

# Effect of Placement, Environment and Motivation on Employee Satisfaction

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# Effect of Placement, Environment and Motivation on Employee Satisfaction

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## Abstract

This study aims to determine the effect of whether placement, environment and motivation simultaneously affect the job satisfaction of employees of PT. International Business Futures in Surabaya. The population in this study were employees of PT. International Business Futures in Surabaya. The research sample was 45 respondents, the method used in this study was a quantitative method. Data analysis used multiple linear regression analysis with SPSS 18 for windows program. The results of this study indicate that the work placement variable (X1) partially has a positive effect on job satisfaction (Y), the work environment variable (X2) partially has a positive effect on job satisfaction (Y), work motivation (X3) simultaneously has a positive effect on job satisfaction. work (Y) and work placement (X1), work environment (X2) and work motivation (X3) have a simultaneous effect on job satisfaction (Y). The results of this study indicate that the influence of the independent variables (placement, environment and work motivation) is 0.654 or 65.4% which indicates that the contribution of all variables. While the remaining 34.6% is explained by other factors which are factors outside of the variables of placement, environment and motivation.

## Keywords:

Environment and motivation on job satisfaction, Placement.

## 1. Introduction

In achieving the goals of a company and organization it is necessary to have human resources. The human resources owned are assets that must be optimized for their role to achieve the goals of the company or organization. The importance of the role of human resources as a pillar in the running of an organization requires companies to be able to carry out human resources appropriately and wisely so as to create job satisfaction for employees who work in it. (WIdyastuti & Ratnaningsih, 2018).

Employee satisfaction is a management system that is able to provide motivation for the team in stable working conditions and situations. This aspect is indicated from employee performance evaluation and team or leader support. Job satisfaction is an expression of feelings or attitudes towards work, promotion opportunities, relationships with coworkers, supervision and feelings of satisfaction with the work it self (Oxy, R.S., & Heru, 2018) .26

High employee performance is expected by every company. The more employees who have high performance, the overall company productivity will increase so that the company will be able to survive in global competition . To complete a task or job a person must have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what to do and how to do it.

Employees really need work motivation to do a job so that there is a spirit or excitement at work. Every employee has a different work motivation in himself in working there are those who want an award given by the company where he works and a sense of satisfaction in doing a job that can only be felt by himself. The work motivation factor is no less important in improving employee performance. Work motivation can be a driving force for someone to carry out an activity in order to get the best results.

PT. International Busines Futures Surabaya is a company engaged in trading (trading savings) that provides derivative trading in oil commodities, forex, trading indices is one of the trades that makes it possible under this covid condition as a substitute for other businesses or trades . The performance of employees or brokers at PT. International Business Futures can also be tested for their ability to carry out trading and already know about market movements . Employees are required to be able to know the movement of the market every day which is different in different movements. Employee success can be measured through customer satisfaction by getting profit benefits after making transactions.

Job satisfaction is a positive feeling about one's work which is the result of an evaluation of its characteristics. According to (Oxy, R.S., & Heru, 2018), job satisfaction is influenced by many factors, including: proper placement and according to expertise; work atmosphere and environment; the severity of the

work; supporting equipment; leadership attitude. Including that job satisfaction is influenced by specific dimensions of work, namely salary, work itself, promotion opportunities, and co-workers.

With the title: **“Influence Of Work Placement, Work Environment And Motivation On Employee Satisfaction Of Pt. International Business Futures In Surabaya”**

### **1.1 Problem Formulation**

Based on the background of the researchers formulate the problem as follows:

1. Does work placement affect the job satisfaction of employees of PT. International Business Futures In Surabaya?
2. Does the work environment affect the job satisfaction of PT. International Business Futures In Surabaya?
3. Does motivation affect the job satisfaction of employees of PT. International Business Futures In Surabaya?

