THE INFLUENCE OF THE WORK ENVIRONMENT, WORK MOTIVATION, AND WORK DISCIPLINE ON EMPLOYEE JOB SATISFACTION AT PT. PLN UP3 TANJUNG KARANG INDONESIA

Shella Juan Eriza[1]*, Iskandar Ali Alam[2]
[1,2]Faculty of Economics and Business, Bandar Lampung University, Indonesia
*Corresponding Author:
shella.20011189@student.ubl.ac.id

Abstract

This study aims to examine how the environment, motivation, and work discipline affect job satisfaction at PT PLN UP3 Tanjung Karang. This study used a saturated sample which used a total number of employees of 63 people. This study uses quantitative methods and multiple linear regression as data analysis. In the results of the table, the multiple linear regression equation $Y = 1.811 + 0.060X1 + 0.522X2 + 0.301X3$ is obtained. The results of the study, namely simultaneously the work environment, work motivation, and work discipline on job satisfaction were calculated F values of 51,771 > table F values of 2,975 and sig values. 0.000 < 0.05, then job satisfaction affects the independent variable. Then, the variables of motivation and discipline have a significant effect, while those that do not have a significant effect are variables on the work environment.

Keywords: Environment, Motivation, Discipline, Job Satisfaction.

1. Introduction

This section describes the background to the issue or problem as well as the urgency and rationalization of the research. This section also describes the purpose and contribution of research and the organization of article writing (if deemed necessary).

In modern times, many human life equipment requires electricity to operate, and almost all social activities require electricity. Electricity has become a basic need of the community. State-owned electricity companies in Indonesia are responsible for the provision of electricity throughout Indonesia. One of them is PT. PLN Tanjung Karang, this company plays an important role in distributing electricity to household needs, sectors, and other industries. They operate other power plants as well, including those that utilize different energy sources such as coal, gas, water, and sustainable power, such as geothermal, wind, and solar-based.

A decent workplace is a factor that can influence worker behavior and mentality and can improve work efficiency because it plays an important role in reducing fatigue and fatigue. In addition, motivation is also important at work, this is because if usually people who are high in motivation will have an optimistic attitude towards the tasks and challenges faced and maintain perseverance in achieving goals for their work and will carry out their work well and discipline is also significant in a company in carrying out every movement or daily action and it is very important that workers can agree to guidelines that set by the organization. Efforts to provide discipline are basically efforts to further develop the performance of workers in the organization.

Job satisfaction arises due to the state of work in the organization. The level of job satisfaction of an employee is a reflection of how satisfied or dissatisfied he is with his job.

The purpose of this study is to simultaneously examine the influence of the environment, motivation, and work discipline of PT PLN (Persero) UP3 Tanjung Karang on employee job satisfaction and partially test independent variables on the job satisfaction of PLN UP3 (Persero) Tanjung Karang employees.

2. Theoretical Background

2.1 Work Environment

According to Sunyoto (2015), stating this is everything that is within the scope of employees that can affect employee responsibility in completing the tasks given. If employees are in safe conditions and provide a sense of comfort, the work will be maximally done. According to Sedarmayanti (2017), aspects and indicators in the actual workplace, namely: lighting, air circulation, decoration, noise, variety of colors, security, relationships with superiors and also friendship.

2.2 Work Motivation

This is important for workers to increase focus at work, each employee must make a positive commitment to achieve company goals. Work motivation will encourage high job satisfaction if the needs and desires can be met. Markers that make employees moved to work as stated by Abraham Maslow in (Mangkunegara, 2017) indicators of needs in human life are: physiological, security, recognized, valued , and also self-actualized.

2.3 Work Discipline

Work Discipline is the readiness and also the desire of individuals to fulfill and follow the hierarchical principles that exist around them, if high discipline is possessed by employees it will quickly achieve company goals, and if vice versa it will be difficult and can hinder the achievement goals of the company (Sutrisno, 2017).

According to Agustini (2019), indicators that affect a high level of discipline are attendance rate, work system, obedience to superiors, work vigilance, and obligations. According to Veithzal Rivai (2014), labor disciplines are classified as follows:

1) Retributive, is a superior who seeks to give assertiveness to individuals who make mistakes.
2) Corrective is a pioneering effort to assist representatives in correcting inappropriate behavior.
3) Perspective on individual rights, is an effort to apply discipline that takes into account the basic rights of everyone.
4) The utilitarian view, is the effort of needs balanced with the consequences carried out by society.

