THE EFFECT OF *REWARDING*, WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE JOB SATISFACTION AT PT. BUILD THE GRACE OF THE ARCHIPELAGO CONCRETE TEGAL REGENCY

Management

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ABSTRACT

Chelsea Auliya Zahra, *2023. The Influence of Rewards, Work Environment and Work Motivation on Employee Job Satisfaction at PT. Build Anugrah Beton Nusantara, Tegal Regency.*

The aims of this research are: 1). To determine the effect of giving rewards on employee job satisfaction at PT. Build Anugrah Beton Nusantara 2). To determine the influence of the work environment on employee job satisfaction at PT. Build Anugrah Beton Nusantara 3). To determine the effect of work motivation on employee job satisfaction at PT. Anugrah Beton Nusantara Build. 4). To determine the effect of giving rewards, work environment, and work motivation together on employee job satisfaction at PT. Build Anugrah Beton Nusantara

The type of research used in this research is causal associative research using a quantitative approach. The data collection technique in this research is using questionnaires. Meanwhile, the data analysis tools used are the successive interval method, classical assumption test, multiple regression analysis, partial hypothesis test, simultaneous hypothesis test, and analysis of the coefficient of determination.

Based on this conclusion are: 1). Giving rewards has an effect on employee job satisfaction as evidenced by a partial test of giving rewards to employee job satisfaction using the t test, obtained a t value of 3.953 > t table of 2.004 and a significance value of 0.000 < 0.05. 2). The work environment has an influence on employee job satisfaction as evidenced by partial testing of the work environment on employee job satisfaction using the t test, obtained a t value of 2.983 > t table of 2.004 and a significance value of 0.004 < 0.05.. 3). Work motivation has an influence on employee job satisfaction as evidenced by partial testing of work motivation on employee job satisfaction using the t test, obtained a t value of 2.852 > t table of 2.004 and a significance value of 0.006 < 0.05. 4). Providing rewards, work environment, and work motivation together influence employee job satisfaction as evidenced by simultaneous tests using SPSS, obtained an Fcount value of 63.868 > Ftable of 2.78 with a significance value of 0.000 < 0.05.

Keywords: Rewards, Work Environment, Work Motivation, Job Satisfaction.

ABSTRACT

Chelsea Auliya Zahra, 2023. The Effect of Rewards, Work Environment and Work Motivation on Employee Job Satisfaction at PT. Build Anugrah Beton Nusantara, Tegal Regency.

The objectives of this study are: 1). To find out the effect of giving *rewards* on the job satisfaction of employees of PT. Build Anugrah Beton Nusantara 2). To find out the influence of the work environment on the job satisfaction of employees of PT. Build Anugrah Beton Nusantara 3). To find

out the effect of work motivation on the job satisfaction of employees of PT. Build Anugrah Concrete Nusantara. 4). To determine the effect *of rewards*, work environment, and work motivation together on the job satisfaction of employees of PT. Build Anugrah Beton Nusantara

The type of research used in this study is a type of causal associative research using a quantitative approach. The data collection technique in this study is using a questionnaire while the data analysis tools used are successive interval methods, classical assumption tests, multiple regression analysis, partial hypothesis tests, simultaneous hypothesis tests, and determination coefficient analysis.

Based on   is   .
                0.05..   ,

Word :

A. INTRODUCTION
1.1 Background
Employee
(Wursanto,   .
Use

                                                              (Hasibuan,   .
                                    (no   (Rivai,   .
        PT.   (Ready

                                        (PT.
        One

                                        Table
                                Data
                                Month

No.	Moon	No (Ontime)	Late	Full
1	January	8	50	3
2	February	11	47	5
3	March	12	46	3
4	April	18	40	6
5	May	10	48	6
6	June	12	46	4
7	July	8	50	7
8	August	13	45	6
9	September	11	47	5

    Source: (2023)
        Refer

                                                                    must

        PT.

                                                (manager
                (PT.

