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Effect of Work Environment, Communication, and Organizational Culture on Job Satisfaction in PT. Sukses Maju Seketika

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Abstract

This research aims to identify issues related to the work environment that have a positive or negative impact on employees, to bridge strong working relationships between employees through positive and effective communication, and to facilitate companies to successfully achieve organizationally-influenced goals. Culture, affects job satisfaction at work. PT. Sukses Maju Seketika. This research uses quantitative methods. The population and sample in this study amounted to 42 respondents. Collecting data from this study using a questionnaire to be distributed to respondents and processing data using SPSS 25. From the results of multiple linear regression, it is obtained the equation, $Y = -5.057 + 0.467X_1 + 0.407X_2 + 0.270X_3$, meaning that every increase or decrease in the work environment (X1), Communication (X2), and Organizational Culture (X3) of 1 point, then job satisfaction (Y) will increase or decrease by 0.467, 0.407, and 0.207. Based on the hypothesis test, the t value for the work environment (X1) is 4.629, communication (X2) is 3.258, and organizational culture (X3) is 2.443. The value of t table is 1.68488. So it can be concluded that H_0 is denied and H_a is accepted, because $t_{count} > t_{table}$. While the results of the F test obtained the calculated F value of 81.112 with a significant level of 0.000 where the calculated F is greater than the F table of 2.85. Thus H_0 (Nil Hypothesis) is denied and H_a (Alternative Hypothesis) is accepted, because $F_{count} > F_{table}$ and is significantly smaller than 0.05.

Keywords: Communication, Human Resources, Job Satisfaction, Organizational Culture, Work Environment

Introduction

Companies must have problems related to employees, one of which is the work environment, such as not having an adequate work environment, air circulation that is not good for activities, not having work safety and comfort. The work environment affects the smooth work carried out by an employee. A high-quality work environment also greatly affects a company's ability to attract and retain good employees.

Working environment not only physically but non-physically also affects employee job satisfaction, employee cooperation with colleagues, attention, and support from superiors. Companies play an important role for employees. Nowadays, employees who work in companies may have many job choices, so the work environment is an important factor to accept or keep their jobs.

Humans use communication as a channel to interact with each other in everyday life. Good communication is an interaction between employees that builds a strong working

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relationship bridge between co-workers, through active and effective communication. Communication is the key to open relationships and cooperation. Trust between employees and superiors can be built when everyone takes the time to deliver clear communication. To avoid unwanted miscommunication, superiors must interact more with their employees and employees with their co-workers and vice versa.

Company success in achieving its goals was also influenced by organizational culture. organizational culture is an organizational value system., beliefs, or cultural behavior in an organization that is embedded in a group of people such as the personality of people in the company, and becomes a differentiator with other companies. Organizational culture affects the way employees work and behave and strong norms will influence the actions taken by employees, and will become an awareness for every employee about what responsibilities must be done in their position. Organizational culture also affects employee job satisfaction, because organizational culture is a benchmark for employees' habits of how to behave, obey existing regulations, and have the same goals, and consciously encourage members to make choices and decisions. Cooperation between co-workers is also well established, because of the organizational culture.

Literature Review Management

The science and art of managing the efforts of individuals and groups to achieve goals effectively and efficiently. (Sri Larasati 2018, 2) : "Management is an art and science that regulates the process of utilizing human resources and other resources, to achieve certain goals effectively and efficiently".

Human Resources

All people in an organization who have the ability to think and physically to direct the company to achieve its goals. (Pujiarti, 2019): "Human resources in organizations have very important roles and functions for achieving organizational goals. Human resources here includes everyone in the organization, Each operation in the organization involves the lowest level (lower management personnel) to the highest level of personnel".

Management Human Resources

The process of maximizing, assessing, and acquiring organizational individuals effectively and efficiently in order to achieve organizational goals. (Andy, et al., 2021): "Human resource management is the achievement of an understanding of the strategic roles and functions of human resource management in a company".

