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**THE INFLUENCE OF ORGANIZATIONAL CULTURE, WORK ENVIRONMENT  
PHYSICAL AND WORK DISCIPLINE WORK ON JOB SATISFACTION WORK  
ON EMPLOYEES PT. BPR BKK JATENG (PERSERODA) KOTA TEGAL**

Management

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**ABSTRAK**

The research aims to analyze the effects of the culture, the work environment and the physical and the discipline of the work together and the influence on the job satisfaction of the employees and the PT. BPR BKK Kota Tegal. Type research didiused quantitative research. Population in research, 63 imployees BPR BKK Kota Tegal. Linear regression analysis, multiple and icoefficient analysis, ietermination ii, iise, iias ii, iiprocedure, iianalysis. iiResults iiResearch iiis iiOrganizational culture, iiWork environment, iiPhysical iiDan iiWork discipline iiInfluence iisignificantlyiiTowards iiEmployee job satisfaction.

**Keywords** iiKeywords: iiCulture iiOrganization, iiEnvironment iiWork, iiDiscipline iiWork iiland iiJob Satisfaction

**A iiB iiS iiT iiR iiA iiC iiT**

*The iistudy iiaims iito iianalyse iithe iinfluence iiof iiculture, iiphysical iiwork iienvironment iiland iiwork iidiscipline iitogether iiaffect iithe iijob iisatisfaction iiof iiemployees iiof iiPT iiBPR iiBKK iiTegal iiCity. iiThe iitype iiof iiof iiresearch iiused iiis iiquantitative iiresearch. iiThe iipopulation iin iithis iistudy iiwere ii63 iiemployees iiof iiBPR iiBKK iiTegal iiCity. iiMultiple iilinear iiregression iianalysis iiland iicoefficient iiof iidetermination iianalysis iiwere iiused iias iithe iianalysis iiprocedure. iiThe iiresults iiof iiof the iistudy iiwere iiorganisational iiculture, iiphysical iiwork iienvironment iiland iiwork iidiscipline iihad iia iisignificant iieffect iion iiemployee iijob iisatisfaction.*

**Key iiword:** iiOrganisational iiCulture, iiWork iiEnvironment, iiWork iiDiscipline iiland iiJob iiSatisfaction

**Acknowledgment**

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## INTRODUCTION

The source of the power of the company influences the achievement of a company's goals. iiThe relationship between the company and the employee must be established in a good manner. iiAccording to iiRobbins iidan iiJudge ii(2011:32) iidefines iisatisfaction iiwork iias iipositive feelings iiaabout iiwork iia person iiwho ii is iiresult iiof iiof iian evaluation iits characteristics. iiAccording to ii(Fathoni, ii2006:128) iisatisfaction iiwork, iis iiemotional attitude, iiyang iijoy, iilove iiwork. iitu attitude iireflect iioleh iimoral iiwork, iike, iidan iiachievement iiwork. iiEmployees iiwho are satisfied with itheir work ithey are more likely iimore iicreative iiland iinnovative iiproduce iiproduktivity iihigh produktivity, iiso that iiachieve iithe goal of organization.

Culture  
iiOrganizational  
culture iican help  
iiperformance  
iiemployees,  
iibecause iicreate  
iia level  
iimotivation iithe big iidevise iiemployees  
iito iigive ii the best ability iin iitake

advantage of iioportunities iiyang iibe given iiby iithe organization ii (Dunggio, ii2020:3). iiThe existence of iiculture iiorganization iimakes iia iisystem iimeaning, iivalues- iivalues ii, iivalues ii, iibeliefs ii, ii, ii,

The phenomenon of iiyang iioccurs iidi iifield ii, iifound iiemployees iiyang iiii completes iiwork iion time, iiyang iikan ii causes iionot iieffective iin iiwork. iiProblems iiNext iiRegarding iiAbsence, iiStill iiUse iimanually. iiAttendance iimanually, iahas iweaknesses, iion iilevel iisupervision. iiSo that iioften iioccur iiviolations, iisuch as iidelay iion iio'clock, iienter iiwork, iiso that iiemployees iifeel iisufficient iiwith iiwork. iiThe results of iisurveys iicarried out iioccurred iidecrease iitargets iididi, iicaused iilack iiless iiemployee discipline.