2.4 Job Satisfaction

Hasibuan (2019), stated that job satisfaction is pleasure in work, work outside, and a combination of work inside and outside. According to Afandi (2018), indicators in job satisfaction include:

1) Work, especially the tendency to be happy with work.
2) Salary, which is the number of wages received for the results of hard work.
3) Promotion, that is, status improvement.

4) Supervisor, that is, a sense of comfort and support in work.
5) Co-workers, that is, personal characteristics and a sense of shared responsibility.

2.5 Previous Research

In previous studies, it was stated that a safe, healthy, and comfortable work environment can affect job satisfaction (Firdaus, 2023). As for Handaru's research (2015), stated that job satisfaction is influenced and can be improved by a comfortable and good work environment. Conversely, if the work environment is uncomfortable and less healthy then job satisfaction will drop.

Job satisfaction can also be influenced by work motivation factors which has been proven by I Gede Riana (2015) whose research shows how work motivation can affect employee satisfaction in their work. Mubaroqah &; Yusuf (2020), explained that by focusing on the level of needs met, namely the need for appreciation which can trigger an increase in employee satisfaction because they have motivation to work.

Work discipline factors also affect job satisfaction, this is shown by Guarango (2022) by stating that the results on work discipline are positive and significant to job satisfaction. Maulidina (2019), also stated that good work discipline has a high influence on the level of good job satisfaction as well. Conversely, if you have a lower level of work discipline, the level of satisfaction in the job is bad.
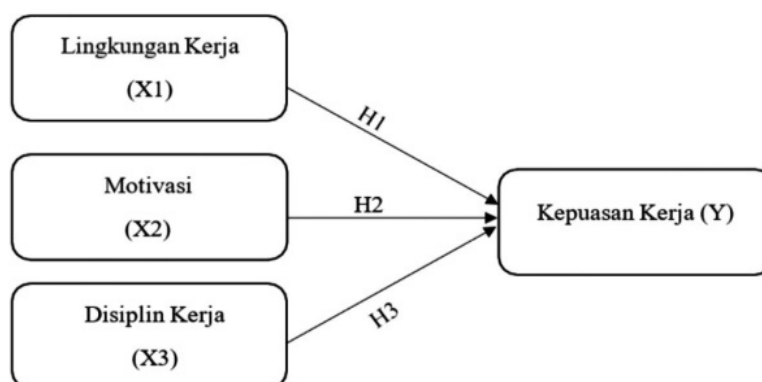
2.6 Conceptual Model

Figure 1. Conceptual Model

2.7 Hypothesis

The following research hypotheses can be formulated using the explanation of the relationship between variables and conceptual models in Figure 1:

H1 : Simultaneously assumed a significant effect on job satisfaction variables at PT PLN UP3 Tanjung Karang on environmental variables, motivation and work discipline.

H2 : Partially assumed to have a significant effect on the work environment on employee job satisfaction at PT PLN UP3 Tanjung Karang.

H3 : Partially assumed to have a significant effect on work motivation on employee job satisfaction at PT PLN UP3 Tanjung Karang.

H4 : Partially assumed to have a significant effect on work discipline on employee job satisfaction at PT PLN UP3 Tanjung Karang.

3. Methods

3.1 Types of Research

Using quantitative methodology as a tool to test research with mathematical, statistical methodology that is organized and measurable expressed by explanations in the form of numbers or in the form of numbers.

3.2 Sampling Techniques

Sampling using saturated samples, namely all employees with 63 respondents.

3.3 Research Resources

The following data sources are obtained from:
1) Primary Data, is a source of information derived from direct respondents, which is disseminated through questionnaires to employees in agencies or companies.
2) Secondary Data, is a source of information from books, previous journals, the web or internet, and companies related to research information.

3.4 Data Collection Methods

The following methods in collecting data obtained from:
1) Library (Library Exploration), collects selected information from hypotheses and ideas, data obtained from books, writings, and related previous scientific works.
2) Field Research (Field Exploration), obtaining data by collecting information based on distributing questionnaires or questionnaires, to companies by observing directly, or interviewing employees at the company.