### **1.2 Research Objectives**

Based on the formulation of the problem above, the objectives of the research are as follows;

1. To analyze the effect of job placement partially on employee job satisfaction PT. International Business Futures Surabaya
2. To analyze the influence of the work environment partially on job satisfaction of employees of PT. International Business Futures Surabaya
3. To analyze the effect of employee motivation partially on the work satisfaction of employees of PT. International Business Futures Surabaya
4. To analyze the effect of work placement, work environment, and motivation simultaneously on job satisfaction of employees of PT. International Business Futures Surabaya

## **2. Theoretical Review**

### **2.1 Job placement**

Placement relates to matching the position of a person he holds, based on the needs of the position and the knowledge, skills, abilities, preferences and personality of the employee. Placement also requires selection of new employees to place suitable positions for new employees in a company. According to Veitzal Rivai, (2006) Placement is the assignment or reassignment of an employee to his new job. Bahri., (2019) stated that employee placement is the process of placing employees in jobs that match their skills so that they work effectively based on job analysis information. According to Agoes, (2019) Placement is a policy taken by an installation leader or personnel department to determine whether an employee is still permanent or not placed in a certain position or position based on consideration of certain skills, skills or qualifications.

According to Abbas, DS, Hakim, MZ, & Rustandi, (2019) that employee job placement is a follow-up to the selection, namely the placement of prospective employees who are accepted (passing the selection) in positions/jobs that need them and at the same time delegating authority to that person. According to Siagian, (2016) Placement is the end of the selection process.

### **2.2 Work environment**

In a company, the work environment affects job satisfaction for every employee, so how do we create a good work environment for the company itself. At Pt. International Business Futures in Surabaya the work environment is very influential in the work force in the office.

According to Sutrisno, (2016) "the work environment is work is the overall work facilities and infrastructure around employees who are doing work that can affect the implementation of work".

The scope of the work environment varies, but in general it can be grouped into physical and non-physical or psychological conditions. For clarity, let's look at the following 7 indicators of a conducive work environment.

1. Air and lighting
2. Sound
3. Cleanliness
4. Security
5. Working relations among employees and leaders
6. Responsibilities and work structure
7. Smooth communication and teamwork

### 2.3 Work motivation

Motivation is the tendency of a trait that is the subject of conflict in a person that generates support and directs his actions. work motivation. motivation is a force that encourages a person to take an action or not which in essence exists internally and externally positive or negative, work motivation is something that gives rise to work motivation / enthusiasm for work

According to Bangun, (2012) Motivation is a desire in a person to cause that person to take an action. Someone takes action for something in achieving a goal. Therefore, motivation is a driving force that leads to goals and it rarely appears in vain. Every organization wants to achieve its goals. To achieve this goal, the role of humans involved in it is very important. To move people to suit 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, or in other words behavior is the simplest reflection of motivation. Novitas Sari, (2019) in his concept suggests that work motivation is a driving force for someone to do his job better, is also a factor that makes the difference between success and failure in many ways and is a very important emotional force for a new job. From the opinion of experts, it can be concluded that motivation is a variety of efforts made by humans, of course, to fulfill their wants and needs. However, so that their wants and needs can be fulfilled, it is not easy to obtain without maximum effort. In fulfilling their needs, a person will behave according to the impulses they have and what underlies their behavior.

Motivation is a tendency (a trait that is the subject of conflict) in a person that generates support and directs his actions. Indicators of work motivation are:

1. Physiological needs are very primary and absolutely must be met for the survival of every human being.
2. Security is a state of being free from all kinds of things that can hinder employee performance.
3. Social needs that must be met based on common interests in society, these needs are met together, for example good interaction between people.
4. Appreciation is the need for appreciation for what has been achieved by someone, for example the need for status, glory, attention, reputation.
5. Self-Actualization is seen from the highest needs and achievements of an employee during work.