Below iini

Culture	iiCriteria for Attendance			Below iini	
	2020	2021	2022		
iiOrganizational culture iican help	Sick	10	7	4	iis iirecapitulation iiemployee
	Permission	5	8	3	
iiperformance iiemployees,	Leave	4	6	2	iiBPR iiBKK iiKota iiTegal
	Without iiCaption	0	0	2	
iibecause iicreate iia level	Number of employees	69	69	69	iiPeriod ii2020 iis.d ii ii2022 ii:
	Percentage iiAbsence	4,75%	4,00%	2,75%	

**Table. Ii1**  
**Recapitulation iiAttendance**  
**iiEmployees**

BKK Kota Tegal.

Based on table 1, physical conditions environment BPR BKK Kota Tegal pada year 2021-2022 categorized enough good. It can be seen that from the amount of the amount of the less, than 10, As for damage- damage, lighting, The temperature of air yang good, seen dari AC yang ada di room function with good. Chair with total damage 15, table work with total damage 9 dan place garbage total damage 8. Condition Damage not so interfere employees BPR BKK in work.

work environment every important role for employees, existence work environment conducive make employees in complete their duties feel comfortable. In fact, conditions the working environment di BPR seen less conducive not yet supporting employees work with comfortable,

ii

Source ii:  
iiArchive iiBPR iiBKK  
iiKota iiTegal

According to Sinambela (2012:22) ii, explain iithat iidiscipline iiwork iiis iiability iiwork iia person's ability iin an orderly, iitekun, iicontinuous iicontinuous, iiwork iin accordance with ii, iiDiscipline iiis iione iione iione iihal iiyang ii must be maintained iidan ii improved iicontinuously iiorder iiemployees iion iiBPR iiBKK iiCity iiTegal ii become iiused iiwork iiwith iidiscipline iidan ii responsibility ii according to iiwith iiduties iiduties iiwhich ii is given ii by iisuperiors iior iitheir leaders. Ii

**Table.2**  
**Recapitulation iiEnvironment iiWork iiPhysical**

It	Information	Year ii2021-ii2022	Criteria iiAssessment	Amount iiDamage
1	Lighting ii Temperature	ii2021-ii2022	Good	ii3
2	iiAir	ii2021-ii2022	Good	ii0
3	Chair	ii2021-ii2022	Good	ii15
4	Table iiGarbage	ii2021-ii2022	Good	ii9
5	Place	ii2021-ii2022	Good	ii8

Source ii: iiArchive iiBPR

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employees in work, and obstacles other that can hinder work employees so that not give satisfaction in doing work. In addition to, control, or supervision, The leadership does not hold evaluation weekly programs so that employees tend to repeat to engineering daily reports their daily. The leadership does not hold evaluation weekly programs so that employees tend to repeat to engineering daily reports their daily. The leadership does not hold evaluation weekly programs so that employees tend to repeat to engineering daily reports their daily.

## RESEARCH METHOD

Method which used namely quantitative research, Population in research namely employees PT. BPR BKK Jateng (Perseroda) Kota Tegal Total 69. Technique Sampling from population in this research using saturated samples, where all individuals from population as many as 69 people. Technique data analysis, i.e. data did transform from ordinal to interval with using Seductive Interval (MSI) method.

## HYPOTHESIS

H1: Culture Organizational

influence Happiness work satisfaction

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ii.

H2: Work Environment Physical Influence Satisfaction Work Work

H3: Discipline Work Influence

Job Satisfaction Job Satisfaction

H4: Culture Organization,

Environment Work Physical,

Discipline Work Together Influence

Satisfaction Work Work

## RESULTS AND DISCUSSION

### RESULT

**Table. ii**  
Results Validity test Satisfaction (Y)

Items	R calculate	R tabel
Y.1	.457*	0,361
Y.2	.531**	0,361
Y.3	.490**	0,361
Y.4	.566**	0,361
Y.5	.431*	0,361
Y.6	.534**	0,361
Y.7	.501**	0,361
Y.8	.416*	0,361
Y.9	.519**	0,361
Y.10	.431*	0,361

ii Source: Data

ii Spss 26

Based on data, it shows that all items question total 10 in declared invalid, because calculation more bigger than table. So that all questions on variables Satisfaction (Y) stated infeasible and can be used in research next.

