THE INFLUENCE OF MOTIVATION, COMMUNICATION, AND WORK ENVIRONMENT ON JOB SATISFACTION AT PT. PUTRA JAYA SINAR PADI

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ABSTRACT

This research was conducted at PT Putra Jaya Sinar padi, in this company there was a decrease in job satisfaction of its employees, which was marked by a decrease in production targets, as well as significant employee turnover due to Motivation factors, Communication factors and Work Environment factors. This research is an explanatory research. The approach in this research is a quantitative approach. In this study, researchers used quantitative descriptive research methods. The population in this study were all employees of PT Putra Jaya Sinar Padi Medan, totaling 40 employees. The number of samples in this study were 40 employees. Data collection using multiple linear regression analysis. The conclusion in this study is partially Motivation has a positive and significant effect on employee job satisfaction Partially Communication has a positive and significant effect on employee job satisfaction. Partially, the work environment has a positive and significant effect on job satisfaction

Keywords: Motivation, Communication, Work Environment, Employee Job Satisfaction

INTRODUCTION

Background

Managing a company is not an easy task, and to streamline its operations, various essential skills are required. In this context, there are various strategies that can be used to integrate all aspects of company operations to achieve business goals, including improving human resource management.

PT. Putra Jaya SinarPadi is a company engaged in rice milling and serves as a rice supply distributor. Although it has successfully built efficient communication between various company divisions, the company still faces significant challenges in efforts to improve employee job satisfaction, which is a key element in the company's operations.

Employee job satisfaction reflects the emotional aspect of employees towards their work, including feelings of happiness and contentment or even the opposite. High levels of job satisfaction among employees have a positive impact on their attitudes and performance, which, in turn, significantly contributes to the company's success.

Januari 2022 sampaiDesember 2022

Tabel 1. 1 Target Perusahaan

Month	Company target (tons)	Company achivement (tons)
January	800 Tons	560 Tons
February	800 Tons	600 Tons
March	800 Tons	650 Tons
April	800 Tons	630 Tons
May	800 Tons	600 Tons
June	800 Tons	570 Tons
July	800 Tons	500 Tons
August	800 Tons	510 Tons
September	800 Tons	490 Tons
October	800 Tons	510 Tons
November	800 Tons	510 Tons

December	800 Tons	490 Tons

At PT. Putra Jaya SinarPadi, there is a record of employee job satisfaction that is less than satisfactory due to the fact that their job roles do not align with their competencies. Consequently, many employees decide to leave their positions, which leads to a decline in monthly production targets.

However, in the effort to create optimal job satisfaction, several factors emerge as critical elements, including motivation, communication, and working conditions. Research results have revealed that employee motivation is often suboptimal due to a lack of support and motivation provided to the employees. Therefore, the company must enhance motivation by providing more suitable regulations and conditions.

Another challenge arises in the aspect of communication among employees, both at the peer and coworker levels. Communication difficulties often lead to misunderstandings in job execution, which can potentially hinder the achievement of optimal work results. Therefore, solutions need to be sought to improve communication effectiveness among employees.

Another factor affecting job satisfaction is the working environment, including issues with inadequate facility maintenance and excessive noise caused by overly loud machinery. All of these can hinder the emergence of job satisfaction among employees.

Based on the above issues, the author is interested in conducting research with the title **"The Influence of Motivation, Communication, and Working Environment on Job Satisfaction at PT. Putra Jaya SinarPadi" in Deli Serdang Regency**.

Problem Identification

Based on the background description provided, several key problems can be identified as follows:

1. Lack of motivation leading to suboptimal employee performance, resulting in a decrease in job satisfaction levels.
2. Insufficient communication among company divisions due to communication barriers arising from divisional differences.
3. Inadequacy of company facilities compared to prevailing standards.
4. Decreased employee job satisfaction caused by unmet expectations among employees.

Problem Formulation

1. The Influence of Motivation on Employee Job Satisfaction at PT. Putra Jaya SinarPadi.
2. The Influence of Communication on Employee Job Satisfaction at PT. Putra Jaya SinarPadi.
3. The Influence of Working Environment on Employee Job Satisfaction at PT. Putra Jaya SinarPadi.

4. The Influence of Motivation, Communication, and Working Environment on Employee Job Satisfaction at PT. Putra Jaya SinarPadi.

Research Objectives

1. To examine and analyze the influence of motivation on job satisfaction at PT. Putra Jaya SinarPadi.
2. To examine and analyze the influence of communication on job satisfaction at PT. Putra Jaya SinarPadi.
3. To examine and analyze the influence of the working environment on job satisfaction at PT. Putra Jaya SinarPadi.
4. To examine and analyze the influence of motivation, communication, and the working environment on job satisfaction at PT. Putra Jaya Sinar Padi.

Research Benefits

The benefits that can be derived from the conducted research are as follows:

1. For the ResearcherTo gain knowledge about the influence of motivation, communication, and the working environment on job satisfaction, as well as serving as a guide for applying the knowledge acquired during the academic period.
2. For Universitas Prima IndonesiaAs reading material and a library collection that can provide information to readers.
3. For PT. Putra Jaya SinarPadiTo serve as input for the organization to make informed decisions and formulate policies aimed at improving employee job satisfaction.
4. For other readers/researchersAs a source of insight and knowledge, as well as a reference for future researchers who may encounter similar issues or have related research.

