

The Influence of Work Environment, Promotion, and Job Satisfaction on Employee Performance

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Abstract

The purpose of this study was to determine the effect of work environment and promotion and job satisfaction as an intervening variable on employee performance. The sample in this study amounted to 34 people. The research was conducted at PT. Cakra Adi Dharma in Kotapinang, South Labuhanbatu. The data analysis technique used is path analysis. The results of the hypothesis test show that the work environment has a positive and significant effect on job satisfaction. Partially Job Promotion has a Positive and Significant effect on Job Satisfaction. Work environment has a positive and significant effect on work performance. Job Promotion has a Positive and Significant effect on Work Performance. We suggest that PT Cakra Adi Dharma improve employee performance by improving a better work environment, promotions, and increasing employee job satisfaction.

Keywords

work environment; promotion; job satisfaction; employee performance



I. Introduction

Human Resources is one of the key factors in global competition, namely how to create quality human resources with skills and high competitiveness in global competition which has often been ignored (Mulyadi, 2016). Globalization which is definitely faced by the Indonesian people demands Efficiency and Competitiveness in the Business World. In globalization involving interregional and international relations, there will be competition between countries. Potential human resources such as skills, knowledge, encouragement, power and work affect the company's efforts to achieve goals. No matter how advanced technology, development of information, availability of capital and adequate materials, if without human resources who think of such potential it is difficult for the company to achieve its goals. In other words, the success or failure of a company in maintaining the company's existence starts from the effort to manage human resources. The goals of the organization will be achieved properly if employees can carry out their duties. Thus, employee performance can be seen as an ability to choose the right goals by showing the level of success of activities in achieving organizational goals. High employee performance is needed in an organization to achieve the expected goals. With high performance, employees will try their best to overcome and solve problems encountered in carrying out their duties and work. On the other hand, those with low performance will easily give up on the situation if they have difficulty in carrying out their duties and work. With high performance, employees want to work together and help each other in completing work that requires a lot of energy and time. In order for management activities to run well, companies must have knowledgeable and highly skilled employees and efforts to manage the company as optimally as possible so that employee performance increases. According to (Hendrich & Trianto, 2019) employee performance is the result or work performance of employees who are assessed in terms of quality and quantity based on work standards determined by the organization. Good

performance is optimal performance, namely performance that is in accordance with organizational standards and supports the achievement of organizational goals. A good organization is an organization that seeks to improve the capabilities of its human resources, because this is a key factor to improve employee performance (Musnadi, 2017).

In various fields, especially organizational life, the human factor is the main problem in every activity in it. The organization is a consciously coordinated social unit with an identifiable reactive boundary, working continuously to achieve (Sitepu, 2015). All actions taken in each activity are initiated and determined by humans who are members of the company. The company requires the existence of potential Human Resources factors, both leaders and employees in the pattern of tasks and supervision which are the determinants of achieving company goals.

Based on the background described above, the writer can formulate the problem as follows:

1. Does the work environment affect job satisfaction?
2. Does Job Promotion affect Job Satisfaction?
3. Does the work environment affect work performance?
4. Does Job Promotion affect Job Performance?
5. Does Job Satisfaction Affect Job Performance?

II. Review of Literatures

2.1 Work Environment

The work environment is everything that relates to matters relating to the overall equipment or tools and materials encountered, the surrounding environment where there is a person working, procedures or work methods, as well as the rules of work rules whether working as individuals or as groups. The work environment is a place where employees carry out their duties and is a working condition of employees who live and work together and continue continuously and produce memorable actions in carrying out each task and work (Edward, 2020).

The work environment is everything that is around the workers that can affect themselves in carrying out and completing the work or tasks given (Firman Hakim, 2018). While the work environment is an environment where employees do their daily work (Dwi, 2015). Service quality is a form of performance that is identical to the behavior of employees in the company (Kurnaedi, 2020). The work environment is closely related to a condition with the characteristics of the workplaces towards employees, both employee attitudes and employee behavior where it is related to the occurrence of psychological changes because of things that are experienced in their work in certain circumstances that an organization must pay attention to companies that include work boredom, monotonous work and fatigue.

2.2 Job Promotion

According to (Magdalena, 2019) Job promotion is a move that enlarges authority and responsibility to a higher position in an organization which is followed by greater obligations, rights, status, and income. Promotions carried out by company management provide an important role for every employee, that every employee makes promotion a goal that is always expected (Setiawan, 2013). Suparina (2018) states that promotion has a positive effect on employee performance.

According to Siagian (2015) promotion is the transfer of employees or employees, from one position or place to a higher position or place and followed by duties, responsibility, and authority that is higher than the position previously occupied, and In general, promotions are

followed by an increase in income and other facilities. Rewards for performance results are usually expressed in the form of promotions.

2.3 Job Satisfaction

According to Nabawi, (2019) Job Satisfaction is an emotional attitude that is pleasant and loves his job. This attitude is reflected by work morale, discipline and work performance. Job satisfaction is enjoyed at work, outside work, and a combination of inside and outside work. According to Prayogi et al., (2019) job satisfaction is a pleasant or unpleasant emotional state in which employees view their work. Job satisfaction reflects a person's feelings towards his job. Understanding Job Satisfaction according to Kurniawan & Alimudin, (2015) job satisfaction is the result of employees' perceptions of how well their work provides things that are considered important.

2.4 Job Performance

According to Tua et al., (2014) work performance is a work achieved by a person in carrying out the tasks assigned to him based on skills, experience and sincerity and time. According to Baharuddin et al., (2013) in his book entitled Main Thoughts on Assessment and Standardization of Work Results, giving an understanding of work performance is: the ability to carry out work in accordance with a predetermined time, quality and right on target with the goals that have been set.

