

The Effect of Work Environment and Motivation on Job Satisfaction

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Abstract

The formulation of this problem is the work environment and motivation. Towards job satisfaction The research model used is a descriptive research model which describes systematically and accurately the factors studied. The data testing technique used in this study includes a validity test with a calculated r value and a reliability test with a Cronbach's Alpha value, the data analysis used is multiple linear regression to test and prove the research hypothesis. The research method carried out by the author is in the form of data collection, processing data, analyzing data and presenting data so that the results presented by this author are scientific and accountable. By using correlation coefficient analysis, it is known that the influence of work environment and motivation on job satisfaction. The regression coefficient of the work environment variable (b1) is 0.521. This means that if the value of X1 (work environment) has increased by 1 unit, assuming the other dependent variables are fixed, then the level of variable Y (Job Satisfaction) will increase by 0.521. and every increase or decrease in motivation by 1 point, then the job satisfaction of employees at PT. Relazindo Usaha Bersama will increase or decrease by 0.403. And vice versa if the value of X1 decreases, while the variable X2 remains, the level of variable Y will decrease. From the results of multiple linear regression analysis $Y = 13,532 + 0.521 X1 + 0.173 X2$, meaning that every increase or decrease in the Work Environment by 1 point, then the job satisfaction of employees at will increase or decrease by Based on the results of hypothesis testing, it is obtained that F count to determine the Work Environment and Motivation is 0.000 and 0.000 or the probability is below 0.05 then it meets the criteria which means Ho is rejected and Ha is accepted or the regression coefficient is significant or Work Environment and Motivation has a significant effect on job satisfaction. From the results of the F test, model 1 obtained a value of 181,711 and model 2 obtained a value of 100,757 where the value is greater than the F table of 3.09, then H0 is rejected and Ha is accepted. From the results of the t test, the t count of the work environment is 7.555, and the t count of motivation is 2.755, where the value is greater than the t table of 1.66055, then H0 is rejected and Ha is accepted, meaning that there is a significant relationship between the work environment and motivation towards job satisfaction.

I. INTRODUCTION

In an organization, human resources play a very important role in achieving the success and goals of an organization, these human resources support the organization with their work, talents, and encouragement. The work environment is everything that is around employees at work, whether in the form of physical or non-physical, directly or indirectly, which can affect themselves and their work while working. The work environment is also a factor that directly affects one's motivation and job satisfaction. The work environment is said to be good if there is a comfortable working environment, good air circulation and proper work environment standards that can contribute to the comfort of employees in carrying out their duties. The work environment is the entire work facilities and infrastructure that exist

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around employees who are doing work that can affect the implementation of the work including the workplace, facilities, cleanliness, lighting, tranquility, including the working relationship between the people in the place. In organizations, humans are the most important element in an organization without the role of humans even though the various factors needed are available, the organization will not run. Because humans are the movers and determinants of the running of an organization. Therefore, organizations should provide positive direction on these elements by focusing on improving human resources. In line with these conditions, really needs a comfortable work environment, as well as strong motivation and the desired job satisfaction in order to increase employee morale in achieving organizational goals. In there is still an unfavorable work environment, such as poor working conditions, poor lighting in the workplace lighting. Seeing the importance of employees in the organization, it is necessary to pay attention to the tasks carried out by employees, one of which is to provide motivation to employees who work, motivation is one of the important factors that must be done by organizations, especially regarding what can motivate employees and how to convey it to employees. As a company engaged in the manufacture of cardboard boxes/boxes, it is important for the company to provide a safe place or work environment for its workers, so that accidents do not occur for workers who move in open spaces and create a clean workspace atmosphere and avoid noise so that employees can concentrate more at work. In every organization or company, human resources are the main factors that greatly affect the continuity of the company. Human resources here refer to employees who work at the company. Employees are the driving force of the company's activities or work processes. In order for the company's goals to be achieved, it takes employees who can work efficiently and effectively so as to provide good motivation. Employees can provide good motivation if the company fulfills their job satisfaction by providing support either through leaders, the employee's work environment or giving encouragement in the form of awards. One that affects employee motivation at work is the work environment in which the employee works. Job satisfaction is one of which is determined by working conditions that support a supportive work environment that will make employees feel comfortable and enthusiastic in carrying out their obligations, on the contrary, an unsupportive work environment will make employees feel uncomfortable and enthusiastic in carrying out their duties. employees are not excited and feel uncomfortable, if so, it will have a direct effect on employee motivation. It can be concluded that a good work environment will affect the passion and morale of employees at work. In the above problems, of course, it would not be good if left alone. The work environment generally does not directly affect the running of a company, but the work environment is in direct contact with employees who work to run the company.

