

THE INFLUENCE OF PHYSICAL WORK ENVIRONMENT, WORK MOTIVATION, AND WORK LOAD ON JOB SATISFACTION OF EMPLOYEES OF THE MUNCUL JAYA SHRIMP CRACKERS COMPANY, BREBES DISTRICT

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ABSTRACT

To determine and analyze the influence of the physical work environment, work motivation, and workload on job satisfaction of employees of the Udang Jaya Shrimp Cracker Company, Brebes Regency. This research is a type of causal associative research with quantitative methods. The population in this study are all employees of the Udang Jaya Shrimp Cracker Company, Brebes Regency with a total of 38 employees using a census or saturated sampling. Data collection techniques in this research used a questionnaire. The data analysis technique used in this research is multiple linear regression analysis. The conclusions of this research are 1) The physical work environment has an effect on job satisfaction at the Muncul Jaya Shrimp Cracker Company, District. Brebes. 2) Work motivation has an effect on employee job satisfaction at the Muncul Jaya Shrimp Cracker Company, Kab. Brebes. 3) Workload has an effect on job satisfaction of employees of the Muncul Jaya Shrimp Cracker Company, Kab. Brebes. 4) Physical Work Environment, Work Motivation, and Work Load simultaneously have an effect on job satisfaction of employees of the Udang Jaya Shrimp Cracker Company, Muncul Jaya District. Brebes.

Keywords: *Physical Work Environment, Work Motivation, Workload, Job Satisfaction*

A. Introduction

Background of the problem

Companies in reducing costs and labor efficiency use a contract work system. The contract work system is implemented because there are production processes in the company that do not take place continuously but only occur once in a while. By using this system, companies no longer have to deal with various issues related to employees which are usually quite confusing. This includes career path, leave rights, severance pay if you quit, pension rights, and employee behavior issues. The further benefit is that the company's span of control is not too long and the company can focus more on the company's strategic aspects, especially on efforts to improve the company's business performance.

In this situation, it cannot be denied that employees are the lifeblood and most important element needed by a company/organization.

Without staff or employees, it is difficult to achieve the desired goals, so efforts are needed to create and form employees who have a loyal attitude towards work, have creativity, are able to show work innovation, and have the ability to think quickly.

To prepare quality resources, an organization must pay attention to employee job satisfaction. According to Luthans (2006) job satisfaction is a happy emotional state or a person's positive or pleasant emotions resulting from an assessment of a job or work experience. Suryaningsih (2012), states that the factors that influence employee job satisfaction have different levels according to the values that apply to them. The higher the assessment of the activity, which is felt to be in accordance with the individual's wishes, the higher the satisfaction with the activity.

The Muncul Jaya Shrimp Crackers Company is one of the companies in Brebes that operates in the food sector which produces shrimp crackers. This company is located on Jalan Sunan Bonang, Kaligangsa Kulon, Brebes District, Brebes Regency.

An employee will provide full service His heart for the organization really depends on how the employee feels about his work, co-workers and supervisors. An employee's feelings and satisfaction influence the development of routine interaction patterns. Employee feelings and satisfaction are important factors in determining their behavior and response to work and it is through this behavior and response that organizational effectiveness can be achieved (Handoko, 2000). The following is table 1 of employee salary data which is used as an assessment of job satisfaction at the Udang Jaya Shrimp Crackers Company, District. Brebes

Tabel 1
Data gaji karyawan pada Perusahaan Kerupuk Udang Muncul Jaya Kabupaten Brebes Tahun 2018-2022

| Status Karyawan | Gaji |
|------------------|--------------------|
| Karyawan Tetap | Rp. 450.000/Minggu |
| Karyawan Kontrak | Rp. 360.000/Minggu |

Sumber : Perusahaan Kerupuk Udang Muncul Jaya Kabupaten Brebes Tahun 2022

It can be seen from the table that the job satisfaction of employees at the Udang Jaya Shrimp Cracker Company, Brebes Regency, has decreased, this is because contract employees and permanent employees have the same responsibilities and targets and levels of risk, but the salaries given to contract and permanent employees are different. To get good job satisfaction, companies need to pay attention to a suitable work environment to support and simplify the work completion process. Supardi (2003:37) defines the work environment as the conditions surrounding the workplace both physically and non-physically which can give the impression of being pleasant, safe, reassuring

and the impression of being at home working and so on. A good work environment creates enthusiasm and enthusiasm for employee work so that it can increase employee job satisfaction.

