


The Influence of Motivation and Work Environment on Job Satisfaction Employees at P T BIG Brebes in the Feeding Section E

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ARTICLE INFO	ABSTRACT
<p>Article History: Received: May, 2022 Revised: June, 2022 Accepted: July, 2022</p>	<p><i>The purpose of this study was to determine and analyze the effect of work motivation on employee job satisfaction, work environment on employee job satisfaction, and motivation and work environment on employee job satisfaction at PT BIG Brebes in the Feeding E section. The sampling of this study using the Slovin formula used incidental techniques as many as 92 samples. The data used is primary data from respondents' questionnaire answers. Hypothesis testing using SPSS. The theoretical foundations used are motivation, work environment, and job satisfaction. The results showed that work motivation has a significant effect on employee job satisfaction at PT BIG Brebes in the Feeding E section, the work environment has a significant effect on employee job satisfaction at PT BIG Brebes in the Feeding E section, and motivation and work environment have a significant effect on employee job satisfaction at PT BIG Brebes in the Feeding E section.</i></p>
<p>Keywords: Motivation, Work Environment, Job Satisfaction</p>	<p><i>This is an open access article under the CC BY-SA license.</i></p>
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Abstract

The purpose of this study was to determine and analyze the effect of work motivation on employee job satisfaction, work environment on employee job satisfaction, and motivation and work environment on employee job satisfaction at PT BIG Brebes in the Feeding E section. The population in this study were *all* employees at the *Feeding E* section at PT BIG Brebes with a total of 120 employees. Sampling in this study used the Slovin formula using an *incidental* technique with a total of 92 samples. The data used is primary data from the answers to the respondent's questionnaire. Hypothesis testing using SPSS. The theoretical basis used is motivation, work environment, and job satisfaction. The results showed that work motivation has a significant effect on employee job satisfaction at PT BIG Brebes in the Feeding E section, the work environment has a significant effect on employee job satisfaction at PT BIG Brebes on the Feeding E section, and motivation and work environment have a significant effect on satisfaction employee work at PT BIG Brebes in the *Feeding E* section.

Keywords : motivation , work environment , and job satisfaction

1. INTRODUCTION

The success of a company is strongly supported by how the company achieves job satisfaction of its employees. In general, job satisfaction leads to the attitude of the employee towards his work. Employees who have a positive attitude have a high level of job satisfaction, and vice versa. Human resources are assets that can increase the success of the company, the ability of human resources is the main key to being able to face competition in the era of globalization [1] . Every company is required to be able to optimize human resources and how human resources are managed. The importance of human resources for every company requires every company to be able to manage it as well as possible and as effectively as possible, so that it can be maintained for the sake of the continuity of the company. The management of human resources cannot be separated from the

factor of employees who are expected to perform as well as possible in order to achieve organizational goals. Employees are one of the main assets of a company, which must be maintained and fulfilled.

Employees who are in the company play an important role in determining whether or not the company's goals are achieved. Company goals will only be achieved if employees are satisfied with the policies within the company. Job satisfaction is an effective or emotional response to various aspects of one's job. [2] . This definition implies that job satisfaction is not a single concept. However, a person can be quite satisfied with one aspect of his work and feel less satisfied with one or several other aspects [3] .

Satisfaction or dissatisfaction is something that cannot be separated from everyone's life, because satisfaction or dissatisfaction is closely related to human needs. When a person has a need that needs to be met, he will make various efforts by mobilizing his mind, energy, time, and possibly having to take risks that can occur in carrying out his work. It is impossible for every individual employee to not have needs, such as the need for a sense of security, support from colleagues, attention and support from superiors, a comfortable place to work. If these needs are met for their work, then employees will feel satisfied [4] .

