

The Effect of Work Environment and Skills on Employee Job Satisfaction at PT. Jaya Pratama Motorindo Medan

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Abstract. *This study aims to determine the influence of work environment and skills to job satisfaction at PT Jaya Pratama Motorindo Medan. The approach used in the study This is quantitative research. The research was conducted at PT-Jaya Pratama Motorindo, at Jalan Tilak No. 43 D/73 Sei Rengas I Medan Kota. Amount respondents used in the study This that is totaling 70 people. This study uses primary data with a shared questionnaire to whole employees at PT. Jaya Primary Motorindo. Research showed that environment work and skills Are influential positive, and significant to satisfaction work at PT Jaya Pratama Motorindo. Environmentally comfortable work and employees with high skills work will also be constructive in increasing employee satisfaction.*

Keywords: *Environment Work, Skills, Satisfaction Work*

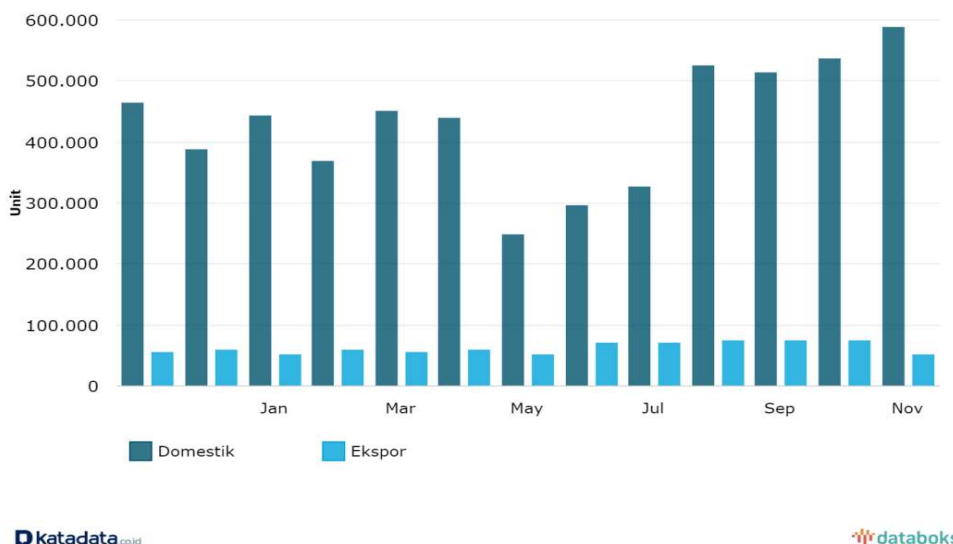
INTRODUCTION

With the development of the business world, transportation currently motorcycle is faster and growing (Syaifullah, 2021). This can happen Because the public wants to do all activities faster and more practically so that need will make transportation taller (Hou, 2022). According to (A. F. Nasib, 2020) it is known that moment. This is almost the whole House ladder specific tool transportation like a motorcycle. Development business sale

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motorcycles to be the more exciting and appropriate calculated (Tambunan, 2018). Based on data from Databox (2022), the domestic sale of motorcycles reached 588 thousand units in November 2022. The following are sales data for domestic motorbikes in Indonesia :



Source: Databox, (2022)

Figure 1 Sales of Indonesian Domestic Motorcycles in 2022

These data show that the sale of motorcycles in Indonesia experienced enough increase in November 2022. For a development-related business with motorcycles is still beautifully For done. PT Jaya Pratama Motorindo Medan distributes *spare parts* for motorcycles in Sei Rengas, Medan n. This company does activity business selling ethnic group spare or *spare parts* in the area surrounding area marketing with sale products like batteries, wheels, body kits, pistons, chain kits, piston rings, lights, mirrors, and others related to ethnic group spare motorcycles. Based on results, observations, and interviews conducted by the writer, apparently, in September 2022, a decline in sales of ethnic group spare parts at PT Jaya Pratama Motorindo, p This naturally left behind sales data experienced a motorcycle increase.

