

The Influence of the Work Environment on Employee Job Satisfaction at the Wera Subdistrict Office, Bima Regency

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Abstract

This research aims to determine the influence of the work environment on employee job satisfaction at the Wera sub-district office, Bima Regency. This research is included in the Associative research category. The population in this study used all employees at the Bima Regency Wera sub-district office, totaling 73 employees. The research technique used was purposive sampling. The research sample used was all 38 employees with State Civil Apparatus (ASN) status. The instrument in this research is a questionnaire with a Likert scale. Observation data collection techniques, questionnaires, literature study. Data analysis techniques use validity tests, reliability tests and simple linear regression tests, then processed using SPSS. The results of the research show that the work environment has a significant effect on employee job satisfaction at the Wera sub-district office, Bima Regency.

Keywords : *Work Environment, Job Satisfaction*

BACKGROUND

Human resources (HR) are a very important factor for organizations or agencies. Every government and private organization is required to work more effectively and efficiently. The role of human resources is very important for an agency or organization because human resources are the main actors in carrying out all activities in the agency, without human resources the agency will not run or operate well. According to Bintoro and Daryanto (2017), human resources are a science or method of how to manage the relationships and roles of human resources (workforce) owned by individuals efficiently and effectively and can be used optimally so that the maximum results can be achieved with employee agencies and society.

Sukirno (2016) states that human resources are people in an organization who contribute ideas and carry out various types of work in achieving organizational goals. The contributions referred to are the thoughts and work they carry out in various activities within the agency. Human resource factors need to get top priority in management so that utilization is in accordance with

the Agency's expectations in achieving the goals that have been set.

An organization or agency as a system cannot be separated from the environment, both internal and external. The environment that influences organizational activities is always changing, this means that it can take advantage of opportunities or overcome threats from complex environments. Agencies must pay attention to a safe and comfortable working environment for their employees, because a conducive working environment will influence employee job satisfaction. A person tends to work enthusiastically if job satisfaction can be obtained from his work. Therefore, organizational or agency job satisfaction cannot be separated from individual job satisfaction.

Humans will try to be able to adapt to the environmental conditions around them. Likewise, when working, humans cannot be separated from the various conditions around where they work, namely the work environment. According to Sedarmayanti (2017) the work environment is the totality of tools and materials encountered, the

environment in which a person works, their work methods, and work arrangements both as an individual and as a group. The work environment is one of the elements that must be paid attention to in an agency considering that a person works. Of course, we hope that the surrounding environment is well organized, safe and comfortable so as to create enthusiasm and a conducive working atmosphere.

Job satisfaction is the main key that can create employee attitudes and behavior at work. Someone with a high level of job satisfaction has a positive attitude towards their job, whereas someone who is dissatisfied with their job has a negative attitude towards their job. According to Badeni (2017) employee job satisfaction is a person's attitude towards their work which can be positive or negative, satisfied or dissatisfied. Basically, employee job satisfaction is dynamic, that is, it can change. At any time, employees may be dissatisfied, so that when organizational management makes improvements employees will become satisfied. Therefore, every organization must be able to innovate in providing a comfortable working environment for its employees.

In connection with this matter, the Wera Subdistrict Office is one of the Bima Regency government agencies which has duties and functions in the community service sector which always needs to develop and increase job satisfaction in organizing a reliable and responsible work environment and community service system as well as encouraging the realization of a responsible apparatus. responsible and professional in the field of duty.

Based on the results of observations, it is known that the highest factor that causes employee job satisfaction to not be created is the work environment. Employees work only to fulfill individual obligations to the

organization. As a result, individualistic attitudes emerge among employees which hinder cooperation between employees. Employees do not have the awareness to voluntarily help colleagues who need work assistance, because they feel that the work is not their responsibility. Apart from that, the problem related to the work environment is that there is still a lack of adequate indoor facilities such as air conditioning or fans so that the air temperature feels stuffy.

From the background description above, the work environment is indicated to be the main problem that influences job satisfaction. Therefore, the author is interested in conducting research on the influence of the work environment on employee job satisfaction at the Wera sub-district office, Bima Regency.

THEORETICAL STUDY

Work environment

The work environment in a company is very important for management to pay attention to. Even though the work environment does not carry out the production process in a company, the work environment has a direct influence on the employees who carry out the production process. The work environment is the atmosphere where employees carry out activities every day. It is hoped that the work environment will increase enthusiasm for work. If employee job satisfaction increases, employee productivity will automatically also increase. If this can run well then achieving a company's goals will run well.

