

The Effect of Termination of Employee PT. Jakarta Phone 21 Pamekasan

Mohammad Amir Furqon⁽¹⁾

Fakultas Ekonomi, Universitas Madura; furqon@unira.ac.id

Achmarul Fajar⁽²⁾

Fakultas Ekonomi, Universitas Madura

Akhmad Faishol Zaidani⁽³⁾

Fakultas Ekonomi, Universitas Madura

ABSTRACT

The background problem of this research is when the researcher conducts a preliminary survey by becoming a buyer and while observing activities at PT Jakarta Phone 21 Pamekasan, there are some employees who are not as enthusiastic in working as there are employees who only sit while playing mobile phones even though there are buyers coming, employees who only offer goods without giving full information about products sold at that store. The purpose of this study is the first to determine the effect together the reasons for dismissal consisting of the company's wishes and the desires of employees on the morale of PT, Jakarta Phone 21 Pamekasan. And to find out the most dominant variable influencing the morale of the employees of PT Jakarta Phone 21 Pamekasan.

One theory that underlies the analysis of this research is Malayu Hasibuan's Theory which provides a definition of termination is the termination of a person's employee employment with a company organization. Data collection in this study was to use interviews and distribute questionnaires, as many as 27 questionnaires to respondents. From the validity test as many as 11 items, consisting of 3 items are invalid and 8 items are valid while the reliability test proved all the data instruments used in this study are reliable or reliable.

In the first hypothesis with F test, the F count of 103.908 is greater than the F table of 3.40, then the first hypothesis is true that there is simultaneously the influence of the reasons for termination consisting of the company's wishes and employees' desires on the morale of the employees of PT. Jakarta Phone 21 Pamekasan. In the second hypothesis using the t test, it is evident that the most dominant company desires affect the morale of the employees PT Jakarta Phone 21 Pamekasan amounted to 12.23 and the first hypothesis was accepted.

Keyword: *Company Desire; Employee's Desire and Employee's Spirit.*

Introduction

The company is a unit of production activities that manages available resources ranging from natural resources to the human resources themselves so that they need optimal management in order to achieve the expected goals.

PT. Jakarta Ponsel 21 Pamekasan is a mobile phone shop of all brands located on Jl. Trunojoyo Pamekasan. The development of PT. Jakarta Phone 21 Pamekasan is increasing, this can be seen from the activities or transactions of people coming to and buying mobile products at PT. Jakarta Phone 21 Pamekasan is increasing. Good management is an important factor for all company employees.

Often we meet employees who quit just because they are disappointed with the company or are dismissed by the company itself. The company treats its employees only as pawns or cash cows. Many companies do not see employees as whole people who have emotional aspects, health aspects, economic aspects, self-recognition aspects, etc.

Not only employees who are often disappointed but sometimes can be inversely proportional, the company can also be disappointed with its employees because employees who work for the company are not in accordance with the wishes of the company even though the company has given what is the employee's rights.

The employee's working spirit in working is one of the factors of the company's progress, employees have the enthusiasm and desire that comes from the employees to work well so that the company is proud of the employees.

We can see in large and advanced companies. They make employees as assets that need to be protected and handled very well. They give employees benefits not just a decent salary, but also elements of health insurance, career development, mental health, environment, positive support from management, firmness in implementing regulations, good office design and a positive corporate culture. Making employees excited to work in the company is not an easy thing, but it is not an absolute thing that cannot be carried out.

If employees are happy and happy to work without thinking of stopping or being dismissed, employees will be eager to work so that the company advances rapidly.

When researchers conducted a preliminary survey by becoming a buyer and while observing activities and activities at PT. Jakarta Ponsel 21 Pamekasan, there are some employees who are not as enthusiastic in working as there are employees who only sit while playing mobile phones even though there are buyers coming, employees who only offer goods without giving full information about products sold at PT. Jakarta the cellphone. What happened is not certain yet, but researchers assume that there are some problems that make employees not eager to work, including because of the burden of employee thoughts on the desires of companies that want or target something that is difficult for employees to do and if not met then the next month will be dismissed work and maybe from the wishes of the employees themselves have not been fulfilled by the company that makes employees to resign or quit PT. Jakarta Cellphone. So that in this case certainly affects work activities, especially employee morale every day.