Employees will feel high morale and enthusiasm in starting work if job satisfaction is achieved. However, if this is not achieved, employees try to avoid their social environment such as resigning from the company, skipping work, sabotaging, deliberately making mistakes at work, active strikes and other behaviors that tend to avoid organizational activities [5] . High employee job satisfaction can be achieved by providing appropriate work motivation by company management and supported by facilities and infrastructure and a work environment that supports all activities needed by employees and the company [6] .

Motivation has an important role in employee job satisfaction. Work motivation as a willingness to spend a high level of effort for organizational goals, which is conditioned by the ability of that effort to fulfill an individual need [7] .. Motivation as a desire within a person that causes that person to take an action [8] . Employees will be motivated to provide good work results if they get adequate rewards such as bonuses, extra leave and so on. The motivation that exists in a person will manifest a behavior that is directed at the goal of achieving the goal of satisfaction [9] . Everyone's motivation to work is of course different, therefore companies must be able to provide motivation to employees in the form of physical needs, security needs and so on. If the employee's needs are met, then the employee will feel satisfied and motivated to work. If work motivation is high, performance will also be high. The employee will complete the task properly and quickly. In addition to work motivation factors, other factors that influence job satisfaction are the work environment.

The work environment is a very important component when workers carry out work activities [10] . Companies that pay close attention to the work environment or create working conditions that are able to motivate employees to work will have an impact on employee job satisfaction in carrying out the work they carry out. A conducive work environment will provide a sense of security and enable them to work effectively and conversely, an inadequate work environment will reduce employee performance, so that it can affect both directly and indirectly job satisfaction, therefore the work environment needs to be considered [11]] .

PT Bintang Indokarya Gemilang (BIG) Brebes is a company engaged in the production of shoes located on Jalan Raya Cendrawasih No. 06 Km 20, Tengguli Village, Tanjung District, Brebes Regency. The shoe models produced are children's shoes, sports shoes (futsal), and adult shoes. The Adidas shoe *brand* is one of *the buyers* who often orders shoes at PT BIG, Brebes. The company strives for these orders to be completed on time and using the minimum possible costs, without compromising the quality of the products produced, in order to satisfy *buyers* and open up opportunities for *buyers* to make *repeat orders*. The divisions at PT BIG certainly have their own problems in carrying out their respective duties to fulfill orders, such as the problem of saving the use of raw materials in the raw material financing division, saving time and production costs in the upper shoe sewing division, the problem of determining work *time* and the number of operators in the *upper shoe* sewing division , the lack of actual results from the expected target in the shoe *injection division* , and the unbalanced production line in the shoe *packing division* . Every problem that exists in each division needs to be analyzed and sought for the root of the problem so that a

solution proposal can be prepared that can be given to PT BIG Brebes in order to find appropriate and efficient steps to overcome these problems.

Observing these problems, it can be said that employee job satisfaction at PT BIG Brebes has not been maximized. The results of the author's initial observations show that there is pressure from superiors to subordinates who give targets that are too *over*, laying on the division of labor, *rewards* are given only to class B employees. The discomfort of the existing work environment, related to the relationship between employees and their superiors can reduce employee morale. The work environment can affect the emotions of employees. If employees like the work environment where they work, then these employees will be enthusiastic about carrying out activities and using work time effectively.

Basically job satisfaction is an individual thing, each individual will have a different level of satisfaction according to the value system that applies to him. This is due to differences in each individual in achieving productivity results in order to influence job satisfaction. Observing the description above, the job satisfaction factor will be even better, if it is also supported by good work motivation and a good work environment to complete a job. Job satisfaction is a big problem for a company. The level of employee job satisfaction will affect employee performance. This is a problem experienced by employees in the Feeding E division of PT BIG Brebes. If employees feel their needs have been met, then employees will automatically feel satisfied and always give feedback in the form of the best abilities they have.

Based on the background description above, the authors see that there are two things that are thought to influence employee job satisfaction, namely motivation and work environment. Therefore, researchers are interested in examining in more depth by setting the title "The Influence of Motivation and Work Environment on Employee Job Satisfaction at PT Bintang Indokarya Gemilang Brebes in Section Feeding E."