The work environment in a company or organization is very important to pay attention to. As a leader, of course you need to pay attention to the work environment for your employees, both physical and non-physical. An environment is said to be good if employees can carry out their duties optimally, comfortably and safely. There are several things that are unsatisfactory about the working environment at the Muncul Jaya Shrimp Crackers Company, such as the damp factory environment and the strong odor caused by factory waste. As well as a dark and hot room. And in the factory machine room many are damaged and there is a lack of light, so technicians who want to repair them are distracted and find it difficult to carry out their tasks. All of this makes it difficult for employees to fulfill their duties and even acts as an obstacle to doing them, so employees cannot carry out work to achieve and become the targets expected by the company, thus giving rise to employee dissatisfaction.

Tabel 2
Kondisi lingkungan Perusahaan Kerupuk Udang Muncul Jaya Kabupaten Brebes Tahun 2022

| No | Lingkungan kerja | Keterangan |
|----|-----------------------------------|---------------------------------------|
| 1. | Penerangan cahaya di tempat kerja | Terdapat 20 lampu (8 tidak berfungsi) |
| 2. | Udara tempat kerja | Bersampur dengan bau-busuk udang |
| 3. | Mesin pabrik | Mesin 6 mesin dan 2 diantaranya rusak |

Sumber : Perusahaan Kerupuk Udang Muncul Jaya Kabupaten Brebes Tahun 2022

Based on the table above, it can be seen that the working environment is still uncomfortable, where there are 20 lights and 8 are not functioning. The workplace air is smelly and damp due to lack of air ventilation. Many factory machines are damaged which can disrupt the production process. Another factor that influences job satisfaction besides the work environment is the need for motivation. Motivation itself means an urge that makes

someone do something to achieve certain goals. Motivation comes from the word motive which means "encouragement" or "stimulation" or "driving force" that exists within a person. Motivation is the driving force that makes someone do an activity to get the best results. Therefore, it is not surprising that employees with high work motivation usually also have high results. Therefore, employee motivation must be increased so that employees can achieve the best results.

To carry out tasks and work well requires motivation, employees who have high motivation are able to do the job better than those who do not have motivation. Motivation can influence a person's effectiveness in carrying out certain activities. If employees have high work motivation, they will be motivated and ambitious to improve their skills so that they obtain maximum work results.

The phenomenon that occurred at the Udang Jaya Shrimp Cracker Company, Kab. Brebes is that there is still a lack of motivation provided by superiors, which makes employees lazy about working, which results in employees being slow in completing their work.

Apart from the physical work environment and work motivation, what causes employee job satisfaction to decrease is workload. According to (Permendagri No. 12/2008), workload is the amount of work carried out by a position/organizational unit and is the product of the work volume and normal time. Workload shows the average performance of work for a certain period of time. Workload can be seen from physical and mental workload, if the workload borne by an employee is too heavy or their physical abilities are weak, it will cause obstacles in the workplace so that the employee feels sick because of work. A worker must of

course be able to pay attention to their workload to achieve harmony in their work so that it will be in line with high productivity without additional burdens originating from the work environment and work abilities.

Referring to the explanation above, the phenomenon that occurs regarding workload at the Muncul Jaya Shrimp Cracker Company is excessive workload which is often experienced by employees, namely that they are often faced with tasks that exceed their abilities for a longer period of time without providing adequate incentives. Dissatisfaction with work and working conditions also affects employees, they feel that the increasing workload received is not in accordance with the standard number of employees and available time so that during holidays employees have to still come to the company to complete work that is already on deadline. This affects employee physical fatigue because it reduces rest time for employees, so it will have the effect of employee dissatisfaction with their work.