3.5 Data Analysis Methods

3.5.1 Data Quality Test
1) Validity Test
   Sugiyono (2018), stated that to test a questionnaire, a validity test is used, if the results are valid then the questionnaire can provide the value of that data.
2) Reliability Test
   The minimum reliable value in the reliability test is 0.60 and is considered reliable if the value of an item is greater than that and this test is used to calculate crobanch's alpha on each item (Arikunto, 2016).

3.5.2 Frequency Distribution

Hasan (2016), states that frequency distribution is sorting data based on certain categories in a list or based on certain interval classes. As for how to arrange the data using the interval formula:

$$I = \frac{\text{Highest Score} - \text{Lowest Score}}{\text{Category}}$$

Information:
Categories (5 Likert Scales): Very Less Good (SKB), Less Good (KB), Good Enough (CB), Good (B), Very Good (SB).

According to Sugiyono (2018), in measuring the conclusion, the score on respondents' answers to statements is determined by the formula:

$$I = \frac{\text{Maximum Score} - \text{Minimum Score}}{\text{Category}}$$

$$= \frac{100\% - 20\%}{5} = \frac{80}{5} = 16$$

So that the results are obtained, namely:
Very Less Good = 20% – 35%
Less Good   = 36% - 51%
Good enough   = 52% - 67%
Good   = 68% - 83%
Very good   = 84% - 100%

2.5.3 Classical Assumption Test
1) Normality Test
   Sugiyono (2015), stated that to see how normal or not the variables in the study, a normality test was carried out on each variable and if the results were abnormal, parametric measurements or statistics could not run.
2) Multicollinearity Test
   Multicollinearity is a straight relationship between independent factors. The same thing was stated by Ghozali (2016: 103), stating that the goal is to test regression models on independent items that have significant correlations.
3) Heteroskedasticity Test
   Used in regression models to assess residual data and variability from one point of view to another, homoscedastic is established as a good regression model (Ghozali, 2016).

2.5.4 Test the hypothesis
1) Test t (partial)
   Priyatno (2016), states that the t test is used to test independent variables against partially bound variables.
2) Test f (simultaneous)
   Priyatno (2016), states that the f test is used to test independent variables simultaneously against the dependent variable.

4. Results and Discussion
4.1 Data Quality Test
4.1.1 Validity Test
   An item is declared valid if the table is < r count and the value is positive and if the r table > r count is declared invalid on an item (Sugiyono, 2018).

Table 1. Validity Test

Variable	Items	r Count	r Table	Information
X1	1	0,712	0,3610	Valid
	2	0,821	0,3610	Valid
	3	0,630	0,3610	Valid
	4	0,766	0,3610	Valid
	5	0,824	0,3610	Valid
	6	0,807	0,3610	Valid
	7	0,739	0,3610	Valid
X2	1	0,677	0,3610	Valid

	2	0,724	0,3610	Valid
	3	0,677	0,3610	Valid
	4	0,641	0,3610	Valid
	5	0,718	0,3610	Valid
	6	0,718	0,3610	Valid
	7	0,551	0,3610	Valid
X3	1	0,677	0,3610	Valid
	2	0,713	0,3610	Valid
	3	0,671	0,3610	Valid
	4	0,690	0,3610	Valid
	5	0,649	0,3610	Valid
	6	0,674	0,3610	Valid
	7	0,638	0,3610	Valid
	8	0,715	0,3610	Valid
	9	0,481	0,3610	Valid
Y	1	0,762	0,3610	Valid
	2	0,803	0,3610	Valid
	3	0,783	0,3610	Valid
	4	0,863	0,3610	Valid
	5	0,762	0,3610	Valid
	6	0,676	0,3610	Valid
	7	0,631	0,3610	Valid

Source: Data processed, 2023

The test results can be concluded that all items in the value statement are positive and valid (Sugiyono, 2018).

4.1.2 Reliability Test

Table 2. Reliability Test Results

Variable	Cronbach's alpha	Standard	Information
Milieu	0,875	0,60	Reliable
Motivation	0,799	0,60	Reliable
Discipline	0,822	0,60	Reliable
Job Satisfaction	0,873	0,60	Reliable

Source: Data processed, 2023

The overall test result has a Cronbach alpha greater than 0.60 so it is stated that all variables are realistic.

