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The effect of self-management practices and the work environment on employee job satisfaction (Case study of PT. Indi Platform Raksasa)

Danni Rizki Sirait¹, Didi Tarmidi²

Faculty of Economy and Business, University of Widyatama, Bandung-Indonesia

danni.rizki@widyatama.ac.id¹, didi.tarmidi@widyatama.ac.id²

Abstract. This research aims to determine how the description of self-management practices, work environment, and employee job satisfaction, as well as to determine how the influence of self-management practices and work environment on employee job satisfaction PT. Indi Platform Raksasa. The factors tested in the study were self-management practices and the work environment as independent variables, while job satisfaction was dependent variables. The research methods used in this research are descriptive and verification methods. The population in this study were employees at PT. Indi Platform Raksasa. The sampling technique used in this study was Purposive Sampling and the size of the sample in this study was calculated with the formula Slovin, so the total number was 144 respondents. The analytical methods used in this study are some linear regression analyses using SPSS25 for Windows. The results of this study show that self-management practices and work environments have an effect on employee job satisfaction at PT. Indi Platform Raksasa. The magnitude of the influence of self-management practices and the work environment on employee job satisfaction was 63.6%.

Keywords. Self-Management Practices; Work Environment; Job Satisfaction

Introduction

Quality human resources are the main points needed in the era of globalization. Every organization always hopes that resources can work normally and correctly to achieve the company's goals as expected. The core element of an organization is human resources. What its purpose is, the organization's need for humans in various visions and the execution of tasks is adjusted and regulated by humans. Therefore, humans are the part that determines the process of achieving the goals of an organization. (Ekhsan, 2019:2)

Employee performance is good work performance achieved by employees in quantity and quality based on fulfilling company responsibilities (Sherlie & Hikmah, 2020: 756). Performance is valuable because it can be used as long-term strategic support and to evaluate, control, and increase a company's productivity.

The work environment also plays an important role in improving employee satisfaction through good physical and non-physical environments, such as creating a safe and comfortable atmosphere for employees, including providing work safety facilities and tools, maintaining workplace hygiene, and improving employee morale in work, if physical and non-physical

conditions are adequate then work productivity will increase (D. P. Sari, Megawati, & Heriyanto, 2020:33). According to Yantika, Herlambang, & Rozzaid (2018: 184) explained that the work environment has a significant influence on employee performance. The formation of a quality environment shows the success of an organization and if the work environment is not good will causes a lack of encouragement and even work passion that results in decreased employee performance.

The biggest challenge facing service organizations today is HR (Muafi, 2019) and this will be closely related to individual behavior such as self-management practices. Self-management practices have been important elements of new organizations since the 1990s. Self-management practices are central to the new economic paradigm for the era of information and are an important determinant for the success of an organization (Castaneda & Aldag, 2016). Self-management expertise is crucial to employee career success in the organization and in adjusting organizational commitment and organizational culture in the future (King, 2015). This study aimed to examine the effect of the work environment and self-management practices on job satisfaction.

Frame of Mind

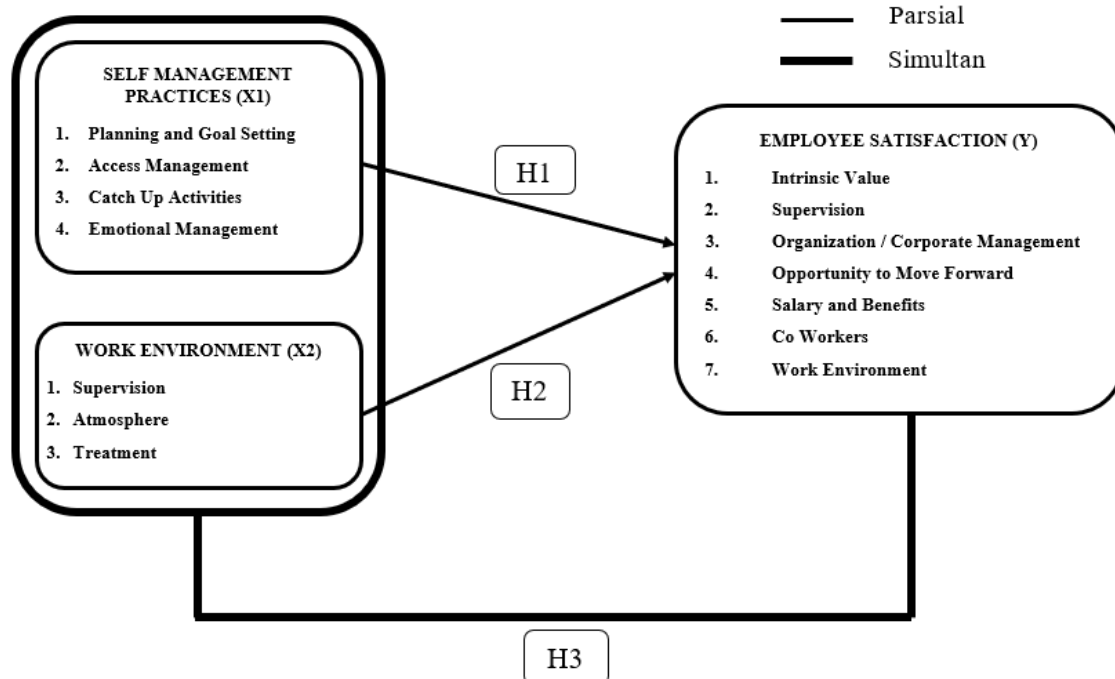
A framework of thought is a conceptual model of how theory is combined with a variety of factors that have been identified as important issues. A good frame of mind would theoretically explain the interrelationships between the variables studied. So it is theoretically necessary to explain the relationship between independent and dependent variables. The Effect of Self Management Practices and the Work Environment on Employee Job Satisfaction.

