

THE EFFECT OF WORK ENVIRONMENT ON SATISFACTION WITH DISCIPLINE AS A MODERATION VARIABLE

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Abstract

Managing employees is one of the keys to the success of a business organization. The task of the human resource manager in managing employees is about how efforts might be made to increase employee job satisfaction. Job satisfaction is essential for employees to be loyal and stay with a company. Employee job satisfaction is an interesting research topic to be used as a study. Several previous studies have shown that the work environment positively and significantly influences job satisfaction. This research was conducted at Bank Muamalat Surabaya KCP and Malang KC because the two largest Muamalat Banks in East Java automatically have many employees and are more varied. This research is quantitative research with a questionnaire data collection method. The data was distributed to 40 KCP Bank Muamalat Surabaya and 30 employees Bank Muamalat KC Malang employees. In contrast to previous studies, this study added the Discipline variable as a moderating variable which the researcher assumed could strengthen the influence of the Work Environment on Job Satisfaction. In line with the researchers' assumptions, the study results show that the work environment positively and significantly affects employee job satisfaction. In addition, after being moderated by the Discipline variable, the influence of the Work Environment on Employee Performance is getting stronger. The research uses Smarta PLS 3.2.8 software.

Keywords : *Dicipline, Satisfication, Work Envinronment.*

1. INTRODUCTION

Managing employees is one of the keys to the success of a business organization. The task of the human resource manager in managing employees is about how efforts might be made to increase employee job satisfaction. Job satisfaction is essential for employees to be loyal and stay with a company (Budiyo, et al, 2021). Employee job satisfaction is an interesting research topic to be used as a study. Several previous studies have provided interesting information about the determinants of employee job satisfaction (TiWibowo et al., 2014).

The work environment of employees in a company can influence the job satisfaction of employees. Employees are required to always be in good health to support optimal service to environmental customers work is where workers spend part of their time completing their work and taking a short break from work activities. A work environment is a place where employees carry out activities every day. If humans can carry out activities as well as possible, healthy, safely, and comfortably, work is considered excellent or appropriate (Hidayat et al., 2021).

According to (Sedarmayanti, 2009) put forward two of them: the physical and non-physical work environment. An excellent physical and non-physical work environment will

create a passion for work so employees can complete it on time. That matter is supported by the statement of Ishak and Tanjung (2003) that the benefits of the work environment are creating a passion for work so that productivity and performance increase. The support of a comfortable work environment in a company can increase employee work productivity and create a feeling of security in carrying out existing tasks; employees feel more motivated and enthusiastic at work because employees have good relationships with superiors or with co-workers. Conditions and facilities in the work environment by Employee expectations can increase employee job satisfaction (Nur Intan Maslichah Kadarisman Hidayat, 2017).

According to (Hasibuan, 2020), job satisfaction is a pleasant emotional attitude that loves his work from work morale, discipline, and work performance achieved by employees. A worker happy with his job will lead to a positive attitude. Job satisfaction or job satisfaction experienced Employees can foster a sense of loyalty to the company and generate love for the work that employees have (Budiyo and Sutianingsih, 2021). Job satisfaction is one of the factors supporting employees to carry out their work correctly.

They are increasing employee job satisfaction. Job satisfaction is essential for employees to be loyal and stick with a company. Employee job satisfaction is an interesting research topic to be used as a study. Several previous studies have provided interesting information about the determinants of employee job satisfaction (Putra & Aprianti, 2020).

Previous research conducted by (Ginting & Siagian, 2021); (Nasution & DR, 2017) and (Asdar, 2020) examined the determinants of job satisfaction. They concluded that the work environment consisting of equipment facilities, employee behavior, workplace environment, job challenges, a fair reward system, work environment support, and co-worker attitudes are determinants of employee job satisfaction. (Asdar, 2020) classifies two aspects of the determinants of job satisfaction among employees: physical and non-physical environments. Both of these aspects have a significant influence on job satisfaction.

Previous research has provided insight into the work environment's importance in increasing employee job satisfaction. Increasing job satisfaction can be done by creating a good and comfortable work environment, both physical and non-physical. Such conditions will make employees feel happy, satisfied, and at home in the company. An excellent physical work environment can reduce employees' boredom and stress levels. So that employee performance will increase. Good work facilities with the support of a good work environment will be meaningful. The work environment, both physical and non-physical, plays a vital role in creating and increasing employee job satisfaction. Satisfied employees will be more loyal to the company so that employees can carry out their duties and responsibilities properly (Ginting & Siagian, 2021).

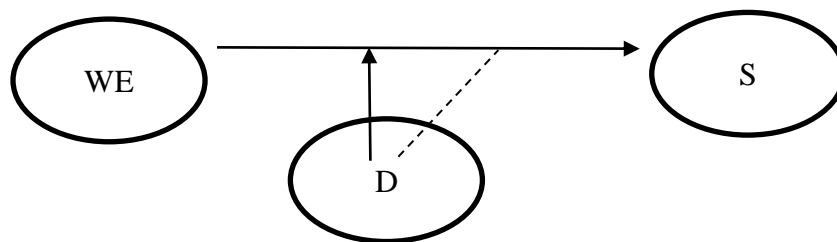
Job satisfaction arises due to the existing work situation within the company. Job satisfaction reflects the employee's feelings about being happy or unhappy, comfortable or uncomfortable with the work environment of the company where he works. The form of employee job satisfaction will be seen from the attitude positive or negative in employees. Employee job satisfaction is dynamic, meaning it can change at any time. Employees may experience dissatisfaction at one time, but after company management's improvement, employees will be satisfied. Therefore, companies are always required to innovate in creating a comfortable work environment for employees (Nasution & DR, 2017).