Make the employee enthusiasm for work so as to give the best to the company and the company will think and consider laying off employees. And of course employees will not think to stop because with good morale employees will think about how to achieve or do what the company wants.

From the description above we can see that employees who work at a company so that the expectations of the company and employees are achieved, then we need a good dismissal procedure so that employee morale is maintained, so that the author is interested in conducting research which will then be poured in the form of scientific writing (research) entitled "The Effect of Reasons for Termination of the Employee's Employee Morale at PT. Jakarta Phone 21 Pamekasan".

Literature Review And Hypotheses

Definition of Termination

According to Law No. 13 of 2003 means that termination or termination of employment is the termination of employment due to a certain thing that results in the termination of rights and obligations between workers and employers.

Meanwhile, according to Hasibuan (2013; 209) "dismissal is termination of employment of an employee of an employee with a company organization."

"Termination of employment is a condition of no longer working employees in a company because the employment relationship between the person concerned with the company is interrupted, or not extended again." (Sedarmayanti, 2007; 313)

Termination of employment is the last function of the human resource manager which can be defined as the termination of the employment relationship between workers and employers which can be caused by a variety of reasons, thus ending rights and obligations between them.

Reason for Dismissal

According to Hasibuan (2013; 210-211) there are several reasons for dismissal, including:

a. Company Wishes

"The company's desire can result in the dismissal of an employee either honorably or fired. Such dismissals are regulated by Law No.12 of 1964, with the permission of P4D or P4P, and depends on the employment status of the employee concerned.

The desire of the company to lay off employees due to the following things.

1. Employees are not able to complete the task.
2. Bad behavior and discipline.
3. Violating company rules and regulations.
4. Can not cooperate and conflict with other employees.
5. Commit immorality in the company. "

Desire of Employees

"Termination of the desire of employees them selves by submitting an application to quit the company. Requests should be accompanied by reasons and when they will cease, for example next month. This is necessary so that the company can find a replacement, so that company activities do not stagnate.

Reasons for withdrawal include:

1. Move to another place to take care of parents,
2. Poor health,
3. To continue education, or
4. Self-employed.

However, often these reasons are only made up by employees while the real reasons are that the retribution is too low, getting a better job, an unsuitable work environment and environment, opportunities for promotion that do not exist, unfair treatment, and so."

Reasons for layoffs that can be used by companies

There are ten reasons for layoffs, which companies can use to lay off you by referring to Law No. 13 of 2003.

First is you made a terrible mistake.

Pasal 158, Ayat 1 reads, "Employers can terminate employment relations with workers / laborers on the grounds that the worker / laborer has made the following grave mistakes:

1. committing fraud, theft, or embezzlement of goods and / or money belonging to a company;
2. providing false or falsified information that is detrimental to the company;
3. intoxication, drinking intoxicating liquor, using and / or distributing narcotics, psychotropic substances, and other addictive substances in the work environment;
4. committing immoral acts or gambling in the work environment;
5. attacking, persecuting, threatening, or intimidating coworkers or employers in the work environment;
6. persuading a colleague or entrepreneur to do something that is contrary to the laws and regulations;
7. carelessly or intentionally damaging or letting the company property in danger cause harm to the company;
8. carelessly or intentionally leaving a colleague or employer in danger at work;
9. Disclose or divulge company secrets that should be kept confidential except for the benefit of the state; or
10. Perform other actions within a company that is liable to imprisonment for 5 (five) years or more. "

However, you need to know that the reason for dismissal in the form of a serious error referred to in Article 158, paragraph 1 must be supported by evidence for example, 1. worker / laborer caught in the act; 2. there is acknowledgment from the worker / laborer concerned; or 3. other evidence in the form of incident reports made by the authorized parties in the company concerned and supported by at least 2 (two) witnesses.