### 2.4 Job Satisfaction

According to Acep Sutrisno, (2017) the term "Satisfaction" refers to the general attitude of an individual towards his work. Someone with a high level of job satisfaction shows a positive attitude towards work. Satisfied employees will be able to work well, full of enthusiasm, active, and can perform better than employees who do not get job satisfaction. Employees who do not get job satisfaction will never achieve psychological satisfaction and eventually negative attitudes or behavior will arise which in turn can lead to frustration. Job satisfaction is an employee's attitude towards work related to work situations, cooperation between employees, rewards received by work, and matters relating to physical and psychological factors.

Several experts have suggested indicators to measure job satisfaction, one of which is measuring job satisfaction can be known by using the following indicators :

1. Turnover (turnover)
2. The rate of absence from work
3. Age
4. Employment rate

## 3. Method

### 3.1 Research approach

Based on the process, this research uses quantitative research. Quantitative research is a research approach that is objective, includes the collection and analysis of quantitative data and uses statistical testing methods. Quantitative research is generally carried out on a certain representative population or sample. The research process is deductive in nature, where to answer the problem formulation, concepts or theories are used so that hypotheses can be formulated. The hypothesis is then tested through field data collection. To collect data used research instruments. The collected data is then analyzed quantitatively using the SPSS application so that it can be concluded that the formulated hypothesis is proven or not .

In quantitative research, the final goal to be achieved in conducting research using a quantitative approach is to test theories, build facts, show relationships and effects as well as comparisons between variables, provide statistical descriptions, estimate and predict the results. The research subjects that the writer will examine are employees of PT . International Business Futures In Surabaya



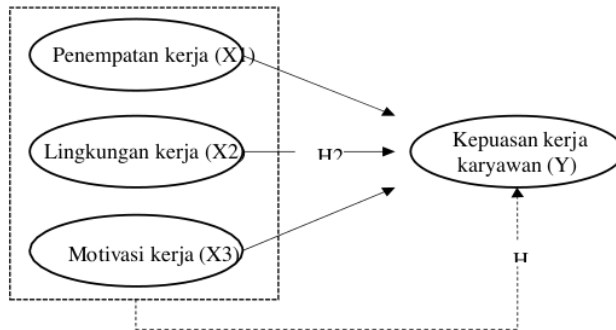


Figure 1.

### 3.2 Population and Sample

Population is a group of people or events or events that have certain characteristics. In addition, the population is an object or subject that has the qualities and characteristics set by the researcher to be studied and then drawn conclusions (Sugiyono, 2015). While in this study, what is meant by the population is employees at PT. International Business Futures in Surabaya with a total of 45 respondents.

The sample is part of the population to be studied or part of the number of characteristics possessed by the population. In this study, it has been stated that the research population is 45 respondents using saturated samples and samples taken at PT. International Business Futures in Surabaya.

### 3.3 Data Collection Techniques

To obtain valid and accurate data, the researcher uses several techniques in data collection that are considered appropriate and in accordance with the problem. These techniques are as follows:

#### 1. Preliminary survey

This survey was obtained to obtain an overview of PT. International Business Futures in Surabaya as an initial description in identifying objects used in research.

#### 2. Literature studies

Collect and study various literature studies related to research problems.

#### 3. Field research

The researcher conducted this research by distributing questionnaires to the respondents in accordance with the research basis that was determined as the sample. The questionnaire contains a list of questions to respondents regarding matters related to the research objectives, while also collecting data from data documentation or archives of the research object.

### 3.4 Data Analysis Techniques

#### 1. Validity test

Sugiyono, (2018) states that the validity test is an equation of data reported by researchers with data obtained directly that occurs in research subjects. Validity test is used to measure whether or not a questionnaire is valid. A questionnaire is said to be valid if the statement on the questionnaire is able to reveal what the questionnaire will measure. Test the validity of each question if  $r \text{ count} > r \text{ table}$  at a significant level ( $\alpha = 0.05$ ) then the instrument is considered invalid and if  $r \text{ count} < r \text{ table}$  then the instrument is considered invalid.

