

THE EFFECT OF WORK ENVIRONMENT, MOTIVATION AND WORK STRESS ON JOB SATISFACTION OF PT. KYOKUYO INDUSTRIAL INDONESIA

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ABSTRACT

This study was conducted to determine the effect of work environment on job satisfaction, whether there is an effect of motivation on job satisfaction, and whether there is an effect of job stress on job satisfaction. The sampling method used is non-probability sampling, namely the purposive sampling method with a total sample of 67 people. Data collection techniques include observation, distributing questionnaires and literature study. Using a questionnaire distributed to employees, it has been tested using SPSS 25. The results of the analysis obtained by the researcher using the t-test partially are that the work environment gets a tcount value of 2,553, motivation gets a tcount value of 4,009, and work stress gets a tcount value of 3,690. The results of this study prove that the work environment has a positive and significant effect on employee job satisfaction, motivation has a positive and significant effect on employee job satisfaction, and job stress has a positive and significant effect on employee job satisfaction at PT Kyokuyo Industrial Indonesia. Simultaneous f test the effect of work environment, motivation and work stress have a positive and significant effect on job satisfaction which is shown from the calculated f of 6.017 with a significance of 0.000. The value of the coefficient of determination is 0.626, which means that the work environment, motivation and job stress affect job satisfaction 62.6% and the remaining 37.4% is influenced by other factors outside the research variables.

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1. INTRODUCTION

Basically, many employees who do their jobs do not always feel satisfaction at work and there can also be dissatisfaction in their work, decreased job satisfaction will greatly affect the sustainability of the company, therefore it is very important to try to maintain consistency of employee job satisfaction. And this can be detrimental to the company because if job satisfaction decreases, it will have an impact on the number of employees who leave the company and the obstacle is that they have not been able to find a replacement for certain parts in the company, and also to carry out the recruitment process and other costs need to require a budget to the vendor.

One of the factors that affect employee job satisfaction at work is the work environment. According to Robbins quoted by (Putra & Sriathi, 2018) the thing that can affect workers in carrying out the burden of tasks is the work environment or work location. For example, atmosphere, cleanliness, and so on. Which causes employees to easily fall ill due to poor working conditions. For example, lack of air ventilation, this can cause operational problems that result in employees feeling uncomfortable while working, so that work does not run optimally so they decide to resign.

Another factor affecting employee job satisfaction is motivation. Motivation consists of 2 elements, namely, elements from the outside and elements from the inside. Internal elements are changes that occur

The Effect Of Work Environment, Motivation and work stress on job satisfaction of PT. Kyokuy Industrial Indonesia- Rismawati, Suriyanti

in a person, for example the ability to perform tasks and willpower. The external element is in the environment where he carries out his activities. Motivation is very important, because motivation has an effect on the drivers, drivers, and directionalists for changes to occur in a person. According to hasibuan (2019) to realize organizational goals, it is necessary to motivate how to encourage employee performance so that they are willing to work hard and provide their abilities.

In addition to motivation, another factor that affects employee job satisfaction is work stress. According to Rivai quoted in Kusuma (2019) work stress is a process of tension that causes physical and psychic imbalances, which affect the thinking process, emotions, and condition of an employee. The thing that causes a decrease in employee performance in working and carrying out their duties is when experiencing work stress, be it stress caused by the work environment or their personal environment. So that companies need to pay attention and immediately take action against PT. Kyokuyo Industrial Indonesia which is experiencing work stress so as not to experience a decrease in job satisfaction.

