit for the variable is good.

C. Model Estimation Results

After analyzing the dimensionality test of the forming indicators of each latent variable with the 2nd CFA test, further testing is carried out on the suitability of the structure of the model being tested. For this purpose, the value of each indicator is observed in each average dimension so that the average score of each dimension in each variable is used for the subsequent analysis. From the results of the *printed output* and *hybrid model* obtained:

- a. *Offending estimate*, from the results of the examination, no negative error variance was found.
- b. *Standardized loading factor*, not found whose value is < 0.05
- c. The t-value, from the results of the examination in general, has a value greater than the t-table limit (1.96)

Based on the above examination results, it can be concluded that the estimation results of the factor load from the model are reasonable.

D. Personality Influence Hypothesis Testing (ξ_2) on Job Satisfaction (η_1)

Based on the fifth hypothesis in this study to determine the effect of personality (ξ_2) on Job Satisfaction (η_1), the statistical hypothesis was compiled as follows:

- H₀ : $\beta_2 = 0$ There is no influence of Personality on Job Satisfaction.
- H₁ : $\beta_2 \neq 0$ There is an influence of Personality on Job Satisfaction.

The hypothesis describes the influence of personality (ξ_2) on Job Satisfaction (η_1). The structural equation of the influence of these variables is as follows:

$$\eta_1 = 0.57 \xi_2 + \epsilon_1 \quad \text{Errorvar} = 0.99 \quad R^2 = 0.76$$

(0.071)

11.88

Information :

ξ_2 = Personality

η_1 = Job Satisfaction

ϵ_1 = Other influences outside the model

The sign of the coefficient of the model test results for β_2 is positive at 0.57. This means that personality positively influences job satisfaction; this shows that every effort to improve personality will increase job satisfaction by 0.57 units.

Table 9 Testing the Fifth Hypothesis The Effect of Personality on Job Satisfaction

Variable	Standardized Loading Factor	t-value	Statistics Summary
Job Satisfaction → Personality	0.57	11.88	Data supported
Job Satisfaction → Personality	Conclusion The fifth hypothesis is accepted.		

Source: Primary data processed by researchers with Lisrel 8.70

Based on the results of data analysis, the value of t-count < t-table, or 11.88 > 1.96. The significance test was carried out by t-test at the level of = 0.05 and obtained a t-count value of 11.88 and more excellent than 1.96. Thus H₀ is rejected, and H₁ is accepted; this means that the hypothesis that personality has a significant effect on job satisfaction. This means that personality variables have a significant influence on job satisfaction.

IV. Conclusion

A. Conclusion

There is evidence of a direct influence of personality on the job satisfaction of the head of BUMDes in Bogor Regency. This means that personality variables have a direct influence on job satisfaction. The contribution of this personality influence is measured through five dimensions. The dimension with the most dominant value forming the construct of personality variables with the highest contribution of standard loading factor values is the Openness to Experience dimension, with the highest indicator being aesthetics. Thus, personality strengthening will increase job satisfaction.

B. Suggestion

Suggestions for personality strengthening

1) For the Head of BUMDes

To improve the personality of the head of BUMDes in Bogor Regency, the recommended program is to increase the dimension of openness to experience with indicators of fantasy, aesthetics, feelings, actions, ideas, and values. Programs can be implemented through increasing responsibility for actions/activities and generating business ideas.

2) For the Department of Community and Village Empowerment of Bogor Regency

To improve the personality of the head of BUMDes in Bogor Regency, the recommended program is to increase the dimension of openness to experience with indicators of fantasy,

aesthetics, feelings, actions, ideas, and values. The program can be implemented through training on the formation of characteristics, aesthetics, and the formation of individual values for the heads of BUMDes in the Bogor Regency.

Suggestions for strengthening job satisfaction

1) *Suggestions for the Head of BUMDes a*

To increase Job Satisfaction of the Head of BUMDes in Bogor Regency, the program that can be implemented is to fulfill the dimensions of Salary/Wage with indicators that the salary received can meet daily needs, according to established rules, can increase work morale, can increase Job Satisfaction. Chairman BUM Desa is expected to improve the business performance of BUMDesa so that BUM Desa can meet the salary/wage needs of the chairman and management of BUMDesa.

2) *Advice for Village Government*

To get competent BUMDes employees, one of the attractions is to increase the salary and wage indicators following indicators of meeting daily needs for BUM Desa employees. An increase in wages can be in the form of providing incentives for employees' work. This is the responsibility of the Village Government and can be carried out in the fourth quarter of 2021, starting in October 2020. The essential thing in getting a competent BUM Desa presiding officer and employees is that the recruitment process must follow the specifications for the BUM chairman and management position. In villages, in the recruitment process, if the village government has difficulties implementing it, it can ask for academic help from universities

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