

THE EFFECT OF THE WORK ENVIRONMENT ON THE EMPLOYEE SATISFACTION OF PT. TRANSINDO KARYA MEKAR KECAMATAN TEON NILA SERUA

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ABSTRACT

The purpose of this study is to determine the effect of work environment on job satisfaction of the employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District. The data analysis method is using descriptive methods and quantitative methods, namely with simple linear regression analysis which is used to measure the effect of the influence of the work environment on job satisfaction of employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District with a population of 151 respondents. Based on the research results, it was found that: 1). Work environment has a significant and positive effect on job satisfaction of employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District is proven by the results of the analysis that it is known that the regression coefficient for the work environment variable (X) is 0.608, while at $\alpha = 5\%$ and $df = 78$ the value of $t_{table} = 1.664$ and $t_{count} = 8.184$ because $t_{count} > t_{table}$ with a probability of 0.000 smaller than 0.05, so that it is proven partially that the work environment variables have a significant effect on job satisfaction of employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District. 2). From the results of tests that have been carried out by researchers, it turns out that the work environment variable has an influence of 0.462 on job satisfaction of employees who are at PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District. This indicates that 46.2% of employee job satisfaction in the PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District is determined by the work environment, while 53.8% is determined by other factors.

KEY WORDS

Work environment, job, satisfaction.

The work environment problem is important to pay attention to because every employee faces the conditions and atmosphere of the work environment every day, and it will affect their work results every day. Job satisfaction of an employee basically depends on supportive working conditions, for example: air exchange, lighting, cleanliness, security, good relations among employees, and it can also work together between workers and company leaders. The work environment conditions greatly affect employee work creativity. If the work environment is good, it can increase employee work creativity, so it is expected that the employee job satisfaction can be achieved.

PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District is a company engaged in the production of processing coconut fruit into several derivative products, including: coconut skin is processed into cocofiber and cocopeat is processed into fertilizer (planting medium). Coconut water is processed into sweet soy sauce, coconut water, Nata de coco and brown sugar. Coconut meat is processed into VCO (Virgin Coconut Oil) oil. Coconut shell is processed into charcoal, then processed again into briquettes (Activated Charcoal). PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District has 151 employees.

Based on the results of surveys and interviews with leaders at PT. Transindo Karya Mekar Teon Nila Serua (TNS) District regarding the products produced by PT. Transindo Karya Mekar, Teon Nila Serua (TNS) Subdistrict should have increased from year to year even though in fact, there is still a decline in production in certain years. Even though in the production process, the company has made efforts to protect the safety and health of its employees, but the results that the company expected were not achieved. The following shows the amount of production of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District as follows:

Table 1 – The Plans and Realization of Productivity of Production Workers at PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District in 2015-2018

No.	Year	Plan/Year (ton)	Realization/Year (ton)	Percentage
1	2015	69.597	63.543	91,3%
2	2016	69.597	75.162	107,9%
3	2017	78.936	77.851	98,6%
4	2018	81.053	72.817	89,8%

Source: PT. Transindo Karya Mekar Kec. TNS, 2019.

From Table 1 above, it can be seen that from 2015-2018 production results tended to fluctuate, the lowest realization occurred in 2018, which was only 89.8%. Meanwhile, in 2016 the company's realization reached 107.9%. The realization of production for 4 years was only 1 year that met the target set by the company, namely in 2016, due to the large number of employees and raw materials being met.

From the results of a preliminary study conducted by the author at PT. Transindo Karya Mekar, Teon Nila Serua (TNS) Subdistrict using measurements of the work environment consisting of a physical work environment and a psychic work environment, the results show that for the physical work environment in this case related to coloring, cleanliness, lighting, ventilation, security, technology, work equipment, and sound. From the results of the observations made, the work environment of the company employees at work is face to face with noisy factory machines, the atmosphere of the work environment is hot and causes employees to feel tired quickly, then the slippery work floor is quite dangerous for workers. Apart from that, for the physical work environment. From the observations made, there is an individualistic leadership pattern which shows that there is a non-harmonious relationship between leaders and employees. This happens more because of a lack of dialogue (healthy two-way communication) between leaders and employees, so the pattern adopted is more of an instruction than a participatory form. This work environment greatly influences the achievement of targets in employee work production and greatly influences the state of employee job satisfaction. Because the work environment that is conducive and comfortable will affect employee morale so that employees are motivated to achieve company goals. Vice versa, if the existing work environment is inadequate or less conducive, motivation, work morale, and employee job satisfaction will decrease. With the existence of a conducive work environment for employees, it is expected that employee job satisfaction will increase. The work environment at this company certainly still has many shortcomings, because the work environment can encourage employees to work more optimally. In addition, it can also increase employee morale and enthusiasm, which of course makes employee satisfaction maximized. Increasing employee job satisfaction can be done in various ways, one of which is improving the work environment to be more conducive and comfortable. Although, the influence of this work environment is still minimal compared to other factors, but it could result in a major loss for the company to control its employee work system due to the lack of satisfaction received by employees.