4.2 Frequency Distribution

Table 3. Work Environment Variable (X1)

No.	Interval	Frequency	Percentage	Category
1	7-13	3	5%	LCS
2	14-18	6	10%	KB
3	19-24	27	43%	CB
4	25-29	25	40%	B
5	30-35	2	3%	SB
Total		63	100%	

Source: Data processed, 2023

The stated work environment of 63 respondents is quite good.

Table 4. Research Results Based on Work Environment (X1)

No.	Statement	Max Score	Total Score	Percentage
1	Lighting in the working environment is adequate.	315	256	81%
2	Circulation in the working environment is adequate.	315	249	79%
3	Noon noise.	315	203	64%
4	Conditions in the office work environment have security and security.	315	249	79%
5	Good relationship between employees and leaders makes employees comfortable at work.	315	256	81%
6	Relations between employees are going well	315	242	77%
7	The working atmosphere between employees is good.	315	238	76%
	Average	315	242	77%

Source: Data processed, 2023

The results of 63 respondents' statements about the work environment were good, namely 77%.

Table 5. Work Motivation Variable (X2)

No.	Interval	Frequency	Percentage	Category
1	7-13	1	2%	LCS
2	14-18	2	3%	KB
3	19-24	13	21%	CB
4	25-29	32	51%	B
5	30-35	15	24%	SB
	Total	63	100%	

Source: Data processed, 2023

In terms of statements from 63 respondents about work motivation falls into the good category.

Table 6. Research Results Based on Work Motivation (X2)

No.	Statement	Max score	Total Score	Percentage
1	Food Needs.	315	240	76%
2	clothing needs.	315	243	77%
3	This company has health insurance.	315	247	78%
4	There is an old age guarantee in this company.	315	243	77%
5	The clothes I have are one of the results of my work in this company.	315	226	72%
6	Superiors always appreciate compliments.	315	212	67%

7	I feel happy at work because of the increase in career ladder for those who have the ability.	315	262	83%
	Average	315	239	76%

Source: Data processed, 2023

The results of 63 respondents' statements about work motivation were good, namely 76%.

Table 7. Work Discipline Variable (X3)

No.	Interval	Frequency	Percentage	Category
1	9-16	0	0	LCS
2	17-23	2	3%	KB
3	24-31	12	19%	CB
4	32-38	24	38%	B
5	39-45	25	40%	SB
	Total	63	100%	

Source: Data processed, 2023

The work discipline in statement from 63 respondents at PT PLN (Persero) UP3 Tanjung Karang is very good.

Table 8. Research Results Based on Work Discipline (X3)

No.	Statement	Max score	Total Score	Percentage
1	I always attend on time and go home.	315	246	78%
2	I always wear full attributes and uniforms according to the regulations.	315	264	84%
3	Behave with colleagues and superiors in a friendly manner.	315	268	85%
4	I take care of the security of the equipment in the office.	315	274	87%
5	The company sets the tasks that are the responsibility and burden of employees, and is carried out based on their abilities.	315	254	81%
6	The company gives strict authorization to people who violate the rules.	315	248	79%
7	Assist coworkers in correcting inappropriate behavior.	315	244	77%
8	The company pays attention to the rights of employees.	315	254	81%
9	There is a determination of severe sanctions for employees who continue to carry out discipline.	315	244	77%
	Average	315	255	81%

Source: Data processed, 2023

The results in the statement of 63 respondents about work discipline were good, namely 81%.

Table 9. Satisfaction Variable (Y)

No.	Interval	Frequency	Percentage	Category
1	7-13	1	2%	LCS
2	14-18	1	2%	KB
3	19-24	14	22%	CB
4	25-29	18	29%	B
5	30-35	29	46%	SB
	Total	63	100%	

Source: Data processed, 2023

In a statement from 63 respondents about job satisfaction at PT PLN (Persero) UP3 Tanjung Karang is included in the Very Good category.

Table 10. Research Results Based on Satisfaction Variables (Y)

No.	Statement	Max score	Total Score	Percentage
1	The current job makes me happy because it matches my abilities.	315	244	77%
2	The compensation I received was appropriate and adequate.	315	242	77%
3	I feel good about the level of career advancement.	315	249	79%
4	Because there is an open opportunity to be promoted, I feel happy.	315	253	80%
5	I am satisfied with a manager who can offer assistance to representatives of his subordinates.	315	261	83%
6	Dealing with workers who are responsible for their work makes me happy.	315	275	87%
7	Get along well with colleagues with each other.	315	255	81%
	Average	315	254	81%

Source: Data processed, 2023

The results in the statement of 63 respondents about job satisfaction are good at 81%.