According to (Taiwo 2010) The work environment is everything, events, people and others that influence the way people work. The work environment is a collection of physical and non-physical factors, both of which influence the way employees work. The situation in the workplace is a non-physical work environment, while people or

equipment is a physical work environment.

Work Environment Indicators

To create a good work environment for employees, of course every business must focus on work environment indicators that can improve employee performance. According to Sedarmayanti, (2019)

a. Air temperature

Temperature is a variable in which there are large individual differences. Thus, to maximize productivity, it is important that employees work in an environment where the temperature is regulated so that it falls within the acceptable working range for each individual.

b. Noise

Evidence from research on noise shows that constant or predictable noise generally does not cause a decrease in work performance, on the contrary, the effects of unpredictable noise have a negative influence and disrupt employee concentration.

c. Description

Working in a dark, dimly lit room will cause eye strain. The right light intensity can help employees facilitate their work activities. The appropriate level of light intensity also depends on the employee's age. Job performance gains at higher levels of lighting are greater for older employees than for younger ones.

Job Security

In order to keep the place and working environment in a safe condition, it is necessary to pay attention to its existence. One effort to maintain security in the workplace is to utilize security officers (security guards).

Relations between employees

Relationships between employees tend to be assessed based on the relationships between individuals and

other individuals in an organization or it could be said that individual behavior in groups. In this relationship there is a relationship direction from top to bottom and bottom to top or two-way communication, besides that there is communication from the left side to the right side and vice versa.

Job satisfaction

There are various definitions or limitations of job satisfaction. First, the understanding that views job satisfaction as a complex emotional reaction. Second, the definition which states that job satisfaction is an employee's attitude towards work which is related to the work situation, cooperation between employees, rewards received at work, and matters involving physical and psychological factors. This attitude towards work is the result of a number of individual specific attitudes towards factors in the work, individual adjustment, and the individual's social relationships outside of work, giving rise to the individual's general attitude towards the work they face.

Nabawi, (2019) states that job satisfaction is a person's feelings and assessment about their work, especially about the conditions of their work and whether their work can fulfill their hopes, needs and desires. Furthermore, Hamali, (2016) argues that job satisfaction is a set of employees' feelings about whether their work is enjoyable or not. Job satisfaction is a person's response to the various work environments they face. A person's response includes responses to organizational communication, supervisors, compensation, promotions, co-workers, organizational policies and interpersonal relationships within the organization.

Job satisfaction is a reflection of employees' feelings towards their work. This can be seen in the attitude of

employees who have a high level of satisfaction which will involve a positive attitude towards their work. On the other hand, employees who are dissatisfied with their work will have a negative attitude towards their work.

Indicators of job satisfaction

There are several indicators of job satisfaction that can influence employee performance. The indicators themselves in their role can provide satisfaction to employees depending on the personality of each employee. Based on the indicators that give rise to job satisfaction, it will be possible to understand the individual's attitude towards the work they do. Because each individual has different satisfaction according to the value system that applies within him. This is due to differences in perception between each individual. The more aspects of a job that suit the individual's wishes, the higher the level of satisfaction he or she feels. The aspects contained in job satisfaction according to Erlina, (2018), are:

Salary level

Satisfaction with the payment of this salary is not only sufficient for the nominal salary obtained but more for an officer's satisfaction with the payroll administration policy, the existence of various allowances, as well as satisfaction with the level of salary increase.

Leadership

Satisfaction with the superior's leadership style turns out to have quite a big influence on employee job satisfaction. There are various types of superior leadership styles that influence job satisfaction, including superiors who are oriented towards employee performance and superiors who prioritize employee participation.

Supportive coworkers

Coworkers are one of the factors that influence employee job satisfaction. Communication that goes well between fellow employees can increase job satisfaction within an employee, especially if his co-workers have similar attitudes, which will create a pleasant work atmosphere and form bonds of friendship between employees. The feelings of joy and sense of friendship that arise are closely related to employee job satisfaction.

