

The Influence of the Work Environment and Promotion on Job Satisfaction of BPN West Aceh Employees

Riana Wandira

Faculty of Economics, Management Study Program, Teuku Umar University, Indonesia

*email: Rianawandira99@gmail.com

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ABSTRACT

This survey was conducted at the West Aceh BPN Office located in Jl. Swadaya, Meulaboh, and West Aceh. With the aim of discouraging the consequences of environmental conditions and promotions for the enjoyment of the work of BPN Aceh West personnel. In the population survey all personnel of the BPN Aceh west totaling 37 people. Determination of the sample using the saturated sampling method with all the population being sampled so the number of samples in this survey is 37 people. In this survey, the researcher applies an associative quantitative design. Materials are obtained by distributing questionnaires in the form of questions to be answered by the respondent. Assessment of data using multiple linear regression analysis. Source of data comes from primary data, Data obtained directly from respondents. The results of this survey prove that the environment and promotion either partially or simultaneously have a positive and significant impact on employee satisfaction at the west BPN Aceh office. With the results of the determinant coefficient being able to explain the environment and promotion of employee satisfaction as much as 64.5% the remaining 35.5% was obtained from other factors and was not examined in this survey model.

INTRODUCTION

An organization is a group of people who have a goal/program with the same process or stages to achieve the goals that have been set. The most important elements of an organization are the organizational activities in which the organization is carried out and the people who respond to those activities. Organizations can be successful with the presence of people who play a key role in making it happen. Therefore, people are an important factor in an organization to achieve the results desired by the organization.

This survey was carried out at the West Aceh District Land Office (BPN) located at Jl.Swadaya, West Aceh. The West Aceh Regional National Land Agency (BPN) is responsible for carrying out affairs that assist the president in government with duties in the land sector. BPN in carrying out government functions in the land sector is in the fields of preparing and making land decisions, research, surveying and mapping, as well as making land decisions. Carry out activities in the field of land data collection

and land rights , management and administration arrangements, work on land acquisition, management and resolution of land disputes, realization of HR work in the land department. In carrying out this mission, BPN builds public trust in BPN, carries out comprehensive land registration and certification, strengthens human rights, resolves local problems and land tenure, and carries out systematic dispute resolution functions. Of course, if employees do not feel comfortable or satisfied with their work, the tasks and functions they carry out will not be carried out.

Because the continuity of operations of an organization depends on successful and well-performing people, the procedure that can be followed to attract successful employees is to pay attention to job satisfaction. Job satisfaction is an employee's attitude or feelings towards the enjoyable aspects of work that are consistent with the employee's individual assessment. According to Afandi (2018:74) job satisfaction is the absolute attitude of workers, including emotions and behavior regarding work, and job evaluation is an award for achieving work values. Employee satisfaction with work can be seen from the number of employees who frequently join and leave the company. Regarding the satisfaction of the employees at the West Aceh BPN Office, it is said to be quite satisfactory, where the issue of job satisfaction is that the employees feel sufficient and are satisfied with all the actions that exist and occur in the office starting from how superiors can act fairly, salaries that are felt to be sufficient, feeling comfortable and safety, as well as closeness between fellow employees too. However, among all those who feel sufficient, there are still some employees who still feel dissatisfied, starting with the issue of incentives given, and employee welfare which they feel has not been properly considered.

The work environment also influences job satisfaction. The environment is all material that surrounds and is near an employee and influences the mechanism of the employee's activities. According to Afandi (2018:66) the work environment is within the employee's environment and when carrying out tasks such as temperature, humidity, air circulation, light, noise and cleanliness does the work space affect the employee, and whether or not there is sufficient appropriate work equipment. At the West Aceh BPN office itself, the work environment is said to be very good and is felt to be very satisfying and comfortable, from observations obtained by the author, the environment at the West Aceh BPN office is felt to be very capable of making employees feel comfortable doing their work, starting from the air. and a clean environment, away from noise, paint colors and equipment layout neatly arranged. However, it was also found that several rooms in the office were still felt to be very disturbing for the employees, where there was a smell of cigarette smoke which occurred due to some male workers working late into the night and staying overnight in these rooms. So the researchers conducted a survey to find out how influential the smoke or odor that was produced was. Based on the description of the environment, it is concluded that the environment is the employee or anything around the employee that arises and will influence the performance of the tasks carried out by the employee.