Tabel 3
Data Rendah Karyawan & Target Produksi Pada Perusahaan Kerupuk
Udang Muncul Jaya Kabupaten Brebes Tahun 2018-2022

| Tahun | Jumlah Karyawan | Target (kg) | Realisasi (kg) | Waktu Pengiriman |
|-------|-----------------|-------------|----------------|------------------|
| 2018 | 51 | 760 kg | 760 kg | 1 minggu |
| 2019 | 31 | 990 kg | 927 kg | 1 minggu |
| 2020 | 47 | 678 kg | 908 kg | 1 minggu |
| 2021 | 41 | 821 kg | 707 kg | 1 minggu |
| 2022 | 18 | 648 kg | 617 kg | 1 minggu |

Sumber : Perusahaan Kerupuk Udang Muncul Jaya Kab. Brebes Tahun 2018-2022

Based on the background described above, this shows that it is important for this research to be carried out so that various factors must be considered by the Appearance Jaya Shrimp Cracker Company, District. Brebes in maintaining and increasing employee job satisfaction, the researchers were interested in conducting research at the Appearance Jaya Shrimp Cracker Company, District. Brebes with

the title "The Influence of the Physical Work Environment, Work Motivation, and Workload on Job Satisfaction of Employees at the Udang Jaya Shrimp Cracker Company, District. Brebes."

Formulation of the problem

Based on the background described above, the problem formulation in this research is:

- 1) Does the physical work environment influence the job satisfaction of employees at the Muncul Jaya Shrimp Cracker Company, Brebes Regency?
- 2) Does work motivation influence the job satisfaction of employees at the Muncul Jaya Shrimp Cracker Company, Brebes Regency?
- 3) Does workload affect the job satisfaction of employees of the Muncul Jaya Shrimp Cracker Company, Brebes Regency?
- 4) Do the physical work environment, work motivation, and workload simultaneously influence the job satisfaction of employees at the Muncul Jaya Shrimp Cracker Company, Brebes Regency?

Research purposes

Based on the problem formulation above, the objectives to be achieved in this research are to find out and analyze:

- 1) To determine and analyze the influence of the physical work environment on job satisfaction of employees of the Muncul Jaya Shrimp Cracker Company, Brebes Regency.
- 2) To find out and analyze the influence of work motivation on job satisfaction of employees of the Muncul Jaya Shrimp Cracker Company, Brebes Regency.
- 3) To find out and analyze the effect of workload on employee job satisfaction at

the Muncul Jaya Shrimp Cracker Company, Brebes Regency.

- 4) To determine and analyze the influence of the physical work environment, work motivation, internal communication and workload on job satisfaction of employees of the Udang Jaya Shrimp Cracker Company, Brebes Regency.

B. LITERATURE REVIEW

Theoretical basis

1) Job satisfaction

According to Edy (2016:74) job satisfaction is an employee's attitude towards work which is related to the work situation, cooperation between employees, rewards received at work, and other matters involving the physical and psychological.

2) Physical Work Environment

According to Sedarmayanti (2013:26) the physical work environment is all physical conditions found around the workplace which can affect employees directly or indirectly.

3) Work motivation

According to Samsudin (2014: 281), motivation is the process of influencing or encouraging someone or a work group from outside so that they want to carry out something that has been determined.

4) Workload

According to (Permendagri No. 12/2008), workload is the amount of work carried out by a position/organizational unit and is the product of the work volume and normal time.

Previous Research

The previous research used by the researcher was as a basis for preparing research aimed at finding out the results of previous research, as well as part of the comparisons and descriptions to support subsequent similar research.

The Influence of the Physical Work Environment on Employee Job Satisfaction

Research conducted by Kromei L. Arintonang, Nira Fadilah, Tomy A. Arintonang, Okta V. Saragih (2019) entitled "The Influence of Career Development and Physical Work Environment on PT Employee Job Satisfaction. Sinar Sosro" The research method used was quantitative, the sample in this research was a saturated sample, the analytical tool used was multiple linear regression analysis. The results of this research are that career development has a positive and significant effect on employee job satisfaction. The physical work environment has a positive and significant effect on employee job satisfaction. Career development and the physical work environment simultaneously have a positive and significant effect on employee job satisfaction.