Causes and Reasons for Employees to Stop Working

Below are some of the causes and reasons for employees to stop working, including:

1. Salaries that are Too Small

For employees who are not married, maybe the salary of DKI Jakarta's UMR is Rp. 2.2 million is enough to cover living expenses for a month and the rest can be saved.

But for employees who already have a family and have children may even have a mortgage of repayments, they need a higher income in line with the high burden of their expenses. The salary problem is a sensitive issue which is the biggest reason for someone to stop working.

2. Get a Better Job Offer

Surely everyone will move to another company that offers many advantages compared to the company where he works. It is very human because basically humans are creatures that are never satisfied.

However, it is possible for someone to stay in a position in the company and reject a job offer elsewhere because: his loyalty is high, he feels comfortable and there is an opportunity to climb a higher career path.

3. Uncomfortable Work Environment and Atmosphere Discomfort is one of the factors that trigger a person decides to stop working. For example, there is a conflict between two employees, too high competition pressure or even intimidation of new employees. Often the problem of small salaries is not so problematic if their work environment provides a sense of comfort. However humans are social creatures who want appreciation and cannot live alone.

4. Unwanted Bosses This problem is often the background of an employee who stops working. Generally they feel that they get unpleasant treatment from their superiors such as being scolded, shouted at and even cursed at. They feel unappreciated and finally decide to resign because they feel they don't fit in with their boss.

5. Too Far Work Location

Your family still wants to live in the suburbs while the location of the office where you work must be reached within a 2 hour drive. Often you feel very tired and you spend so much time on the road.

Work location factors that are too far away can indeed be overcome by moving house but not all employees do so and prefer to resign and then look for other jobs that are closer to their location.

6. Physical conditions that do not allow

Health problems can also make someone stop working. For example, an employee who has an accident and finally experience paralysis must finally resign from his job.

Another example is an employee who has cancer that requires him to rest completely so he has to stop working.

7. Stop working for the family For women who want to stop working, family reasons are among the most expressed. For example, because they want to take care of a child, a request from a husband, join moving house because of husband's service and so forth.

Termination Process Dismissal of employees should be based on existing laws and regulations so as not to cause problems, and be done in the best possible way, as when they were accepted as employees. Thus, the relationship between the company and former employees remains well established. However, in reality there are often dismissals with dismissals, because conflicts that cannot be overcome anymore, which should be dismissal of employees must be based on rules and regulations. Because every employee gets legal protection according to his status.

According to Hasibuan (2013; 214) the dismissal process must be according to the following procedure:

1. Employee deliberation with company leaders
2. Deliberation between union leaders and company leaders
3. Deliberation by the union leaders, company leaders, and P4D
4. Deliberations on the leadership of trade unions, company leaders, and P4P
5. Termination based on District Court Decree

This procedure does not need to be done at all, if at a certain stage can be completed properly. But if it is not resolved, the solution is only by a district court decision.

Effect of Dismissal of Employees Against the Company

With the dismissal of employees certainly affects the company, especially the issue of funds. Because dismissal of employees requires substantial funds including to pay pensions or severance of employees and to pay other benefits. Likewise, at the time of employee withdrawal, the company also issued a large enough for compensation payments and employee development.

With the dismissal of the employee is certainly very influential on the employee itself. Being dismissed from his job means that the employee can no longer meet the needs of the maximum for the employee and his family. On

this basis, human resource managers must be able to calculate some amount of money that should be received by employees who stop, so that employees can meet their needs to the level considered sufficient.

Dismissal Consequences

Protection for Workers and Prevent Termination of Employment

According Sedarmayanti (2007; 314) To prevent massive layoffs, companies must take steps:

1. Improve the level of compensation so that it is more adequate.
2. Creating a better and pleasant work environment.
3. Revisiting employee placement patterns so that they approach their talents and abilities.
4. Improve the systems and procedures applicable in the company so that it is more effective and does not harm employees.
5. Increasing the provision of work facilities and employee welfare.
6. Tightening the selection process so that the employees who enter are truly the best and healthiest.

