

## EMPLOYEE JOB SATISFACTION AS SEEN IN THE ENGLISH FRAMEWORK OF WORK MOTIVATION AND WORK ENVIRONMENT: AN INFLUENCE ANALYSIS

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### ABSTRACT

*Employee job satisfaction can be influenced by various factors, including work motivation and the work environment. This study aims to determine the influence of work motivation and the work environment on employee job satisfaction at the Central Bengkulu Regency Community and Village Empowerment Office, both partially and simultaneously. The study employs a quantitative research method, using data collected through questionnaires and observations completed by 43 respondents. The results indicate that work motivation and the work environment have a positive and significant influence on employee job satisfaction at the Community and Village Empowerment Office of Central Bengkulu Regency was 0.952, or 95.2%.*

## INTRODUCTION

Every company or agency desires its employees to demonstrate strong performance to effectively achieve organizational goals. It is essential for a company or agency to ensure that employees can perform their tasks in a calm and comfortable environment, free from tension and anxiety. The goals of a company or agency are typically quantitative targets, and the attainment of these targets serves as a measure of employee performance success (Kuncoro, 2013). Therefore, the achievement of organizational goals is closely linked to the vital role played by employees within the company or agency.

Human resources are the most valuable asset for an organization in achieving its goals. In government organizations, the quality of public services largely depends on employee performance. Optimal performance is achieved when employees experience

high job satisfaction. Job satisfaction is a key factor in organizational success because satisfied employees tend to be more productive, loyal, and deliver higher-quality service.

According to Robbins & Judge (2017), job satisfaction is a positive feeling about a person's job that results from an evaluation of his or her characteristics. Employees must be able to feel and enjoy their work, so that employees will not feel bored and are more diligent in their activities. Employees will be happier in working to complete their tasks if they are supported by various conducive situations, so that they can develop their skills. According to Gilmer in Sutrisno (2016), the factors that affect employee job satisfaction are opportunities to advance, willingness to work (motivation), salary, company and management, intrinsic and employment factors, supervision, working conditions (environment), social aspects, communication, and facilities.

According to Rivai in Marliani (2015) stated that work motivation is a stimulant of desire and a driver of one's willingness to work because motivation has certain goals to be achieved. The results of Tania & Sutanto's (2013) research show that there is a significant influence of work motivation on job satisfaction, while the results of Ariani & Assarofa (2018) show that work motivation has a positive but insignificant effect.

According to Sedarmayanti (2017), the work environment is a place where there are a number of groups in which there are several supporting facilities to achieve the company's goals according to the company's vision and mission. The results of Hidayat's (2018) research show that the work environment has a significant influence on employee job satisfaction, while the results of Andjarwati et al.'s (2019) research show that the work environment does not have a significant effect on employee job satisfaction.

The Central Bengkulu Regency Community and Village Empowerment Office (DPMD) has a strategic role in regional development, especially in village community empowerment as the implementation of village community empowerment policies, DPMD is required to provide excellent service to the community but based on initial observations made on indications that the job satisfaction of employees of the Central Bengkulu Regency Community and Village Empowerment Office (DPMD) is not optimal. This can be seen from several phenomena such as a fairly high attendance rate, untimely completion of tasks, and complaints from some employees related to working conditions.

Preliminary data shows that the attendance rate of employees of the Central Bengkulu Regency Community and Village Empowerment Office (DPMD) in 2025 will reach 10%, decreasing from the previous year which was only 15%. In addition, from a simple internal survey conducted, around 35% of employees stated that they were not satisfied with their current working conditions. This phenomenon can certainly have an impact on the quality of services provided to the community.

Many factors can affect employee job satisfaction, including work motivation and work environment. Work motivation is an internal and external drive that makes a person enthusiastic about work. High motivation will encourage employees to give their best in their work. Meanwhile, the work environment is everything around employees that can influence them in carrying out their duties. A conducive work environment will make employees feel comfortable and happy to work.