Apart from that, there is also one item used to achieve employee satisfaction, namely promotion. As personnel everyone wants to be promoted to a higher position. Companies need to provide opportunities for all personnel in the company to raise and advance personnel careers through promotional programs. At the West Aceh BPN itself, promotions are in accordance with the qualifications or benchmarks of employees who are or can be promoted, such as being competent and having a work tempo that is considered long enough, being loyal and having integrity, and the educational context is also used as a reference in promotions. According to Hasibuan in Syahyuni, (2018) job promotion is an approach that aims to increase the authority and commitment of increasingly high employees within the institution and increase their requirements, eligibility, position and income.

The Relationship between Position Promotion and Job Satisfaction According to the survey that was conducted, a close relationship was found where the survey conducted (Ballian, 2020) (Pebri, 2020) (Martin, 2020) showed that promotion had a positive and significant effect on job satisfaction. Therefore, it can be concluded that increasing promotions increases company job satisfaction. The Relationship of the Work Environment to Job Satisfaction According to the survey that has been conducted, a close relationship was found where previous surveys conducted (Martin, 2018) (Nasib, 2019) (Nasib; Ratih Amelia, 2018) showed that the environment has a positive and significant effect on employee satisfaction. Therefore, it can be concluded that a better work environment will increase employee satisfaction with their work. The problems in the research are (1) Finding out whether there is a positive and significant influence of the work environment on job satisfaction (2) Finding out whether there is a positive influence of job promotion on job satisfaction (3) Finding out whether there is a positive and significant influence if carried out jointly between work environment and job promotions on employee job satisfaction at the West Aceh BPNA Office.

METHOD

In this survey, researchers used a quantitative study that is associative in nature, which aims to find out the influence between one variable and another variable. The theme that will be examined in this survey is the Influence of the Work Environment and Promotion on the Workforce Satisfaction of West Aceh BPN Employees. What is said about the population in this research is that all personnel who work at the West Aceh District Land Office (BPN) have at least around 37 personnel in that office. In the survey conducted to obtain a sample, researchers used a *saturated sampling method*. According to Sugiyono (2018:85) *saturated sampling* is a method where in determining the sample the entire population will be sampled. So a sample of 37 personnel was obtained to be used as material for the survey that was being carried out.

The source of information was obtained from Primary Data, namely information obtained directly from personnel at the West Aceh BPN office. This information was obtained when researchers distributed questionnaires. When you want to collect data, the method used is a questionnaire. Questionnaires usually contain various statements or questions from researchers which will be used to obtain the desired information from respondents and the method used is a Likert scale which has a weight of 1-5.

The data analysis technique is obtained from analysis using the Coefficient of Determination Test according to Sugiyono (2016) where we are able to calculate the results obtained from the contribution of the independent factors to the dependent factors by ensuring that the results of the F test during the regression have a significant value. The partial test (t test) is used to prove between factors one and two on factor three whether significant results are obtained, then also for factors one and two, if they stand alone, they still have an influence on the third factor or not. Simultaneous Test (F Test) is a test based on the level of influence exerted by independent factors on other dependent factors. And Multiple linear regression is a test to examine the possibility that occurs between the independent factors Environment as (X1) and Job Promotion as (X2) on the dependent factor of Job Satisfaction as (Y).

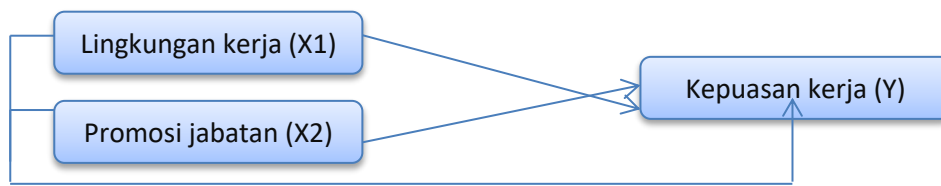


Figure 1. Thinking Framework

The method obtained is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Explanation :

Y = Dependent factor (Y)

a = Constant

b₁ = Regression of (X₁)

b₂ = Regression of (X₂)

X₁ = Release factor (X₁)

X₂ = Release factor (X₂)

e = Error

RESULTS

In the study that was carried out, to answer the various questions asked, researchers obtained results from a survey regarding the Influence of the Environment and Job Promotion on the Satisfaction of Employees at the West Aceh Land Agency Office.