Job satisfaction

Job satisfaction is people's perception of various aspects of their work. The definition of perception can be in the form of feelings and attitudes of people towards their work. Feelings and attitudes can be positive or negative. If people feel and have a positive attitude towards their work, they are satisfied with their work and vice versa [9] . Job satisfaction is a positive attitude that concerns the healthy adjustment of workers to working conditions and situations including issues of wages, social conditions, physical conditions and psychological conditions [3] . The indicators to measure job satisfaction in this study are wages, jobs, promotion opportunities, supervisors, and co-workers [12] .

Work motivation

Motivation is a conscious effort to influence one's behavior in order to lead to the achievement of organizational goals. The process of the emergence of a person's motivation is a combination of the concepts of needs, drives, goals and rewards [13] . Furthermore, motivation is the willingness to expend a high level of effort for organizational goals conditioned by the ability of that effort to meet some individual needs [7] . Management experts agree that work motivation is a series of efforts to influence the behavior of others by knowing in advance what makes a person move to work. Measurement of work motivation in this study refers to indicators of work motivation according to the following: responsibility, work performance, opportunities for advancement, recognition for performance, and challenging work [14] .

Work environment

The work environment is a place where there is a group where there are several supporting facilities to achieve company goals in accordance with the company's vision and mission [15] . In addition, the work environment is a very important component when workers carry out work activities [16] . Measurement of the work environment in this study, namely: a) Physical work environment, including workplace buildings, adequate work equipment, facilities, and work atmosphere; and b) non-physical work environment, including peer-to-peer relationships, superior-employee relationships, and cooperation between employees [17] .

2. RESEARCH METHOD

The location of this research, namely PT BIG Brebes, is a company engaged in the production of shoes located at Jalan Raya Cendrawasih No. 06 Km 20, Tengguli Village, Tanjung District , Brebes Regency. The research subjects focused on the *Feeding E* section. The variables of concern included work motivation, work environment, and job satisfaction . This study uses a quantitative research method, which is a research method based on the philosophy of positivism, used to examine certain populations or samples with the aim of testing established hypotheses [18] . Population in research these are all employees in *the Feeding E section* at PT BIG Brebes, totaling 120 employees. Sampling of this study used the Slovin formula, obtained as many as 92 respondents from *the Feeding E* division. This sampling was carried out using the *incidental technique* [19] . *Incidental sampling* is determining the sample based on coincidence, that is, anyone who meets the researcher by chance can be used as a sample, if it is deemed that the person met by chance is suitable as a data source. Data collection techniques in this study used a questionnaire with research instrument testing using instrument validity tests and instrument reliability tests . The analysis used in this research is multiple linear regression analysis with classical assumption test, h hypothesis test includes t-test, F test and analysis of the coefficient of determination.

3. RESULTS AND DISCUSSION

Validity and Reliability Test

Validity testing was carried out to find out whether the measuring instrument designed in the form of a questionnaire can actually carry out its functions.

Table 1 . Validity Test Results

Questionnaire	Index (X ₁)	Index (X ₂)	Index (Y)
Item 1	0.524	0.342	0.441
Item 2	0.505	0.474	0.477
Item 3	0.510	0.423	0.412
Item 4	0.544	0.500	0.681
Item 5	0.444	0.369	0.372
Item 6	0.461	0.404	0.460
Item 7	0.495	0.372	0.498
Item 8	0.521	0.513	0.442
Item 9	0.609	0.499	0.438
Items 10	0.462	0.410	0.461
Item 11	0.347	0.509	0.493
Item 12	0.354	0.392	0.346
Item 13	0.380	0.381	0.334
Item 14	0.413	0.402	0.335
Items 15	0.351	0.432	0.472
Item 16	0.495	0.345	0.461
Item 17	0.521	0.311	0.461
Items 18	0.609	0.348	0.493
Item 19	0.462	0.402	0.346
Items 20	0.347	0.338	0.334
Item 21	0.354	0.322	0.335

Source: Results of data processing

Based on *the SPSS output* in table 1 above, the research instrument consists of 15 items of questions about motivation, environment and employee job satisfaction, as evidenced by the results of the validity test, it can be seen that all items have a value of r count > r table. So all the data generated from the questionnaire variable X₁, X₂, and Y are valid. So the research instrument is feasible to be used as a data collector in research. The reliability test was carried out using the Alpha formula. The decision is made if the *Cronbach Alpha value* is above 0.70.