**Table. II2**  
Results Validity test Culture  
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**iiOrganization**

Based on ii pada ii data ii di ii atas ii

Items	R iicalculate	R ii tabel	Information
X1.1	.492**	0,361	iii total ii 10 ii ini ii declared ii invalid,
X1.2	.496**	0,361	ii because ii calculation ii more ii besar
X1.3	.466**	0,361	ii than ii table. ii So that ii all ii questions
X1.4	.545**	0,361	ii on ii variables ii Environment ii Work
X1.5	.550**	0,361	ii Physical (X2) ii declared ii feasible ii and
X1.6	.388*	0,361	ii can be used ii in ii research ii next.
X1.7	.417*	0,361	
X1.8	.596**	0,361	
X1.9	.379*	0,361	
X1.10	.571**	0,361	

**Table. ii4**  
Results of ii Test ii Validity ii Discipline ii Work

ii ii ii ii ii Source Ii:

ii Data ii Spss ii 26

Based on ii pada ii data ii di ii atas ii shows ii that ii all ii item ii item ii question iii total ii 10 ii ini ii declared ii invalid, ii because ii calculation ii more ii besar ii than ii table. ii So that ii all ii questions ii on ii variables ii Culture ii Organizational ii (X1) ii are declared ii feasible ii and ii can be used ii in ii research ii next.

Items	R iicalculate	R ii tabel
X3.1	.704**	0,361
X3.2	.644**	0,361
X3.3	.676**	0,361
X3.4	.536**	0,361
X3.5	.621**	0,361
X3.6	.425*	0,361
X3.7	.602**	0,361
X3.8	.627**	0,361
X3.9	.680**	0,361
X3.10	.768**	0,361

ii ii ii Source Ii: ii Data

ii Spss ii 26

**Table. ii3**

Results ii Test ii Validity ii Environment ii Work ii Physical

Based on ii pada ii data ii di ii atas ii

Items	R iicalculate	R ii tabel	Information
X2.1	.573**	0,361	shows ii that ii all ii item ii item ii question
X2.2	.445*	0,361	iii total ii 10 ii ini ii declared ii invalid,
X2.3	.510**	0,361	ii because ii calculation ii more ii besar
X2.4	.585**	0,361	ii than ii table. ii So that ii all ii questions
X2.5	.498**	0,361	ii on ii variables ii Discipline ii Work ii (X3)
X2.6	.677**	0,361	ii are declared ii feasible ii and ii can be used
X2.7 ii	.395*	0,361	ii in ii research ii next.
X2.8	.552**	0,361	
X2.9	.484**	0,361	
X2.10	.619**	0,361	

**Table.5**

Results of ii Reliability Test

ii ii ii ii ii ii ii ii Ii: ii Data

ii Spss ii 26

I	Varia	Cron	N	Infor
t	ble	bach'	ii	matio

	s	f	n	
1	Satisf	0,60	10	Relia
	action	5		bility
2	Cult	0,63	10	Relia
	ure	7		bility
	of the			
	organ			
	izatio			
	n			
3	Envir	0,71	10	Relia
	onme	1		bility
	nt			
	iiWor			
	k			
	iiPhys			
	ical			
4	Disci	0,83	10	Relia
	pline	1		bility
	iiWor			
	k			

Source ii: iiData iiSpss

ii26

### iiReliability test iiSatisfaction ii

Variable iiEmployee satisfaction iiindicates iithat iiand iivariables iiare declared ii reliable ii because ii has passed ii's ii quotient ii reliability iii, i.e., iiCronbach's iiAlpha ii, all ii variables ii 0.605 ii > ii 0.60 ii, so ii for ii next, ii each ii item ii, on ii each, ii concept, ii variables,

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ii feasible, ii used ii as ii metric ii.

### iiReliability test iiCulture iiOrganization

Variables iiCulture iiOrganization ii shows ii that ii all ii variables ii are expressed ii reliable ii because ii has passed ii's ii quotient ii ability, ii, i.e., iiCronbach, iiAlpha ii, all ii variables ii 0.637 ii > ii 0.60 ii, so ii for ii next, ii every ii item ii, on ii, respectively ii concept, ii variables, ii feasible, ii, ii, ii, as ii, ii, i

### iiReliability test iiEnvironment iiWork iiPhysical

Variable iiEnvironment iiWork iiPhysical ii indicates ii that ii all ii variables ii are expressed as ii reliable ii because ii has ii passed ii Limits iiCronbach iiAlpha ii All ii variables ii 0.711 ii > ii 0.60 ii so ii to ii next ii each ii each ii item ii on ii respectively ii concept ii variable ii feasible ii use ii as ii measurement tool.