#### 2. Reliability Test

According to Sugiyono, (2018) the reliability test is the degree of consistency and stability of the data or findings. Unreliable data cannot be processed further because it will produce biased conclusions. A measuring instrument that is considered reliable if the measurement shows consistent results from time to time.

The reliability test is carried out after the validity test and the test is a valid statement or question. Cronbach's alpha is between 0.50 to 0.60. In this study, the researcher chose 0.60 as the reliability coefficient. The criteria for reliability testing are:

- a. If the value of Cronbach's alpha  $> 0.60$  then the instrument has good reliability in other words the instrument is reliable or reliable.
- b. If the value of Cronbach's alpha  $< 0.60$  then the instrument being tested is not reliable

### 3. Normality Test

According to Ghozali, (2011) states that the normality test is a test with the aim of testing whether in the regression model, the confounding or residual variables have a normal distribution. In this study, in testing the normality of the data, the researcher used the Kolmogorov – Smirnov test with a significance value of 0.05. The Kolmogorov - Smirnov test is carried out by making the following hypotheses :

- H<sub>0</sub> : Residual data is normally distributed  
H<sub>a</sub> : Residual data is not normally distributed

Criteria:

- If it is significant > (0.05), it can be stated that H<sub>0</sub> is accepted, which means the residual data is normally distributed.
- If it is significant < (0.05), it can be stated that H<sub>0</sub> is rejected, which means that the residual data is not normally distributed.

### 4. Multicollinearity Test

According to Ghozali, (2011) explained that multicollinearity testing aims to test whether the regression model found a correlation between independent variables (independent). A good regression model should not have a correlation between the independent variables. In detecting the presence or absence of multicollinearity, it can be done by paying attention to the Variance Inflation Factor (VIF) and tolerance numbers. Tolerance aims to measure the variability of the selected independent variables that are not explained by other independent variables. So a low tolerance value is the same as a high VIF value because VIF = 1/ Tolerance. The cut off values that are usually used to indicate the presence of multicollinearity are as follows:

- If tolerance  $\leq 0.10$  and VIF  $\geq 10$  then multicollinearity occurs.
- If tolerance  $\geq 0.10$  and VIF  $\leq 10$  then there is no multicollinearity.

### 5. Heteroscedasticity Test

According to Ghozali, (2011) explains that the heteroscedasticity test is a test to test whether in a regression model there is an inequality of variance from the residual of one observation to another observation. The regression model can be declared homoscedastic if the residual variance of an observation to another observation remains, on the contrary the regression model is declared heteroscedasticity if the variance of the residual of an observation with other observations is different. So a good regression model is one that does not occur heteroscedasticity or in other words the occurrence of a homoscedasticity regression model. The heteroscedasticity test can be carried out by observing whether there is a certain pattern on the graph plot between SRESID (residual) and the predicted value of the dependent or independent variable, namely ZPRED where the Y axis is the predicted y, and the X axis is the residual (Y predicted – actual Y) that has been predicted, standardized. The following is the basis of the analysis:

- If there is a certain pattern, such as dots that form a certain regular pattern (wavy, widen and then narrowed) then heteroscedasticity will occur.
- If there is no clear pattern, and the points spread above and below the number 0 on the y-axis, then there will be no heteroscedasticity.

### 6. Partial Effect Significance Test (T Test)

According to Ghozali, (2011) explains that the partial test (t test) is used to determine the effect of each independent variable on the dependent variable. In this study, hypothesis testing for each variable of professionalism, integrity, competence and independence on audit quality used the t statistic test. Partial test is used to see the statistical significance of the influence of the independent variables partially with a significant level of 5% or a confidence level of 95%. The hypothesis is formulated as follows:

- If  $t_{count} < t_{table}$  and  $p\text{-value} > 0.05$  then H<sub>0</sub> is accepted and H<sub>1</sub> is rejected, which means that one of the independent variables does not significantly affect the dependent variable (dependent).
- If  $t_{count} > t_{table}$  and  $p\text{-value} < 0.05$ , then H<sub>1</sub> is accepted and H<sub>0</sub> is rejected, which means that one of the independent variables significantly affects the dependent variable (dependent).