Table 2. Reliability Test Results

Variable	Cronbach's Alpha	Information
X ₁	.736	Reliable
X ₂	0.741	Reliable
Y	0.707	Reliable

Source: Results of SPSS data processing

From the SPSS output in table 2 above, it can be seen that the value of Cronbach's alpha of variable X₁ (Work Motivation) is equal to 0.736, variable X₂ (Work Environment) is equal to 0.741, and the variable Y (Employee Satisfaction) is equal to 0.707. The Cronbach's Alpha value of the three variables is ≥ 0.70. So the data generated from the questionnaire about work motivation, work environment and employee job satisfaction is said to be reliable. Thus it can be concluded that the research data variables X₁, X₂, and Y are reliable or can be trusted .

Descriptive statistics

Descriptive statistics in this study were conducted to provide information about the characteristics of the respondents and the characteristics of the main research variables. The descriptive statistics of this study only present data and describe information about the state of a variable being studied. The dependent variable in this study is employee loyalty with the independent variables namely motivation and work environment. Based on predetermined sampling, there were 92 samples in this study. Descriptive statistical analysis obtained through the calculation of Ms. Excel and can be explained in detail as follows:

Table 3. Characteristics of Respondents by Gender

Characteristics	Amount	Percentage
Man	41	45%
Woman	51	55%
Total	92	100%

Source: Results of data processing Ms. Excel

Based on the data in table 3 above, it can be explained that the total data used is 92 data. As for the characteristics of respondents based on gender, it is known that the respondents had 45% male sex by 41 respondents and 55% female sex by 51 respondents. So the majority of respondents are female, namely 55%.

Table 4. Characteristics of Respondents by Age

Characteristics	Amount	Percentage
Age < 20	15	16%
Age 21-30	65	71%
Age 31-40	10	11%
Age > 41	2	2%
Total	92	100%

Source: Results of data processing Ms. Excel

Based on the data in table 4 above, it can be explained that the total data used is 92 data. As for the characteristics of respondents based on age, there were 15 respondents (16%) aged under 20 years, 65 respondents (71%) aged between 21-30 years, 10 respondents (11%) aged between 31-40 years and age above 41 years as many as 2 respondents (2%). So the majority of respondents are aged between 21-30 years, namely 71%.

Table 5. Characteristics of Research Variables

Descriptive Statistics					
	N	Min	Max	Means	std. Deviation
Work motivation	92	44	70	56,12	5,461
Work environment	92	59	93	75.99	6,896
Job satisfaction	92	48	70	57,30	5.025
Valid N (listwise)	92				

Source: Results of SPSS data processing

Based on SPSS *output* in table 5 above, it can be explained that the total data used is as much as 92 data, namely:

- Variable work motivation, from the results of the descriptive statistical test variable X_1 it is known that work motivation has a minimum value of 44 while the maximum value is 70 with an average value of 56.12 and has a standard deviation of 5.461.
- Work environment variable, from the results of the descriptive statistical test of variable X_2 it is known that the work environment has a minimum value of 59 while the maximum value is 93 with an average value of 75.99 and has a standard deviation of 6.896.
- Employee job satisfaction variable, from the results of the Y variable descriptive statistical test, it is known that employee job satisfaction has a minimum value of 48 while the maximum value is 70 with an average value of 57.30 and has a standard deviation of 5.025.