### iiReliability test iiDiscipline iiWork

Variables iiDiscipline iiWork ii show ii that ii all ii variables ii are expressed as ii reliable ii because ii have passed ii's ii quotient ii ability, iii.e., iiCronbach's iiAlpha ii, all ii variables ii 0.831 ii > ii 0.60 ii, so ii for ii next, ii every ii item ii, on ii each, ii concept, ii variables, ii feasible, ii, ii, ii, as ii measurement tools.

### iiNormality test

Table.6

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**iiResults iiTest iiNormality  
iiKolmogorov iiSmirnovOne-Sample  
iiKolmogorov-Smirnov iiTest**

	Mean	Std. Deviation	Minimum	Maximum
Normal Parameters,a,b	.0000000	.069	-.069	.069
Most Extreme Differences	.069	.069	-.069	.069
Test Statistic	.069	.069	-.069	.069
Asymp. Sig. (2-tailed)	.200	.200	.200	.200

iiData iiSpss ii26

Based on ii, the results of iiuji iidi iiatas iinilai ii, indicating iithat iinilai iiAsymp. iiSig ii0.200 ii> ii0.05. iiSo that iidata ii is declared iiber distribution ii normally.

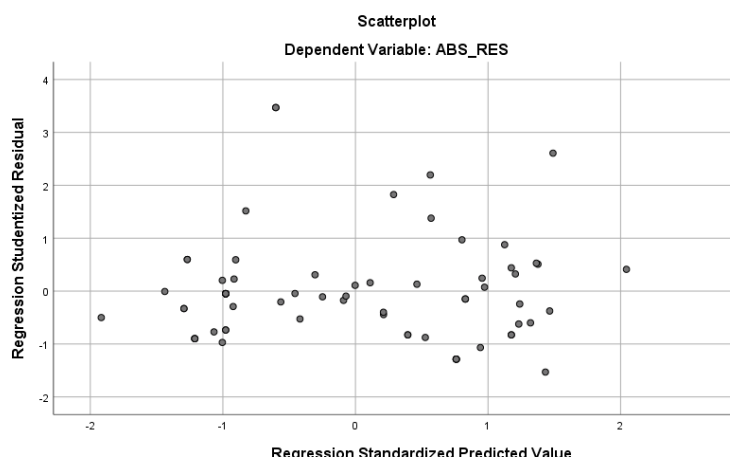
**Results iiTest iiMulticollinearity**

**Table. ii7  
Results of iiuji iiMulticollinearity**

Type	Unstandardized Coefficients	Standardized Coefficients	t	Sig.
1 (Constant)	11.946		3.701	.000
iiCulture of the organization	.266	.348	2.620	.011

Environment .217 .101 .214 2.147  
Work  
Unstandardized Residual .256 .098 .337 2.619  
Work 69  
Source ii37 iiData iiSpss ii26  
If iiVIF ii<10 ii, and iiTolerance ii>0.10 ii, then iidata ii is said to be ii, there are ii, symptoms of multicollinearity. iidata iidi iiatas ii shows iiVIF value ii<10 ii and iiTolerance value ii>0.10 ii so that iidata ii passes iiuji ii multicollinearity.

**Results iiHeteroskedasticity test**



**Figure ii1 iiResults iiTest iiHeteroscedasticity**

Collinearity Statistics Tolerance  
heterogeneity, ii, ii iiResults iiof iiscatterplot iidiagrams iidiatas iishow iithat iidata points iidiatas iand iidiunder iizeroii iinol iand iinotii iiform a certain iipattern. iiSo that iican be iistated iithat

data is not there are symptoms of heteroskedasticity. However, for the data there are symptoms of heteroskedasticity necessary to be tested. It is said that the test results are  $t_{count} > t_{table}$ .

Environment	.217	.101	.21
Work Physical Discipline	.256	.098	.33

Source: SPSS 26

Based on the regression equation, the multiple R can be taken for analysis that:

**Results Test Autocorrelation**

**Table.8**  
**Results Test Autocorrelation Summary Model**

Type	R	Adjusted R Square
1	.818a	.653

Source: SPSS 26

The value of  $D_U$  for  $T = 69$  and  $k = 3$  is 1.701.  $d_U = 2.299$ . It is said that  $D_U < d_U$ .