The Influence of Work Motivation on Employee Job Satisfaction

Research conducted by Mada Ganiya (2021) entitled "The Influence of Leadership. Internal Communication and Motivation on Job Satisfaction Study at PT. Borneo Melintang Buana Export" The research method used is quantitative, the data analysis used is multiple linear regression analysis. The results of this research are that leadership has a positive and significant effect on job satisfaction, meaning The better the leadership felt by employees, the higher the level of satisfaction felt by employees. On the other hand, if employees experience poor leadership, the level of job satisfaction felt by employees will be lower. Internal communication has a positive and significant effect on job satisfaction, meaning The better the internal communication, the higher the level of

employee job satisfaction. On the other hand, the worse the internal communication, the lower the level of employee job satisfaction. Motivation has a positive and significant effect on job satisfaction, meaning that the better the work motivation, the higher the level of satisfaction felt by PT employees. Borneo Melintang Buana Export, on the other hand, the worse the work motivation, the lower the level of job satisfaction felt by employees.

The Effect of Workload on Employee Job Satisfaction

Research conducted by Wachid Hasyim (2020) entitled "The Influence of Workload and Compensation on Employee Job Satisfaction at PT. Yaskawa Electric Indonesia" The research method used is a quantitative method, the sample used is a saturated sampling technique, the data analysis tool used is multiple linear regression analysis. The results of this research are that workload has a negative and significant effect on job satisfaction of PT employees. Yaskawa Electric Indonesia, meaning that the higher the workload an employee has, the lower employee job satisfaction will be. Compensation has a positive and significant effect on PT employee job satisfaction. Yaskawa Electric Indonesia, meaning that the higher the compensation given to employees, the more employee job satisfaction will increase. workload and compensation simultaneously influence PT employee job satisfaction. Yaskawa Electric Indonesia, meaning that the higher the compensation given to employees and not too much workload given to employees, the more employee job satisfaction will increase.

C. RESEARCH METHODS

Types of research

The type of research used in this research is quantitative research. According to Umar (2008:68) quantitative research is carried out by defining, measuring quantitative data and objective statistics through scientific calculations derived from samples of people who are asked to answer a number of questions about the survey to determine the frequency and percentage of their responses.

Population and Sample

According to Sugiyono (2009:80) population is a generalized area consisting of subjects who have certain qualities and characteristics determined by the researcher to be studied and then draw conclusions, while the sample is part of the number and characteristics possessed by the population.

The population in this study were all employees of the Appearance Jaya Shrimp Cracker Company, Kab. Brebes numbered 38 people, consisting of 33 women and 5 men. Because the population is less than 100. So the sampling technique uses Non Probability Sampling with a saturated sampling technique.

Method of collecting data

The data used in this research comes from primary data and secondary data. According to Suliyanto (2018:156) Primary data is data collected directly by researchers themselves. Secondary data is data obtained indirectly from research subjects, such as journals, printed books and so on. The data collection technique in this research uses a questionnaire. According to Sugiyono (2009:142) a questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents for them to answer. The questionnaire used is in the form of a checklist using a Likert scale.

Data analysis method

1. Successive Interval (MSI) Method

Suliyanto (2018:142) Often the data obtained in research is on an ordinal scale (for example Likert's), so it cannot be directly analyzed using parametric statistics such as regression or path analysis, therefore, the ordinal data must first be transformed into an interval scale using the Successive Interval (MSI) Method.

2. Classic assumption test

a) Normality test

The normality test is intended to test whether the standardized residual values in the regression model are normally distributed or not (Suliyanto, 2011:69).

b) Multicollinearity Test

According to Suliyanto (2011:81), the multicollinearity test aims to test whether in the regression model formed there is a high or perfect correlation between the independent variables or not.

c) Heteroscedasticity Test

Heteroscedasticity means that there are variable variances in the regression model that are not the same (constant). On the other hand, if the variable variants in the regression model have the same value (constant) then it is called homoscedasticity. What is expected in the regression model is homoscedasticity (Suliyanto, 2011:95).