A good work environment can increase the enthusiasm and work motivation of employees and a well-maintained work environment is also good for personal comfort and in terms of doing work assignments, on the other hand an inadequate and uncomfortable work environment can reduce employee morale and motivation so that in the end there is no job satisfaction where there is a positive relationship between the work environment and motivation, and the work environment affects employee job satisfaction in a company. Therefore, the company's work environment factors must be considered by the company so that employees can work optimally, comfortably, safely, and have high motivation to work more productively in order to achieve goals. Job satisfaction has an understanding as the level of pleasure or satisfaction in working so that workers have a sense of belonging to the job or company, are loyal and have a sense of security at work. So that workers are not easy to move or resign from the company where he works. Employees have high enthusiasm and passion in carrying out their work, so that the results of their work will be more focused and have quality achievements. There are many opinions about the level or benchmark for the level of job satisfaction so that it becomes more objective. Because the level of satisfaction of an individual is different. It is difficult to satisfy everyone, so everything can only be run according to the applicable rules.

II. RELATED WORKS/LITERATURE REVIEW (OPTIONAL)

Understanding Work Environment

The work environment faced by employees is very diverse, this depends on the company's ability to provide and create a good work environment which in its implementation is closely related to the condition of the employees who are directly or indirectly involved in the environment. The work environment has a lot of influence on the running of the company, therefore it must always be considered. A working environment condition is said to be good or appropriate if humans can carry out activities optimally, healthy, safe and comfortable. The suitability of the work environment can be seen as a result in the long term. Furthermore, unfavorable working environments can demand more manpower and time and do not support obtaining an efficient work system design. According to (Nitisemito in Nuraini 2013: 97) states that: "The work environment is everything that is around employees and can influence in carrying out the tasks assigned to them, for example with air conditioner (AC), adequate lighting and so on". According to Sunyoto (2015:38) states that: The work environment is a very important component when employees carry out

work activities. By paying attention to a good work environment or creating working conditions that are able to provide motivation to work, it will have an influence on employee performance at work Danang Sunyoto (2012:43) suggests that: "The work environment is everything that is around the workers and that can affect him in carrying out the tasks assigned, such as cleaning, music, lighting and others". According to Sri Widodo 2015: 95 states that: The work environment is an environment where employees can carry out their daily duties with all the work facilities and infrastructure needed to carry out these tasks Meanwhile, according to Mangkunegara research by Sari Adamdewi (2013:212) explains that: The work environment includes clear job descriptions, adequate authority, challenging work targets, communication patterns, harmonious working relationships, dynamic work climate, career opportunities, and adequate work facilities.