Table.1. PT Jaya Pratama Customer Data Motorindo Medan in 2022

Time	Amount Customer (Person)
November 2021	4,330
December 2021	4,220
January 2022	4,025
February 2022	4,500
March 2022	4,129
April 2022	4,026
May 2022	4,041
June 2022	4,186
July 2022	3,810
August 2022	3,784
September 2022	3010

Source: Sales data for all PT Jaya Pratama motorcycle spare parts Motorindo (processed)

From sales data, motorcycle spare parts at PT Jaya Pratama Motorindo Medan each month can see an increase and decrease or fluctuate, but in November, significant sales declined. This naturally leaves behind data from Databoks (2022), which says that the sale of motorcycles will continue to experience an increase in the Year 2022. The sales rate of motorcycle spare parts at PT Jaya Pratama Motorindo Medan experienced a decline naturally. There are Lots of factors that cause this. One of these factors is the need for more employees to give customers service. Based on the results of interviews and observations from the writer, employees often complain about dissatisfaction working at PT Jaya Pratama Motorindo Medan. From dissatisfied employees at PT Jaya Pratama Motorindo Medan, it turns out Lots from inconvenient environment work and fewer employees skilled in serving customers. Inconvenience This is a consequence environment of less work safe and too narrow, making it easier for an employee to do the activity. Next, a form needs more skills because, according to employee leaders, they No share tasks clearly and systematically. Employees were hopeful that the Work leader should give the training To help them give full service to consumers. Next, if matter This does No become the attention of PT Jaya Pratama Motorindo Medan, then it can lower the performance company and sure will cause a loss.

Environment Work is something physical, social, and psychological life in the company that affect satisfaction employee in all activity (Fadli, 2022). Employees will work calmly and happily in a safe, comfortable, and conducive environment, maximizing productivity (Hou, 2022). Feeling employees satisfied with work naturally will increase

performance so the expected target company can also achieve. The company needs notice; employees will have an environment of safe and conducive work, of course, For-profit company too in the end (Ballian, 2020). It is known that several factors influence employees' satisfaction in place Work besides environmental work. Some factors like motivation work, leadership, discipline work, gift compensation even Skills work are also factor determinants in the level of satisfaction of Work employees (Siregar, 2022). Skills Work is the full capabilities possessed by employees in doing the job. Skills Work someone can too form with various training provided by the company. Employees with high skills work naturally will trigger Spirit work and satisfaction in work (Wibowo, 2021). With skilled employees, work done will be maximal and appropriate expected company (Arafah, 2020).

LITERATURE REVIEWS

Environment Work

According to (Mangkunegara, 2013) environmental work is something condition or the circumstances around the place Work is Good in a manner physique as well as non-physical ones that will give impact pleasant or No so that can be influential to the resulting performance. Environment Work should be designed To can creates a feeling of comfort and calm for the whole employee (Malayu Hasibuhan, 2014). This is naturally done so you can reduce boredom or fed up with doing activities during work. Environment work is also interpreted as an atmosphere created in the environment around the place employees with whole facilities and rooms available Every man naturally owns a method alone in making adjustments to environmental surroundings, as well as environmental work. According to (Priansa, 2017), environmental work can be shared into two parts: environment Work physical and environmental non-physical work.

- a. Environment Work Physique that is whole circumstances physically in place Work employee. Environment work physical too influential to satisfaction employee Good in a manner direct nor No direct. The natural environment can influence employees' satisfaction, like room work, tables, chairs, and tools help office work employees. Environment No direct or environment intermediary is environment work that can too influential to satisfaction employee like lighting the room, the air there, the smell or noise and security in place work.

- b. Environment non-physical work is the environment existing workaround affected employees to connection work between colleague work or the boss. Environment Non-physical work also influences employees' satisfaction level in something company. This can happen Because an environment of harmonious work can make the employees feel happy and calm, raising satisfaction among employees who work alone.

Environment Work in something a company or organization owns some possible impacts felt Good for the employee or company That Alone (Sedermayanti, 2013). Following many impacts of environmental work, namely :

1. Environment-appropriate work with employees so it can raise comfort. The convenience that arises will support the employees in doing activities or work accordingly to specified targets.
2. An environment that is comfortable and conducive to work will relieve stress in work. Atmosphere harmonious work, clean space work with air clean surroundings naturally will relieve fatigue and stress of employees while doing their job.
3. Environmentally comfortable work will create satisfaction from employees. Satisfied employees will have Spirit to do their job, increasing high productivity.
4. The environment was conducive and enjoyable work will increase the performance of employees. Good employee performance will give big profit for a company or organization.