Work Environment

Everything that is around the employee's area that affects him at work. (Sari & Bidayati 2020, 138) : "The work environment is everything around an employee's work area, whether material or immaterial, that affects a person and affects his work".

Communication

Smoothing the relationship between superiors and subordinates to reach a common understanding and understanding and problems that are often faced in a management to exchange information. (Fachrezi & Wibowo 2020, 109) : "Communication has a very important role for prerequisites for achieving organizational goals, and as a biggest problem faced by management".

Organizational Culture

Basic behavioral reference in solving company problems, adapting to the company, becoming a tool to shape the effectiveness and success of the company. Tobari(Pramiti et al.,2019) : "Organizational culture is a tool for an organization to be able to shape the company's effectiveness and long-term success".

Job Satisfaction

The way employees express feelings of sadness, disappointment, and pleasure in assessing a system that applies to themselves on an activity that suits their wishes and through improving employee attitudes and behavior in carrying out their duties. Luthas (Tribudi & Fuady 2018, 105): "Job satisfaction is a feeling of disappointment or pleasure that can arise when employees compare their perceptions or impressions of the work they do".

Framework

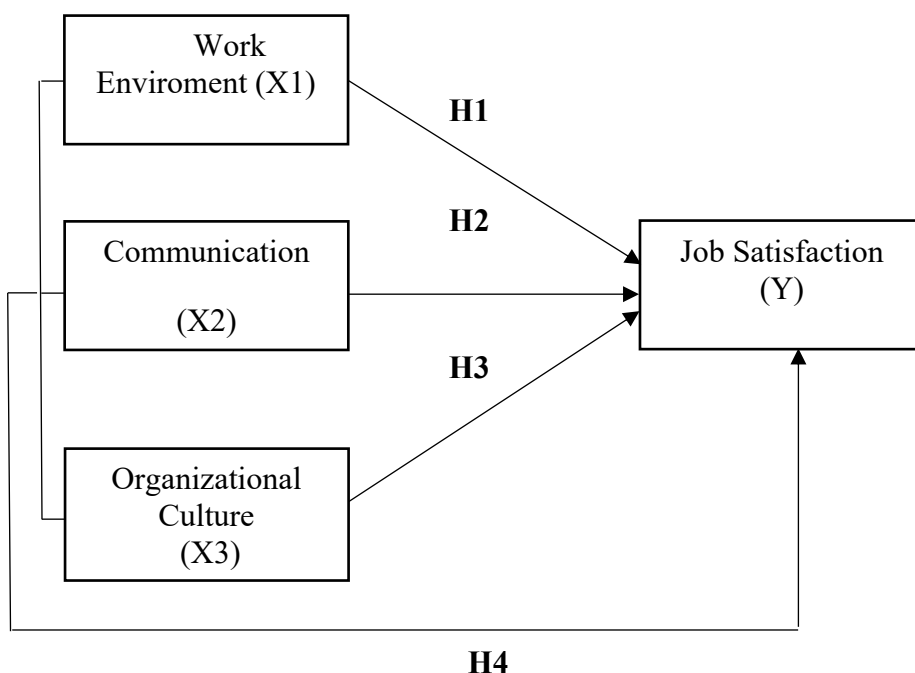


Figure 1. Framework

Formulation of Hypotheses

Based on the research framework, the following hypothesis is formulated:

- H1 : It is suspected that the work environment (X1) has a positive and significant effect on job satisfaction (Y).
- H2 : It is suspected that Communication (X2) has a positive and significant effect on Job Satisfaction (Y).
- H3 : It is suspected that Organizational Culture (X3) has a positive and significant effect on Job Satisfaction (Y).
- H4 : It is suspected that the Work Environment (X1), Communication (X2), and Organizational Culture (X3) have a positive and significant effect on Job Satisfaction (Y).