Job satisfaction is one of the most important factors to get optimal work results ((Le Floch et al., 2019; Ekhsan et al., 2019; Meng & Berger, 2019; Al-Ali et al., 2019; Ramli, 2019; Kurniawaty et al., 2019; Sunarsi, 2020). When an employee feels satisfaction in his job, he will absolutely try as much as possible to the best of his ability to complete his job duties. Thus, the work productivity of employees will increase optimally.

According to Robbins (2001: 24), Ekhsan (2019), Saputra & Saufi (2019), García et al. (2019), Irabor & Okolie (2019), Ahmad & Islam (2019), Gopinath (2019) job satisfaction is a general attitude of an employee towards his job; that is, the difference between the amount an employee receives and the amount they believe they should receive.

Policies in measuring employee job satisfaction are key to the company's success in maintaining its company's condition (Markos, S., & Sridevi, 2010; Lee & Way, 2010; Longo & Mura, 2011; Edmans, 2012). Given the importance of job satisfaction for the sustainability of the company's running, the company always pays attention to the work environment of its employees. Therefore, management is obliged to motivate its employees by paying attention

to what the employees need, so that job satisfaction can be achieved. The employee job satisfaction appears in the attitude of employees towards their work and everything they face in their work environment. Indriasari (2005) found a positive and significant influence between work environment and employee job satisfaction.

Work satisfaction of employee is job satisfaction in a physical and psychological work environment with supportive working conditions and individual attitudes in the organization. Based on the description above, the author is interested in conducting research with the aim of knowing The Effect of The work Environment on The Job Satisfaction of The employees of PT Transindo Karya Mekar, Teon Nila Serua (TNS) District.

LITERATURE REVIEW

According to Nitisemito, (2002:183) the work environment is everything that is around the workers and which can affect him in performing the assigned tasks.

Job Satisfaction

According to Robbins (2015:181-182) Job satisfaction is a general attitude towards a person's job, indicating the difference between the amount of rewards employees receive and the amount they believe they should receive.

A safe, healthy and comfortable work environment is very influential in a company where employees work. The company environment is divided into two sides, namely the broad environment which generally describes the different forces outside the company, while the internal environment is the factors within the company where the company's activities take place.

In a physical work environment that concerns room coloring, here broad coloring is not just wall coloring but uniform and equipment. People will love to work if the room they occupy is bright, clean and harmonious. The cleanliness of the environment where you work, is also kept clean. With a clean place, people will be happy and feel at home to work. In addition to a clean place, it is also a good air temperature regulation, so that the air circulation in the office can change and not be stuffy. Likewise with lighting, space, noise, security and equipment. With such workspace conditions, the employees will feel satisfied and happy because the leaders value their work by providing adequate facilities for work.

This is also influenced by the psychological work environment, this environment involves employee-employee relationships, and employee-leader relationships. This relationship is very important for the ongoing work of the organization. Without this relationship, employee activities cannot run with the goals of the organization. In influencing others, a leader must understand the situation and condition of his employees. Knowing the employee's condition means the leader must understand the needs needed by employees and strive to meet them. When employees' needs are met, they will feel happy and passionate in facing work and can increase their sense of responsibility.

Riana (2005) found the influence of employee perceptions about the quality of the work environment on employee job satisfaction. Likewise, Amalia (2006) found that the work environment has a significant influence on employee job satisfaction at PT. Argonesia. Thus, theoretically by proving that employee job satisfaction is influenced by the work environment.

FRAMEWORK OF STUDY

Based on the description above, a model of the influence of the work environment on job satisfaction can be described as follows:



Figure 1 – Study Framework (Source: Theoretical Basis)

The research hypothesis is as follows: It is assumed that the work environment has a significant positive effect on job satisfaction of employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District.

METHODS OF RESEARCH

In this study the respondents chosen were all employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District. The number of employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District, there were 151 people in this study. Sampling was done by census, meaning that the entire population was the sample to be analyzed, so that questionnaires were distributed to 151 employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District. Of all the questionnaires distributed, there were 71 questionnaires that were not returned and were not filled in as expected or incomplete, so that the 80 returned questionnaires could be processed and analyzed using $N = 80$. Work environment variables include: physical work environment and psychological work environment. Job satisfaction variables include: A mentally challenging job, a supportive working condition, an appropriate salary or wage, suitability of personality with work, supportive co-workers. In this study, the influence of the independent variables, work environment on the dependent variable, namely employee job satisfaction at PT. Transindo Karya Mekar Teon Nila Serua (TNS) Subdistrict is using a simple linear regression analysis method. The simple linear regression model is as follows:

$$Y = a + bX + e$$

Where: Y = Job Satisfaction; X = Work Environment; e = Other variables not included in the study; b, = Regression Parameter Coefficient; a = Constant.