Theoretical Foundation

Motivation
As stated by Samsudin (2015:281), motivation is a mechanism designed to influence or encourage employees within a company so that they are motivated to carry out their assigned tasks.

Communication
In line with the perspective presented by Sedarmayanti (2018:47), communication is the process of conveying messages in the form of symbols that have meaning, which can include thoughts or feelings such as ideas, information, beliefs, hopes, instructions, and guidance conveyed by one person to another, either directly or indirectly.

Working Environment

From the perspective of Darmadi (2020:242), the working environment can be defined as the factors surrounding employees that have an impact on how individuals perform the tasks assigned to them.

Employee Job Satisfaction

In accordance with the perspective presented by Sutrisno (2019:74), job satisfaction is the evaluation made by employees regarding their work, which is related to the work context, relationships with colleagues, the compensation they receive, as well as physical and psychological aspects.

Previous Researchers

Tabel 1. 2penelititerdahulu

No.	Reserch er's Name	Research Title	Research Objectives	Variable	Method	Research Result
1.	Rani Andika (2019)	The Influence of Compensation ,Communication, and Working Environment on Employee Job Satisfaction at UPT Samsat Branch AEK, Kanopan	To determine whether Compensation, Communication, and Working Environment have an impact on Job Satisfaction	1. Compensation (X1) 2. Communication (X2) 3. Work Environment (X3) 4. Job Satisfaction (Y)	Multiple Linear Regression Analysis	From the research results, it is found that employee satisfaction at UPT SamsatAekKanopan is influenced by compensation, communication, and the working environment
2.	Amalia NurRochhma (2020)	The Influence of Compensation, Motivation, and Work Discipline on	To determine whether Compensation, Motivation, and Work	1. Compensation (X1) 2. Motivation	Multiple linear regression analysis	From the research results, it is found that purchase decisions can be explained by the variables of

		Employee Job Satisfaction at PT. PLN (State Electricity Company) UPT Purwokerto	Discipline significantly influence employee satisfaction at PT. PLN (State Electricity Company) UPT Purwokerto	(X2) 3. Work Discipline (X3) 4. Job Satisfaction (Y)		compensation, work motivation, and work discipline
3.	DedeSaepudin (2015)	The Influence of Compensation, Leadership, and Work Environment on Employee Job Satisfaction at PT. Oni Jaya	To determine whether Compensation, Leadership, and the Work Environment have an influence on Employee Job Satisfaction at PT. Oni Jaya	1. Compensation (X1) 2. Leadership (X2) 3. Work Environtment (X3) 4. Job Satisfaction (Y)	Multiple linear regression analysis	Based on the research results, it is found that Compensation, Leadership, and the Work Environment have a significant influence on employee job satisfaction.

Theory of the Influence of Motivation on Job Satisfaction

According to Hasibuan (2007), motivation plays a crucial role in creating internal drives that stimulate an individual's work enthusiasm, enabling them to work more effectively, diligently, and with integrated efforts to achieve optimal job satisfaction.
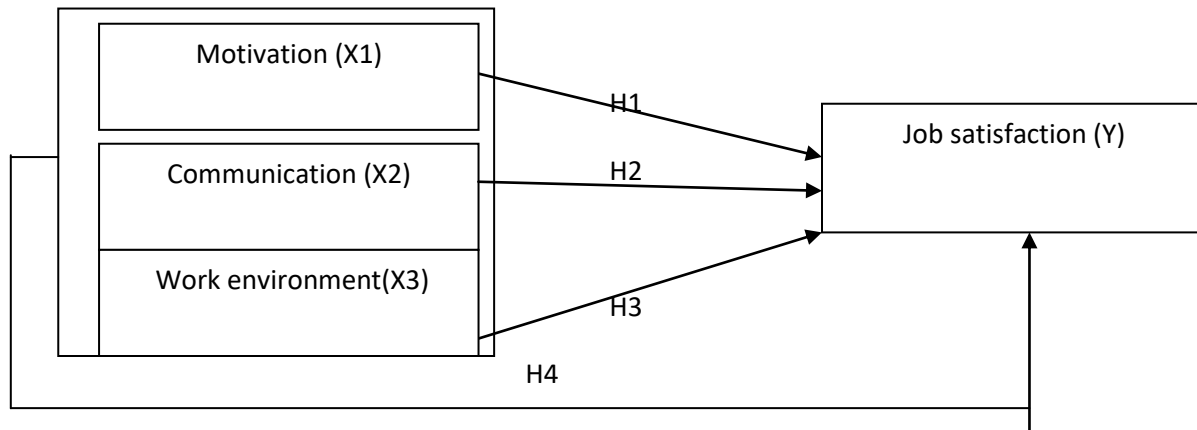
Theory of the Influence of Communication on Job Satisfaction

The perspective of Wardhani (2008) states that communication between superiors and subordinates has a dominant influence on the level of job satisfaction. Efficient communication contributes positively to improving the relationship between superiors and subordinates, which ultimately affects job satisfaction levels.