Methods

In general, research can be interpreted as an attempt to acquire knowledge by applying scientific steps. Sugiyono 2017, 7 : "Quantitative method is data generated through this approach, namely data generated in the form of numbers or scores". The questionnaire was distributed via a google form link to the respondents. The questionnaire uses 5 alternative answers, namely the ordinal scale. answers from respondents were processed using SPSS software version 25.

1. Data collection: Data collection techniques are a step taken by researchers in collecting information and this data collection technique makes it easier for researchers to obtain data

or information according to established standards. In collecting data the author must understand how to collect data according to standards.

Table 1. Research Instrument

Variables	Sub Variables	Indicators
Work Environment (X1) (Sedarmayanti 2017, 27)	1. Physical Environment 2. Non physical environment	1. Workplace lighting. 2. Air circulation in the workplace. 3. Facilities and infrastructure. 4. Safety at work. 5. Noise at work. 6. Work Structure. 7. Cooperation between groups. 8. Supervisor's attention and support.
Communication (X2) (Wasiman, 2018)	1. Understanding 2. Pleasure 3. Influence on attitude. 4. The relationship is getting better. 5. Action	1. Understand instructions from superiors. 2. Understand information from co-workers. 3. Bosses provide motivation. 4. Bosses give compliments. 5. How to convey a message. 6. Good communication with superiors. 7. Good communication with co-workers. 8. Employees carry out work according to instructions.
Organizational Culture (X3) (Edison, Anwar and Komariyah, 2017)	1. Vision & Mission 2. Consistency 3. Adaptability 4. Engage	1. Develop yourself and abilities. 2. Obey existing regulations. 3. Initiative and not dependent on superiors. 4. View other parts/divisions as a unit. 5. Prioritizing quality in completing the work. 6. Company goals achieved. 7. Innovate to find new and useful things. 8. Employees work together.
Job Satisfaction (Y) (Indrasari 2017, 45)	1. The Work Itself 2. Salary 3. Supervision 4. Work colleague	1. Ability to adapt to work. 2. Responsibility. 3. Learning opportunities. 4. Compatibility of salary with work. 5. Supervisors help and advice employees. 6. Supervision by superiors. 7. Teamwork. 8. Help each other.

Source : Data Processing SPSS 25

2. Population and Sample : in this study were PT. Sukses Maju Seketika employees, which amounted to 42 people. The sample in this study were PT. Sukses Maju Seketika employees with a total of 42 employees. The sampling method used by the author is the probability sampling method or the census method. (Sugiyono 2017, 84) : "Sampling methods that do not provide equal odds for all selected items or members are probability sampling or census methods. The technique is used if the population is relatively less than 30 respondents or generalizations with very small errors. Another term for the census method is a saturated sample where all of the populations are sampled".
3. Data analysis techniques: after the author has collected all the data needed, the next step is to examine the information used by the author in the study. In measuring the effect of

work environment, communication, organizational culture on job satisfaction, the questionnaire has adjusted statements. data processing using SPSS 25 software through classical assumption test (normality test, multicollinearity test, heteroscedasticity test), statistical data test (validity test and reliability test), statistical model test (multiple linear analysis, multiple correlation test, coefficient), hypothesis test (t test and F test).

Data Analysis Technique

Statistical Data Test

1. Validity Test

(Ghozali 2018, 51) : "Validity tests are used to measure the validity or validity of a questionnaire. A questionnaire can be described as valid if the questions in describe what the questionnaire measures. Significance testing is performed by comparing the calculated r-values to an r-table with degrees of freedom (df) = n-2, where n is the number of samples"

2. Reliability Test

(Ghozali 2018, 45) : "Reliability tests are used to measure questionnaires, indicators are variables, and a questionnaire can be called reliable or reliable if the respondents' responses to the statements in the questionnaire are consistent or stable from time to time. An instrument is said to be reliable if it gives the same measurable result at different times, with a Cronbach'ha greater than or equal to 0.6".

Classic Assumption Test

1. Normality Test

(Ghozali 2018, 161) : "The normality test aims to test whether in the regression model, the independent variable and the dependent variable both have a normal distribution relationship or not".