3. Multiple Linear Regression Analysis

Multiple linear regression analysis is used in much more complex realities, where one dependent variable can be influenced by

two or more independent variables (Suliyanto, 2011:53).

4. Hypothesis testing

a) Partial Test (t test)

The partial test is used to test whether the variable has a significant effect on the dependent variable or not. A variable will have a significant influence if the calculated t value of the variable is greater than the t table value (Suliyanto, 2011:62).

b) Simultaneous Test (F test)

Simultaneous tests are used to test the accuracy of the model (goodness of fit). The simultaneous test or F test is used to test whether the independent variables used in the model are able to explain changes in the value of the dependent variable or not (Suliyanto, 2011:61).

5. Coefficient of Determination

The coefficient of determination is the magnitude of the contribution of the independent variable to the dependent variable. The higher the coefficient of determination, the higher the ability of the independent variable to explain variations in changes in the dependent variable (Suliyanto, 2011:55).

D. RESEARCH RESULTS AND DISCUSSION

Classic assumption test

Normality test

Tabel 16
Uji Kolmogorov Smirnov Test

| One-Sample Kolmogorov-Smirnov Test | | Unstandardized Residual |
|--|----------------|-------------------------|
| N | | 38 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 4.03016515 |
| Most Extreme Differences | Absolute | .140 |
| | Positive | .089 |
| | Negative | -.140 |
| Test Statistic | | .140 |
| Asymp. Sig. (2-tailed) | | .057 ^c |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |

Sumber : Data diolah SPSS 25

Based on the output results of normality test data processing using the Kolmogorov-Smirnov test, the Asymp value can be obtained. Sig. (2-tailed) of 0.057, this value is greater than α , namely $0.057 > 0.05$. So it can be concluded that the data is normally distributed.

Multicollinearity Test

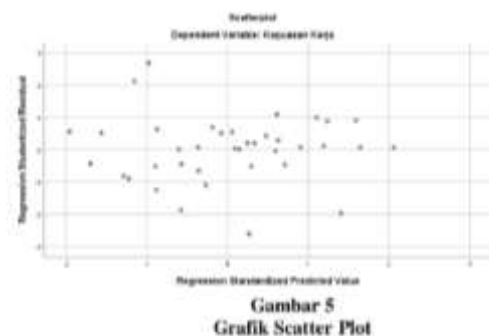
Tabel 17
Uji Multikolinieritas

| Coefficients ^a | | |
|---------------------------|-------------------------|-------|
| Model | Collinearity Statistics | |
| | Tolerance | VIF |
| 1 (Constant) | | |
| Lingkungan Kerja Fisik | .806 | 1.240 |
| Motivasi Kerja | .724 | 1.382 |
| Beban Kerja | .883 | 1.133 |

a. Dependent Variable: Kepuasan Kerja
Sumber : Data diolah SPSS 25

Based on the results of the multicollinearity test output above, it shows that all independent variables in this study have a Tolerance value > 0.10 and a VIF < 10 , it can be concluded that in this study there are no symptoms of multicollinearity in the regression model used.

Heteroscedasticity Test



Based on the output results of the distribution of heteroscedasticity test data with scatterplot

graphs, it shows that no particular pattern was found and the plot spread randomly above or below the number 0 on the Regression Studentized Residual axis. So, the heteroscedasticity test uses the scatterplot graphic analysis method, in the regression model formed it is stated that there are no symptoms of heteroscedasticity.

Autocorrelation Test

Tabel 18
Uji Autokorelasi
Model Summary^a

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .692 ^a | .479 | .433 | 4.20421 | 2.220 |

a. Predictors: (Constant), Beban Kerja, Lingkungan Kerja Fisik, Motivasi Kerja
b. Dependent Variable: Kepuasan Kerja

Sumber : Data diolah SPSS 25

Based on table 18, it shows the value of $d = 2.220$, the value of $dU = 1.656$ and the value of $dL = 1.318$. Where if $dU < d < 4-dU$ ($1.656 < 2.220 < 2.344$). It can be concluded that in the research there was no positive and negative autocorrelation.