2.5 Hypotheses Development

The previous research used as reference material in the study, namely: (Magdalena, 2019) the results of the study show that Job Promotion on Job Satisfaction, Job Performance has an effect on Job Satisfaction through Job Promotion. Fajri, (2015) in his research found that a direct relationship between promotion and job satisfaction will motivate employees to improve work performance. This will support the achievement of company goals. Latifah & Nurmallasari, (2018) found that the work environment can affect employee performance kerja

Based on the description that has been stated previously, it can be found several hypotheses in this study as follows:

- H1: Work environment has a positive and significant effect on job satisfaction.
- H2: Position Promotion has a positive and significant effect on Job Satisfaction.
- H3: Work environment has a positive and significant effect on work performance.
- H4: Position Promotion has a positive and significant effect on Work Performance.
- H5: Job Satisfaction has a positive and significant effect on Job Performance.

III. Research Methods

The research method is an important factor in research in order to obtain data that is in accordance with the research objectives, it will also facilitate the development of data, so that the preparation of writing this law is in accordance with the scientific method. The research was conducted with a quantitative method approach. Data processing was carried out using SPSS Version 23. The population is a group of objects that are the target of research. If someone wants to research what is in the research area, then the research is called population research. The population taken in this study were employee who worked at PT. Cakra Adi Dharma Kel. Kotapinang Kec. Kotapinang Kab. South Labuhanbatu amounted 34 employees. Sampling technique is done by total sampling technique teknik. A sampling

IV. Discussion

The Work Environment Regression Coefficient shows a positive relationship to job satisfaction with a coefficient value of 0.530. It means that every increase in Work Environment Variables by 0.530 will increase Job Satisfaction by 0.530. Based on the SPSS output above, it is known that the value of the work environment variable was $t\text{-count } 2,934 > t\text{ table } 1,697$, with a significant value of $0.042 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted. Work Environment has a positive and significant effect on job satisfaction. The Regression Coefficient of Job Promotion shows a positive relationship to job satisfaction with a coefficient value of 0.291. It means that every increase in job promotion variable by 0.291 will increase job satisfaction by 0.291. Based on the SPSS output above, it is known that the value of the position promotion variable is $t\text{ count } 2,968 > t\text{table } 1,697$, with a significant value of $0.012 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted. Position promotion has a positive and significant effect on job satisfaction. The work environment regression coefficient shows a positive relationship to work performance with a coefficient value of 0.530. It means that every increase in work environment variables by 0.530 will increase work performance by 0.530. Based on the SPSS output above, it is known that the value of the work environment variable is $t\text{ count } 2,934 > t\text{table } 1,697$, with a significant value of $0.042 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted. Work environment has a significant and positive effect on work performance. Position Promotion Regression Coefficient shows a positive relationship to work performance with a coefficient value of 0.291. It means that every increase in position promotion variable by 0.291 will increase work performance by 0.291. Based on the SPSS output above, it is known that the value of the job promotion variable is $t\text{count } 2,968 > t\text{table } 1,697$, with a significant value of $0.012 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted. Position Promotion has a positive and significant effect on work performance.

The Regression Coefficient of Job Satisfaction shows a positive relationship to work performance with a coefficient value of 0.437. It means that every increase in job satisfaction variable by 0.437 will increase job performance by 0.437. Based on the SPSS output above, it is known that the value of the job satisfaction variable is $t\text{count } 2.061 > t\text{ table } 1.697$, with a significant value of $0.007 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted. Job satisfaction has a positive and significant effect on job performance. Job satisfaction can increase one's work engagement (Zufrie et al., 2021; Dewi et al., 2021).

Job promotion regression coefficient shows a positive relationship to work performance with a coefficient value of 0.291. It means that every increase in position promotion variable by 0.291 will increase work performance by 0.291. Based on the SPSS output above, it is known that the value of the job promotion variable is $t\text{count } 2,968 > t\text{table } 1,697$, with a significant value of $0.012 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted. Position Promotion has a positive and significant effect on work performance.

V. Conclusion

Based on the results of the research and discussion carried out, the following conclusions were obtained: Partially the work environment has a positive and significant effect on job satisfaction, this can be seen from the $t\text{count}$ value for the work environment is $t\text{count } 2,934 > t\text{table } 1,697$, with a significant value of $0.042 < 0.05$. So it can be concluded that H_0 is rejected and H_a is accepted.

Partially Job Promotion has a Positive and Significant effect on Job Satisfaction, this can be seen from the $t\text{count}$ value for Job Promotion is $t\text{count } 2,968 > t\text{table } 1,697$, with a significant value of $0.012 < 0.05$. So it can be concluded that H_0 is rejected and H_a is

accepted. Partially the work environment has a positive and significant effect on work performance, this can be seen from the tcount value for the work environment is tcount 2,934 > ttable 1,697, with a significant value of 0.042 < 0.05. So it can be concluded that Ho is rejected and Ha is accepted.

Partially Position Promotion has a Positive and Significant effect on Work Performance, this can be seen from the tcount value for Position Promotion is tcount 2,968 > ttable 1,697, with a significant value of 0.012 < 0.05. So it can be concluded that Ho is rejected and Ha is accepted.

The Ftable value in the 4:29 distribution is 2.70, so based on table 4.14 it can be seen that the Fcount value is 14.241 > 2.70, and the Significant Value is 0.046 < 0.05, this indicates that Simultaneously Independent Variables have a Positive and Significant effect on the Variable Dependent. The results of the SPSS model summary output, the magnitude of R Square is 0.888. This means that 88.80% of the Independent Variables have an influence on the Dependent Variable and the remaining 11.20% is influenced by other factors not examined.

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