A. Results from Multiple Linear Regression Analysis

Table 1
Multiple Regression Analysis
Coefficients^a

No	Model	Unstandardized coefficients		Standardized coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,948	4,113		1,203	0.237
2	X1	0.568	0.131	0.579	4,339	0,000
3	X2	0.269	0.121	0.297	2,223	0.033

Source: SPSS Output, 2021

So we can present a form of equation like the one below:

$$Y = 4.948 + 0.568X_1 + 0.269X_2 + e$$

The explanation of the results obtained in SPSS is:

1. In the model shown in the table above this regression, the constant quantity in the table is recorded as 9.948, the constant quantity means that without adding the work environment and promotion variables this will not change the quantity of Job Satisfaction of BPN West Aceh employees which will remain at 9.948.

- The work environment value (X1) is 0.568, when the environment increases by 1 unit, this causes job satisfaction to increase by 0.568, so it can be said that there is a positive influence from the environment on the job satisfaction of BPN West Aceh employees.
- The value of Job Promotion (X2) is 0.269, when job promotion increases by 1 unit, this causes job satisfaction to increase by 0.269, so it can be said that there is a positive influence from job promotion on the job satisfaction of BPN West Aceh employees.

B. Results of the Determination Coefficient

Table 2
Model Summary^b

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	0.803 ^a	0.645	0.625	2,772

Source: SPSS Output, 2021

Based on the table above, it is obtained:

- The quantity at R 0.803 shows that there is a very strong relationship between the work environment (X1) together with job promotion (X2) on employee job satisfaction (Y) at the West Aceh BPN office.
- The determinant coefficient value (R²) is 0.645 and can be expressed as a percentage. 64.5% shows that the magnitude of the direct impact of environmental factors (X1) and promotion (X2) can be interpreted as employee job satisfaction (Y) having a total of 64.5%, on the other hand, the remainder of 35.5% was obtained from (100%-64.5%) excluded because the remainder was only obtained by other factors and was not examined in this survey.
- In the table that has been searched, a Standard Error of the Estimated value of 2.772 is obtained, which is interpreted as a form of prediction error. If the standard deviation is smaller, the model will be better.

C. Partial Test (T Test)

Table 3
Partial Test
Coefficients^a

No	Model	Unstandardized coefficients		Standardized coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,948	4,113		1,203	0.237
2	X1	0.568	0.131	0.579	4,339	0,000
3	X2	0.269	0.121	0.297	2,223	0.033

In the table above, the results are obtained:

- Work environment (X1) has a sig value. the number (0.000) is smaller than the number (0.05) of the sig value. what is stated has significant meaning. The t count of 4,337 in the table is clearly visible where the t_{count} has a larger number than the t_{table} of 2,030, searched based on the formula $df = nk$, so it will be found that H_0 will be rejected then H_a will be accepted. So it can be said that the work environment factor as an independent factor has a positive and significant influence on a dependent factor of employee job satisfaction at the West Aceh BPN Office.

2. Job promotion (X2) has a sig value. the number (0.033) is smaller than the number (0.05) of the sig value. what is stated has significant meaning. The t count of 2,223 in the table is clearly visible where the t_{count} has a larger number than the t_{table} of 2,030, searched based on the formula $df = nk$, so it will be found that H_0 will be rejected then H_a will be accepted. So it can be said that the work environment factor as an independent factor has a positive and significant influence on a dependent factor of employee job satisfaction at the West Aceh BPN Office.