Previous studies have shown a relationship between work motivation, work environment, and job satisfaction. Such as research conducted by Wijaya and Suana

(2021) which shows that work motivation has a positive and significant effect on job satisfaction. Likewise, research by Priyono & Marnis (2023) found that the work environment has a significant influence on employee job satisfaction.

Based on the results of initial observations to Mr. Sufriyadi's staff at the Central Bengkulu Regency Community and Village Empowerment Office, precisely on June 19, 2025, it was found that there are still several problems related to work motivation and the work environment that can affect employee job satisfaction. Problems regarding employee job satisfaction (Y) of the Community and Village Empowerment Office where employees show a lack of an award system that is not optimal, performance perception, and limited and inadequate facilities and infrastructure. The problem regarding work motivation (X1) that occurs in the Community and Village Empowerment Office is the lack of enthusiasm in completing tasks, which can be seen from the low initiative and participation in formal activities. In addition, the problem of the work environment (X2) at the Community and Village Empowerment Office is that there are still many employees who have not been able to work as a team properly, such as poor communication so that it is not carried out effectively between employees, superiors, and subordinates. As a result, some employees feel uncomfortable with motivation at work, lack enthusiasm, and lack satisfaction with their work. This phenomenon shows how important it is to improve aspects of motivation and work environment in order to create more positive and productive working conditions.

Based on the phenomenon and support of previous research above, the researcher is interested in conducting a research entitled "The Influence of Work Motivation and Work Environment on Employee Job Satisfaction at the Community and Village Empowerment Office of Central Bengkulu Regency".

## LITERATURE REVIEW

### Work Motivation

Kreitner et al. (2015) stated that the term motivation is taken from the Latin term *move*, meaning to move. In the present context, motivation is the psychological processes of requesting, directing, directing, and establishing voluntary actions that lead to a goal. Motivation is related to attitudes and values that influence individuals to achieve specific things according to individual goals. These attitudes and values are invisible that provide the power to encourage individuals to behave in achieving goals.

Scarlet Witch (2017) stated that motivation is a condition/energy that moves employees to be directed/focused to achieve the company's organizational goals. The mental attitude of employees who are pro and positive towards the work situation is what strengthens work motivation to achieve maximum work. Richard M. Steers quoted by Scarlet Witch (2017) Argues that motivation is the strength of an individual's tendency to engage in goal-oriented activities in work. It is not a feeling of pleasure relative to the results of various jobs as it is of satisfaction, but rather a feeling of being willing to work to achieve the goals of the job.

Indicators to measure individual work motivation according to McClelland (1961) are:

1. The need for achievement includes: work targets, work quality, responsibilities, and

risks. The need to excel is an individual's drive to achieve success at work by setting and achieving clear and challenging work goals. Individuals with these needs prioritize high quality work and strive to provide the best results. They also feel motivated to take responsibility for their work and tend to avoid mistakes. In addition, they are prepared to face the risks associated with the work, but with careful consideration to achieve optimal results.

2. The need to expand the association includes: communication and friendship.  
The need to expand association refers to the individual's drive to build good social relationships in the workplace. This includes effective communication with colleagues and superiors to create good collaboration. In addition, individuals with these needs tend to seek friendship in the work environment, prioritize harmonious and supportive relationships in the team, so they feel more motivated and satisfied at work.
3. The need to master a leader's job, company ambassador, and example. The need to master a job is related to the individual's drive to become an expert in the job being done. This includes a desire to be a leader, where individuals want to lead a team or project. They also want to be ambassadors for the company, representing and promoting the company's values and image outside the organization. In addition, they strive to be role models for colleagues by demonstrating integrity, work ethic, and accomplishments that can inspire others.

H1 :D iduiga work motivation affects employee job satisfaction at the Community and Village Empowerment Office of Central Bengkulu Regency.

