

addition, employees are expected to be able to think innovatively and be able to follow the implementation of existing innovations within the Makassar Regional Revenue Service. Based on the uni-variate analysis with the statement "I do not find it difficult to learn new things" as many as 19 respondents who chose neutral, as many as 56 respondents chose to agree and as many as 37 respondents chose strongly agree. This statement showed that from 112 respondents there are 93 respondents (83%) who agree with this statement. It can be said that the culture expected by the organization, namely being able to follow the innovation process, began to be adapted easily by the employees. And when employees find it easy to adapt new things, it will have an impact on the level of employee satisfaction with the work they have.

As seen from the characteristics of respondents based on age, table 5.1.1 showed that from 112 respondents there were 19 respondents aged between 26 years to 35 years, there were 41 respondents aged 36 to 45 years and there were 52 respondents aged more than 45 years. This data showed that the more mature age makes innovations easy to adapt by employees. With mature age shows more opened mind towards innovations that can help them at their work. By easily completing work, it encourages a sense of satisfaction with the work that they have.

Based on research (Ekawati & Wardono, 2014) entitled the influence of leadership style and innovative culture on job satisfaction, it showed that the cultural innovation has a positive and insignificant effect on employee job satisfaction. This result was contrary to this study because this research showed that the cultural innovation actually has a positive and significant effect on job satisfaction. And also from the research of (Padilha & Gomes, 2016) which focused on the textile industry, the results showed that cultural innovation had a greater influence than products. This study analyzed the influence between cultural innovation, product innovation and process innovation where the current researcher only focused on the effect of cultural innovation and management innovation on employee satisfaction and performance.

E. Conclusion

1. There is a significant effect of management innovation on job satisfaction within Makassar Regional Revenue Service. The more management innovations applied, the higher the employee's job satisfaction.
2. There is a significant influence of cultural innovation on job satisfaction within Makassar Regional Revenue Service. With the cultural innovation that occurs, the higher the level of employee job satisfaction.

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