Spirit At Work

Work spirit is a thing that must be owned by the company so that the company can run well so that the company's goals can be achieved.

According to Burhanuddin (1994: 271) work morale or "morale" is "full satisfaction obtained by a person from his work, work group, organizational leadership and the environment". A similar sentiment was also conveyed by Nitisemito, enthusiasm for work "So thus the work will be expected to be faster and better." While excitement is "Pleasure related to the work done". This means that with the support of enthusiasm and enthusiasm work, work will increase faster, absenteeism can be reduced, better transferability, and this is also beneficial by high morale.

According to Manullang (2005: 183), there are 2 ways to define morale. as follows:

1. Work spirit is a condition of a group where there are clear and permanent goals that are felt to be important and integrated with individual goals.
2. Work spirit is ownership or togetherness, work spirit refers to the existence of togetherness. This is a sense of understanding with attention to the elements of one's work, working conditions, coworkers, supervisors, leadership, and company. "

From some of the above understanding it can be concluded that work spirit is the attitude of individuals or groups towards their work environment and the willingness to cooperate with others as a whole in the best ability for the benefit of the organization or company.

Work Spirit Indicator

According to Dressler (2001: 167) in morale can be measured through the presence of employees in the workplace, their responsibilities towards work, work discipline, cooperation with leaders or colleagues in the organization and the level of work productivity. To understand the following elements of work spirit, an explanation of each element is described as follows:

1. Presence, is the presence of employees regarding their duties and obligations. In general agencies / institutions always expect their employees to come and go home on time, so that work is not delayed. The absence of an employee will affect work productivity, so that agencies / institutions cannot achieve their goals optimally.

Employee attendance or attendance can be measured through:

- a. The presence of employees at work
 - b. Accuracy of employees coming / leaving work.
 - c. The attendance of employees if they receive an invitation to participate in activities or events in the agency.
2. Work Discipline, is one's obedience to a rule that applies in an organization that joins itself in the organization on the basis of awareness and conviction, not because of coercion.

The level of employee work discipline can be measured through:

- a. Employee compliance with rules and regulations in the agency.
 - b. Employee compliance with instructions that come from superiors.
 - c. Work in accordance with established procedures.
 - d. Wear uniforms in accordance with applicable regulations.
 - e. Use and maintain equipment.
3. Cooperation, Cooperation is a concrete act of someone with another person. Cooperation is also interpreted as an attitude of individuals and groups towards volunteering to work together in order to be able to devote their abilities as a whole. The success or failure of an organization depends on the people involved in it. For this reason, it is important to have good cooperation between all parties in the organization, both with superiors, peers, and subordinates. To measure the level of cooperation the following criteria are used: a. Awareness of employees to cooperate with superiors, colleagues,

and subordinates. b. Willingness to help friends who have difficulty in carrying out the work. c. Willingness to give and receive criticism and advice from others. d. How does someone act if they have difficulty in carrying out their work.

4. Responsibility, Responsibility is a necessity for someone who carries out activities as what is required of him. Responsibility is also the obligation of someone to carry out everything that is required of him, and if an error occurs due to negligence, then someone can be sued or questioned.

A person's level of responsibility can be through:

- a. Can be sued or disputed. Ability to carry out orders and ability to work.
 - b. The ability to complete tasks correctly and correctly.
 - c. Carry out the tasks or commands given as well as possible.
 - d. Having an awareness that the work given is not only for the interests of the agency, but also for its own interests
5. Work Productivity, Productivity is the ratio between production that can be produced with the total costs incurred for the needs of the product. Productivity is also defined as the efficiency of capital and time used to produce goods and services. The level of employee productivity can be measured through:
- a. Timeliness.
 - b. Out put / results achieved.