2. Multicollinearity Test

(Ghozali 2018, 107) : "Multicollinearity test shows a condition where one or more variables are expressed as a linear combination of other independent variables, the purpose of multicollinearity test is to test whether the regression model finds a correlation between independent variables".

3. Heteroscedasticity Test

(Ghozali 2018, 137) : "The Heteroscedasticity test has the aim of testing whether in the regression model there is an inequality of variance from the residuals of one observation to another observation. If the variance of the residual from one observation to another observation remains, it is called Homoscedasticity and if the difference is called heteroscedasticity".

Classic Assumption Test

1. Multiple Linear Analysis

(Ghozali, 2018) : "Multiple Linear Regression is often used to solve regression analysis problems involving the relationship of two independent variables. This analysis has more than one independent variable. Multiple linear regression technique is used to determine whether there is a significant effect of two or more independent variables (X1, X2, X3,...,) on the dependent variable (Y)".

2. Multiple Correlation Test

(Sugiyono 2017, 231) : "Multiple Correlation (Multiple Correlation) shows how strong the relationship between two independent variables or more simultaneously with one dependent variable".

3. Coefficient of Determination Test (R²)

(Ghozali, 2018) "The coefficient of determination (R²) is basically done for measure how far the model's ability to explain the variation of the dependent variable".

Hypotesis Test

1. T Test (Partial Test)

(Ghozali, 2018, 97) : "T test is a test to whether all independent variables individually (partial) affect the dependent variable. Basically, a t-test shows how well an explanatory variable (independent variable) independently explains the dependent variable".

2. F Test (Simultaneous Test)

(Ghozali, 2018, 98) : "The F test is the basis for showing whether all independent variables included in the model have a joint effect on the dependent".

Results

In this research, the author uses 42 respondents as samples . The study is a quantitative research which consists of three variables, namely work environment , communication, and organizational culture , and uses one of the variables, namely job satisfaction .

Table 2. Reliability Statistics

Variable	Cronbach's Alpha	N of Items
Work Environment	0.880	8
Communication	0.863	8
Organizational Culture	0.865	8
Job Satisfaction	0.906	8

Source : Data Processing SPSS 25

From the Reliability Statistics table we can see the value of Cronbach's Alpha working environment (X₁), communication (X₂), and organizational culture (X₃) are 0.880, 0.863, 0.865, and 0.906 with a total of 8 statements. Compared with alpha according to (Ghozali 2018, 45), the alpha is 0.863 which is greater than 0.6. So, it can be concluded that all questionnaires regarding communication variables are proven to be reliable.

Table 3. Item Total Statistics

ITEM-TOTAL STATISTICS			
Indicator	T Count	T Table	Information
Work Environment			
X1.1 Workplace lighting.	0.862	1.68488	Valid
X1.2 Air circulation in the workplace.	0.864		
X1.3 Facilities and infrastructure.	0.852		
X1.4 Safety at work.	0.860		
X1.5 Noise at work.	0.865		
X1.6 Work Structure.	0.871		
X1.7 Cooperation between groups.	0.872		
X1.8 Supervisor's attention and support.	0.876		
Communication			
X2.1 Understand instructions from superiors.	0.847	1.68488	Valid
X2.2 Understand information from co-workers.	0.856		
X2.3 Bosses provide motivation.	0.852		
X2.4 Bosses give compliments.	0.839		
X2.5 How to convey a message.	0.827		
X2.6 Good communication with superiors.	0.831		
X2.7 Good communication with co-workers.	0.856		
X2.8 Employees carry out work according to instructions.	0.856		
Organizational Culture			
X3.1 Develop yourself and abilities.	0.873	1.68488	Valid
X3.2 Obey existing regulations.	0.839		
X3.3 initiative and not dependent on superiors.	0.858		
X3.4 View other parts/divisions as a unit.	0.845		
X3.5 Prioritizing quality in completing the work.	0.826		
X3.6 Company goals achieved.	0.874		
X3.7 Innovate to find new and useful things.	0.839		
X3.8 Employees work together.			
Job Satisfaction			
Y.1 Ability to adapt to work.	0.897	1.68488	Valid
Y.2 Responsibility.	0.888		
Y.3 Learning opportunities.	0.892		
Y.4 Compatibility of salary with work.	0.896		
Y.5 Supervisors help and advice employees.	0.890		
Y.6 Supervision by superiors.	0.902		
Y.7 Teamwork.	0.894		
Y.8 Help each other.	0.896		