Classic assumption test

The normality test uses a histogram graph and a P-Plot distribution curve, which is described as follows.

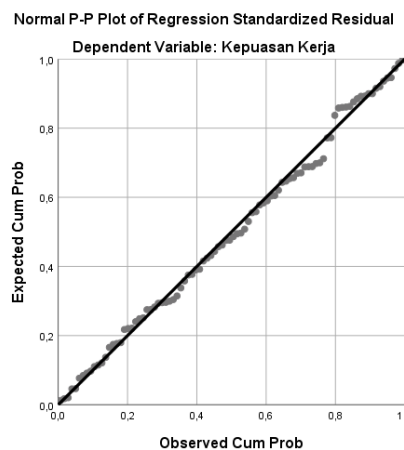


Figure 1. Histogram and P-Plot Spread Curves

Based on the normal PP Plot graph above, it can be seen that the dots spread around the diagonal line and the spread follows the diagonal line, so it can be said that the distribution pattern is normal. The graph above shows that the regression model of the influence of work motivation and work environment on employee job satisfaction at PT BIG Brebes in this study can be used because it fulfills the assumption of normality. These results are supported by the Kolmogorov-Smirnov normality test, the significance value is greater than 0.05, so the data is normally distributed.

Table 6. *Kolmogorov-Smirnov* Normality Test

One-Sample Kolmogorov-Smirnov Test		
Unstandardized Residuals		
N		92
Normal Parameters ^{a,b}	Means	,0000000
	std. Deviation	3.55877579
Most Extreme Differences	absolute	.059
	Positive	.059

	Negative	-.057
Test Statistics		.059
asymp. Sig. (2-tailed)		,200 ^{cds}

a. Test distribution is Normal.

Source: Results of SPSS 25.0 data processing

Based on SPSS output on table 6 the normality test with Kolmogorov-Smirnov has a Probability value Sig (2 tailed) with Asymp. sig of 0.200. This value is greater than 0.05, it is concluded that the data has been normally distributed or normally distributed. The multicollinearity test shows that work motivation and work environment are free from multicollinearity as indicated by the Tolerance value > 0.10 or the VIF value < 10.

Table 7. Multicollinearity Test

Coefficients ^a		
Model	Collinearity Statistics	
	tolerance	VIF
1 (Constant)		
Work motivation	,744	1,344
Work environment	,744	1,344

a. Dependent Variable: Job Satisfaction

Source: Results of SPSS data processing

Based on the SPSS output in Table 7, the results of the multicollinearity test in the Collinearity Statistics section show that the two independent variables have a tolerance score of 0.744 which is greater than 0.10. Meanwhile, the VIF value of 1.344 is less than 10. Thus these results do not exceed the permitted tolerance and VIF values, it can be concluded that the resulting regression model has no multicollinearity problems. Heteroscedasticity test using the following scatterplot graph:

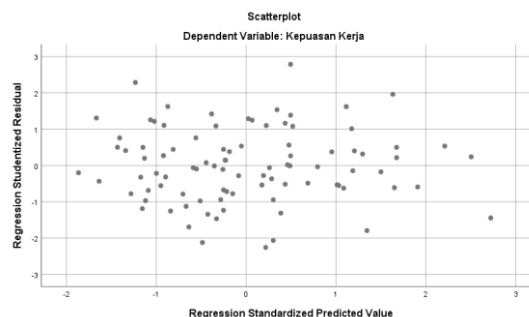


Figure 2. Scatterplot Heteroscedasticity Test Graph

scatterplot graph in this study is shown in the graph above. Judging from the results of the heteroscedasticity test with the scatterplot graph, it can be seen that the points spread randomly and are spread both above and below the number 0 on the Y axis. Thus it is stated that this regression model does not show symptoms of heteroscedasticity.