RESULTS AND DISCUSSION

Quantitative analysis is carried out to estimate the magnitude of the coefficients resulting from linear equations involving the independent and dependent variables. This analysis was carried out through the assistance of the SPSS v.17.0 program to be able to determine the effect of the work environment on partial job satisfaction as follows:

Table 2 – Linear Regression Test

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	13.680	3.966		3.449	.001
Work Environment	.608	.074	.680	8.184	.000

a. Dependent Variable: Job Satisfaction

Source: Processed Data, 2020.

Based on the data in the table above, it can be explained that the regression analysis produces a regression direction of b of 0.608 and a constant of 13,680. Thus, the influence of the work environment on job satisfaction can be described through the regression equation: $\hat{Y} = 13,680 + 0.608 X$. These results indicate that if the work environment is increased by 1 unit (%), it will increase performance by 0.608 units (%)

The t test is to determine whether the work environment variable (X) partially contributes significantly to job satisfaction.

From the results of the regression analysis, the t value for the work environment (X) is 8,184, while at $\alpha = 0.05$ and $df = 78$, the value of t table = 1,664 is obtained because $t_{count} > t_{table}$, so that it is proven that partially the work environment variable has a significant effect on job satisfaction of employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District.

Thus, the hypothesis which states that it is assumed that work environment variables have an influence on job satisfaction of employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District in this case is acceptable and has been statistically tested.

Table 3 – The Regression Table Effect of Work Environment on Job Satisfaction

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.680 ^a	.462	.455	5.64138

a. Predictors: (Constant), Work Environment

Source: Processed Data, 2020.

Based on the results of the above calculations, it can be seen that the R value is 0.680 so that simultaneously the correlation between work environment and performance is very high. The R² (square) value is 0.462, meaning that the work environment can explain the change in job satisfaction by 46.2%, while 53.8% is explained by other variables.

DISCUSSION OF RESULTS

From the analysis of research data as stated above, it can be seen the results of the study, namely: Is there a positive and significant influence between the work environment on the job satisfaction of employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District. The regression coefficient value that has been described previously, shows that the regression coefficient value for the independent variable work environment with the dependent variable job satisfaction is 0.608. The regression equation obtained from this study is $Y = 13,680 + 0.608 X$. From the regression equation it is known that the regression coefficient parameter for the work environment variable is positive for job satisfaction, meaning that every time there is an increase in work environment variables, job satisfaction will also increase.

In an effort to identify how far the influence of the independent variable on the dependent variable, it is necessary to look at the value of the coefficient of determination. As described above, the coefficient of determination denoted in numbers (R square) is 0.462, which means that the influence of the independent variable (work environment) on the dependent variable (job satisfaction) is 0.462. This shows that the contribution of the work environment variable (X) in an effort to explain the job satisfaction variable (Y) is 46.2%, while the remaining 53.8% is influenced by other factors outside the work environment variable. Furthermore, to determine whether the results of this study are significant or not, it is necessary to show a comparison between t count and t table. It is known from the partial hypothesis test items above that the t count is 8,184, while the t table is 1,664 (t count > t table), meaning that the work environment variable has a significant effect on the job satisfaction variable.

The creation of a physical work environment that is good, safe, comfortable, there is no risk, and a psychological work environment with leaders protecting employees, smooth communication, providing rewards according to their work, and every employee helping each other. By carrying out these points simultaneously, it will encourage employees to work more actively, because they realize that their existence is valued by PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District, and by PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District, they are not only seen as one of the production factors that only exploit their energy but do not pay attention to their welfare as humans. By creating a good work environment, employees will contribute optimally for the sake of survival and achieving the goals set by PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District.

CONCLUSION

From the data and test results that have been submitted, it can be concluded that:

1. The work environment has a significant and positive effect on job satisfaction of employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District. This is

proven by the results of the analysis that it is known that the regression coefficient for the work environment variable (X) is 0.608, while at $\alpha = 5\%$ and $df = 78$, the value of $t_{table} = 1.664$ and $t_{count} = 8.184$ because $t_{count} > t_{table}$ with a probability of more than 0.000 small 0.05 so that partially proven work environment variables have a significant effect on job satisfaction of employees of PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District.

2. From the results of tests that have been carried out by researchers, it turns out that the work environment variable has an influence of 0.462 on job satisfaction of the employees who are at PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District. This indicates that 46.2% of the job satisfaction of employees in the PT. Transindo Karya Mekar, Teon Nila Serua (TNS) District is determined by the work environment, while 53.8% is determined by other factors.

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