Understanding Motivation

Every organization wants to achieve its goals. To achieve this goal, the role of humans seen in it is very important. To move people in accordance with what the organization wants, it must be understood the motivation of humans working in the organization, because this motivation determines the behavior of people to work. The following are some of the notions put forward by experts regarding motivation. According to Danim in Darmayanti (2014) defines motivation as an effort to achieve success in competition, guided by certain standards of excellence. Based on the explanation above, it can be concluded that motivation is the driving force or the driving force that evokes and directs behavior in an action or job. Motivation is a factor that encourages someone to do a certain activity, therefore motivation is often interpreted as a factor driving a person's behavior. Organizations are composed of many individuals with many motives and goals. If there is an error in the management it will cause various kinds of problems. Among the problems that arise from the aspect of human resources is a decrease in work motivation. According to Newstrom (2013: 109) in the book on behavior in organizations states that: "Work motivation is the result of a collection of internal and external forces that cause workers to choose the appropriate course of action and use certain behaviors. Ideally, this behavior will be directed at achieving organizational goals. According to Kreitner and Kinicki (2013:212) in the book on behavior in organizations suggests that: "Motivation is a psychological process that causes movement (arousal), direction (direction), and persistence (persistence) in carrying out actions that are directed at achieving goals." According to Robbins and Judge (2013:202) in the book on behavior in organization, states that: "Motivation as a process that considers the intensity (intensity), the direction of behavior (direction), as well as the persistence or level of persistence of an individual in his efforts to achieve a goal. Motivation is generally related to each goal while organizational goals focus on work-related behavior. Meanwhile, Robbins and Counter in Suwatno (2014: 171) state that: "Work motivation is a willingness to put forth high efforts to achieve organizational goals conditioned by the ability of efforts to meet certain individual needs." Suwatno and Priansa (2014:171) explain that: "Motivation comes from the Latin word *movere* which means encouragement, driving force or force that causes an action or deed. The word *movere*, in English, is often equated with motivation which means giving motives, generating motives, or things that cause encouragement or circumstances that cause encouragement. A person doing an action generally has a motive. If the individual does something intentionally, of course there is an intention or purpose that drives him to take that action. The basic motive of an individual in general is the need for pride and honor, as well as material abundance. According to Colquitt, LePine, and Wesson in the book on behavior in organizations by Wibowo (2015: 110), states that: "Motivation is a set of energetic forces that starts from both inside and outside the worker, starts from work-related efforts, and takes direction, intensity and persistence into account." From the above understanding, it can be concluded that motivation means something or a situation that gives rise to encouragement. So motivation can also be interpreted as a factor that encourages people to act in a certain way. Motivation is a psychological process that reflects attitudes, needs, perceptions, and decisions that occur in a person. Motivation as a psychological process arises due to factors from within a person himself which is called intrinsic while factors from outside a person are called extrinsic.

Definition of Job Satisfaction

Job satisfaction is a form of one's feelings towards his work, work situation and relationships with co-workers. Thus job satisfaction is something that is important for an employee to have, where they can interact with their work environment so that work can be carried out properly and in accordance with company goals. According to Edy Sutrisno (2014:73) states that: "Job satisfaction is an interesting and important issue, because it has proven to be very beneficial for the interests of individuals, industry and society. For individuals, research on the causes and sources of job satisfaction enables efforts to increase their happiness in life. For industry, research on job satisfaction is carried out in an effort to increase production and influence costs through improving employee attitudes and behavior. Furthermore, society will certainly enjoy the maximum capacity results from industry as well as increased human value in the context of work." Ricahard, Robert and Gordon (2012:312,337) assert that: Job satisfaction is related to one's feelings or attitudes about the work itself, salary, promotion or educational opportunities, supervision, co-workers, workload and others. He goes on to state that job satisfaction is related to one's attitude toward work, and

there are several practical reasons that make job satisfaction an important concept for leaders. Research shows satisfied workers are more likely to stay with the organization. Satisfied workers also tend to engage in organizational behavior that goes beyond their job descriptions and roles, and helps reduce the workload and stress levels of members in the organization. Dissatisfied workers tend to be defiant in relation to leadership and engage in a variety of counterproductive behaviors.”

III. METHODS

Research methods

The research method used to analyze research on the effect of work environment and motivation on job satisfaction at PT. Relazindo Usaha Bersama is a descriptive method with a quantitative approach and uses SPSS (Statistical for Product Service Solution)

Population and Sample

The population is a collection of all elements that are the target or object of research. These elements can be in the form of people, company objects, attributes or any units contained in the object of research. The population shows the overall state and number of research objects that have certain characteristics. In this study the population is all employees of PT. Relazindo Usaha Bersama totaling 100 people. The sample is part of the population whose characteristics are to be investigated and considered to be representative of the entire population, considering the small number of populations in this study, the entire population can be used as a sample. The number of samples in this study is 100 people.

Research Model

The research model used to analyze research on the effect of work environment and motivation on job satisfaction at PT. Relazindo Usaha Bersama uses a descriptive method, which explains how data will be collected, processed and analyzed for verification and testing in achieving a goal. In conducting research on the problem to be discussed, the method chosen is the survey method, where this method information or data is collected from each respondent through a questionnaire.