## Work Environment

According to Robbins (2015) the environment is institutions or outside forces that have the potential to affect organizational performance, the environment is formulated into two, namely the general environment and the special environment. The general environment is anything outside of the organization that has the potential to influence the organization. This environment is in the form of social and technological conditions. Meanwhile, a special environment is a part of the environment that is directly related to the achievement of an organization's goals. Sihalohe & Siregar (2020) explained that the work environment is one of the most frequently carried out by employees in carrying out their daily activities. A pleasant work environment will provide a sense of comfort to employees so that it can affect the improvement of employee performance. A pleasant work environment can also affect employees' emotional attitudes. If the employee feels comfortable with the work environment in which the employee works, then the employee will feel at home at his workplace and the employee's productivity will increase so that the working time is used effectively and efficiently.

The work environment is everything that exists around the workers and can influence them in doing the tasks assigned (Sunnyoto, 2015:38). The work environment can affect an employee's performance because a human will be able to carry out his activities well, so that an optimal result is achieved if supported by an appropriate environmental condition (Sedarmayanti, 2017). The statement in one sense is the view that states that the work environment is an area for a number of groups in which there are supporting facilities so that the agency's goals are achieved according to the agency's mission and vision.

The indicators of the work environment according to Nitisemito (2015) are as follows:

1. Work atmosphere

Work atmosphere is the pleasant or unpleasant work environment conditions felt by employees when they carry out their duties. A good work atmosphere will support employee motivation and work productivity.

2. Relationships with colleagues

Relationships with colleagues are one of the important factors that affect employee comfort, morale, and productivity in the organization. Nitisemito emphasized that a harmonious working relationship will encourage the creation of a good working atmosphere, mutual help, and effective cooperation in completing tasks.

3. Availability of work facilities

Work facilities are all facilities and infrastructure provided by the company to support the smooth and comfortable work of employees. Nitisemito emphasized that the availability of adequate work facilities is one of the important factors that can affect productivity, work morale, and efficiency in the implementation of tasks by employees.

H2 : It is alleged that the work environment affects the job satisfaction of employees at the Community and Village Empowerment Office of Central Bengkulu Regency.

### Job Satisfaction

According to Robbins (2015), it is stated that job satisfaction is a general attitude towards one's work as the difference between the number of rewards received by workers and the number of rewards that are believed to be received. Job satisfaction is an important thing that individuals have at work. Each individual worker has different characteristics, so the level of job satisfaction is also different, the high and low level of job satisfaction can have a different impact. According to Lawler in Robbins (2015), the measure of satisfaction is largely based on the reality faced and accepted as compensation for the effort and effort given. Job satisfaction depends on the conformity or balance between expectations and reality. According to Suwatno & Priansa (2018), job satisfaction is the employee's feeling of their work, whether happy or unhappy as a result of the employee's interaction with their work environment or as a perception of mental attitude, as well as the result of an employee's assessment of their work. Employees' feelings towards their work reflect their attitudes and behaviors at work.

Job satisfaction is a measure of the level of satisfaction of workers with their type of work related to the nature of their job duties, the results of their work achieved, the form of supervision obtained and the sense of relief and satisfaction with the work they are engaged in. Job satisfaction is an effective or emotional response to various aspects or aspects of a person's work so that job satisfaction is not a single concept. A person can be relatively satisfied with one aspect of the job and dissatisfied with one or more of the others. Job satisfaction is a (positive) attitude of labor towards their work, which arises based on an assessment of the work situation. The assessment can be done on one of the jobs, the assessment is carried out as a sense of appreciation in achieving one of the important values in the job.

According to Robbins & Judge (2015), Job Satisfaction has the following



indicators:

1. The Work Itself

The job itself refers to the nature, challenges, satisfaction of employees with the tasks they perform. These metrics include aspects such as task variety, level of difficulty, autonomy in the workplace, suitability of employee skills and assigned tasks. There is a satisfying job, a sense of performance, a corresponding challenge, and opportunities for development and contribution.

