

ABSTRACT

Human resources have an important role, therefore the company must manage and pay attention to the job satisfaction of its employees. From employee job satisfaction will have an influence on the resulting performance. There are many factors that can affect job satisfaction, one of which is the work environment. Based on the results of interviews, secondary data studies, it was found that the phenomenon that occurred in the company was job satisfaction, which was characterized by fluctuating levels of absenteeism for the last 3 years and a work environment that was deemed to be less than optimal.

The purpose of this study was to examine the effect of physical and non-physical work environment on job satisfaction of Manunggal Perkasa employees either partially or simultaneously, as directly or indirectly.

This study uses quantitative methods and uses primary data obtained from the distribution of questionnaires that have been tested for validity and reliability to employees of PT Manunggal Perkasa. Sampling using proportionate sampling technique, so that in getting as many as 151 employees. Based on the involvement of the researcher, the researcher did not intervene in the data. Based on the implementation time, the researcher used the cross section method and the data analysis techniques used were descriptive analysis and path analysis with the help of IBM SPSS version 24 software.

The results of this study indicate that the conditions of the physical work environment, non-physical work environment are in the good category, and the conditions of employee job satisfaction are in the satisfactory category. Physical and non-physical work environment variables have a significant effect on job satisfaction either partially or simultaneously. The magnitude of the influence of the physical work environment and non-physical work environment simultaneously on job satisfaction is 20.9% and 79.1% is influenced by other variables. The indirect effect of the physical and non-physical work environment on job satisfaction is 10.11%, the direct effect of the physical work environment is 7.8% so that the total influence of the physical work environment is 17.91% while the direct influence of the non-physical work environment is 13.03. % so that the total influence of the non-physical work environment is 23.14%, where the non-physical work environment has a more dominant influence than the physical work environment.

The existence of the influence of the physical and non-physical work environment on job satisfaction, therefore to increase employee job satisfaction, the company can improve the physical and non-physical work environment in the company. With increased job satisfaction will affect the achievement of company goals. For further research, it is expected to be able to conduct research by adding other variables, using different analytical techniques with different research objects.

Keyword: Physical Work Environment, Non Physical Work Environment, Job Satisfaction