**Results Test Analysis Regression Linear Multiple**

**Table.9**  
**Results Test Analysis Regression Linear Multiple Coefficients**

Type	Unstandardized Coefficients B	Standardized Coefficients Beta	Std. Error
1 (Constant)	11.946		3.228
Culture of the organization	.266	.101	

- a) Constant is 11.946 meaning for culture, organization, environment, work, physical, and discipline, work is worth zero, then culture organization is 1.946. The regression coefficient for variables culture, organization, environment, work, physical, and discipline (X1) is 0.266, and, the sign is positive, meaning, it shows that variable, culture, organization, work, physical, environment, and discipline, causes, increases, satisfaction, IPT. BPR BKK Kota Tegal.
- b) The regression coefficient for variable environment, work, physical (X2) is 0.217, and, sign is positive, meaning, it indicates that variable, environment, work, physical, cause, increase, satisfaction, IPT. BPR BKK Kota Tegal.
- c) The regression coefficient for variable discipline, work (X3) is 0.256, and, it is marked positive, meaning, it shows that variable



discipline causes increase  
 satisfaction to IPT. BPR BKK  
 Kota Tegal.

(PERSERODA) Kota Tegal  
 positively significant.

**Results Test Hypothesis**

**Results Partial Test (t test )**

**Table. ii10**

Type	B	Error Std.	Coefficients	Standardized Coefficients	Beta	T	Sig.
1 (Constant)	11.946	3.228				3.701	.000
Culture of the organization	.266	.101	.348	.262	.01	2.620	.01
Environment	.217	.101	.214	.147	.03	2.147	.03
Physical Discipline	.256	.098	.337	.261	.01	2.619	.01

b) Based on table ii, results show that, therefore, because H2, receive, BPR BKK

JATENG (PERSERODA) Kota Tegal positively significant.

c) Based on table ii, results show that, significant

By because H3, receive significant

influence discipline work ion

job satisfaction ion employees IPT. BPR BKK JATENG

(PERSERODA) Kota Tegal positively significant.

**Results of Simultaneous Test (F Test )**

Source: Data

spss 26

From ii, partial, ii, it can be concluded that ii:

a) Based on table ii, By because H1, receive meaning there is influence culture organizational ion job satisfaction ion employees IPT. BPR BKK JATENG

**Table. ii11**  
**Results of Simultaneous Test (F Test )**

		ANOVA		
Type		Sum of Squares	Df	Mean Square
1	Regression	260.021	3	86.674
	Residual	128.849	65	1.982
	Total	388.870	68	

Source: Data Spss 26

Based on results ii, calculate  $43.724 > 2.74$  ii, with sig

0.000 < 0.05, it can be said that there is a significant difference between

organizational culture (X1) to job satisfaction of employees (Y) is 0.011. This value is calculated to be 2.620.

**Coefficient of Determination (R<sup>2</sup>)**

This shows that organizational culture has a significant influence on job satisfaction of employees in PT. BPR BKK Kota

**Table 12**  
**Results of Test Coefficient of Determination (R<sup>2</sup>)**

Type	R	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.818a	.669	1.408	1.832

Source: Data from SPSS 26

The implications of the research are that organizational culture is a significant factor in determining job satisfaction of employees in PT. BPR BKK Kota Tegal.

Based on the results of the table above, it can be seen that the value of Adjusted R Square is 0.653, which means that the magnitude of influence between variables of organizational culture, work environment, physical discipline, work variable, work satisfaction, etc. amounted to 65.3%. While it amounted to 34.7% influenced other variables in addition to variables of organizational culture, work environment, physical discipline, etc.

Edy Sutrisno (2018:2), says that organizational culture is a strength of social life, which can move people to carry out work activities.

**DISCUSSION**

**The Influence of Organizational Culture Towards Job Satisfaction of Employees in PT. BPR BKK Kota Tegal.**

Practical implications with a value of significance of 0.011, which is lower than the significance threshold of 0.05, it can be concluded that organizational culture has a significant influence on job satisfaction of employees in PT. BPR BKK Kota Tegal. Therefore, because of the management of the company, it must pay attention to maintain organizational culture positive to improve the level of job satisfaction of employees.

Based on the results of the table above, it can be seen that (partial) results show that the value of significance of organizational culture

The results of this research have supported previous research on research conducted by Rawati (2019), which said that organizational culture has a significant influence on

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job satisfaction.

## **The influence of Environment Work**

**Physical on Job satisfaction PT.**

**BPR BKK Jateng (PERSERODA)**

**Kota Tegal.**

Based on table 1, the results of uji t (partial) show significant influence of environment, work, physical, (X2), on employee satisfaction, (Y). This indicates that work environment affects job satisfaction employees PT. BPR BKK Kota Tegal.