4.3 Normality Test
Table 11. Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		63
Normal Parameters	Mean	0
	Std. Deviation	2.58888
Most Extreme Differences	Absolute	0.059
	Positive	0.057
	Negative	-0.059
Test Statistics		0.059
Asymp. Sig. (2-tailed)		.200c,d

a. Test distribution is Normal.
Source: Data processed, 2023

The results of the data normality test are normally distributed because the sig value > 0.05 , which shows a value of 0.200 > 0.05.

4.4 Multicollinearity Test
Table 12. Multicollinearity Test Results

Coefficients[a]

Type		Collinearity Statistics	
		Tolerance	VIF
1	Total_X1	0.364	2.748
	Total_X2	0.267	3.748
	Total_X3	0.425	2.352

a. Dependent Variable: Total_Y
Source: Data processed, 2023

In the results, it can be stated that all variables pass the multicollinearity test because the tolerance value > 0.10 or VIF < 10.

4.5 Heteroskedasticity Test
Table 13. Heteroskedasticity Test Results

Coefficients[a]

Type		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.211	1.322		1.672	0.100
	Total_X1	-0.097	0.066	-0.305	-1.467	0.148
	Total_X2	-0.018	0.079	-0.056	-0.229	0.819
	Total_X3	0.080	0.053	0.291	1.513	0.136

a. Dependent Variable: ABS_RES
Source: Data processed, 2023

The results of the heteroscedasticity test show that all factors have a sig value of > 0.05 so that there tends to be no heteroscedasticity or pass the heteroscedasticity assessment.

4.6 Multiple Linear Regression Analysis
4.6.1 t Test
Table 14. Test Results t

Coefficients[a]

Type		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.811	2.265		0.799	0.427
	Work Environment	0.060	0.114	0.060	0.528	0.600
	Work Motivation	0.522	0.135	0.510	3.855	0.000
	Work Discipline	0.301	0.091	0.346	3.303	0.002

a. Dependent Variable: Total Y
Source: Data processed, 2023

Can be obtained from the results above multiple linear regression equations, namely:
$Y = 1.811 + 0.060X1 + 0.522X2 + 0.301X3$
Environment variables 0.528 < 0.600 (t table).
Motivation Variables 3.855 > 0.000 (t table).
Discipline Variables 3.303 > 0.002 (t table)
So it can be concluded that hypotheses 3 and 4 are acceptable while hypothesis 2 is rejected.

4.6.2 F Test (Simultaneous)
Table 15. F Test Results

ANOVA^a

	Type	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1093.886	3	364.629	51.771	.000b
	Residuals	415.543	59	7.043		
	Total	1509.429	62			

a. Dependent Variable: Total_Y
b. Predictors: (Constant), Total_X3, Total_X1, Total_X2
Source: Data processed, 2023

F calculate value of 51,771 > 2,975 Ftabel value and sig value. 0.000 < 0.05, then H0 is rejected and Ha is accepted, which means that work environment, motivation, and discipline factors simultaneously affect job satisfaction.

Table 16. Test Results of Coefficient of Determination (R2)

Model Summary

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.851a	0.725	0.711	2.65388

a. Predictors: (Constant), X3, X1, X2
Source: Data processed, 2023

The yield on the R-square value is 72.5% or 0.725. The job satisfaction variable (Y), which contributed 72.5%, was explained simultaneously by the independent variable, according to the value of the coefficient of determination. And, the remaining 27.5% is explained on other variables.

4.7 Discussion
From the results of statements in the work environment sample, it does not provide evidence of the results of the relationship to the variable job satisfaction (Y). The results of Lumentut &; Dotulong (2015) support this statement which in shows significantly no between work environments job satisfaction.

Meanwhile, the results of the work motivation statement significantly have a positive effect on job satisfaction. These results state that work motivation has an accurate impact on increasing job satisfaction. The findings of Nur Avni's (2015) study support this statement in which it states significantly between work motivation employee performance.