Hypothesis testing

The hypothesis test in this study uses multiple linear regression analysis, namely an analysis that has two or more variables, one dependent variable (Y) and one independent variable (X) to determine the relationship (positive or negative) between the independent variables and the dependent variable. Multiple linear regression analysis in this study was used to examine the effect of the independent variables, namely work motivation and work environment on the dependent variable, namely employee job satisfaction.

Table 8. Results of Multiple Linear Regression Analysis

Coefficients ^a	
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Model	Unstandardized Coefficients		standardized Coefficients
	B	std. Error	Betas
1 (Constant)	16.022	4,653	
Work motivation	,534	.080	,580
Work environment	,149	,063	,205

a. Dependent Variable: Job Satisfaction

Source: Results of SPSS data processing

Based on the output of SPSS 25.0 in table 8, a constant value of 16.022 is obtained, the coefficient $X_1 = 0.534$ and the coefficient $X_2 = 0.149$. So the multiple linear regression equation for the effect of work motivation and work environment on employee job satisfaction is $Y = 16.022 + 0.543X_1 + 0.149X_2$. Based on the equation of the multiple linear regression model, it can be concluded that:

- The constant value is 16.022. This figure indicates that if the value of work motivation (X_1) and work environment (X_2) is 0 or none, then the value of employee job satisfaction (Y) is 16.022.
- Work motivation variable (X_1) has a regression coefficient value of 0.534. The value of this coefficient indicates a positive relationship between work motivation and employee job satisfaction. This means that if there is an increase in work motivation of 1%, then employee job satisfaction will also increase by 0.534 assuming the other independent variables are considered constant or fixed.
- The work environment variable (X_2) has a regression coefficient value of 0.149. The value of this coefficient indicates a positive relationship between work environment and employee job satisfaction. This means that if there is an increase in the work environment by 1%, then employee job satisfaction will also increase by 0.149 assuming the other independent variables are considered constant or fixed.

Table 9. Simultaneous Test Results (Test F)

ANOVA ^a				
Model	df	MeanSquare	F	Sig.
1 Regression	2	572,487	44,209	,000 ^b
residual	89	12,949		
Total	91			

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Work Environment, Work Motivation

Source: Results of SPSS data processing

Based on the SPSS output in table 9 above, it shows a significance value of F of 0.000. The test criteria determine that if the probability value (Sig) < 0.05, then the hypothesis is accepted. Thus because $0.000 > 0.05$, it can be concluded that the independent variables of work motivation and work environment simultaneously (simultaneously) have a significant effect on the dependent variable of employee job satisfaction. The conclusion is that the third hypothesis is accepted. Partial testing (t test) is performed to determine whether work motivation and work environment affect employee satisfaction partially (individually). The acceptance or rejection of the hypothesis is carried out with the criteria, if the t statistical significance value is > 0.05, then H_0 is accepted, meaning that an independent variable individually does not affect the dependent variable. Conversely, if the t statistical significance value is < 0.05, then H_0 is rejected, meaning that an independent variable individually affects the dependent variable.

Table 10. Partial Test Results (t test)

Coefficients ^a				
Model	Unstandardized Coefficients		t	Sig.
	B	std. Error		
1 (Constant)	16022	4,653	3,443	,001
Motivation	.534	.080	6,664	,000
Environment	.149	,063	2,352	,021

a. Dependent Variable: Job Satisfaction
 Source: Results of SPSS data processing

From the SPSS output in table 10 above, the results of the t test are:

- a. Significant value $t X_1 = 0.000$, then the significant value of $t X_1$ is less than 0.05 or $0.000 < 0.05$, it is concluded that H_0 is rejected and H_a is accepted, meaning that work motivation partially or individually has a significant effect on employee job satisfaction. The conclusion is that the first hypothesis is accepted.
- b. The significant value of $t X_2 = 0.021$, then the significant value of $t X_2$ is less than 0.05 or $0.021 < 0.05$, it is concluded that H_0 is rejected and H_a is accepted, meaning that the work environment partially or individually has a significant effect on employee job satisfaction. The conclusion is that the second hypothesis is accepted.