Self Management Practices is a person's ability to control and handle his own emotions in such a way that it has a positive impact on the implementation of tasks, has a sensitivity to the heart, and can delay pleasure before achieving a goal and able to recover from emotional stress (Rahmasari, 2018: 8). According to Castaneda et al., (2019) indicators of self-management practices are (1) Planning and Goal Setting, (2) Access Management, (3) Catch Up Activities, and (4) Emotional Management.

According to Sedarmayanti (2017), a work environment is a place for several groups where there are several supporting facilities to achieve the company's goals following the company's vision and mission. Meanwhile, Feel, Herlambang, & Rozzaid (2018: 180) mentions the work environment has two main points, namely physical and non-physical to give a pleasant or unpleasant impression. According to Wursanto (2017) indicators regarding the work environment are (1) Supervision, (2) Atmosphere, and (3) Treatment.

According to Sembiring (2020: 15), job satisfaction is the effect of quality work and the capacity achieved by an employee in carrying out his work by the burden that has been given. According to Estiningsih (2018: 50), job satisfaction is one of the most important elements in organizations. This is because job satisfaction can affect behaviors such as lazy, diligent, productive, etc., or have relationships with certain types of behaviors that are very important in the organization. According to Rivai (2018), some factors that affect job satisfaction are (1) Intrinsic Value, (2) Supervision, (3) Organization / Corporate Management, (4) Opportunity to Move Forward, (5) Salary and Benefits, (6) Co-Workers, and (7) Work Environment.

Frame of mind



From the above frame of mind, it can be known, that the independent variables are Self Management Practices (X1) and Work Environment (X2), while the dependent variable is Job Satisfaction (Y).

The hypotheses proposed in this study are as follows:

H1: It is suspected that there is a partial influence between self-management practices (X1) on employee job satisfaction (Y).

H2: It is suspected that there is a partial influence between the work environment (X2) on employee job satisfaction (Y).

H3: It is suspected that there is an influence between self-management practices (X1) and the work environment (X2) simultaneously on employee job satisfaction (Y).

Research methods

Types of Research

The study will use a descriptive quantitative approach to explain the influence of variable self-management practices and the work environment on job satisfaction variables with multiple linear regression processes and processed using SPSS 25 for Windows applications. The sampling technique in this study, purposive sampling, is a type of sampling with attention to the considerations made by researchers. The size of the sample in this study was calculated using the Slovin formula, so the total sample calculation taken as many as 144 respondents were asked to fill out a research questionnaire. Each individual taken as a sample will be asked to fill out a questionnaire according to the Linkert scale with a scale of 1-5 (strongly disagree – strongly agree). Multiple-line regression techniques are used to determine the magnitude of the influence of self-management practices (X1) and work environments (X2) on job satisfaction variables (Y).

Results and discussions

Multiple Regression Analysis

Regression analysis is used to determine the existing relationships between variables so that the acquired relationship can be estimated for one variable if the price of another variable is known. The regression model equation used by the author is a double regression analysis equation. Below will be presented a regression equation model using several linear regression analyses, namely as follows:

Table Multiple Linear Regression

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.936	3.494		1.127	.262
X1	.228	.104	.155	2.183	.031
X2	.707	.090	.557	7.830	.000