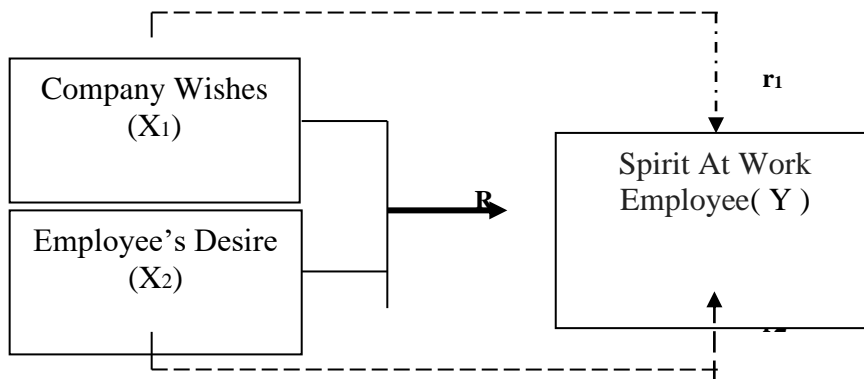
Hypothesis

Based on the formulation of the problem, the hypothesis of this research can be taken as follows:

1. There is an influence together the reasons for dismissal (X) which consists of the company's wishes (X1) and the wishes of employees (X2) on employee morale (Y) of PT. Jakarta Phone 21 Pamekasan.
2. The desire of the company (X1) is the most dominant variable affecting the morale of the employees of PT. Jakarta Phone 21 Pamekasan.

Picture 1.

The Influence Of Termination Spirit At Work Employee



Research Methodology

Types Of Research

Research is an activity carried out in a planned and systematic way to get answers to problem solving for certain phenomena.

This research is a quantitative research.

So based on the research objectives that have been set, then this type of research is quantitative explanatory research or explanatory research.

"Explanatory research (explanatory research) is to test hypotheses between hypothesized variables. In this study there is a hypothesis that will be tested for truth. The hypothesis itself describes the relationship between two variables, to find out whether or not a variable is associated with another variable, or whether a variable is caused or influenced by another variable." Supriyanto and Machfudz (2010; 287).

Population and Sample

Population

Population which means a group or group of objects that are the problem of the research target. The type of population in this study is limited population. "Limited populations are populations that have quantitative data sources with quantitative limits." Supriyanto and Machfudz (2010; 183).

Based on the above understanding, the population in this study is the employees of PT. Jakarta Phone 21 as many as 27 people.

Sample

According to Supriyanto and Machfudz (2010; 183) "the sample is a small part of the population."

"Saturated sampling (census) is a method of sampling if all members of the population are sampled. This is often done if the population is small, less than 30 people. " Supriyanto and Machfudz (2010; 188)

So the sample of this research is the employees at PT. Jakarta Ponsel 21 Pamekasan based on a population of 27 people.

Data Types and Sources

Data Type

In this study, the type of data used is qualitative data and quantitative data.

The type of qualitative data used is the ordinal scale type of qualitative data. Qualitative data is data expressed in the form of words, sentences, schematics, tables and figures. While ordinal scale data is data in the form of ranking or ranking.

Quantitative data is data in the form of numbers or certain quantities that are certain and can be calculated using a statistical approach.

Operational definition

Operational definitions of variables in this study are:

1. The independent variable with the symbol (X) is the reason for Termination, which consists of:

a. The desire of the Company (X1) means that according to the employee the company will not provide profits anymore. Company desires can be measured by indicators:

- 1). Employees are less capable
- 2). Did not reach the target
- 3). Take harmful actions

b. Desire of Employees (X2) occurs for various reasons so that the employee does not get job satisfaction in the company concerned. Employee desires can be measured by indicators:

- 1). Reply low service
- 2). Get a better job
- 3). Continue education

1. Employee morale measured by the following indicators:

- 1). Presence.
- 2). Work discipline.
- 3.) Cooperation.
- 4). Responsible.
- 5). Work productivity.