The coefficient of determination (R^2) aims to measure how far the regression model's ability to explain the variation of the dependent variable. The value of R^2 indicates the ability of work motivation and work environment to influence employee job satisfaction. The results of the coefficient of determination from calculations with the help of the SPSS program are as follows:

Table 11. Coefficient of Determination

Summary Model ^b				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	,706 ^a	,498	,487	3,599

a. Predictors: (Constant), Work Environment, Work Motivation
 b. Dependent Variable: Employee Satisfaction

Source: Results of SPSS data processing

From the SPSS 25.0 output in table 11 the coefficient of determination shows that the value of *R Square* = 0.498 or 49.8%. This shows that the total variation of employee job satisfaction variables caused or influenced by work motivation and work environment variables is 49.8%. While the remaining 50.2% is influenced by other factors not explained in this study, such as: compensation, leadership style, employee relations, promotion, and so on.

Discussion

Effect of Work Motivation on Employee Job Satisfaction

The first hypothesis of this study states that work motivation partially has a significant effect on employee job satisfaction at PT BIG Brebes in the *Feeding E* Section. Based on the research results the work motivation variable (X_1) has a regression coefficient value of 0.534. The coefficient value indicates a positive relationship between work motivation and employee job satisfaction. This means that if there is an increase in employee motivation by 1%, then employee job satisfaction will also increase by 0.534 assuming the other independent variables are considered constant or fixed. The results of the t test showed a significant value of variable X_1 of $0.000 < 0.05$, thus it can be concluded that the first hypothesis (H_1) which states that employee motivation has a significant effect on employee job satisfaction at PT BIG Brebes in the *Feeding E* Section is declared **accepted**.

These results are in line with the results of previous studies conducted by Juniari, Riana, & Subudi, which stated that motivation has a positive effect on job satisfaction [20]. This also strengthens the research results of Astutik and Mubaroqah & Yusuf with the results of their research concluding that there is a significant influence between work motivation on employee job satisfaction [21]. These results are in accordance with the theory that the motivation that exists in a person will manifest a behavior that is directed at the goal of achieving the goal of satisfaction [22]. Employees will be motivated to provide good work results if they get adequate rewards such as bonuses, awards, extra leave and so on.

Motivation is a willingness to expend a high level of effort for organizational goals conditioned by the ability of that effort to fulfill some individual needs [11]. Motivation can be said

as a series of efforts to influence the behavior of others by knowing in advance what makes a person move to achieve satisfaction, such as meeting targets, needs and desires, work environment, adequate compensation, and job security. The results of this study indicate that the work motivation of PT BIG Brebes employees in the *Feeding E* Section can affect job satisfaction. These results are relevant to Hasibuan's opinion which states that the existence of employee motivation is useful for increasing employee job satisfaction [10] . The achievement of job satisfaction can indirectly improve employee performance in accordance with company expectations. Therefore, motivation needs to be grown to move or direct the potential of the workforce so that they want to succeed and be able to achieve and realize the goals that have been previously set, whether it's the wishes of the employees or the wishes of the company.

The Effect of the Work Environment on Employee Job Satisfaction

The second hypothesis of this study states that the work environment partially has a significant effect on employee job satisfaction at PT BIG Brebes in the *Feeding E* Section. Based on the research results, the work environment variable (X2) has a regression coefficient value of 0.149. The coefficient value also shows a positive relationship between work environment and employee job satisfaction. This means that if there is an increase in the work environment by 1%, then employee job satisfaction will also increase by 0.149 assuming the other independent variables are considered constant or fixed. The t-test results show a significant value of the X2 variable of $0.021 < 0.05$, thus it can be concluded that the first hypothesis (H2) which reads that the work environment has a significant effect on employee job satisfaction at PT BIG Brebes in the *Feeding E* Section is declared **accepted**.