Theory of the Influence of the Working Environment on Job Satisfaction

According to Handaru (2013), a supportive and conducive working environment tends to increase employee job satisfaction. Conversely, an inadequate working environment can lead to a decrease in job satisfaction among employees.

Conceptual Framework

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┌─────────────────────────────────────┐
│  ┌───────────────────────────────┐  │
│  │      Motivation (X1)          │  │──────H1──────┐
│  └───────────────────────────────┘  │              │     ┌──────────────────────────┐
│  ┌───────────────────────────────┐  │              └────▶│                          │
┌─┤  │    Communication (X2)         │  │──────H2───────────▶│   Job satisfaction (Y)   │
│ │  └───────────────────────────────┘  │              ┌────▶│                          │
│ │  ┌───────────────────────────────┐  │              │     └──────────────────────────┘
│ │  │    Work environment(X3)       │  │──────H3──────┘                  ▲
│ │  └───────────────────────────────┘  │                                 │
│ └─────────────────────────────────────┘                                 │
│                    H4                                                     │
└──────────────────────────────────────────────────────────────────────────┘
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Research Hypotheses

Research hypotheses are an essential component in the research process, although they are not always required in every type of study. In this context, Sugino (2008:64) defines a hypothesis as a tentative answer to the research problem formulated in conditional form. Therefore, the proposed research hypotheses can be formulated as follows:

H1: Motivation influences job satisfaction of employees at PT. Putra Jaya SinarPadi. H2: Communication influences job satisfaction of employees at PT. Putra Jaya SinarPadi. H3: Working Environment influences job satisfaction of employees at PT. Putra Jaya SinarPadi. H4: Motivation, Communication, and Working Environment collectively influence job satisfaction of employees at PT. Putra Jaya SinarPadi.

RESEARCH METHODOLOGY

Research Location and Time

This research was conducted at PT. Putra Jaya SinarPadi, located at PasarBesar Village, KarangAnyar, Beringin, Indonesia. The research was carried out from December 2022 until completion.

Research Method

Research Approach

The research method applied in this study is a quantitative approach, as explained by Sujarweni (2015:39). A quantitative research approach is a process of knowledge exploration that uses numerical data as a means to analyze information related to what needs to be understood.

Research Type

This research falls into the category of quantitative research with a descriptive approach. According to the definition provided by Sujarweni (2015), quantitative descriptive research is a research method used to identify and present the values of each variable, whether single or multiple, independently without requiring the formation of relationships or comparisons with other variables. These variables are used to provide a systematic and accurate representation of a population or a specific aspect.

Nature of the Research

The type of research conducted is descriptive research with explanatory elements. According to the definition provided by Singarimbun& Effendi (2011), explanatory research aims to reveal the causal relationships between research variables through hypothesis testing. Since the primary focus in explanatory research is to test the proposed hypotheses, the hope is that this research can provide a deeper understanding of the relationships and influences of the involved variables.

Population and Research Sample

Population

According to Sujarweni (2015:80), the population can be defined as the totality of objects or subjects that meet specific characteristics and qualities set by the researcher, which are the focus of the research and are subjects of analysis to draw conclusions. In the context of this research, the population refers to all employees of PT. Putra Jaya SinarPadi, totaling 40 individuals.

Sample

According to the definition provided by Sujarweni (2015:81), a sample can be explained as a portion of the characteristics or traits found in the population used for research purposes. In

this research, the sampling method called "sampling jenuh" is used. In this method, all members of the population, totaling 40 respondents, are taken as the sample, covering 100% of the total population.

Data Collection Techniques

Sugiyono (2017) identified several data collection techniques. In the context of this research, data collection related to the issues being investigated is carried out using the following methods:

1. **Interviews**:   Information is obtained through direct interactions with PT. Putra Jaya SinarPadi at the beginning of the research to explore the issues occurring in the company.
2. **Questionnaires**:   Questionnaires in the form of surveys are distributed to the employees of PT. Putra Jaya SinarPadi to collect their responses and feedback.
3. **Documentation Study**:   Data such as a brief history, the vision and mission of PT. Putra Jaya SinarPadi, and the number of employees in the company are investigated through document studies.

Types and Sources of Data

According to Sujarweni (2015;89), the types of data used by the researcher in this study are primary data and secondary data.

1. **Primary Data** Primary data is obtained through interviews and providing questionnaires to the related employees.
2. **Secondary Data** Secondary data is obtained through documentation studies.