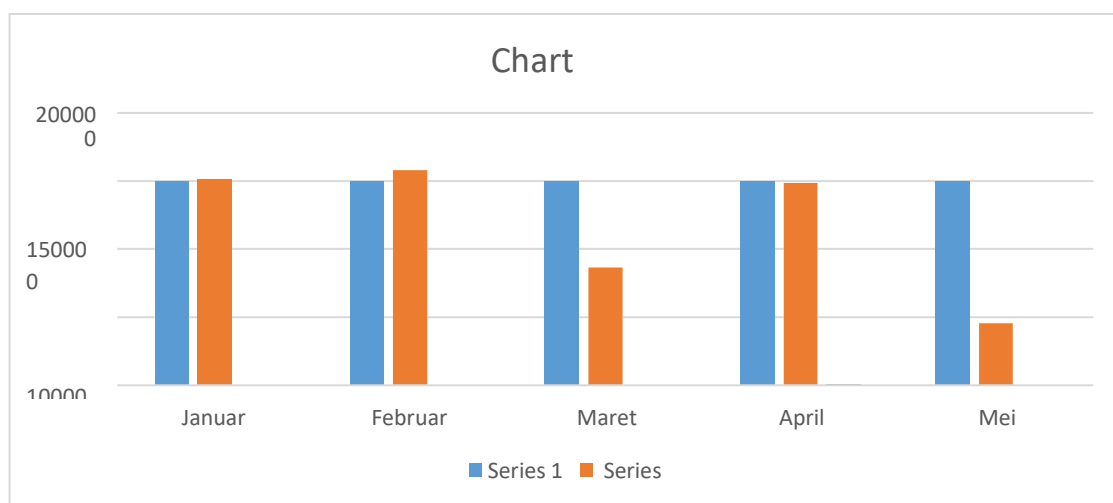


Figure 1. Production Results

Based on the table above, the production level of PT Kyokuyo Industrial Indonesia can be seen that in February with customer having the highest production level of 158,102 or 105.4% of production, and in May there was a drastic decrease of 45,423 or 30.28% of course this will affect employee job satisfaction. From this data, it can be seen that the condition of employee job satisfaction is still less than optimal, causing a fairly high turn over rate.

In carrying out the duties given by the superior, quite a lot of each point is done, requiring employees to work harder so that the task can be completed as it should be, besides that employees are often also given additional work outdoors and the work is often done outside of working hours and where employees have to work on Saturdays and Sundays which are employee holidays.

2. METHOD

The research method used is quantitative which is associative. The research instrument was carried out using observation, interviews, and documentation. The informants are determined and determined based on the number needed, but based on consideration of the function and role of information according to the focus of the research problem. So that the informants in the research were 67 respondents. The data collection method is a questionnaire.

3. RESULT AND DISCUSSION

3.1 Multiple linear analysis test

The Effect Of Work Environment, Motivation and work stress on job satisfaction of PT. Kyokuy Industrial Indonesia- Rismawati, Suriyanti

The statistical calculation in the multiple linear regression analysis used in this study was to use SPSS version 25. Multiple linear regression analysis was used in this study with the aim of determining the presence or absence of free variables against bound variables. The results of multiple linear regression analysis are as follows:

Table 1. Multiple Linear Analysis Test Results

Coefficients ^a			
Unstandardized Coefficients		Standardized Coefficients	
B	Std. Error	Beta	
(Constant)	41.225	5.432	
X1	.195	.076	.291
X2	.063	.062	.112
X3	.317	.086	.421

. Dependent Variabel : Y

The value of the coefficient of the Work Environment variable (X1) to the variable Job Satisfaction (Y), meaning that if the level of the Work Environment (X1) increases by one unit, Job Satisfaction (Y) will increase by 0.195. The positive value coefficient means that the variables Work environment (X1) and Job Satisfaction (Y) are positively related. The value of the coefficient of the Motivation variable (X2) to the variable Job Satisfaction (Y), meaning that if the level of Motivation (X2) increases by one unit, Job Satisfaction (Y) will increase by 0.063. The positive coefficient means that the variables Motivation (X2) and Job Satisfaction (Y) are positively related. The value of the coefficient of the Work Stress variable (X3) to the variable Job Satisfaction (Y), meaning that if the level of Work Stress (X3) decreases by one unit then Job Satisfaction (Y) will decrease by 0.317. The positive value coefficient means that the variables Work stress (X3) and Job Satisfaction (Y) are positively related.

3.2 T test

This test is to determine the influence of the Work Environment (X2), Motivation (X2), and Work Stress (X3), partially on the variables of Job Satisfaction (Y) in PT. Kyokuyo Industrial Indonesia with t-test, from an analysis using an error rate (α) of 5% = 0.05 and degrees of freedom (df) = $n - k - 1$

Information:

- Number of Respondents (n) = 67 people
- Number of free variables (k) = 3
- Significant degree of α = 5%
- Degree of freedom (df) = $n - k - 1 = 67 - 3 - 1 = 63$

It is known that the table t value is 1,999 from the calculation results obtained the calculated t value as seen in the following table:

Table 2. T Test Results

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
(Constant)	41.225	5.432			7.589	.000