Source: Data Processing SPSS 25

Item-Total Statistics table is used to see whether all statements in the questionnaire are valid or not. the number of r tables can be known by subtracting the total number of respondents with the number of independent variables or $42-3 = 39$ so that the r table value is 0.3081, (Sugiyono, 2017): a variable can be said to be valid or valid if $r_{count} > r_{table}$. From the above table it can be concluded that all statements are valid, as can be seen from the Total Item Correlation Correction column, because $r_{count} >$ the value of r_{table} .

Validity and Reliability Test

1. Validity and Reliability Test of Work Enviroment (X1)

Reliability Statistics, shows Cronbach's Alpha value of 0.880 for 8 statements. Based on the theory of alpha values accordance with (Ghozali, 2018) Cronbach's alpha value > 0.6 can be declared reliable. From the description it can be concluded that all statements about work enviroment are reliabel.

- a. The Item-Total Statistics table shows the extent to which the results of the calculation of validity are obtained from the 8 statements.
 - b. Determine the value of the r-table representing the confidence (degrees of freedom = df) that the number of respondents is reduced by 3, or $42-3 = 39$, and the significance level is 5%, then the r-table is obtained as 0.3081.
 - c. R count of each item statement about the work environment shows results greater than the value of r table (r count r table = 0.3081). This means that all statements about the work environment are valid.
2. Validity and Reliability Test of Communication (X2)
- Reliability Statistics, shows Cronbach's Alpha value of 0.880 for 8 statements. Based on the theory of alpha values accordance with (Ghozali, 2018) Cronbach's alpha value > 0.6 can be declared reliable. From the description it can be concluded that all statements about communication are reliable.
- a. The Item-Total Statistics table shows the extent to which the results of the calculation of validity are obtained from the 8 statements.
 - b. Determine the value of the r-table representing the confidence (degrees of freedom = df) that the number of respondents is reduced by 3, or $42-3 = 39$, and the significance level is 5%, then the r-table is obtained as 0.3081.
 - c. R count of each item statement about the communication shows results greater than the value of r table (r count r table = 0.3081). This means that all statements about communication are valid.
3. Validity and Reliability Test of Organizational Culture (X3)
- Reliability Statistics, shows Cronbach's Alpha value of 0.880 for 8 statements. Based on the theory of alpha values accordance with (Ghozali, 2018) Cronbach's alpha value > 0.6 can be declared reliable. From the description it can be concluded that all statements about organizational culture are reliable.
- a. The Item-Total Statistics table shows the extent to which the results of the calculation of validity are obtained from the 8 statements.
 - b. Determine the value of the r-table representing the confidence (degrees of freedom = df) that the number of respondents is reduced by 3, or $42-3 = 39$, and the significance level is 5%, then the r-table is obtained as 0.3081.
 - c. R count of each item statement about the work environment shows results greater than the value of r table (r count r table = 0.3081). This means that all statements about organizational culture are valid.
4. Validity and Reliability Test of Job Satisfaction (Y)
- Reliability Statistics, shows Cronbach's Alpha value of 0.880 for 8 statements. Based on the theory of alpha values accordance with (Ghozali, 2018) Cronbach's alpha value > 0.6 can be declared reliable. From the description it can be concluded that all statements about Organizational Culture job satisfaction are reliable.
- a. The Item-Total Statistics table shows the extent to which the results of the calculation of validity are obtained from the 8 statements.
 - b. Determine the value of the r-table representing the confidence (degrees of freedom = df) that the number of respondents is reduced by 3, or $42-3 = 39$, and the significance level is 5%, then the r-table is obtained as 0.3081.
 - c. R count of each item statement about the work environment shows results greater than the value of r table (r count r table = 0.3081). This means that all statements about organizational culture are valid.