Identification and Operational Definition of Research Variables

Table 2. 1 Operational Definition and Variable Measurement

Variabel	Definisi	Indikator	SkalaPengukuran
Motivation (X1)	Motivation is a mechanism that creates external drive for employees within a company, with the purpose of encouraging them to willingly perform the assigned tasks. Source: Samsudin (2015:281)	1. Hard Work. 2. Effort to Progress. 3. Task/Target Orientation. 4. Persistence. Source: Mangkunegara (2017)	Likert

Communication (X2)	Communication is the act of conveying messages in the form of symbols with meaning, such as thoughts and feelings, including ideas, information, beliefs, hopes, instructions, and guidelines, carried out by an individual to others. Communication can occur through both face-to-face meetings and indirect channels. Source: Sedarmayanti (2018)	1. Understanding. 2. Enjoyment. 3. Influence on Attitude. 4. Good Relationship. Source: Sutradji (2016)	Likert
Work Environment (X3)	Work Environment refers to the factors surrounding employees that have an impact on how individuals perform the tasks assigned to them. (Source: Darmadi, 2020:245)	1. Facilities. 2. Noise. 3. Air Circulation. 4. Working Relationship. Source : FachrezidanKhair (2022:11)	Likert
Job Satisfaction (Y)	Job satisfaction is the evaluation conducted by employees regarding their work related to the work environment, collaboration with colleagues, the compensation received, as well as physical and psychological aspects.Source: Sutrisno (2019:74)	1. Salary. 2. The job itself. 3. Colleagues. 4. Promotion. Source: Widodo (2015)	Likert

Instrument Variable Validity and Reliability Test

Validity Test

According to Surjaweni (2014:192), a validity test is a procedure used to evaluate the congruence of data in a set of questions when measuring a variable. If the calculated R value exceeds the R value listed in the table, then the question is considered valid. However, if the calculated R value is smaller than the value in the table, the question is considered not valid. Here are the validity testing criteria:

1. ***If the calculated r ≥ r table, then the question is declared valid.***
2. ***If the calculated r < r table, then the question is declared not valid.***

The statements in the instrument are considered valid if the R-table value and the significance value are less than 0.005. The R-table value for 30 respondents with DF-2 = 30-2 = 28 is 0.361.

Table 2. 2 Validity Test Results

Motivation		Communication		Work Environment		Job Satisfaction	
r count	Sig	r count	sig	r count	Sig	r count	sig
0,742	0,000	0,801	0,000	0,783	0,000	0,728	0,000
0,715	0,000	0,744	0,000	0,761	0,000	0,860	0,000
0,761	0,000	0,716	0,000	0,823	0,000	0,800	0,000
0,727	0,000	0,790	0,000	0,792	0,000	0,833	0,000
0,704	0,000	0,819	0,000	0,636	0,000	0,584	0,001
0,643	0,000	0,804	0,000	0,477	0,001	0,771	0,000
0,589	0,001	0,390	0,001	0,551	0,002	0,670	0,000
0,579	0,001	0,375	0,001	0,491	0,001	0,761	0,000

Reliability Test

Sujarweni (2014:192) explains that a reliability test assesses the stability and consistency of responses given by respondents to a series of questions that summarize the dimensions of a

variable and are arranged in a questionnaire. To assess whether the questionnaire is reliable or not, Cronbach's Alpha is used as an indicator. A questionnaire is considered reliable if the Cronbach's Alpha value exceeds 0.60 and is considered unreliable if the value is equal to or less than 0.60.

1. *If Cronbach's Alpha > 0.60, it means the instrument is reliable.*
2. *If Cronbach's Alpha < 0.60, it means the instrument is not reliable.*

Table 2. 3 Reliability Test Results

Variable	Cronbach's Alpha value	Criteria	Conclusion
Motivation	0.834	0.60	Reliable
Communication	0.828	0.60	Reliable
Work Environment	0.820	0.60	Reliable
Job Satisfaction	0.890	0.60	Reliable

Assumption Testing

Normality Test

In the terminology proposed by Sujarweni (2015:225), the normality test is conducted to determine whether, in the context of a regression model, both dependent and independent variables follow a normal distribution or not.

Multicollinearity Test

According to Sujarweni (2015:226), the multicollinearity test refers to the presence of a strong linear relationship between multiple or all independent variables in a model. The presence of multicollinearity has the potential to introduce uncertainty in the estimation of regression coefficients and may result in an unbounded error variance. Its impact can lead to bias in model specification. The purpose of the multicollinearity test is to evaluate whether significant correlations among independent variables exist in the regression model.

Heteroskedasticity Test

According to Ghozali (2016:134), the heteroskedasticity test is used to evaluate whether there is variation heterogeneity in the residuals across different observations in a regression model.

Hypothesis Testing

Multiple Linear Regression Analysis

Multiple linear regression analysis is a statistical method commonly used to analyze the relationship between a dependent variable and multiple independent variables. Its purpose is to measure the influence of independent variables on the dependent variable within the framework of a multiple regression model. The formula for multiple linear regression analysis used to identify the impact of independent variables on the dependent variable is as follows

$$Y = a + B_1X_1 + B_1X_2 + B_3X_3 + e$$

Where :
Y = Job Satisfaction
X1 = Motivation
X2 = Communication
X3 = Work Environment
B1-3 = partial coefficient for each variable X1 X2 X3
e = standard error (0.05)

Coefficient of Determination Test (R²)

As per Sujarweni's perspective (2015:228), the coefficient of determination, denoted as R^2, is a significant measure in regression analysis. The coefficient of determination (R^2) indicates the capacity of the dependent variable. The purpose of this analysis is to measure the extent to which the influence generated by independent variables on the dependent variable. The R^2 value reflects how much of the total variation in the dependent variable can be explained by the independent variables. The larger the R^2 value, the larger the percentage of the total variation in the dependent variable that can be explained by the independent variables. The coefficient of determination is needed to measure the influence of independent variables (X) on the dependent variable (Y).