Multiple Linear Regression Analysis

Tabel 19
Analisis Regresi Linear Berganda
Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients |
|------------------------|-----------------------------|------------|---------------------------|
| | B | Std. Error | Beta |
| 1 (Constant) | 6.709 | 4.817 | |
| Lingkungan Kerja Fisik | .351 | .167 | .290 |
| Motivasi Kerja | .913 | .249 | .534 |
| Beban Kerja | -.257 | .120 | -.283 |

a. Dependent Variable: Kepuasan Kerja
Sumber : Data diolah SPSS 25

The value of the regression equation is interpreted as follows:

1. The constant value is 6.709, meaning that if the variables physical work environment (X1), work motivation (X2), and workload (X3) are 0 or constant then job satisfaction has a value of 6.709.
2. The regression coefficient value for the physical work environment variable is 0.351, this shows that the physical work environment has an influence on the job satisfaction of employees of the Muncul

Jaya Shrimp Cracker Company, Brebes Regency. This means that if the physical work environment is supportive, employee job satisfaction will also increase. On the other hand, if the physical work environment does not support it, job satisfaction will also decrease.

3. The regression coefficient value for the work motivation variable is 0.913, this shows that work motivation has an influence on the job satisfaction of employees of the Muncul Jaya Shrimp Cracker Company, Brebes Regency. This means that if employee work motivation increases, employee job satisfaction will also increase. Conversely, if work motivation decreases, job satisfaction decreases
4. The regression coefficient value for the workload variable is -0.257, this shows that workload has an influence on job satisfaction of employees of the Muncul Jaya Shrimp Cracker Company, Brebes Regency. This means that if the workload increases, employee job satisfaction decreases. Conversely, if the workload decreases, job satisfaction increases.
5. The multiple regression coefficient value of 1.007 shows that if the physical work environment (X1), work motivation (X2) and workload (X3) increase simultaneously, then employee job satisfaction will increase.

Hypothesis testing

Partial Test (t Test)

Tabel 20
Uji t (parsial)
Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|------------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| 1 (Constant) | 6.709 | 4.817 | | 1.393 | .173 |
| Lingkungan Kerja Fisik | .351 | .167 | .290 | 2.104 | .043 |
| Motivasi Kerja | .913 | .249 | .534 | 3.671 | .001 |
| Beban Kerja | -.257 | .120 | -.283 | -2.148 | .039 |

a. Dependent Variable: Kepuasan Kerja
Sumber : Data diolah SPSS 25

Based on the results of data analysis using the t test, it is known that:

1. The physical work environment variable (X1) obtained from the calculated t is greater than the t table $2.104 > 2.032$ and the significant value is smaller than 0.05, namely $0.043 < 0.05$, thus H_0 is rejected. H_1 is accepted. This means that the physical work environment influences the job satisfaction of employees of the Appearance Jaya Shrimp Cracker Company, Kab. Brebes.
2. The work motivation variable (X2) obtained from the calculated t is greater than the t table $3.671 > 2.032$ and the significant value is smaller than 0.05, namely $0.001 < 0.05$, thus H_0 is rejected and H_2 is accepted. This means that work motivation influences the job satisfaction of employees of the Muncul Jaya Shrimp Cracker Company, Kab. Brebes.
3. The workload variable (X3) obtained from the calculated t is greater than the t table - $2.148 > 2.032$ and the significant value is smaller than 0.05, namely $0.039 < 0.05$, thus H_0 is rejected. H_3 is accepted. This means that the workload influences the job satisfaction of employees of the Udang Jaya Shrimp Cracker Company, Kab. Brebes.

Simultaneous Test (F Test)

Tabel 21
Uji F (simultan)

| ANOVA ^a | | | | | |
|--------------------|------------|----------------|----|-------------|--------|
| Model | | Sum of Squares | df | Mean Square | F |
| 1 | Regression | 352.776 | 3 | 117.592 | 10.425 |
| | Residual | 600.963 | 34 | 17.675 | |
| | Total | 1153.738 | 37 | | |

a. Dependent Variable: Kepuasan Kerja
b. Predictors: (Constant), Beban Kerja, Lingkungan Kerja Fisik, Motivasi Kerja
Sumber : Data diolah SPSS 25

Based on the table above, the calculated F value is greater than the F table, namely $10.425 > 2.88$ and the significant value is smaller than 0.05, namely $0.000 < 0.05$ so that H_0 is rejected. H_4

is accepted, meaning the physical work environment, work motivation and workload. work influences the job satisfaction of employees of the Udang Jaya Shrimp Cracker Company, Kab. Brebes.