Classical Assumption

1. Normality Test

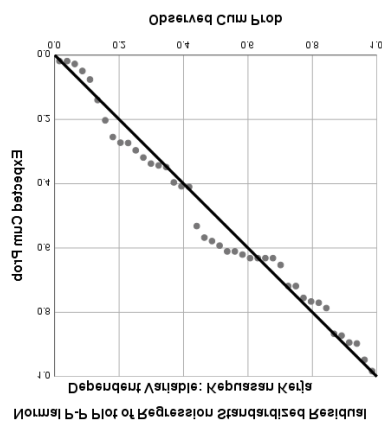


Figure 2 Normality Test

Source: Data Processing SPSS 25

Based on picture above , it can be seen that the distribution of the data is around a straight line . so it can be concluded that the regression model is normally distributed and meets the requirements for normality , and is suitable for use in multiple linear regression testing .

2. Multicollinearity Test

The purpose of the test is to test whether the regression model finds a correlation between the independent variables. A good regression model should show no correlation between independent variables. To test for multicollinearity, review the tolerance values and variance inflation factors (VIFs) that can be calculated using the SPSS 25 program. Tolance value below 0.10 and VIF is above 0.10, then multicollinearity occurs.

Table 4. Multicollinearity Test

Variable	Tolerance	Variance Inflation Factor (VIF)
Work Enviroment	0.375	2.668
Communication	0.312	3.209
Organizational Culture	0.432	2.314

Source : Data Processing SPSS 25

As can be seen from the above table, the tolerances (0.375:0.312:0.432) of the variables work environment (X1), communication (X2) and organizational culture (X3) are above 0.10. There are no independent variables with a tolerance less than 0.10. This means that there is no correlation between the independent variables, and the calculation result of the VIF (Variance Inflation Factor) value also shows the same, none of the independent variables (2.668:3.209:2.314) has a value greater than 10, so it can be concluded that one of their independent variables There is no multicollinearity among them. From the above characteristics, it can be concluded that the regression model is applicable.

3. Heteroscedasticity Test

The test for heteroskedasticity is designed to test whether a regression model occurs when the variance of the residuals from one observation to another is preserved. This is called homoscedasticity, and when it is different it is called heteroscedasticity.

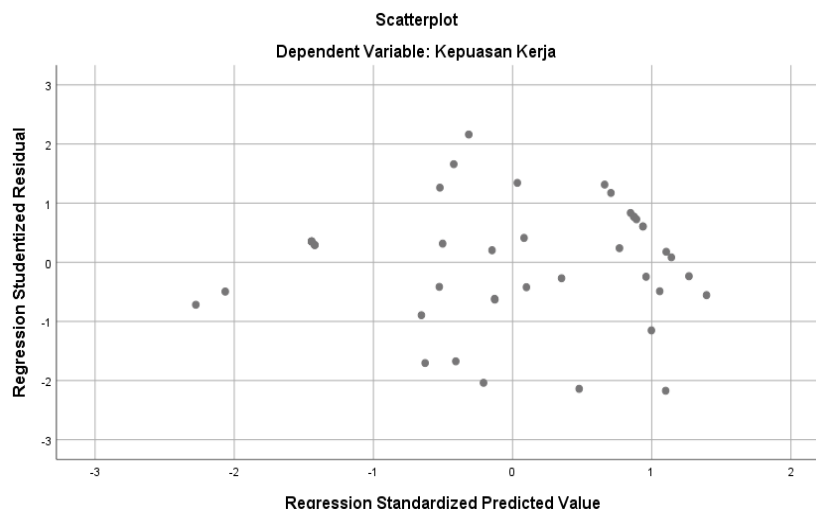


Figure 3. Graph Scatterplot
Source : Data Processing SPSS 25

The output of the heteroscedasticity test above shows that the points spread above and below zero on the Y axis and have an irregular pattern. Thus, it can be concluded that there is no heteroskedasticity problem and thus a correct regression model is satisfied.