Implications of Nitisemito (2013:75) say that work environment is everything something that is around employees and can affect in carrying out duties that is charged.

Practical implications with value significance of 0.036, which is significant, under ambiguity significance generally is (usually 0.05), it can be concluded that work environment physical has the influence of significant on job satisfaction employees PT. BPR BKK Kota Tegal. Therefore, the management of the company, must give attention to the physical condition of the workplace,

such as facilities, lighting, cleanliness, and cleanliness, to increase the satisfaction of employees.

The results of research have supported previous research pada research yang conducted by Adveni Aoliso, Hans Lao (2018), yang said that Environment Work Physical Significant influence on job satisfaction.

## **The Influence of Discipline Work**

**Towards Job Satisfaction PT.**

**BPR BKK Jateng (PERSERODA)**

**Kota Tegal.**

Based on table 1, the results of uji t (partial) show that value, significance, Discipline, Work, (X3), on employee satisfaction, (Y), is 0.019. This article shows that discipline work affects satisfaction work employees PT. BPR BKK Kota Tegal.

Implications of Nitisemito (2002:192), say discipline work is an attitude respect, respect, obey and obey the rules apply, both yang written and can carry it out and receive sanctions when violate duties authority authority given.

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Practical implications with value significance of 0.011, which is under threshold significance generally (usually 0.05), it can be concluded that discipline work has the influence of significant satisfaction, and PT. BPR BKK Kota Tegal. Therefore, management companies must prioritize and promote work discipline yang both between employees to improve level job satisfaction their work. This can include the implementation of policies and procedures, the clarity and the effective supervision.

The results of this study, supported by previous studies, Imam Muttaqin (2021), said that discipline work significantly influenced significant job satisfaction.

**The influence of Culture, Organization, Environment, Work, Physical, and Discipline Work, Satisfaction Work, Employees, PT. BPR BKK Jateng (PERSERODA) Kota Tegal.**

Based on data, uji F simultaneous indicates that F value calculates of 43.724, therefore, it can be concluded

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that culture organization, work environment, physical, and discipline work, simultaneous effect, on satisfaction. It

Implications of theories in research according to Robbins (2003:78), say that satisfaction work is general attitude towards work a person show differences between the amount award received workers and the number of them should they receive.

Implications Practical Findings imply that organizational culture, work environment physical, and discipline work together, influence on employee satisfaction PT. BPR BKK Kota Tegal. Therefore, because of this, management company must maintain culture organizational positive, create physical conditions work environment good, and promote discipline work high to increase employee satisfaction holistic. This can include development program training and improvement procedures management which supports third factors.

Results research, support research, previous, research, etc.

## CONCLUSION

Culture Organizational influence

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iiSatisfaction iiWork iiPT. iiBPR iiBKK  
 iiKota iiTegal, iincreasing iiCulture  
 iiOrganization iion iiPT. iiBPR iiBKK  
 iiKota iiTegal iimaka iigetting iihigher  
 iiJob satisfaction iiyang ifelt iemployees  
 iiPT. iiBPR iiBKK iiJATENG  
 ii(PERSERODA) iiKota iiTegal.  
 iiEnvironment iiWork iiPhysical  
 iiInfluence iiSatisfaction iiWork iiPT iiPT.  
 iiBPR iiBKK iiKota iiTegal, iincreasing  
 iiEnvironment iiWork iiPhysical iiat iiPT.  
 iiBPR iiBKK iiKota iiTegal iimaka  
 iigetting iihigher iiJob satisfaction iiyang  
 ifelt iemployees iiPT. iiBPR iiBKK  
 iiJATENG ii(PERSERODA) iiKota  
 iiTegal. iiJob satisfaction iinfluence iiPT.  
 iiBPR iiBKK iiKota iiTegal, iincreasing  
 iiDiscipline iiWork iiyang iibaik ipada  
 iiPT. iiBPR iiBKK iiKota iiTegal iimaka  
 iigetting iihigher iiJob satisfaction iiyang  
 ifelt iemployees iiPT. iiBPR iiBKK  
 iiJATENG ii(PERSERODA) iiKota  
 iiTegal. iiCulture iiOrganization, iiWork  
 Environment iiPhysical iidan iiDiscipline  
 iiWork iiInfluence iiTogether ii– iisama  
 iiTowards iiJob Satisfaction iion  
 iiEmployees iiPT. iiBPR iiBKK  
 iiJATENG ii(PERSERODA) iiKota  
 iiTegal.