2

Table
Data
Month

No.	Moon	No (Ontime)	Full	Total
1	January			
2	February			
3	March			
4	April			
5	May			
6	June			
7	July			
8	August			
9	September			
	Sum			

Source: (2023)
From
Condition
Based on   "Influence   ,

1.2 Formulation
Based on
1. Does
2. Does
3. Does
4. Does   ,

1.3 Objective
From   is 111:
1. For   .
2. For   .
3. For   .
4. For   ,   .

B. FRAMEWORK
1. The Influence   .
Achievement
Mondy   (2018:126)
Result   Nadilla   (2023), Aini &   (2020)
Nurhalifah   (2021)
2. The Influence   .
About
(Nurhalifah   .
Result   Nadilla   (2023), Aini &   (2020)   Minarsih (2023)
Nurhalifah   (2021)
3. Influence   .
To
(Mubaroqah   .

3

Result   Gautama &   (2022), Mubaroqah &   (2020), Kirani &   (2020)
Saputri &   (2018)
4. Influence   ,   .
   A person

                                                                    .

The following   :

Reward (X₁)

$H1$

Work Environment (X₂)

$H2$

Work Motivation (X₃)

H

Job Satisfaction (Y)

H

Figure
Framework
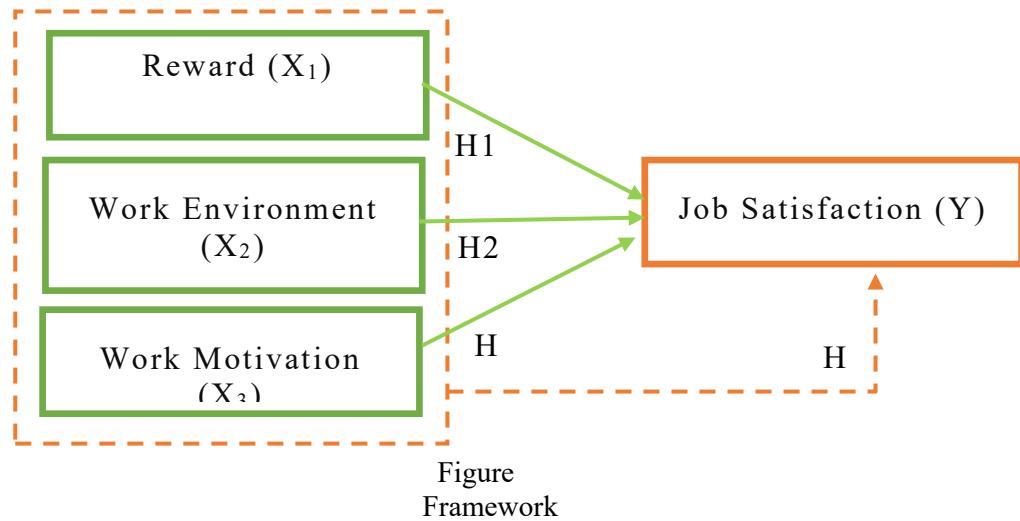
C. METHOD

3.1 Type
Research   .

3.2 Population
As for   , 11, 11, 11, 11, 1
With   .

3.3 Definition
Variable   .

3.4 Technique
Technique   /questionnaires.

3.5 Engineering
Analysis

D. RESULTS

4.1 Test
The following

Table
Results

		Unstandardized
N		58
Normal Parametersa,b	Mean	.0000000
	Std.	1.34572344
Most	Absolute	.055
	Positive	.044
	Negative	-.055
Test		.055
Asymp. (2-tailed)		.200^{c,d}

Source: (2023)

4

Based on   111 111 111 111 111 111 111
                                                    .
How   (Ghozali,