The results of this study strengthen the results of previous research conducted by Astutik [24] and Irma & Yusuf [23] whose research results show that there is a significant influence between the work environment on employee job satisfaction. The work environment is a very important component when workers carry out work activities. The work environment is all the conditions that exist around the workplace and can affect employees [10] .

The work environment is one of the important things to increase employee satisfaction. To create employee job satisfaction, efforts from company management are needed. PT BIG Brebes always tries to create a good work environment to increase employee job satisfaction, including by paying attention to the physical and non-physical work environment. The efforts made by management to create a physical work environment are by paying attention to the condition of the building and work space, providing adequate work equipment and facilities, and creating a comfortable working atmosphere. While the effort to create a non-physical work environment is to create a harmonious working relationship, both with co-workers and with superiors. So human resource management is needed to create a work environment to increase employee job satisfaction and company goals.

The Effect of Motivation and Work Environment on Employee Job Satisfaction

The third hypothesis of this study states that motivation and work environment simultaneously have a significant effect on employee job satisfaction at PT. BIG Brebes in *Feeding Section E*. The results showed a significance value of F of 0.000. The criteria for testing the acceptance of the third hypothesis are if the probability value (Sig) < 0.05 , then the hypothesis is accepted. So because $0.000 < 0.05$, it can be concluded that the third hypothesis (H3) in this study is that the independent variables of motivation and work environment simultaneously (together) have a significant effect on the dependent variable of employee job satisfaction at PT. BIG Brebes in *Feeding Section E* is declared **accepted**.

The coefficient of determination shows that the value of *R Square* = 0.498 or 49.8%. This shows that the total variation of employee satisfaction variables that are influenced by motivation and work environment variables is 49.8%. While the remaining 50.2% is influenced by other factors not explained in this study, such as compensation, leadership style, promotion, and so on. The results of this study strengthen the results of Astutik's research which states that the work environment and work motivation have a significant effect on employee job satisfaction [24] . The better the work environment and work motivation, the better the job satisfaction of employees.

Sutrisno argues that job satisfaction is a pleasant or unpleasant emotional state for workers to view their work [25] . Job satisfaction reflects a person's feelings towards his work, while workers' feelings towards their work reflect their attitudes and behavior at work. Another opinion is that job satisfaction is a pleasant emotional attitude and loves his job. This attitude is reflected by work morale, discipline and work performance [9] .

Every employee who works expects to get satisfaction from his place of work. Job satisfaction will affect productivity which is highly expected by a manager, so a manager needs to understand what must be treated to create employee job satisfaction. The results of this study indicate that motivation and work environment have a significant effect on job satisfaction. Therefore, PT BIG Brebes in the *Feeding E* Section in increasing job satisfaction needs to pay attention to motivation and work environment while still paying attention to other factors that the authors did not examine carefully. Job satisfaction is a person's perception of various aspects of his work [26] . The definition of perception can be in the form of feelings and attitudes of people towards their work. Feelings and attitudes can be positive or negative. If people feel and have a positive attitude towards their work, they are satisfied with their work and vice versa

4. CONCLUSION

Employee motivation has a significant effect on employee job satisfaction at PT BIG Brebes in the *Feeding E* Section. Motivation that exists in a person will manifest a behavior that is directed at the goal of achieving the goal of satisfaction. Employees will be motivated to provide good work results if they get satisfaction at work. The work environment has a significant effect on employee job satisfaction at PT BIG Brebes in the *Feeding E* Section. The work environment is a very important component when workers carry out work activities, namely all conditions that exist around the workplace and can affect employees. Motivation and work environment have a significant effect on employee job satisfaction at PT BIG Brebes in the *Feeding E* Section. These results indicate that an employee who has high job satisfaction will have perceptions in the form of people's feelings and attitudes towards their work. Feelings and attitudes can be positive or negative. If people feel comfortable with the work environment and have a positive attitude towards their work motivation, then that person will feel satisfied with his job.

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