According to (M. Kadarisman, 2012), There is some clear indicator of environmental work at one company or organization, namely :

1. Atmosphere work is the existing situation around employees Good form room, noise around place work, air as well as lighting room, of course, can influence employee satisfaction.
2. The indicator next in effect to environment Work employee is the relationship with colleague Work or superior in a given task during this. This, of course, also has influences significant on employee satisfaction. Application

connection good work necessary, following many possible features seen If connection existing work during This reasonable and appropriate namely :

- a. At a minimum, conflicts occur among employees in place of work.
 - b. Employees are very comfortable and feel at home linger in place at work or the office.
 - c. Connection fellow employees are very close and familiar
3. Availability facility support is a possible indicator influential to environment Work employees. Employees will feel satisfied with he gives support facilities work, so he is a beneficial employee in the smoothness of the acting job.

Skills Work

Skills, i.e., something to show a unique action performed by a person in an activity or activity (Dijk, 2020). Skills Work can be interpreted as prowess or skills somebody performs in finishing work following existing provisions . Next, according to Skills, Work can be interpreted as the actual ability to do work based on the provision or target of the leader (Bakare, 2017). Skills will support the enhancement of satisfaction and performance of employees. Skills in Work Alone can be obtained from training and experienced employees. According to (Sedermayanti, 2013) There are some types based on Skills Work necessary employees notice, namely :

- a. Engineering Skills are the ability or competence owned by a specific somebody to do the task with help techniques or appropriate tools and procedures with the procedure or applicable conditions in a general manner.
- b. Skills administrative is organizing, recording, and administering whole activity administration in a company.
- c. Skills related to fellow man or colleague work are capabilities to underscolleagueste colleague work. Skills This is owned in order to be able to intertwine harmonious connection work.
- d. Skills conceptual, that is, the ability to coordinate and integrate work. The same with team Work achieving objective expected work.
- e. Diagnostic capabilities, i.e., Skills somebody in doing analysis and evaluation about work or activity that has been done.

Next, according to (Hasibuhan, 2015), There are some possible factors influential to Skills Work someone. Some possible factors influential to Skills Work, namely :

- a. Education Level, Education turns out to give influence to Skills someone. It is known that the more elevated level of education somebody so, the more Good knowledge is possessed. This naturally will influence somebody to do adjustment work and help operate a current job.
- b. Age is a possible factor influencing the level of Skills someone has. It is known that someone getting Lots his age so will be wiser in operating not quite enough answers. Age will be too influential on the level of maturity of someone and, of course, can be influential to pattern thinking and work.
- c. The experience was a base for handling somebody in the act and activity behavior. The more Lots experience somebody naturally will give a positive contribution to skills possessed.

More further, according to (T. Hani Handoko, 2012), There is some factor psychic who can too influential direct to Skills Work somebody namely :

1. Motivation can awaken a desire in the heart of someone to get active and act in behavior. With solid motivation in self personally, employees can push Spirit practice and improve existing skills.
2. Expertise is something from the capabilities of somebody in operating something, activity, or job. Skill can be formed with diligence and conscientiousness in operating existing tasks.

Skills Work somebody is very influential to level satisfaction Work from employees working at a company or organization. There are several significant indicators of Skills Work employees, namely :

- a. Perception is something interpretation about an object or self-stimulation personal someone. Perception Alone, what we can be sure of, is different. Everyone inside analyzes it.
- b. Indicators control the self, that is, the whole attitude, form emotions and motives behind them somebody does something active.

- c. Indicator responsibility answer in a group or team is individual skills in adjustment with Work team or group. Individuals must adapt themselves to colleagues. Work regards One team that has formed.
- d. Indicators not quite enough answers in a manner personal that is formed Skills somebody in finish task with not quite enough answers following the targets set by the company or organization.

Satisfaction Work

Satisfaction Work can be interpreted as a positive attitude displayed by employees to work done Because of desire, heart, and hope. According to (Wibowo, 2017), work satisfaction is a condition experienced by a person with a like heart who feels comfortable to whole concerning matters of the job he did. The attitude of employees related to their job can be influenced by many factors like environment, comfortable work atmosphere, quiet work, partner excellent and fun work, and compensation received.