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kepuasan kerja
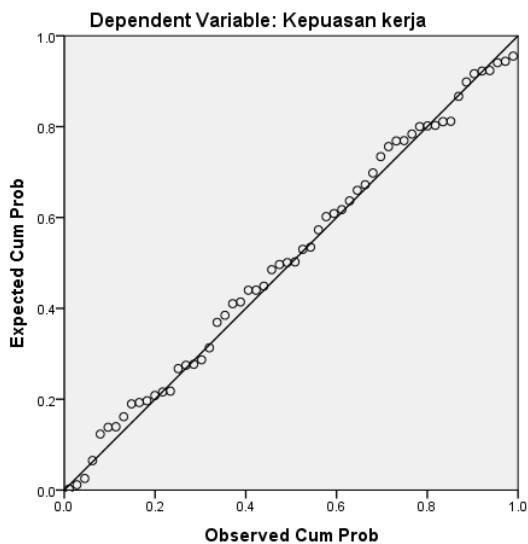
Figure
Result

Based on   .
Test   (Ghozali,   (*Variance*
                                  (Ghozali,
                                       Table
                                       Result

Coefficientsa

Type		Collinearity	
		Tolerance	VIF
1	Giving	.338	2.957
	Environment	.333	3.000
	Motivation	.632	1.583

a.

From   .
Test   .
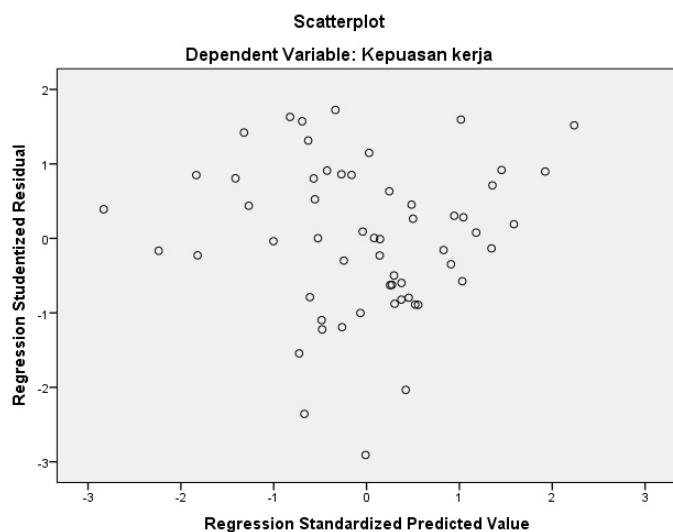
Figure
Results   Heteroscedasticity

Based on   , 11, 11, 11, 11, 11, 11, 11,
11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11,
11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11,
11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 11, 1

4.2 Analysis
Analysis

Table
Result

Coefficientsa

Type		Unstandardized		Standardized	t	Sig.
		B	Std.	Beta		
1	(Constant)	6.640	1.446		4.590	.000
	Giving	.358	.091	.434	3.953	.000
	Environment	.220	.074	.330	2.983	.004
	Motivation	.189	.066	.229	2.852	.006

a.

Based on
$\hat{Y}$
Based on
a. Constant   ,
b. Coefficient
c. The regression coefficient
d. The coefficient

4.3   111Partial
Test

Table
Result
Coefficientsa

Type	Unstandardized	Standardized	t	Sig.

6

	B	Std.	Beta		
1　(Constant)	6.640	1.446		4.590	.000
Giving	.358	.091	.434	3.953	.000
Environment	.220	.074	.330	2.983	.004
Motivation	.189	.066	.229	2.852	.006

a.

From
1. From
2. From
3. From

4.4 Test

Test   .

Table
Results

ANOVAa

Type	Sum	Df	Mean	F	Sig.
1　Regression	366.267	3	122.089	63.868	.000b
Residual	103.225	54	1.912		
Total	469.492	57			

a.

b.　(Constant),

From   ,

4.5 Coefficient

Coefficient

Table
Result

Model

Type	R	R	Adjusted	Std.
1	.883a	.780	.768	1.38260

a.　(Constant),

From   .   ,
%   .

E. CONCLUSIONS
5.1 Conclusion
Based on
1. Giving
2. Environment
3. Motivation
4.　,

5.2 Suggestion
Some   :
1. PT.
2. PT.

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3. Leadership