D. Simultaneous Test (F)

Table 4
ANOVA ^a

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	475,512	2	237,756	30,943	0,000 ^b
1 Residual	261,244	34	7,684		
Total	763,757	36			

a. Y : Dependent variable

b. (Constant),X1,X2 : Predictors

Based on the analysis results obtained above, the F_{count} of 30.943 has a larger number than the F_{table} of 3.260 with a significance of 0.000, which is smaller than 0.05. It can be said that H_0 is rejected and H_a is accepted. This shows that there is a positive and significant impact of both environmental factors and job promotion together on satisfaction. So the work environment and promotion together show that there is a positive and significant impact on the satisfaction of personnel at the West Aceh BPN Office. It can be concluded that every improvement that occurs in the work environment and promotion simultaneously results in an increase in employee job satisfaction at the West Aceh BPN Office.

Discussion

In the discussion we will get an explanation of the survey that has been researched in order to find and aim to determine the influence of the work environment and job promotions on job satisfaction among West Aceh BPN office employees.

a. The Influence of the Work Environment on Job Satisfaction

The survey conducted showed that the environment had a positive and significant effect on the job satisfaction of employees at the West Aceh BPN Office. Positive impact can be understood as the work environment directly influencing job satisfaction, but what is important is the level of confidence in the credibility of the claim that the work environment influences job satisfaction where job satisfaction can be relied upon. Previous research conducted (Martin, 2018) (Nasib, 2019) (Nasib; Ratih Amelia, 2018) claims that the work environment has a positive and significant effect on employee job satisfaction.

b. The Effect of Job Promotion on Job Satisfaction

The survey conducted showed that job promotions had a positive and significant effect on the job satisfaction of employees at the West Aceh BPN Office. Positive impact can be interpreted as a promotion that directly influences job satisfaction and a significant impact shows the credibility of the claim that promotion influences job satisfaction. This research supports previous research conducted

by (Ballian, 2020) (Pebri, 2020) (Martin, 2020) stating that job promotions have a positive and significant influence on job satisfaction.

c. The Influence of Work Environment and Position Promotion on Job Satisfaction

The survey conducted found that the work environment and promotion simultaneously had a positive and significant influence on the job satisfaction of employees at the West Aceh BPN Office. This positive impact can be interpreted as improving the work environment and promotions in line with increasing job satisfaction, significance on the other hand means the level of self-confidence which ensures that the work environment and promotions simultaneously influence the job satisfaction of West Aceh BPN employees is very good and can be relied on.

CONCLUSION

Based on the results of the analysis and discussion described in the previous chapters, this research concludes that the work environment (X1) has a positive and significant influence on the level of employee job satisfaction (Y) at the West Aceh BPN Office. In other words, the better the work environment, the more comfortable and satisfied the employees who work at the West Aceh BPN Office. Furthermore, job promotion (X2) also has a positive and significant influence on employee job satisfaction (Y) at the West Aceh BPN Office. This means that the higher the level of promotion given, the greater the job satisfaction of employees at the West Aceh BPN Office will be. Finally, the results of the analysis show that together, the work environment (X1) and job promotion (X2) have a positive and significant influence simultaneously on the level of employee job satisfaction (Y) at the West Aceh BPN Office. Thus, every improvement in aspects of the work environment and job promotions together will contribute positively to increasing employee job satisfaction at the West Aceh BPN Office.

Suggestion

In the context of improving the quality of employee job satisfaction at the West Aceh BPN Office, there are several recommendations that can be taken. First, the West Aceh BPN Office can improve the quality of employee job satisfaction by focusing on improving elements of the work environment. This can be achieved by paying attention to and increasing employee comfort in the workplace, creating a conducive atmosphere, and paying attention to other aspects that can influence a positive work environment. Second, to improve the quality of employee job satisfaction, the West Aceh BPN Office needs to consider increasing the frequency of promotions. This can be achieved by paying more attention to employees who have experience and talent in carrying out their duties so that they can be promoted in a timely manner and according to their achievements. Third, for future researchers, it is recommended to continue studies and surveys involving other variables that can influence job satisfaction apart from the work environment and job promotions. In this way, a more complete picture of the factors that influence employee job satisfaction at the West Aceh BPN Office can be obtained, and richer recommendations can be prepared for further improvement.

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