Furthermore, according to (M. Kadarisman, 2012), work satisfaction too interpreted as something from the pleasurable feeling of an employee moment in place, Work or environment, Work, or in the operating task given job. Satisfaction Work is formed sure feeling different felt every employee in something agency or organization. With satisfaction desired work employee in something agency or company what we can be sure of will increase performance and deliver profit for something company. Next, according to (Sedermayanti, 2013), There are some possible factors influential to satisfaction Work somebody in something company, namely :

1. K3, or Occupational Safety and Health, is influential to satisfaction work. Companies that pay attention to K3 for employees will give affect safe for employees. The company is trying to give protection and security to employees so employees feel satisfied and happy.
2. Leadership is a factor influencing employee satisfaction. A leader must become exemplary and can interact with Good subordinates.
3. Motivation is existing conditions in self pushing an individual desire to be able to do something expected activities. Existing motivation in an individual will give satisfaction to activities carried out.

4. Somebody, an employee, must right obtain compensation Because he has to do obligations following the set. With existing compensation so, it will give satisfaction to every employee. Existing provisions must also compensate for the gift.
5. Supervision is something from level Work or given career company to get increased employee satisfaction. In my current career, I will give Spirit Work to employees.
6. Friend work that can support and mutual support can factor in supporters' satisfaction with employees within something company or organization.
7. Environment work that can support condition Work with give results maximum work later.

According to (T. Hani Handoko, 2012), influencing factors of satisfaction among Work employees can be grouped as follows:

1. Factor psychological is an influential factor in mental from individuals who can build a sense of calm and comfort in doing the job.
2. Factor social that is an influential factor to satisfaction Work somebody with notice connection or interaction social events in the environment work.
3. Factor physique is related factors with the whole condition physically felt employee like arrangement time, rest as well as whole equipment Work For can increase work with the maximum.
4. Factor finances related to wages or given salary company to the employee after carrying out a task that has been determined. They gave financial notice of existing rules so that no possible errors harm the employees or the party company feels the object in fulfilling it.

Next, according to (Malayu Hasibuhan, 2015), some components can determine the satisfaction Work employee in something company, namely :

- a. Type challenging jobs will give satisfaction alone for some employees.
- b. They were giving compensation or job bonuses with clear and appropriate. Companies also need to notice the well-being of employees. Promotions are too given to employees who have performed in jobs there.

- c. Environment-supportive work is a condition atmosphere and comfort work in the environment job . Environment conducive work will give satisfaction Work for employees.
- d. Friend, joint work support, and mutual understanding. Friend work that each other understands and supports will satisfy the employee in place of work.
- e. Existing jobs the following their personality employee. Earning employee work by expectations and privacy, Of course, will make him feel satisfied in doing a whole activity or his job.

Satisfaction work on oneself employee naturally. Some indicators make it up (Wibowo, 2016). Following several possible indicators influential to satisfaction Work employees, namely :

1. Satisfaction Work will occupy work, a person, anyone, has appropriate dream work with personal or characteristics personality. Employees who have found teak themselves in the place it works. Of course, they will satisfy and increase their job performance.
2. Chance follow promotion is a company that delivers bids to employees For following enhancement career work so you can repair quality self.
3. Satisfaction about atmosphere Work related colleague, boss existing work.

RESEARCH METHOD

This research was conducted at PT Jaya Pratama Motorindo Medan, with a population of all company employees. The whole population was then made a sample in the study. This is as many as 70 people. Deep data source study This namely primary and secondary data. Method data collection is carried out by giving a questionnaire to every employee at PT Jaya Pratama Motorindo Medan by closed. The scale of the measurements was carried out using a scale Likert score of 1-5 with data analysis tools using path analysis with SPSS software.

FINDINGS AND DISCUSSION

Research Model Feasibility Test

1. Coefficient of Determination

Table 2. The Coefficient of Determination

Model	Summary Model ^b			std. The error in the Estimate
	R	R Square	Adjusted R Square	
dimension0 1	.180 ^a	.930	.805	2.66745

a. Predictors: (Constant), environment work, skills

b. Dependent Variable: satisfaction Work

Source: Results of SPSS data processing Version 23, (2023)

Based on the results of data testing in research, which can see in Table 2, it is known that the *Adjusted R Square* value is 0.805. of value, so 80.5% of employee satisfaction is explained by the environment, work, and skills work. Furthermore, the rest, of the 19.5%, can be explained by other variables that are not researched in a study.