Partial Test (t-test)

According to Sujarweni's definition (2015:229), the t-test is used to evaluate the extent to which an independent variable or explanatory variable individually (partially) explains the dependent variable. When the significance probability is less than 0.05 (5%), it indicates that the independent variable has a significant influence on the dependent variable. The hypothesis is accepted if the significance level (α) < 0.05 and rejected if the significance level (α) > 0.05.

Evaluation criteria:

a. If t observed > t table, Ho is rejected, and Ha is accepted. b. If t observed < t table, Ho is accepted, and Ha is rejected. Or a. If p < 0.05, Ho is rejected, and Ha is accepted. b. If p > 0.05, Ho is accepted, and Ha is rejected.

Simultaneous Test (F-test)

In accordance with Sujarweni's perspective (2015:228), the F-test, or simultaneous test, is

assessed through the significance level (sig). When the sig value is less than 0.05, it indicates that the independent variables have a significant influence on the dependent variable simultaneously. The F-statistic test is used to confirm whether there is a simultaneous influence of independent variables on the dependent variable.

Evaluation criteria:

a. If F observed > F table, Ho is rejected, and Ha is accepted. b. If F observed < F table, Ho is accepted, and Ha is rejected. Or a. If p < 0.05, Ho is rejected, and Ha is accepted.

RESULTS AND DISCUSSION

Descriptive Statistics

In the descriptive domain, the focus is on how research data is collected, organized, and presented. Statistics is a formal discipline that provides additional information in an easily understandable format by summarizing, presenting, and describing data. Further information on descriptive statistics can be found in the following table:

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Motivasi	40	15	28	20.70	3.435
Komunikasi	40	12	25	18.65	3.293
LingkunganKerja	40	9	27	19.07	3.696
Kepuasan	40	10	28	17.97	4.927
Valid N (listwise)	40				

The way the data is explained and analyzed is as follows. Based on data from 40 respondents, it was found that the Motivation variable (X1) has a range of values between the lowest score (minimum) of 15 and the highest score (maximum) of 28, with an average (mean) of 20.70 and a standard deviation of approximately 3.435.

The measurements of the Communication variable (X2) for the 40 respondents showed a minimum score of 12 and a maximum score of 25. The average score (mean) is approximately 18.65, with a standard deviation of about 3.293.

Meanwhile, the measurements of the Work Environment variable (X3) for the 40 respondents revealed a minimum score of 9 and a maximum score of 27, with an average (mean) of around 19.07 and a standard deviation of approximately 3.696.

The measurements of the Job Satisfaction variable (Y) for the 40 respondents indicated a minimum score of about 10 and a maximum score of about 28. The average score (mean) is approximately 17.97, with a standard deviation of approximately 4.927.

Assumption Testing

Normality Test

In the Normality Test, two testing methods are conducted:

Analysis using graphs, carried out through two methods.

    a. Histogram Graph

The test results are visible in the presented graph below:

Histogram

Dependent Variable: Kepuasan

Mean = -1.34E-15
Std. Dev. = 0.961
N = 40

Regression Standardized Residual (x-axis), *Frequency* (y-axis)
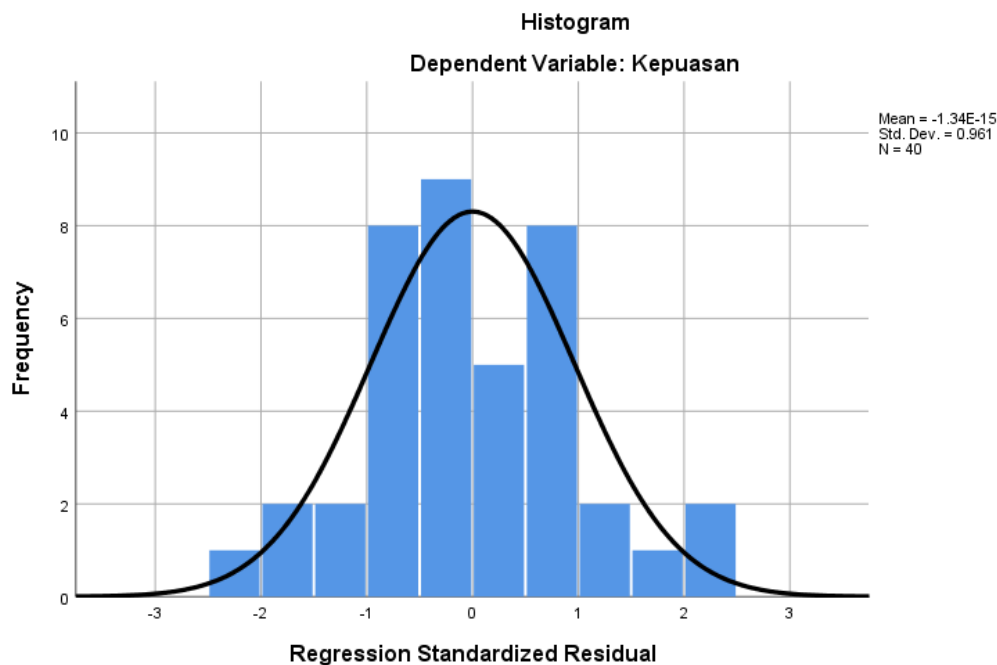
In the histogram graph above, it is evident that the data distribution follows a normal pattern.