As the result of the calculation, the constant value (a) is 3.936 and the value of Self Management Practices (X1) is 0.228 and the Value of the Work Environment (X2) is 0.707. The regression equation formula is obtained as follows:

$$Y = 3,936 + 0,228X_1 + 0,707X_2 + e$$

1. If the constant value of 3.936 means that if the independent variable which is the variable of self-management practices and the work environment is considered constant (worth 0), then the dependent variable i.e. the job satisfaction variable will be worth 3,936. That is, when there is no change in the value of self-management practices and the work environment, then the value of employee satisfaction does not change.
2. If the regression coefficient value of the self-management practices variable shows 0.228, meaning that if the self-management practices variable increases by (one) unit, while the other independent variable that is the work environment variable is considered constant (worth 0), then the dependent variable that is varied in job satisfaction will increase by 0.228. Positive signs on the regression value coefficient indicate that self-management practices have a positive influence on employee job satisfaction. This means that the higher the self-management practices, the higher employee job satisfaction, and vice versa.
3. If the regression coefficient value of the work environment variable shows 0.707, meaning that if the work environment variable increases by (one) unit, while the other independent variable that is the work discipline variable is considered constant (worth 0), then the dependent variable i.e. the varying job satisfaction will increase by 0.707. Positive signs on the regression value coefficient indicate that the work environment has a positive influence on employee job satisfaction. This means that the higher the value of the work environment, the higher the employee's job satisfaction, and vice versa.

Model	Sum of Squares	d f	Mean Square	F	Sig.
1 Regression	764.489	2	382.245	47.916	,000 ^b
Residual	1124.816	141	7.977		
Total	1889.306	143			

Table Simultaneous Hypothesis Testing

Conformity Test (F test) uses statistical test F with research model $Y = \alpha + \beta_1X_1 + \beta_2X_2 + e$. The F test result obtained the F count at 47,916 with a significance level of 0.000. Since the significance value obtained is $0.000 < 0.05$, it can be concluded that this study has met the F test with its F value being 47,916 greater than F table 3,090.

Table Determination Coefficient Test

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.636 ^a	.405	.396	2.82443

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

b. Dependent Variable: TOTAL_Y

Based on the results of the Kuefisiensi Determination Test obtained a value of R Square of 0.405, this means that there is an effect of 40.5% of variable self-management practices (X1) and work environment variables (X2) to job satisfaction variables (Y), and there is an effect of 59.5% by other variables not studied in this study.

Descriptive Analysis

Discussion of Self Management Practices at PT. Indi Platform Raksasa

The results showed that in the variable self-management practices (X1) obtained the actual total score value of 4720, the ideal total score of 5760 percentage values of 82%, falls into the category of good. This shows that self-management practices are indicated by employees of PT. Indi Platform Raksasa is already good. Variable self-management practices consisting of (1) Planning and Goal Setting, (2) Access Management, (3) Catch Up Activities, and (4) Emotional Management.

Discussion of the work environment at PT. Indi Platform Raksasa

The results showed that in the working environment variable (X2) obtained the actual total score value of 3477, the ideal total score of 4320 percentage values of 81%, falls into the category of good. This shows that the work environment shown by employees of PT. Indi Platform Raksasa is good. Work environment variables consisting of (1) Supervision, (2) Atmosphere, and (3) Treatment.

Discussion of Job Satisfaction at PT. Indi Platform Raksasa

The results showed that in the job satisfaction variable (Y) obtained the actual total score value of 4078, the ideal total score of 4655 percentage values of 88%, falls into the category of very good. This shows that the job satisfaction shown by employees of PT. Indi Platform Raksasa is excellent. Work environment variables consisting of (1) Intrinsic Value, (2)

Supervision, (3) Organization/Corporate Management, (4) Opportunity to Move Forward, (5) Salary and Benefits, (6) Co-Workers, and (7) Work Environment.

Conclusion

Based on the results of research and discussion in the previous chapter, the following conclusions are obtained:

1. Referring to Test Results F shows that the Employee Job Satisfaction (Y) variable of PT. Indi Platform Raksasa will be 47,916 points and this number has not been affected by variable Self Management Practices (X1) and Work Environment (X2). However, the number was affected by other variables outside of the study.
2. From the results of the correlation coefficient (R) test obtained a value of 0.636. So it can conclude that the relationship of the variable Self Management Practices (X1) and Work Environment (X2) has a strong relationship with the Job Satisfaction variable (Y) which is 63.6%.
3. From the results of the research the coefficient of determination (R²) obtained a value of 0.405. This suggests that the variable contribution of Self Management Practices (X1) and The Work Environment (X2) can affect Job Satisfaction (Y) by the remaining 40.5% of the remaining 59.5% influenced by other variables not included in the study.
4. Self Management Practices variable (X1) has a regression coefficient of 0.228 and the Work Environment variable (X2) has a regression value coefficient of 0.707 so it can be concluded that if the company provides good Self Management Practices (X1) and Work Environment (X2) then employee Job Satisfaction (Y) will increase.

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