IV. RESULTS

Table 1. Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	14,918	2,126		7,018	,000		
X1	,660	,049	0,806	13,480	,000	1,000	1,000
2 (Constant)	13,532	2,118		6,388	,000		
X1	0,521	,069	0,637	7,555	,000	,471	2,123
X2	0,173	,063	0,232	2,755	,007	,471	2,123

a. Dependent Variable: Y

Source: results of data processing with spss 21.0

From the data above, the regression equation can be written as follows:

$$Y = a + b_1 X_1 + b_2 X_2$$

$$Y = 13532 + 0.521 X_1 + 0.173 X_2$$

Description:

Y = Dependent Variable (Job Satisfaction)

a = Constant

b = Coefficient

X1 = Work Environment

X2 = Motivation

In accordance with the obtained line equation, the regression model can be interpreted as follows: The constant coefficient value is 13,532 meaning, if X1 (Work Environment) and X2 (Motivation) are 0, then the level or magnitude of the dependent variable Y (Job Satisfaction) is 13,532. The regression coefficient value of the work environment variable (b1) is 0.521. This means that if the value of X1 (work environment) has increased by 1 unit, assuming the

other dependent variables are fixed, then the level of variable Y (Job Satisfaction) will increase by 0.521. And vice versa if the value of X1 decreases, while the variable X2 remains, the level of variable Y will decrease. The value of the regression coefficient of the motivation variable (b1) is 0.173. This means that if the value of X2 (motivation) has increased by 1 unit, assuming the other dependent variables are fixed, then the level of variable Y (Job Satisfaction) will increase by 0.173. And vice versa if the value of X2 decreases, while the variable X1 remains, the level of variable Y will decrease. It can be seen that in the column Sig. to find out the Work Environment and Motivation of 0.000 and 0.000 or probability below 0.05 then meet the criteria which means Ho is rejected and Ha is accepted or the regression coefficient is significant or Work Environment and Motivation have a significant effect on job satisfaction.

Table 2. ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	926,508	1	926,508	181,711	,000 ^b
1 Residual	499,682	98	5,099		
Total	1426,190	99			
2 Regression	962,759	2	481,379	100,757	,000 ^c
2 Residual	463,431	97	4,778		
Total	1426,190	99			

a. Dependent Variable: Y

b. Predictors: (Constant), X1

c. Predictors: (Constant), X1, X2

Source: results of data processing with spss 21.0

From the data above, it can be seen:

From ANOVA, the calculated F for model 1 is 181,711 with a significance level of 0.000 where the number is $0.000 < 0.05$ and also $F_{\text{arithmetic}} > F_{\text{table}}$ or $181.711 > 2.31$. by having Ho rejected and Ha accepted, it means that there is a linear relationship between work environment variables and motivation, then the regression model is feasible and appropriate. From Anova obtained F count for model 2 is 100,757 with a significance level of 0.000 where the number $0.000 < 0.05$ and also $F_{\text{count}} > F_{\text{table}}$ or $100,757 > 3.09$ by having Ho rejected and Ha accepted, meaning that there is a linear relationship between work environment variables and motivation, then the regression model is feasible and appropriate.

V. CONCLUSIONS

From the results of research, analysis and discussion in the previous chapter regarding the work environment and motivation on employee job satisfaction at PT. Realazindo Usaha Bersama, the author can draw the following conclusions:

1. Based on the results of research and respondents' answers to the questionnaires distributed, it can be concluded that the work environment and motivation at PT. Relazindo Usaha Bersama is very good. From the analysis of the work environment correlation coefficient, it shows a number of 0.806 (X1) which means it is close to 1, where the correlation has a positive relationship.
2. Based on the results of research and respondents' answers to the questionnaires distributed, it can be concluded that the work environment and motivation on job satisfaction at PT. Relazindo Usaha Besama is very good. From the results of the analysis of the correlation coefficient of motivation shows a number of 0.822 (X2) which means it is close to 1, where the correlation has a positive relationship.

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