2. Simultaneous Test (Test F)

Furthermore, the F test or simultaneous, i.e., environment variables work (X_1) and skills (X_2) affect satisfaction Work employees (Y) can be seen in Table 3 below :

Table 3 F-Test (Simultaneous)

Model		ANOVA ^b				
		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	10,780	2	5,345	3,650	.012 ^a
	residual	322,198	77	7,121		
	Total	334.976	79			

a. Predictors: (Constant), environment work, skills

b. Dependent Variable: Satisfaction Work

Source: Results of SPSS data processing Version 23, (2023)

Based on the results of the ANOVA or F test contained in Table 3, it was found that the mark significant 0.012 and smaller than the alpha value of 0.05 (5%), which means that the hypothesis accepted that environment work and skills in manner together influential to satisfaction Work employee.

3. Analysis Multiple Linear Regression

Stages furthermore are doing an analytical test multiple linear regression, which results can see in Table 4 below this :

Table 4. Test Multiple Linear Regression

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
		B	std. Error	Betas	t	Sig.
1	(Constant)	41,350	13 . 10 1		2,471	.00 2
	Environment Work	1 . 12 4	0 . 1 66	0 . 1 54	1,849	.00 1
	Skills	2 . 5 0 0	0 . 1 85	0 . 0 43	1,442	.01 2

a. Dependent Variable: Satisfaction Work

Source: Results of SPSS data processing Version 23, (2023)

From the results of testing and data analysis, then can obtain that equality regression from the study, namely :

$$Y = 41,350 + 1,124X_1 + 2,500X_2 + e$$

4. Partial Test or T-test

Furthermore, a partial test was carried out, or a t-test. The result can be seen in Table 5 as follows this :

Table 5. (Partial) T-test

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
		B	std. Error	Betas	t	Sig.
1	(Constant)	41,350	13 . 10 1		2,471	.00 2
	Environment Work	1 . 12 4	0 . 1 66	0 . 1 54	1,849	.00 1
	Skills	2 . 5 0 0	0 . 1 85	0 . 0 43	1,442	.01 2

a. Dependent Variable: Satisfaction Work

Source: Results of SPSS data processing Version 23, (2023)

Based on Table 1 4, then can obtained analysis that tests the hypothesis, namely :

1. Testing hypothesis 1 (H1) Variable environment Work has a t-value count of 1,849 with significance, not enough of 0.05, i.e., with a value of 0.001. this indicates that hypothesis First accepted, or H1 is accepted, Beta value for variable environment Work, i.e., 1.124 indicates a connection positive between environment Work with satisfaction Work employee.
2. Variable Skills have a t-value count of 1.442 with a mark significance not enough from 0.05 with a value of 2,500. This means the state that the

hypothesis is second accepted or H2 is accepted. The beta value for variable Skills, i.e., 0.043, indicates a positive connection between Skills and satisfaction Work employees.

DISCUSSION

Relationship between environment work and skills Work can influence the self-satisfaction of employees. Environment Work can be interpreted as something condition or safe and comfortable condition related to work done in something company or organization. An environment conducive to safe work can be influential with evident employee satisfaction. That alone. Study This aligns with research conducted by (Meng, 2018)(Purwanto, 2021). Skills Work is something from an employee's capabilities to doing work with expectations and fits with short answers given company. Skills possessed by each employee Certain different. Moment own employee level appropriate skills with burden Work so the employee will feel like do not quite enough answer or his job. With pleasure and passion so work done can finish with max, p This naturally will grow employee satisfaction That alone. Research results from This align with research conducted by (Bakare, 2017)(Hsiao, 2021)(H. A. H. S. R. Nasib, 2022). With the self-satisfaction of every employee, then whole related activities with work can be achieved with maximum. The company naturally needs to notice the environment of existing work, as well as give various training to employees before giving definite task demanded maximum in the finish it.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

1. The environment works positively and significantly affects employees' satisfaction at PT Jaya Pratama Motorindo Medan.
2. Skills work positively and significantly affect employees' satisfaction at PT Jaya Pratama Motorindo Medan.
3. Environment, work, and skills positively and significantly affect employees' satisfaction at PT Jaya Pratama Motorindo Medan.

Suggestion

1. The environment is conducive and comfortable work; of course, it is highly expected by employees something a company or organization. The company

must give an atmosphere of conducive and harmonious work to create employee satisfaction, which will trigger the Spirit of work and productivity. The environment works too related to colleagues' mutual work, help, and support, as well as a leader who can embrace the whole employees feeling safe in the environment to work.

2. Skills Work can be done by giving various training to the employees before doing their job. Skills work too obtained from experience employees during work.
3. Further researchers can develop this research on-site or with a different company. This is naturally done To add insights and results to the most recent research to increase readers ' knowledge.

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