Research Results And Discussion

Research Result

Data Analysis and Discussion

Quantitative Analysis

To provide an overview of the condition of the object to be examined based on statistical calculations of figures from data obtained by multiple linear regression techniques and using the help of Statistical Program of Social and Science (SPSS) version 20. Can be seen in the table below.

Table 1
 Statistical Calculation Results With Multiple Linear Regression

No	Statistical Calculation Results With Multiple Linear Regression	
	Reasons for Termination Variables	Regression Coefisient
1	Constanta	0,249
2	Company Wishes (X ₁)	1,033
3	Desires of Employees (X ₂)	0,057

Source: processed data

Based on table 4.10 Above it can be seen the regression coefficients and constants and can be arranged multiple linear regression equations as follows:

$$Y = 0,249 + 1,033 X_1 + 0,057 X_2 + E$$

From this equation, information can be described, namely:

a. Constants = 0.249

If the independent variable consisting of company wants and employee desires is considered constant (X), then the effect of the independent variable on employee morale at PT. Jakarta Ponsel 21 Pamekasan has a positive value or can be said to increase by 0.249 or by 24.9%.

b. The desire of the company (X1) = 1,033

If the company's desire factor can be increased by one-unit of the company's desire factor then there is a positive or increasing contribution to the morale of the employees of PT. Jakarta Ponsel 21 Pamekasan amounted to 1,033 or 10.33%. a. Desire of employees (X2) = 0.057 If the employee desire factor can be increased by one-unit of the employee desire factor, then there is a positive or increasing contribution to the morale of the employees of PT. Jakarta Ponsel 21 Pamekasan at 0.057 or at 5.7%. So it can be concluded that with the two independent variables consisting of the company's desires and the desires of employees of the employee morale of PT. Jakarta Ponsel 21 Pamekasan can be increased by 0.249 or by 24.9%. Meanwhile, to find out the results of the correlation coefficient and the determinant coefficient can be seen in the table below.

Table 2
Correlation Coefficient Results and Determinant Coefficients

No	Correlation Coefficient Results and Determinant Coefficients		
	Coefficient	R	R ² (R Square)
1	Coefficient Value	0,947	0,896
2	Relationship Level	Very Strong	Very Strong

Source: processed data

By using the Statistical Program of Social and Science (SPSS) program version 20. The results of the correlation coefficient and the determinant coefficient in table 2

From table 2 above, it can be seen that the results of correlation analysis have a level of correlation that is equally very strong with a correlation coefficient (R) of 0.947 and a determinant coefficient (R2 or R square) of 0.896, meaning that the results of the correlation coefficient and the determinant coefficient are the contributions of the reason factors dismissal of the company's wishes and reasons for the dismissal of the employee's wishes together to the morale of the employees of PT. Jakarta Ponsel 21 Pamekasan is at a very strong level of relationships.

But there are other factors that can affect the morale of the employees of PT. Jakarta Ponsel 21 Pamekasan apart from the two factors of company desires and employee desires that are not yet known and this needs to be further studied by the leadership of PT. Jakarta Ponsel 21 Pamekasan whose value can be taken from 100% - the value of the determinant coefficient (R2 or R Square) of 0.896 or 89.6% = 10.4%.

Hypothesis Testing

a. F test

Using the help of Statistical Program for Social and Science (SPSS) version 20, the F Test results are obtained in the table below:

Table 3
Calculation Result of Test F
Calculation Result of Test F

Regression Coefficient	F count	F table	Information
X	103,908	3,40	accept

Source: processed data

To prove the first hypothesis, it is assumed that there is a joint effect of the reasons for dismissal, which consists of the company's wishes and the employees' desires on the morale of the employees of PT. Jakarta Phone 21 Pamekasan researchers used the F test whose calculation results can be seen in table 3.