Coefficient of Determination

Tabel 22
Analisis Koefisien Determinasi

| Model Summary ^a | | | | | |
|----------------------------|-------------------|----------|-------------------|----------------------------|---------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .692 ^a | .479 | .433 | 4.20421 | 2.220 |

a. Predictors: (Constant), Beban Kerja, Lingkungan Kerja Fisik, Motivasi Kerja
b. Dependent Variable: Kepuasan Kerja
Sumber : Data diolah SPSS 25

From table 22 the results of the coefficient of determination show that Adjusted R Square = 0.433 or 43.3%. This shows that the total variation in job satisfaction variables which is influenced by physical work environment variables, work motivation and workload together is 43.3%. Meanwhile, the remaining 56.7% was influenced by other factors that could not be explained.

DISCUSSION

1. The physical work environment influences the job satisfaction of employees at the Muncul Jaya Shrimp Cracker Company, Kab. Brebes. This is because the work environment at the Appearance Jaya Shrimp Cracker Company, Kab. Brebes is quite adequate. This is in line with research conducted by Arintonang, et al (2019) which states that there is an influence of the physical work environment on job satisfaction.
2. Work motivation influences job satisfaction of employees of the Appearance Jaya Shrimp Cracker Company, Kab. Brebes. This is because the leadership at the Appearance Jaya Shrimp

Cracker Company, Kab. Brebes has provided motivation to its employees to always be enthusiastic in carrying out their duties or work. This is in line with research conducted by Mada Ganiya (2021) which states that there is an influence of work motivation on job satisfaction.

3. Workload influences employee job satisfaction at the Muncul Jaya Shrimp Cracker Company, Kab. Brebes. This is due to the workload at the Appearance Jaya Shrimp Cracker Company, Kab. The training given to employees is too heavy because they have to comply with the given deadline. This is in line with research conducted by Wachid Hasyim (2020) which states that there is an influence of workload on job satisfaction.
4. The physical work environment, work motivation and workload simultaneously influence the job satisfaction of employees at the Udang Jaya Shrimp Cracker Company, District. Brebes.

E. CONCLUSIONS AND RECOMMENDATIONS

Conclusion

The conclusions of this research are as follows:

1. The physical work environment influences the job satisfaction of employees at the Muncul Jaya Shrimp Cracker Company, Kab. Brebes
2. Work motivation influences job satisfaction of employees of the Appearance Jaya Shrimp Cracker Company, Kab. Brebes
3. Workload influences employee job satisfaction at the Muncul Jaya Shrimp Cracker Company, Kab. Brebes
4. The physical work environment, work motivation and workload simultaneously

influence the job satisfaction of employees at the Udang Jaya Shrimp Cracker Company, District. Brebes.

Suggestion

1. To improve the physical work environment, managers must rejuvenate work equipment that is in a damaged condition by repairing it or by procuring new, supportive work equipment. With supporting work equipment, this shows that the company's physical work environment is in good condition and supports employees in their work so that it can increase employee job satisfaction.
2. To increase employee work motivation, managers must provide more motivation to employees so that the level of employee effort at work is always in good and high condition. With a high level of employee effort, this shows that employee work motivation is in very good condition at work so that it can increase employee job satisfaction.
3. To pay attention to and reduce workload, managers must pay attention to the targets that must be achieved and the specified deadlines or time limits because high targets with short time limits will cause employees to become dissatisfied at work. By paying attention to workload, it shows that employee workload can be reduced so that it can increase employee job satisfaction.
4. Future researchers are expected to be able to use other objects, further expand the research population used and include other independent variables such as teamwork, work discipline, bonuses.

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