### 7. Simultaneous Significant Test (F Test)

According to Priyatno, (2019) stated that the F test was used to test the effect of the independent variables together on the dependent variable by comparing the calculated F value with the F table. The criteria for testing the hypothesis are with a confidence level of 95% or a significant level of 5% then:

- If  $F_{count} > F_{table}$ , or significant level  $< 0.05$ , it means that each independent variable simultaneously has a significant impact on the dependent variable.
- If  $F_{count} < F_{table}$ , or significant level  $> 0.05$ , it means that each independent variable simultaneously has no significant impact on the dependent variable.

#### 8. Coefficient of determination ( $R^2$ )

The basic coefficient of determination is to calculate how far the capability of a model in describing the variation of the dependent variable is. The value of the coefficient of determination is zero and one. A small value of  $R^2$  means that the independent variables have provided all the information needed to estimate the dependent variable. Generally, the coefficient of determination for cross-sectional data is relatively small due to the large variation between each view, while in time series data, the coefficient data often has a higher limit.

The basic weakness of using determination is that it can be based on the number of independent variables that are included in the model. Each additional independent variable, so the value of  $R^2$  must increase regardless of whether the variable has an absolute impact on the dependent variable or not, therefore many researchers suggest using the "adjusted  $R^2$ " value when correcting the best regression model. Unlike  $R^2$ , the "adjusted  $R^2$  value" can increase or decrease based on the significance of the independent variable. How to measure if  $R$  is greater than 0.5 then this study has a significant independent variable impact on the dependent variable. If adjusted  $R^2$  is greater than 50%, the effect of the independent variable in this study is adjusted  $R^2$ . Other effects of variables that are not used in this test are 100% minus adjusted  $R^2$ .

#### 9. Multiple Linear Regression

The analysis that can be used in this research is multiple linear regression analysis (multiple regression). Multiple linear regression analysis can be used to analyze the impact between the independent variables (job placement, work environment, work motivation) on the dependent variable, namely employee job satisfaction.

The formula that can be used in the mathematics of multiple linear regression that can be used in this test is:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Description:

Y = job satisfaction

$X_1$  = work motivation

$X_2$  = work discipline

$X_3$  = work environment

a = Constant

e = Stochastic disturbance or stochastic error term

## 4. Results and Discussion

### 1. Test validity

Validity test is a test used to determine whether the statement in the questionnaire shows whether it is valid or not. The research results are valid if there is a similarity between the data collected and the actual researched data on the research object. Testing the validity at a significant level of 5% or 0.05 means that the significance value ( $\alpha < 0.05$ ) means that the variable is valid. Conversely, if the significance value ( $\alpha > 0.05$ ) then the variable cannot be used. In this study the results of the validity test can be interpreted as follows:

Table 1. Validity Test Results

Variable	Indicator	Sign (0.05)	Information
Job Placement (PK)	PK1	0.000	Valid
	PK2	0.000	Valid
	PK3	0.000	Valid
	PK4	0.000	Valid
Work environment (LK)	LK1	0.000	Valid
	LK2	0.000	Valid
	LK3	0.000	Valid
	LK4	0.000	Valid
	LK5	0.000	Valid
	LK6	0.000	Valid
Work motivation (MK)	MK1	0.000	Valid
	MK2	0.000	Valid
	MK3	0.000	Valid
	MK4	0.000	Valid
	MK5	0.000	Valid
	MK6	0.000	Valid
Job satisfaction (KK)	KK1	0.000	Valid
	KK2	0.000	Valid
	KK3	0.000	Valid
	KK4	0.000	Valid
	KK5	0.000	Valid

Based on the results of the study, it can be seen that all statement items for each indicator of all variables consisting of leadership and communication and sales performance totaling 12 items. Has a significance value (2 tailed) less than 0.05, which means that all statement items can be said to be valid and can be used in research.