b. Normal probabilityplot

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kepuasan
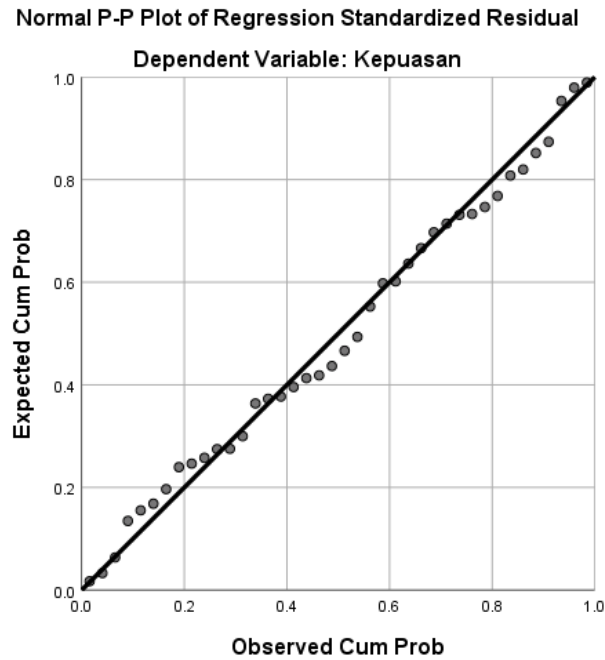
The diagonal line following the direction of the histogram line towards a normal distribution indicates that the dependent variable meets the normality assumption.

2. Statistical Analysis Test

The results of the normality test using the Kolmogorov-Smirnov test are shown in the following graph:

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual	Unstandardized Residual
N		40	40
Normal Parameters[a,b]	Mean	0.0000000	0.0000000
	Std. Deviation	2.88275557	2.88275557
Most Extreme Differences	Absolute	0.066	0.066
	Positive	0.066	0.066
	Negative	-0.056	-0.056

Test Statistic	0.066	0.066
Asymp. Sig. (2-tailed)	0.200[c,d]	0.200[c,d]

The significance value of the Kolmogorov-Smirnov normality test is 0.200, which is equal to or greater than 0.050. This indicates that the research data follows a normal distribution.

Multikolonieritas test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	-15.603	4.145		-3.764	0.001		
	X1	0.873	0.148	0.609	5.915	0.000	0.897	1.115
	X2	0.337	0.156	0.225	2.157	0.038	0.870	1.149
	X3	0.483	0.132	0.362	3.647	0.001	0.964	1.037

a. Dependent Variable: Y

From the table, it can be concluded that the tolerance values for each independent variable, namely Motivation (X1) is 0.897 (> 0.1), Communication (X2) is 0.870 (> 0.1), and Work Environment (X3) is 0.964 (> 0.1). Meanwhile, the VIF values for each independent variable, including Motivation (X1) is 1.115 (< 10), Communication (X2) is 1.149 (< 10), and Work Environment (X3) is 1.037 (< 10).

Therefore, it can be concluded that there is no indication of multicollinearity in this data.

Heteroskedasticity Test

Scatterplot
Dependent Variable: Kepuasan
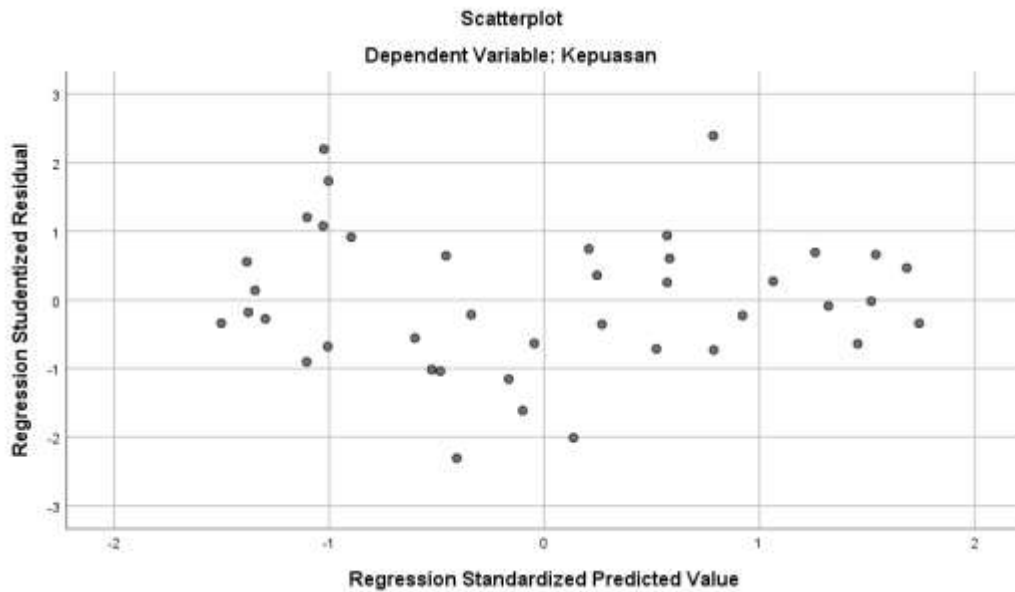
Heteroskedasticity testing can be done through two methods, statistically and graphically.