In contrast to previous studies, this study adds discipline as a moderating variable which researchers believe can strengthen the relationship between work environment and

job satisfaction, especially at Bank Muamalat KCP Surabaya and KC Malang. Another difference, this study uses PLS 3.2.8 software with a number of advantages and its reliability in testing primary data.

2. RESEARCH METHODS

This type of quantitative research with an explanatory approach aims to analyze the relationship between variables consisting of one independent variable, namely Work Environment, one dependent variable, namely Job Satisfaction, and one moderating variable, Discipline(Sugiyono, 2019) . The data collection technique used was the questionnaire method which was distributed to 70 employees consisting of 45 employees of Bank Muamalat KCP Surabaya and 30 KC Malang(Jonathan Sarwono, 2016). The questionnaire uses a Likert scale from 1-5 which contains True, Very True, Average, Not True, and Very Untrue. The questions used are multiple choice questions which consist of 24 question items. The total sample is 210 samples; this has exceeded the sample requirements, according to (Hair, 2010). The software used in this research is Smarta PLS 3.2.8 with the following research model:



H1 : The Relationship Beetwen Work Environment and Satisfication

H2 : Dicipline Moderate Work Environmet To Satisfication

3. RESULT AND DISCUSSION

3.1.Result

Convergen Validity

Convergent validity is used to calculate the correlation and constructs between variables. This study had 20 items of 8 work environment variable items, six employee performance irregular question items, and six discipline variable question items.

Table 1
Convergen Validity

Variable	Question Items	Loading Factor
Work Environment (X1)	Complete Facilities	0.993
	Air Temperature	0.890
	Environmentall Safety	0.921
	Greet Beetwen Employe	0.943
	Air Freshner	0.911
	Relatishin Beetwen Employee	0.923
	Regulation	0.915

	Campensation	0.910
Satsfication (X2)	Salary	0.915
	Leader Treatment	0.911
	Coorporation Regulation	0.895
	Bonus	0.972
	Leader Vision	0.910
	Honesty	0.915
Dicipline (Z)	Punctuality At Work	0.912
	Working Caution	0.923
	Responsibility At Work	0.911
	Understanding Of Work	0.989
	Mantanance Of Worf Equipment	0.997
	Tax Compliance	0.991
	Obey Company Rules	0.994

Source: Data processed by researchers, 2023

Composite Realibility

The variable is feasible if the Composite Reliability value is above > 0.70 and the Cronbach's Alpha value is > 0.60 (Margono, 2020) (Ghozali, 2016).

Table 2
Composite Realibility

Variable	Composite Relibility	Alfa Cornbach
Work Environmenat	0.893	0.913
Satsfication	0.899	0.921
Dicipline* Envioromnet	0.953	0.971

Source: Data processed by researchers, 2023

Based on the above test results, it can be concluded that the Composite Reliability and Alpha Cronbach values are above 0.70 and 0.60. Thus these variables are feasible to use in this study.

3.2 Discussion

Table 3
Path Coefisien

	Variable	T-Table	Information
Direct Influence	X1--> Y	0.009	Accepted
Indirect Influence	Z--> X1 --> Y	0.000	Accepted

Source: Data processed by researchers, 2023

H1 : Relationship Beetwen Work Environment and Satsfication

Based on the results of the t-statistic data test above, it can be concluded that the work environment positively and significantly influences the satisfaction variable because the t-table value is smaller than the significance level, which is 0.05. This is in line with research by (Ginting & Siagian, 2021); (Nasution & DR, 2017) and (Asdar, 2020) which

explain that a comfortable, peaceful, and safe work environment can provide satisfaction for employees. Thus the first hypothesis can be accepted.

H2 : Discipline Moderate Work Environment To Satisfaction

Based on the test results above, it can be concluded that the discipline variable can moderate the influence of the work environment on satisfaction because the t-table value is smaller than the significant traffic, namely 0.05. In line with the researchers' assumptions, there is a significant shift in value from the direct Work Environment variable test, namely several 0.009 and 0.000 indirectly. Thus the second hypothesis can be accepted.

R Square

Table 4
R Square

	R-Square	Adjusted R-Square
Satisfaction	0.924	0.919

Source: Data processed by researchers, 2023

Based on the R-Square results above, it can be concluded that the satisfaction variable is affected by the work environment variable by 92%, and other variables influence the rest. This influence is categorized as vital because it is above 75% (Sarstedt et al., 2014).

4. CONCLUSION

Based on the explanation above, it can be concluded that the Work Environment variable has a positive and significant impact because the t-table value is smaller, namely 0.009, compared to the significance level of 0.05. In line with the researcher's assumptions, the Discipline variable can moderate positively and significantly. This can be seen from the significant shift in value from the t-table results directly from 0.009 to 0.00 with moderation by the Discipline variable.

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