## 2. Reliability Test

A measurement that is able to produce data that has a high level of reliability is called a reliable measurement. In a study it is said to be reliable if it has a Cronbach alpha value > 0.60. The reliability test in this study can be seen in.

Table 2. Reliability Test Results

Variable	Cronbach Alpha . Calculation Results	Cronbach Alpha (a)	Information
Work Placement (PK)	0.864	0.60	Reliable
Work Environment (LK)	0.884		
Work Motivation (MK)	0.875		
Job Satisfaction (KP)	0.810		

Based on the results of the study, it can be seen that the value of cronbach alpha (a) of all items from each statement indicator consisting of all statement items of each indicator of all variables consisting of facilities, accessibility, communication style and customer loyalty already has a cronbach alpha value (a) which is greater than 0.60. This means that all indicator items consisting of work placement, work environment, work motivation, and job satisfaction are said to be reliable and can be used in research.

## 3. Normality Test

The normality test aims to test whether in the regression model the dependent variable and the independent variable both have a normal distribution or not. From the results of the normality test in this study, it can be seen in the value of one sample Kolmogorov Smirnov, in the One Sample Kolmogorov Smirnov test residual is normally distributed if the significance value is > 0.05 which can be seen in the table, as follows:



Table 3. Normality Test Results

		One-Sample Kolmogorov-Smirnov Test	
		Unstandardized Residual	Standardized Residual
N		45	45
Normal Parameters a,b	mean	0E-7	0E-7
	Std. Deviation	,30271239	,96530730
Most Extreme Differences	Absolute	,116	,116
	Positive	0.070	0.070
	negative	-,116	-,116
Kolmogorov-Smirnov Z		,776	,776
asyp. Sig. (2-tailed)		,584	,584

a. Test distribution is Normal.

b. Calculated from data.

Based on the table above, it can be seen that the value of Asymp sig (2-tailed) is  $0.584 > 0.05$ , this is in accordance with the provisions that have been set, it can be concluded that the data in the model is normally distributed and can be used in research.

#### 4. Multicollinearity Test

Multicollinearity test is a form of testing with assumptions in multiple regression analysis. The multicollinearity test in this study aims to test whether the regression model found a correlation between the independent variables. Multicollinearity can be seen from the value of *tolerance* and *variance inflation factor* (VIF). For making a decision in determining the presence or absence of multicollinearity, namely with the following criteria: a) If the VIF value is  $> 10$  or if the *tolerance value is*  $< 0.1$ , then there is multicollinearity in the regression model, and b) If the VIF value is  $< 10$  or if the *tolerance value is*  $> 0.1$  then there is no multicollinearity in the regression model. From the results of the multicollinearity test in this study, the VIF value can be seen in the table, as follows:

Table 4. Multicollinearity Test Results

Variable	Tolerance	VIF	Information
PK	,597	1,674	Multicollinearity free
LK	,675	1,482	Multicollinearity free
MK	,605	1,653	Multicollinearity free

Based on Table 4. shows that the *tolerance number*  $> 0.10$  and the VIF value  $< 10$ , it can be concluded that all independent variables consisting of Facilities, Accessibility and Communication Style Multicollinearity does not occur, so that the independent variables can be used in research.

#### 5. Heteroscedasticity Test

Heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residual of one observation to another observation. If the residual observation to other observations remains, it is called homoscedasticity and if it is different it is called heteroscedasticity. In a study it can be said to be free. Heteroscedasticity has a basic analysis, namely if there is a certain pattern such as dots that form a certain regular pattern (wavy, widen then narrowed), then it indicates that heteroscedasticity has occurred whereas if there is no clear pattern, as well as the dots the points spread above and below the number 0 on the Y axis, then there is no heteroscedasticity. Heteroscedasticity test in this study can be seen in the following figure:

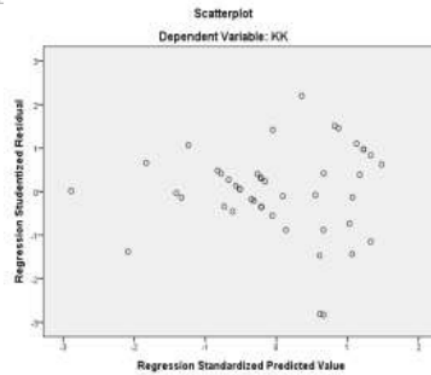


Figure 2. Heteroscedasticity Scatterplot Graph

From the figure above, it can be seen that there is no clear pattern, and the data in the form of dots has spread randomly above and below the number 0 on the Y axis. It can be concluded that in this study there was no heteroscedasticity in the regression model. This shows that the estimation results of multiple linear regression are feasible to be used for further interpretation and analysis.

#### 6. Partial Effect Significance Test (T Test)

The t-test is known as the partial test, which is to test how the influence of each independent variable individually on the dependent variable. An independent variable has a significant effect on the dependent variable if the significant value is  $< 0.05$ , whereas an independent variable has no significant effect on the dependent variable if the significant value is  $> 0.05$ . The t-test in this study can be seen in the table below.

Table 5. T . Test Results

Hypothesis	Variable Relationship	Standardized Coefficient	Sig-value	*Sig. Critical	Decision*
1	PK → KK	0.310	0.013	0.05	Significant
2	LK → KK	0.413	0.001	0.05	Significant
3	MK → KK	0.250	0.041	0.05	Significant

- a. Testing Hypothesis 1: Job Placement has a positive and significant effect on Job Satisfaction at PT. International Business Futures Surabaya.  
Based on the results of testing the research hypothesis in the table above, the influence of Placement on Satisfaction produces a positive *Standardized Coefficient* and a *Sig-Value* of 0.013. Because *Sig-Value* (0.013)  $<$  Sig.Tolerance (0.05), the effect of placement on job satisfaction is proven to be significant. Thus, the proposed hypothesis "employment has a significant effect on job satisfaction" is supported in this study in a positive direction.
- b. Testing Hypothesis 2: the work environment has a positive and significant effect on job satisfaction.  
Based on the results of testing the research hypothesis in the table above, the influence of the work environment on work placement produces a positive *Standardized Coefficient* and a *Sig-Value* of 0.001. Because *Sig-Value* (0.001)  $<$  Sig.Tolerance (0.05), the effect of the work environment on job satisfaction is proven to be significant . Thus the hypothesis proposed "the work environment has a significant influence on job satisfaction" received support in this study in a positive direction.
- c. Hypothesis Testing 3 work motivation has a positive and significant effect on job satisfaction at PT. International Business Futures Surabaya.  
Based on the results of testing the research hypothesis in the table above, the effect of work motivation on job satisfaction produces a positive direction coefficient ( *Standardized Coefficient* ) and a *Sig-Value* of 0.041. Because *Sig-Value* (0.041)  $<$  Sig.Tolerance (0.05), the effect of work motivation on job satisfaction is proven to be significant. Thus the proposed hypothesis "work motivation has a significant effect on job satisfaction" is supported in this study in a positive direction.

#### 7. Simultaneous Significant Test (F Test)

The f test is known as the simultaneous test, the f test is carried out to see the effect of the independent variables on the dependent variable. A study can be said that the independent variable is able to jointly affect the dependent variable if the value of sig < (0.05), whereas if the value of sig > (0.05), the independent variables are not able to have a joint effect on the dependent variable. The F test of this research can be seen in the table below:

Table 6. F . Test Results  
ANOVA a

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7,607	3	2,536	25.785	,000 b
	Residual	4.032	41	,098		
	Total	11,639	44			

a. Dependent Variable: LP

b. Predictors: (Constant), GK, Fs, Ak

From the table above, it can be seen that the model is feasible to do research because it has a significant level of 0.000 < 0.05 ( level of significant ), this means that the variables of work placement, work environment and work motivation together are able to significantly influence work motivation. .