Supportive working conditions

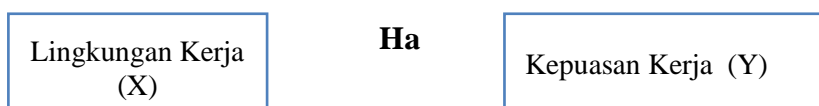
Employees relate to their work environment for personal comfort and ease of doing good work. Various studies show that employees prefer physical environments that are comfortable or non-hazardous. In addition, most employees prefer to work relatively close to home, in relatively modern and clean facilities, and with adequate equipment.

Work facilities

In achieving company goals, supporting tools or facilities are needed which are used in daily activities in the company, the facilities used vary.

Research Hypothesis

A hypothesis is a temporary answer to a research problem formulation, where the research problem formulation has been stated in the form of a statement sentence. It is said to be temporary because the answer given is only based on relevant theory, not yet based on empirical facts obtained through data collection (Sugiyono, 2016). To provide an overview of this research, the author presents it in the form of a framework, namely a chart containing the direction of the relationship between the research variables as follows:



→
 Image Framework of thought

$H_0 : \beta_1 = 0$ It is suspected that there is no significant influence of the Work Environment on Employee Job Satisfaction at the Wera Subdistrict Office, Bima Regency.

$H_a : \beta_1 \neq 0$, It is suspected that there is a significant influence of the Work Environment on Employee Job Satisfaction at the Wera Subdistrict Office, Bima Regency.

RESEARCH METHOD

The type of research used in this research is associative using a quantitative approach. aims to test and explain the influence of the independent variable on the dependent variable. According to Sugiyono, (2018) quantitative data is a research method based on positivistic (concrete data), research data in the form of numbers that will be measured using statistics as a calculation test tool, related to the problem being studied to produce a conclusion.

The research instrument used in this research is a questionnaire which contains a number of questions with Likert scale measurements.

According to Handayani (2020) population is the totality of each element to be studied which has the same characteristics, it could be individuals from a group, event, or something to be studied. The population in this study were employees at the Wera Subdistrict Office, Bima Regency, totaling 73 people with a division of 38 ASN and 35 Honorary. Sugiyono (2018) explains that the sample is part of the population which is the source of data in research, where the population is part of the number of characteristics possessed by the population. Researchers took a sample of 38 ASN people using a sampling technique, namely *propovise sampling*. Technique *purposive sampling* according to Sugiyono (2018) is sampling using certain considerations in accordance with the desired criteria to determine the number of samples studied.

DISCUSSION

Validity test

Table 1.
Validity Test Results

The following are the results of the research validity test:

WORK ENVIRONMENT Variable (X)

No	Variable	R Count	R Table	Information
1	X1	0,771	0,300	Valid
2	X2	0,837	0,300	Valid
3	X3	0,648	0,300	Valid
4	X4	0,553	0,300	Valid
5	X5	0,581	0,300	Valid

6	X6	0,755	0,300	Valid
7	X7	0,681	0,300	Valid
8	X8	0,766	0,300	Valid
9	X9	0,440	0,300	Valid
10	X10	0,616	0,300	Valid

Table 2. Validity Test Results
 JOB SATISFACTION Variable (Y)

No	Variable	R Count	R Table	Information
1	Y1	0,513	0,300	Valid
2	Y2	0,449	0,300	Valid
3	Y3	0,351	0,300	Valid
4	Y4	0,505	0,300	Valid
5	Y5	0,542	0,300	Valid
6	Y6	0,542	0,300	Valid
7	Y7	0,437	0,300	Valid
8	Y8	0,603	0,300	Valid
9	Y9	0,676	0,300	Valid
10.	Y10	0,623	0,300	Valid

Source: Processed Primary Data, 2024

The results of testing the validity of the variables (Work Environment) and job satisfaction (Y) in this research are “**valid**”.

Reliability Test Results

Table 3. Reliability Test Results

Variable	Cronbach’s Alpha	Information
Work Environment (X)	0,840	Reliable
Job Satisfaction (Y)	0,704	Reliable

Source: Processed Primary Data, 2024

Based on the results of the analysis in table 3 above, it can be concluded that the instruments for each variable are stated “**reliable**”

because the Cronbach alpha (a) value for Work Environment is 0.840 and Job Satisfaction is 0.704, thus the Cronbach alpha (a) value is more than

0.60. This means that the question items in the questionnaire have consistency in measuring variables.

Simple Linear Regression Test

Table 4
Simple Linear Regression Test

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	22,729	4,746		4,789	,000
Work environment	,483	,122	,550	3,950	,000

Source: Processed Primary Data, 2024

From the picture above, a multiple linear regression equation can be prepared as follows: $Y = 22,729 + 0,483 X$

Where:

a = Constant value of 22.729 shows that if the work environment variable is not ignored then the job satisfaction distributed is 22.729

b = The regression coefficient value for the work environment variable is 0.483. This means that for every one unit increase in the work environment, job satisfaction will increase by 0.483, assuming that the other variables are constant.