4. Multiple Regression Equation

Table 5. Multiple Regression Equation

Variable	Multiple Regression Equation	T Count	Sig
Constant	-5.057	-1.804	0.079
Work Enviroment (X1)	0.467	4.629	0.000
Communicattion (X2)	0.407	3.258	0.002
Oranizational Culture (X3)	0.270	2.443	0.019
F Count : 81.112 Sig : 0.000			
R2 : 0.865			
R : 0.854			

Source : Data Processing SPSS 25

Then the regression equation can be obtained as follows:

$$Y = -5,057 + 0,467 X_1 + 0,407 X_2 + 0,270 X_3 + e$$

To compile the regression equation, the numbers in column B can be used, namely the Unstandardized Coefficients with a Constant of -5.057 while the coefficient value for the Work Environment variable is 0.467, the Communication variable is 0.407, and the Organizational Culture variable is 0.270. The constant value of -5.057 explains that if the Working Environment (X1), Communication (X2), and Work Environment (X3) are considered constant (independent variable), then the Job Satisfaction value is -5.057 units. The coefficient values of X1 (Work Environment), X2 (Communication), and X3 Organizational Culture of 0.467, 0.407, and 0.270 state that for every increase or decrease in the Work Environment by 1 point, Y (Job Satisfaction) will increase or decrease by 0.467.

5. Multiple Correlation Test

Table 6. Correlations

		Job Satisfaction	Work Environment	Communication	Organizational Culture
Pearson Correlation	Job Satisfaction	1.000	.870	.862	.781
	Work Environment	.870	1.000	.777	.671
	Communication	.862	.777	1.000	.737
	Organizational Culture	.781	.671	.737	1.000
Sig. (1-tailed)	Job Satisfaction	.	.000	.000	.000
	Work Environment	.000	.	.000	.000
	Communication	.000	.000	.	.000
	Organizational Culture	.000	.000	.000	.
N	Kepuasan Kerja	42	42	42	42
	Work Environment	42	42	42	42
	Communication	42	42	42	42
	Organizational Culture	42	42	42	42

Source : Data Processing SPSS 25

Based on the Correlations table above , it can be explained that :

- a . The degree of correlation of work environment (X1) to job satisfaction (Y) is indicated by correlation value of 0.870 . From the values obtained , it can be concluded that the correlation is in the strong rate and has a positive direction .
- b . The degree of communication (X2) on job satisfaction (Y) is indicated by a correlation value of 0.862 . From the values obtained , it can be concluded that the correlation is in the strong rate and has a positive direction .
- c . The degree of organizational culture (X3) to job satisfaction (Y) is indicated by a correlation value of 0.781. From the values obtained , it can be concluded that the correlation is in the strong rate and has a positive direction .
- d . From the Correlation table , it can be seen that the probability value of $0.000 < 0.05$ indicates the impact between service quality , price and promotion . if the probability value < 0.05 , it indicates a significant relationship to all variables . The probability value is seen in the significant column which means rejecting Ho and accepting Ha .