Based on the table 3 above can be explained F count of 103.908 while F table of 3.40 obtained with a significance level $\alpha = 5\%$ then determine df (degrees of freedom) where df is a collection of sample scores that

are free from errors. with the number of variables (k) = 2 and $n = 27$, then $df_2 = nk-1$ ($27-2-1$) = 24, so in column 2 and row 24 that is 3.40 (can be seen in the attachment to table F) .

With testing criteria:

If $F_{\text{arithmetic}} > F_{\text{table}}$ then accepted and

If $F_{\text{arithmetic}} < F_{\text{table}}$ then it is rejected

So the first hypothesis is that the allegation together there is an influence of the reasons for termination consisting of employee desires and company desires on the morale of the employees of PT. Jakarta Cellphone 21 Pamekasan is correct or accepted because $F_{\text{count}} > F_{\text{table}}$ or $103.908 > 3.40$.

a. T test

Using the help of the Statistical Program for Social and Science (SPSS) version 20 program, the results of the t-test are calculated in the table below:

Table 4
Test Calculation Results t

Test Calculation Results t		
Discharge Reasons Variable	Company Desires (X ₁)	Employee Desires (X ₂)
t count	12,23	0,786

Source: processed data

To prove the second hypothesis, it is assumed that the company's desire is the most dominant variable affecting the morale of the employees of PT. Jakarta Ponsel 21 Pamekasan researchers used the t test whose calculation results can be seen in table 4.13. Based on table 4 above, it can be explained t count for the reasons for dismissal variables consisting of company desires of 12.23 and employee desires of 0.786 compared to t tables while to find the value of t tables using degrees of freedom according to the number of respondents used as research samples, 27 people , and obtained the value of t table of 27 people in table t (see appendix table t) of 2.052.

So if $t_{\text{arithmetic}}$ compared with t table of each variable that is t count the desires of the company (X_1) $>$ t table = $12.23 > 2.052$ and t calculate the desires of employees (X_2) $<$ t table = $0.786 < 2.052$. From the comparison of the value of t arithmetic and t table can be seen that the variable company desires (X_1) has the highest value of t arithmetic than the employee desire variable (X_2) while to determine the most dominant variable is the highest value of t arithmetic.

From the explanation above, it can be concluded that the second hypothesis stating the desire of the company (X_1) is the most dominant variable affecting the morale of the employees of PT. Jakarta Ponsel 21 Pamekasan is true and can be proven or accepted.

Conclusions And Recommendations

Conclusion Based on the results of data analysis and discussion above, the researchers took several conclusions including:

1. Based on the results of multiple linear regression analysis of the variable company desires and desires of employees, each of which has a value of 1.033 and 0.057, indicating a direct relationship to the morale of the employees of PT. Jakarta Mobile 21 Pamekasan.
2. From the correlation coefficient and the determinant coefficient in this study between the company's desires and the desires of employees of employee morale of PT. Jakarta Ponsel 21 Pamekasan there is a very strong relationship that is equal to 0.947.
3. From the results of the F Test as the first hypothesis jointly the company's wishes (X_1) and employee desires (X_2) significantly affect the morale of the employees of PT. Jakarta Mobile 21 Pamekasan at 103,908.
4. From the results of the t test or partially company desires (X_1) is the most dominant influence on the employee morale of PT. Jakarta Mobile 21 Pamekasan which is equal to 12.23.

Suggestion

Based on the above considerations, the suggestions that researchers can propose are:

1. There are other factors besides the reason for dismissal which consists of the company's wishes and the desires of employees which affect the morale of the employees of PT. Jakarta Ponsel 21 Pamekasan that must be reviewed by the company, especially the leadership of PT. Jakarta Mobile 21 Pamekasan.
2. Based on the results of calculations with multiple linear regression which are all positive or unidirectional means that these factors will be able to increase employee morale at PT. Jakarta Mobile 21 Pamekasan.
3. The researcher suggests that the next researcher be able to examine other things that do not yet exist or are still lacking in this study both in terms of independent variables and dependent variables.

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