1. Analyzing by observing Scatter Plot graphs.

The results of the Heteroskedasticity test using a Scatter Plot graph indicate the following:

Based on the above graph, it can be observed that the data points do not create a specific pattern and are well-distributed around 0. This indicates that the data is classified as free from heteroskedasticity, or in other words, there is no heteroskedasticity in the regression model.

2. Glejser test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.327	2.451		2.173	0.036
	Motivasi	-0.056	0.087	-0.111	-0.644	0.524
	Komunikasi	-0.037	0.092	-0.069	-0.395	0.695

LingkunganKerja	-0.064	0.078	-0.135	-0.813	0.421

a. Dependent Variable: Abs_RES

From the table, it can be concluded that the Sig (significance) values for the Motivation variable (X1) is 0.524, for the Communication variable (X2) is 0.695, and for the Work Environment variable (X3) is 0.421. All of these values are greater than 0.05, indicating that the independent variables in this research do not exhibit heteroskedasticity. Therefore, the data can be effectively used in multiple linear regression analysis.

Research Data Analysis Results

Research Method

Multiple linear regression analysis is used to test the hypotheses in this research. There are three independent variables, namely Motivation, Communication, and Work Environment, and one dependent variable, which is employee job satisfaction. The regression equation used is as follows:

Y = a + b1.x1 + b2.x2 + b3.X3

= 0,603 + 0,873x1 + 0,337x2 + 0,483x3

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.603	4.145		.764	.001
	Motivasi	.873	.148	.609	5.915	.000
	Komunikasi	.337	.156	.225	2.157	.038
	Lingkungankerja	.483	.132	.362	3.647	.001

a. Dependent Variable: Kepuasan

This explanation can be understood as follows: If the constant is positive at 0.603, it means that when the variables Motivation (X1), Communication (X2), and Work Environment (X3) have a value of zero (0) or remain constant (Constant), the variable Job Satisfaction (Y) will have a value of 0.603.

Motivation Variable

The regression coefficient for the Motivation variable (X1) is 0.873, indicating that each one-unit increase in the Motivation variable (X1) will result in an increase of 0.873 units in the Job Satisfaction variable (Y). This coefficient is positive, indicating a positive relationship between the Motivation variable (X1) and Job Satisfaction (Y). In other words, if Motivation (X1) increases, Job Satisfaction (Y) also increases.

Communication Variable

The regression coefficient for the Communication variable (X2) is 0.337, meaning that each one-unit increase in the Communication variable (X2) will lead to an increase of 0.337 units in the Job Satisfaction variable (Y). This coefficient is also positive, indicating a positive relationship between Communication (X2) and Job Satisfaction (Y), meaning that if Communication (X2) increases, Job Satisfaction (Y) will also increase.

Work Environment Variable

The regression coefficient for the Work Environment variable (X3) is 0.483, which means that each one-unit increase in the Work Environment variable (X3) will result in an increase of 0.483 units in the Job Satisfaction variable (Y). Like before, this coefficient is positive, showing a positive relationship between Work Environment (X3) and Job Satisfaction (Y), meaning that if Work Environment (X3) improves, Job Satisfaction (Y) will also improve.

Coefficient of Determination for the Hypotesis (R2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.811[a]	0.658	0.629	3.000

a. Predictors: (Constant), Lingkungankerja, Motivasi, Komunikasi

From the table above, it can be observed that the Adjusted R-Square value is 0.629 or 62.9%. This figure indicates the extent of the combined influence of the Motivation (X1), Communication (X2), and Work Environment (X3) variables on the Job Satisfaction variable

(Y), while the remaining 37.1% is influenced by other factors outside the scope of this study or represents the error value.

F test

F-Tabel = (n-k) = (40-3) = F-Tabel 37 = 2,85

ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	622.874	3	207.625	23.062	0.000[b]
	Residual	324.101	36	9.003		
	Total	946.975	39			

a. Dependent Variable: Kepuasan

b. Predictors: (Constant), Lingkungankerja, Motivasi, Komunikasi

Based on the table above, it is known that the calculated F value is greater than the table F value (23.062 > 2.85) with a significance value of 0.000 < 0.05. Therefore, H0 is rejected, and Ha is accepted. This means that Motivation, Communication, and Work Environment significantly and positively contribute to the Job Satisfaction of PT. Putra Jaya Sinar Padi employees.

t Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.603	4.145		.764	.001
	Motivasi	.873	.148	.609	5.915	.000
	Komunikasi	.337	.156	.225	2.157	.038
	Lingkungankerja	.483	.132	.362	3.647	0.001

a. Dependent Variable: Kepuasan

t-tabel (n-k-1) = (40-3-1) = t-tabel 36 = 2,02809

Motivation Variable (X1)

Based on the t-test table above, the influence of the Motivation variable (X1) on Job Satisfaction (Y) is 0.000 < 0.05, and the calculated t-value is 5.915 > the table t-value (2.02809). Therefore, H0 is rejected, and Ha is accepted, meaning that the Motivation variable (X1) has a positive and significant impact on Job Satisfaction (Y).