6. Coefficient of Determination Test (R2)

Table 7. Model Summary^d

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.870 ^a	.757	.751	1.73155
2	.919 ^b	.844	.836	1.40569
3	.930 ^c	.865	.854	1.32386

a. Predictors: (Constant), Work Environment

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

c. Predictors: (Constant), Work Environment, Communication, Organizational Culture

Source : Data Processing SPSS 25

1. Model 1 shows the Adjusted R Square of 0,751. This means that the impact of work environment on job satisfaction is 75.1%, ($100\% - 75.1\% = 24.3\%$) the rest is influenced by other factors.
2. model 2 shows the Adjusted R Square of 0,836. This means that the magnitude of the influence of communication on job satisfaction is 83.6%, ($100\% - 83.6\% = 16.4\%$) the rest is influenced by other factors.
3. Model 3 shows the Adjusted R Square is 0,854. This means that the magnitude of the influence of Organizational Culture on Job Satisfaction is 85.4%, ($100\% - 85.4\% = 14.9\%$) the rest is influenced by other factors.

Hypothesis test

In this study, the authors used a sample of 42 respondents to answer a questionnaire in the form of a number of statements regarding "The Influence of Work Environment, Communication, and Organizational Culture on Job Satisfaction at PT.Sukses Maju Seketika"

1. t Test

Table 8. Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	4.068	2.894		1.406	.168
Work Enviroment	.901	.081	.870	11.156	.000
(Constant)	-2.217	2.709		-.818	.418
Work Enviroment	.524	.104	.506	5.029	.000
Communication	.548	.118	.468	4.658	.000
(Constant)	-5.057	2.804		-1.804	.079
Work Enviroment	.467	.101	.451	4.629	.000
Communication	.407	.125	.348	3.258	.002
Organizational Culture	.270	.110	.222	2.443	.019

a. Dependent Variable: Kepuasan Kerja

Source : Data Processing SPSS 25

Work Environment (X1) is equal to 4,629, value of the t count for Communication (X2) is equal to 3,258 and value of the t count for Organizational Culture (X3) is 2,443. the normal distribution value of the t table is 1.68488. Therefore, the t count of Work Environment, Communication, and Organizational Culture is greater than t table or $4.629 > 1.68488$, $3.258 > 1.68488$, and $2.443 > 1.68488$. The sig value for the Working Environment is 0,000, the probability value for Communication is 0,002, and than probability the value for Organizational Culture is 0,019, meaning that the sig value is below 0,05 thus, Ho is denied and Ha is accepted.

2. F Test

Table 9. Anova^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	373.141	1	373.141	124.452	.000 ^b
	Residual	119.931	40	2.998		
	Total	493.071	41			
2	Regression	416.009	2	208.004	105.267	.000 ^c
	Residual	77.063	39	1.976		
	Total	493.071	41			
3	Regression	426.472	3	142.157	81.112	.000 ^d
	Residual	66.599	38	1.753		
	Total	493.071	41			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Lingkungan kerja

c. Predictors: (Constant), Lingkungan kerja , Komunikasi

d. Predictors: (Constant), Lingkungan kerja , Komunikasi, Budaya Organisasi

Source : Data Processing SPSS 25

1. Model 1 is 124.452, where the number is $0.000 < 0.05$, and also Farithmetic $> F_{table}$ or $124.452 > 2.85$.
2. Model 2 is 105.267, where the number is $0.000 < 0.05$, and also Farithmetic $> F_{table}$ or $105.267 > 2.85$.
3. Model 3 is 81.112, where the number is $0.000 < 0.05$, and also Farithmetic $> F_{table}$ or $81.112 > 2.85$.

Conclusion

Work Environment (X1) The results of a data processing study based on responses from a total sample of 42 respondents, stated that as many as 58.04% answered strongly agree about the work environment at PT. Sukses Maju Seketika.

Communication (X2) The results of a data processing study based on responses from a total sample of 42 respondents, stated that as many as 55.38% answered strongly agree about communication at PT. Sukses Maju Seketika.

Organizational Culture (X3) The results of a data processing study based on responses from a total sample of 42 respondents, stated that as many as 65.49% answered strongly agree about organizational culture at PT. Sukses Maju Seketika.

Job Satisfaction (Y) The results of a data processing study based on responses from a total sample of 42 respondents, stated that as many as 58.64% answered strongly agree about job satisfaction at PT. Sukses Maju Seketika.

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