2. Salary

Salary is the financial reward that an employee receives in return for the work he or she has done. These metrics include the amount of salary earned, the fit between content and workload, and whether the salary meets industry standards or employee expectations. Fair competition and pay can increase employee job satisfaction and work motivation.

3. Promotion

Promotion refers to the opportunity given to an employee to obtain a higher position or responsibility in an organization. These indicators include the existence of a clear career path, opportunities for development, and organizational policies in providing promotions. Fair and transparent promotion will motivate employees to work better and contribute more.

4. Supervision

Supervision refers to the way in which superiors monitor, provide direction, and support employees in carrying out their duties. These indicators include leadership style, the level of support provided, and communication between superiors and subordinates. Effective, open, and supportive supervision will create a positive work environment and increase employee job satisfaction.

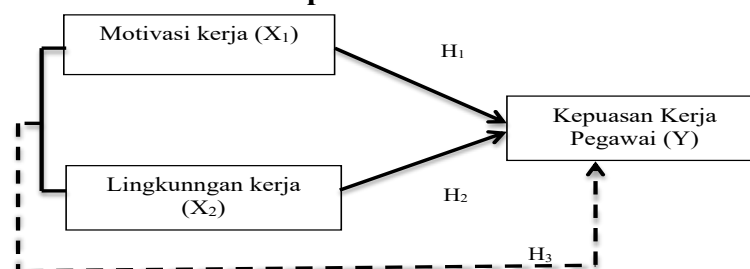
5. Co workers

Co-workers refer to the relationship between employees in the work environment. These indicators include cooperation, mutual respect, and support between colleagues. A harmonious environment among fellow employees will promote a pleasant working atmosphere and strengthen job satisfaction. Good social interaction between coworkers also contributes to employee motivation and performance.

H3 : It is alleged that work motivation and work environment affect the job satisfaction of employees at the Community and Village Empowerment Office of Central Bengkulu Regency.

## Conceptual Framework

**Figure 1.**  
**Conceptual Framework**



Information:

- H1, H2, H3 : Research Hypothesis  
X1, X2 : Independent Variable  
Y : Dependent Variable  
—————→ : Partial Influence Direction  
-----→ : Direction of Influence in Symbolism

## RESEARCH METHOD

This research method uses a quantitative approach with the aim of testing hypotheses related to the influence of work motivation and work environment on employee job satisfaction at the Community and Village Empowerment Office of Central Bengkulu Regency. The research will be carried out in June 2025 until it is completed with a population of 43 employees who are also used as research samples through total sampling techniques. Data was collected through observations, interviews, and Likert scale-based questionnaires that have been tested for validity and reliability. Data analysis was carried out with the help of the SPSS program through descriptive analysis, classical assumption tests (normality, multicollinearity, heteroscedasticity), and multiple linear regression to see the partial (t-test) and simultaneous (F-test) effects of independent variables on dependent variables. The determination coefficient ( $R^2$ ) is used to measure the contribution of independent variables to bound variables, with the interpretation of the results being the basis for drawing research conclusions.

## RESEARCH RESULTS AND DISCUSSION

### Results of the Normality Exam

Statistical analysis was carried out to evaluate whether the data on each research variable followed the statistical distribution. In this study, the normality test used was Kolmogorov-Smirnov with the help of the SPSS version 27 device and the significance level was set at 0.05. The data is considered normal distributed if the significance value (p) of the Kolmogorov-Smirnov equation is greater than 0.05. The results of the normality test using this method can be seen in the table of contents.

**Table 1. Normality Test Results of Research Data**

One-Sample Kolmogorov-Smirnov Test		
		A Waste of Time
N		43
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	.86493605
Most Extreme Differences	Absolute	.123
	Positivity	.123
	Negative	-.066
Test Statistic		.123
Asymp. Sig. (2-tailed)		<b>.098c</b>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Source: Olah SPSS Data, 2025

Based on the results of the data analysis shown in Table 4.6 above, the significance value of the research variables is  $0.98 > 0.05$  which can be concluded that the data on this research variable is nominally distributed.