Communication Variable (X2)

Based on the t-test table above, the influence of the Communication variable (X2) on Job Satisfaction (Y) is 0.038 < 0.05, and the calculated t-value is 2.157 > the table t-value (2.02809). Therefore, H0 is rejected, and Ha is accepted, meaning that the Communication variable (X2) has a positive and significant impact on Job Satisfaction (Y).

Work Environment Variable (X3)

Based on the t-test table above, the influence of the Work Environment variable (X3) on Job Satisfaction (Y) is 0.001 < 0.05, and the calculated t-value is 3.647 > the table t-value (2.02809). Therefore, H0 is rejected, and Ha is accepted, meaning that the Work Environment variable (X3) has a positive and significant impact on Job Satisfaction (Y).

The Influence of Motivation on Job Satisfaction.

In the research discussion, the study results indicate a positive and significant influence of the Motivation variable (X1) on Job Satisfaction at PT. Putra Jaya Sinar Padi. The research findings show that the calculated t-value is greater than the table t-value (5.915 > 2.02809). H1 is confirmed, stating that Motivation has a positive and significant impact on job satisfaction at PT. Putra Jaya Sinar Padi.

These results also support the perspective of Hasibuan (2007), who states that motivation plays a crucial role in creating an individual's drive or work enthusiasm. This drive helps individuals work collaboratively, effectively, and fully integrate themselves in efforts to achieve a high level of job satisfaction.

The Influence of Communication on Job Satisfaction.

After conducting all the research processes, it can be concluded that the proposed hypothesis is confirmed, and it becomes the research result presented to the relevant company. The research findings indicate that the calculated t-value is greater than the table t-value (2.157 >

2.02809). H1 is confirmed, stating that communication has a positive and significant impact on job satisfaction at PT. Putra Jaya Sinar Padi.

This finding is in line with the perspective of Wardhani (2008), who emphasizes that communication, especially between supervisors and subordinates, has a significant impact on job satisfaction levels. Effective communication can help create a good relationship between supervisors and subordinates, which, in turn, contributes to higher job satisfaction.

The Influence of Work Environment on Job Satisfaction.

After conducting all the research processes, it can be concluded that the proposed hypothesis is confirmed, and it becomes the research result presented to the relevant company. The research findings indicate that the calculated t-value is greater than the table t-value (3.647 > 2.02809). H1 is confirmed, stating that the Work Environment has a positive and significant impact on job satisfaction at PT. Putra Jaya Sinar Padi.

This finding is also in line with the perspective of Handaru (2013), who suggests that a conducive work environment can increase employee job satisfaction. Conversely, an inadequate work environment can lead to a decrease in employee job satisfaction. Therefore, a good work environment can support an increase in job satisfaction within the company.

CONCLUSIONS

Conclusion

The conclusions that can be drawn are elaborated accordingly:

1. After conducting all the research processes, the Motivation Variable (X1) has a positive and significant effect on Job Satisfaction at PT Putra Jaya Sinar Padi. This result is evident from the research which shows that the value thing is greater than frabel (5.915 > 2,02809).

2. After carrying out all the research processes, the Communication Variable (X2) also has a positive and significant effect on Job Satisfaction at PT Putra Jaya Sinar Padi. This result is evident from the research which shows that the value thitung greater than trabel (2,157> 2,02809).

3. After carrying out all the research processes, the Work Environment Variable (X3) has a positive and significant effect on Job Satisfaction at PT Putra Jaya Sinar Padi. This result is evident from the research which shows that the value thirung greater than trabel (3.647>2,02809)

4. Based on the table above, it is known that the calculated F value is greater than the F table value (23.062 2.85) with a significance value of 0.000 <0.05. Thus H, rejected, H accepted, which means that the variables of Motivation (X1), Communication (X2), Work Environment (X3) if tested together or simultaneously have a positive and significant effect on the variable Job Satisfaction (Y).

LIMITATION

Limitation

Based on the explanation and discussion of the research results, the following suggestions can be made:

1. For researchers, it is recommended to implement the findings of this study in more depth and practice the aspects that have been identified as well as possible.

2. For Prima Indonesia University, it is hoped that the results of this research can be published and become part of the library collection as a reference for further researchers

3. For the Employment Social Security Organizing Agency (BPJS) in Medan, it is recommended to increase attention to aspects of Motivation, Communication, and Work Environment Leaders in the organization must provide good motivational guidance, improve effective communication and create a safe work environment to maximize employee performance.

4. For future researchers, it is recommended to consider adding other independent variables that have the potential to affect employee performance. This will expand and enrich the research results obtained

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