Partial Test (t Test)

Table 5 Partial Test (t Test)
Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	22,729	4,746		4,789	,000
Work environment	,483	,122	,550	3,950	,000

Source: Processed Primary Data, 2024

$= (a / 2 : n - k) = (0,025 : 36) = 2.028$

$H_0 : \beta_1 = 0$ It was not unexpected that there was a significant influence of the work environment on employee job satisfaction at the Wera Subdistrict Office, Bima Regency.

$H_a : \beta_1 \neq 0$, It is suspected that there is a significant influence of the work environment on employee

job satisfaction at the Wera Subdistrict Office, Bima Regency

From the results of the analysis in table 9 above, the t count of 3.950 is greater than the t table, namely 2.028 or $3.950 > 2.028$. Meanwhile, the significance value is $0.000 < 0.05$, which means that the work environment variable has a positive and significant effect on employee job satisfaction at the Wera sub-

district office, Bima district. So, it can be concluded that the hypothesis **H_a is accepted and H₀ is rejected.**

Apart from that, there are several relevant research results that strengthen the results of this research. Research conducted by Quinerita Stevani Aruan, Mahendra Fakhri (2015) with the title "The Influence of the Work Environment on Job Satisfaction of Field Employees of the Grasbeg Power Distribution Department of PT. Freeport Indonesia" states that partially there is a positive and significant influence on employee job satisfaction. Similar research was conducted by Irma and Yusuf, 2020, stating that there is an

influence of the work environment on employee job satisfaction at the Bima Regency Cooperatives and UMKM Service. Based on the research results of Aoliso A, and Lao 2018, it shows that the work environment has a strong influence on the job satisfaction of PT employees. Taspen (Persero) Kupang Branch

Therefore, it can be concluded that the work environment system in the office of the Wera District Head, Bima Regency will experience positive changes for employee job satisfaction, because the abilities and skills will increase in employees with the development of a work environment like this.

Simple Correlation Coefficient Test

Table 6. Simple Correlation Coefficient Test

Source:

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,550 ^a	,302	,283	3,473

Processed Primary Data, 2024

From the picture above, the simple correlation value is 0.550. These results show the closeness of the variables The influence of the work environment on employee job satisfaction at the Wera sub-district

office, Bima Regency. To be able to provide an interpretation of the strength of this influence, guidelines such as those in the following table can be used.

Table

Interpretation of correlation coefficients

Interval Coefficient	Relationship Level
0,00 – 0,199	Very low
0,20 – 0,399	Low
0,40 – 0,599	Currently
0,60 – 0,799	Strong
0,80 – 1,000	Very strong

Source: Sugiyono (2014)

Correlation Work Environment on Job Satisfaction of 0.550 is in the interval 0.40 – 0.599 with a medium level of relationship. It can be concluded that the correlation value is 0,550 which means the level of relationship between variables The influence of the

work environment on employee job satisfaction at the Wera sub-district office, Bima

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,550 ^a	,302	,283	3,473

Regency that is, it has a level of relationship **Currently**.

Table 7 Determination Coefficient Test

Coefficient of Determination Test

Source: Processed Primary Data, 2024

It is known that the R square value is 0.302, so it can be concluded that the magnitude of the influence of work environment variables on employee job satisfaction is 30.2%, while the remaining 69.8% is influenced by other variables outside this research. For example, work discipline, work motivation, work productivity and other variables.

CONCLUSIONS AND RECOMMENDATIONS

The results of this research prove that the work environment has a significant effect on employee job satisfaction at the Wera sub-district office. If the work environment is paid attention to, job satisfaction will also increase for employees.

To achieve the goals of the working environment at the Head of Wera District, Bima Regency, it is recommended that agencies always create a comfortable working environment, facilitate employees to strengthen relationships with colleagues, develop skills and abilities in employees so that employees can further improve their performance.

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