### Results of Multiple Linear Regression Analysis

In this study, multiple linear regression analysis was used to examine the influence of two independent variables on the bound variable, namely Employee Job Satisfaction. This analysis aims to see how the two independent variables together affect employee job satisfaction. In addition, this analysis also aims to find out whether the influence of each independent variable is positive or negative on the bound variable. Thus, this regression can help predict changes in the value of Employee Job Satisfaction based on changes that occur in independent variables. The results of this multiple linear regression analysis can be seen in the table of contents.

**Table 2. Results of Multiple Linear Regression Analysis**

Coefficient								
Model	Standardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1 (Coincidence)	<b>60.145</b>	1.561		38.537	.000			
Work Motivation	<b>.978</b>	.037	.929	26.773	.000	1.000	1.000	
Work Environment	<b>.382</b>	.043	.306	8.823	.000	1.000	1.000	

a. Dependent Variable: Employee Job Satisfaction

Source: SPSS data, 2025

Based on the results in table 4.9 above, multiple linear regression equations between Work Motivation and Work Environment can be obtained, namely:

$$Y = 60.145 + 0.978 X_1 + 0.382 X_2 + e$$

1. The constant value of 60,145 indicates that, even though the Work Motivation ( $X_1$ ), the Work Environment ( $X_2$ ) is 0, the Employee Job Satisfaction remains at 60,145
2. The regression coefficient of Work Motivation ( $X_1$ ), is 0.978 This means that if the value of Work Motivation ( $X_1$ ) increases by one unit, then the value of Employee Job Satisfaction ( $Y$ ) will also increase by 0.978 assuming that the variable Work Environment ( $X_2$ ) is considered fixed.
3. The regression coefficient of the work environment variable ( $X_2$ ) is 0.382, which means that every time the value of the work environment variable ( $X_2$ ) increases by one unit, the Employee Job Satisfaction ( $Y$ ) value will increase by 0.382 assuming that the Work Motivation variable ( $X_1$ ) is considered fixed.

### Results of Coefficient Determination Analysis

The analysis of the determination coefficient in this study was to find out the percentage influence of the independent variables Work Motivation ( $X_1$ ) and Work Environment ( $X_2$ ) on the dependent variable, namely Employee Job Satisfaction ( $Y$ ).



The value of the determination coefficient obtained in this study can be seen in this following table:

**Table 3. Results of Determination Coefficient Analysis**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.976 <sup>a</sup>	.952	.949	.886
a. Predictors: (Constant), Work Environment, Work Motivation				
b. Dependent Variable: Employee Job Satisfaction				

Source: SPSS data, 2025

Based on table 4.10 above, the R<sup>2</sup> value (*R Square*) is 0.769. This suggests that the percentage of the influence of the independent variables Work Motivation (X1) and Work Environment (X2) on the dependent variables of Employee Job Satisfaction (Y) is 0.952 or 95.2%. This means that the independent variable is able to explain the dependent variable of 95.2%, the remaining 4.8% is influenced by variables that were not studied in this study.

## Research Hypothesis Testing Results

### Partial Examination (Uji-t)

The study was carried out partially to determine whether the independent variables of Work Motivation (X1) and Work Environment (X2) respectively had an influence on the dependent variables of Employee Job Satisfaction (Y). The results of the study can be seen in this following table.