X1	.195	.076	.291	2.553	.000
X2	.063	.062	.112	4.009	.000
X3	.317	.086	.421	3.690	.000

Based on the table above it can be concluded as follows:

a) Effect of Work Environment variables on Job Satisfaction (H1)

Hypothesis testing The t test of the Work Environment variable (X1) is t.count of 2,553 because t.count > t.table (2,553 > 1,999) means that there is a positive and significant influence between the Work Environment variable (X1) on Job Satisfaction (Y). So that the hypothesis that reads there is a partial influence of the Work Environment on Employee Job Satisfaction.

b) Effect of Motivation variable on Job Satisfaction (H2)

Hypothesis testing Test t variable Motivation (X2) i.e. t.count by 4.009 because t.count > t.table (4,009 > 1,999) means that there is a positive and significant influence between the variables Motivation (X2) on Job Satisfaction (Y). So that the hypothesis that reads there is a partial influence of Motivation on Employee Job Satisfaction.

c. Effect of Work Stress variables on Job Satisfaction (H3)

Hypothesis testing The t test of the Occupational Stress variable (X3) is t.count of 3,690 because t.count > t.table (3,690 > 1,999) means that there is a positive and significant influence between the variables of Work Stress (X3) on Job Satisfaction (Y). So the hypothesis that reads there is a partial effect of Work Stress on Employee Job Satisfaction.

3.3 Adjust R²

The coefficient of determination (R²) essentially measures how far the model is capable of applying variable variations. The value of the coefficient of determination (R²) can be seen in the table below:

Table 3. Coefficient of determination results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.802 ^a	.623	.626	2.17079

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

The results of calculations using the SPSS program version 25 can be found that the coefficient of determination (R Square) obtained is 0.623. This means that simultaneously the variables of Work Environment, Motivation, and Stress Kerha have an effect on Employee Job Satisfaction of 62.6%. While the remaining 37.4% Job Satisfaction was influenced by other variables that were not studied in this study.

3.3 Discussion

The Effect of the Work Environment on The Job Satisfaction of PT. Kyokuyo Industrial Indonesia

Based on the first hypothesis testing that research shows the Work Environment has a significant positive effect on job satisfaction of PT employees. Kyokuyo Industrial Indonesia. This is evidenced from the results of SPSS 25 data processing as follows:

The Effect Of Work Environment, Motivation and work stress on job satisfaction of PT. Kyokuyo Industrial Indonesia- Rismawati, Suriyanti

Based on the results (Test t) which shows a calculated t value of 2,553 greater than 1,999 so that the work environment variable has a partial effect on employee performance.

The Effect of Motivation on Employee Job Satisfaction of PT. Kyokuyo Industrial Indonesia

Based on testing the first hypothesis that research shows motivation has a significant positive effect on job satisfaction of PT employees. Kyokuyo Industrial Indonesia. This is evidenced from the results of SPSS 25 data processing as follows: Based on the results (Test t) which shows a calculated t value of 4,009 greater than 1,999 so that the Motivation variable partially affects employee performance.

The Effect of Work Stress on Job Satisfaction of PT. Kyokuyo Industrial Indonesia

Based on testing the first hypothesis that research shows Work Stress has a positive and significant effect on job satisfaction of PT employees. Kyokuyo Industrial Indonesia. This is evidenced from the results of SPSS 25 data processing as follows:

Based on the results (Test t) which shows a calculated t value of 3,690 greater than 1,999 so that the variable work stress partially affects employee performance.

Simultaneous Effect of Work Environment (X1), Motivation (X2), and Work Stress (X3) on Employee Job Satisfaction (Y) PT. Kyokuyo Industrial Indonesia

From the results of the F Test, it can be concluded that the Work Environment, Motivation, and Work Stress have a significant effect on Employee Job Satisfaction. This is evidenced from the results of SPSS 25 data processing as follows:

Based on a simultaneous test (Test F) showing the value of F count = 6.017 > Ftabel = 3.14 then Ho is accepted.

4. CONCLUSION

Based on the results of the research and discussion that have been described previously, the work environment of PT Kyokuyo Industrial Indonesia significantly has a positive effect on employee job satisfaction, the motivation of PT Kyokuyo Industrial Indonesia significantly has a positive effect on employee job satisfaction, the work stress of PT Kyokuyo Industrial Indonesia significantly has a positive effect on employee job satisfaction and simultaneous result work environment, motivation and work stress significantly has a positive effect on employee job satisfaction.

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