#### 8. Coefficient of determination (R<sup>2</sup>)

The coefficient of determination (R<sup>2</sup>) is a measure of how far the model's ability to explain the variation of the dependent variable. The value of the coefficient of determination is between zero and one. The smallest value of R<sup>2</sup> means the ability of the independent variables is limited. A value close to one means that the independent variables provide almost all that is needed. The coefficient of determination in this study can be seen in the following table:

Table 7. Correlation Coefficient Test Results  
Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,808 <sup>a</sup>	,654	,628	,31359

a. Predictors: (Constant), MK, LK, PK

b. Dependent Variable: KK

From Table 7. it can be seen that the value of R Square (R<sup>2</sup>) is 0.654 or 65.4% which shows that the contribution of all variables, namely placement, environment and motivation to job satisfaction. While the remaining 34.6% is explained by other factors which are factors outside of the placement, environment and motivation variables.

### 5. Analysis and discussion of research results

1. In this study, the placement has a positive and significant effect on job satisfaction, this can mean that the better the placement given to employees, the job satisfaction will increase. According to (Iskandar, 2020) Job satisfaction is a feeling of satisfaction felt by employees for the work carried out as a whole or jointly reviewing aspects of conditions that exist in the workplace. This means that if employees are given appropriate placements and are different from others, it will allow employees to feel total at work and total employees will have a very good impact on a company.
2. In this study, the environment has a positive and significant influence on job satisfaction, this can mean that the cleaner the work environment owned by the company, the employee's comfort will increase. This means that if the employee's workplace is cleaner, it will make it easier for employees to carry out their daily work, not only that a clean environmental condition will also allow it to be a consideration by prospective employees who will apply for jobs. The environment is the most important thing for a company because it will be a consideration for prospective employees/employees who are working, the more comfortable the environment is, the employees will feel safe and comfortable.
3. In this study, work motivation has a positive and significant effect on job satisfaction. This means that the better the motivation given to the employees of PT. International Business Futures, employee satisfaction will increase. according to (Lantara, 2019) There is a direct influence between work motivation on job satisfaction. This means that motivation is something that is important to communicate with each other between leaders and subordinates/between co-workers. because if the leader does not provide motivation properly it will make subordinates/employees feel uncomfortable because poor motivation can be

considered by employees as bad motivation. At the leadership of PT. International Business Futures has provided good motivation to subordinates/employees so that employees in the company feel comfortable and are not disturbed in terms of communication between leaders and subordinates.

4. The variables of Placement, Environment, and Work Motivation together can have a significant effect on job satisfaction, this is because these variables can affect job satisfaction. employees will feel satisfied in a company that has a suitable work placement so that it makes employees comfortable, in terms of the environment if the clean and comfortable environment provided to employees in the company will be a consideration for prospective employees / employees who are working and will make it easier to do work, and for work motivation given by the leadership also greatly affects job satisfaction, because the motivation given has gone well to subordinates so that employees in the company feel comfortable and are not disturbed in terms of communication between leaders and subordinates.

## 6. Conclusion

The conclusions of the study are as follows:

1. job placement has a positive or significant effect on employee job satisfaction at PT. International Business Futures in Surabaya
2. work environment has a positive or significant effect on job satisfaction of employees of PT. International Business Futures in Surabaya
3. motivation has a positive or significant effect on job satisfaction of employees of PT. International Business Futures in Surabaya
4. Placement, environment, and work motivation simultaneously have a positive effect on job satisfaction of employees of PT. International Business Futures.
5. Placement, Environment, Work Motivation partially have a positive effect on job satisfaction of employees of PT. International Business Futures.
6. The results of the analysis of the T test and the F test showed significant values below 0.05, so it can be concluded that the independent variables consisting of Appearance, Environment, Work Motivation, have a significant influence on Job Satisfaction of PT. International Business Futures.

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