In addition, the results of a significant level of work discipline also prove that the data in the sample is successful and has a positive impact on variable X3 (Job Satisfaction).

5. Conclusion

PT. PLN (Persero) UP3 Tanjung Karang became the subject of research and analysis, resulting in the findings of this study, namely job satisfaction at PT. PLN Tanjung Karang is not significantly affected by the work environment (X1), but on the variables of work motivation (X 2) and work discipline (X3) on job satisfaction (Y) at PT. PLN Tanjung Karang has a partial positive relationship and based on the results of the analysis conducted shows a significant influence on the independent variable on the dependent variable (Y).

At PT. PLN (Persero) UP3 Tanjung Karang is expected to improve the work environment for employees and pay attention to important aspects, can balance and increase good work motivation. Employees who are believed to focus more on employee rights with the ultimate goal of further developing and improving work discipline that is more effective in completing job responsibilities according to existing guidelines. It is hoped that the findings of this study for future researchers can be used as a basis for expanding it by considering additional variables

References

Afandi. (2018). Human Resource Management Theory, concepts and indicators. Pekanbaru: Zanafa.

Agustini, F. (2019). Human Resource Management Strategy. Medan: UISU Press.

Arikunto, S. (2016). Research Procedure A Practice Approach. Jakarta, PT. Rineka Cipta.

Firdaus, M. (2023). Build attachment and job satisfaction of BUMD employees. Indonesia Gold Group. https://books.google.co.id/books?id=ymu0EAAAQBAJ

Ghozali, I. (2016). Application of Multivariate Analysis with IBM SPSS 21 Program. Semarang: Diponegoro University Publishing Board.

Guarango, P. M. (2022). The Effect of Discipline on Employee Job Satisfaction at PT. Darma Henwa Tbk Kintap Coal Project. 8.5.2017, 2003–2005.

Handaru, D. (2015). The Effect of Work Environment, Compensation and Organizational Commitment on Employee Job Satisfaction in RS "X." Indonesian Journal of Science Management Research (JRMSI), 4(1), 116–135.

Hasan, I. M. I. (2016). Statistical Subject 1 (Descriptive Statistics) (ed 2). Jakarta : PT. Earth Literacy.

Hasibuan. (2019). Management: Basics, Understanding and Problems. Jakarta: Bumi Aksara.

I Gede Riana. (2015). The Effect of Motivation on Job Satisfaction and Performance of Civil Servants (PNS) at Nusa Dua Tourism College Bali. E-Journal of Economics and Business Udayana University, 11(4), 823–840.

Lumentut &; Dotulong. (2015). The Effect of Motivation, Discipline, and Work Environment on Employee Job Satisfaction at PT. Bank SULUT Airmadidi Branch. EMBA Journal, ISSN: 2303-1174, 3(1), 74–85.

Mangkunegara. (2017). Corporate Human Resource Management. Bandung: PT. Juvenile Rosdakarya.

Maulidina, H. (2019). The relationship between job satisfaction and work discipline in employees. (Issue 2, pp. 1–13).

Mubaroqah, S. T., &; Yusuf, M. (2020). The effect of work motivation on job satisfaction of officers. 17(2), 222–226.

Nur Avni. (2015). The Effect of Work Motivation and Work Discipline on Employee Performance (Case Study on PT . Pattindo Malang). Journal of Business Administration, 26(2), 1–8.

Priyatno, D. (2016). Learn Data Analysis Tools and How to Process them with SPSS. Yogyakarta,Gava Media.

Sedarmayanti. (2017). HR Planning and Development to Improve Work Competence, Performance and Productivity. Bandung: PT. Refika Aditama.

Sugiyono. (2018). Quantitative Research Methods. Bandung: Alfabeta.

Sugiyono. (2015). Management Research Methods. Bandung: CV Alfabeta.

Sugiyono. (2018). Business Research Methods: Quantitative, Qualitative, Combination, and R&D Approaches (3rd ed.). Alfabeta : Bandung, 2018.

Sunyoto, D. (2015). Human Resource Management and Development. Yogyakarta: CAPS (Center For Academic Publishing Service).

Sutrisno. (2017). Human Resource Management. Jakarta: Kencana, Jakarta.

Veithzal Rivai. (2014). Human Resource Management for Companies. Jakarta: PT Raja Grafindo Persada.