**Table 4. Partial Test Results (t-test)**

Coefficient							
Model	Standardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Coincidence)	60.145	1.561		38.537	.000		
Work Motivation	.978	.037	.929	26.773	.000	1.000	1.000
Work Environment	.382	.043	.306	8.823	.000	1.000	1.000
a. Dependent Variable: Employee Job Satisfaction							

Source: SPSS data, 2025

Based on the results of the analysis listed in table 4.11, the value of t and significance (t Sig) for each independent variable was obtained. The value t of the table is calculated with the number of degrees of freedom (df) as follows:

Df = Sample Size - Independent Variable - 1

Df = 43 - 2 - 1 = 40, so that the value t of the table at a significance level of 0.05 is 1.684

According to the variable Work Motivation (X1), the value of t is 26.773 and the

significance value is 0.000. Since  $t(26,773) > t_{table}(1,684)$  and significance value  $(0.000) < 0.05$ , the alternative hypothesis ( $H_a$ ) is accepted and the null hypothesis ( $H_0$ ) is rejected. This suggests that Work Motivation has a positive and significant effect on Employee Job Satisfaction at the Community and Village Empowerment Office of Central Bengkulu Regency.

Subsequently, the Work Environment variable ( $X_2$ ) resulted in a  $t_{value}$  of 8,823 and a value of 0.000. Because the value of  $t(8,823) > t_{table}(1,684)$  and the value of  $t_{sig}(0.000) < \alpha(0.05)$ , the alternative hypothesis ( $H_a$ ) is accepted and the null hypothesis ( $H_0$ ) is rejected. This suggests that Work Motivation has a positive and significant effect on Employee Job Satisfaction at the Community and Village Empowerment Office of Central Bengkulu Regency.

### Scientific Examination (Uji-F)

The test was carried out in a systematic manner to determine whether the independent variables Work Motivation ( $X_1$ ) and Work Environment ( $X_2$ ) together or simultaneously had an influence on the dependent variables of Employee Job Satisfaction ( $Y$ ). The results of the study can be seen in the following table.

**Table 5. Simultaneous Test Results (Test - F)**

NEW ERA						
	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	621.277	2	310.638	<b>395.456</b>	<b>.000b</b>
	Waste	31.421	40	.786		
	Total	652.698	42			
a. Dependent Variable: TOTAL.Y						
b. Predictors: (Constant), Work Environment, Work Motivation						

Source: SPSS data, 2025

Based on table 4.12, the results of the analysis of the above test obtained a F value of 395,456  $> F_{table}(3.24)$  and a significance value of  $F_{sig}(0.000) < \alpha(0.05)$ , then it can be concluded that  $H_a$  is accepted and  $H_0$  is rejected. This means that there is a simultaneous influence between Work Motivation ( $X_1$ ) and Work Environment ( $X_2$ ) on Employee Job Satisfaction at the Community and Village Empowerment Office of Central Bengkulu Regency.

### The Effect of Work Motivation ( $X_1$ ) on Employee Job Satisfaction at the Community and Village Empowerment Office of Central Bengkulu Regency

Based on the results of the partial study, the t-value is 26.773, which is much greater than the critical t-value of 1.684. The significance level is 0.000, which is less than 0.05, indicating that work motivation has a positive and significant effect on employee job satisfaction. This means that the higher the employees' work motivation, the greater their job satisfaction will be.

The results of this study are consistent with previous research conducted by Ginting and Siagian (2021) in their study titled "The Influence of Motivation and Work Environment on Job Satisfaction at Medan Clean Water Adventist Schools During the COVID-19 Pandemic. that motivation has a positive and significant effect on job

satisfaction. Similarly, Evita Sandra (2021) conducted research titled "The Influence of Motivation, Communication, and Work Environment on Employee Job Satisfaction at the Community and Village Empowerment Office of Bintan Regency, that motivation positively and significantly affects job satisfaction.

The most recent research related to this research was conducted by Oileh Paais and Pattiruihui (2020) with the judul Effect of Motivation, Leadership, and Organizational Culture on Satisfaction and Employee Performance. This research is intended to be a critical review for academics who research the field of human resource management. The research sample consisted of 155 employees who were selected using the Stratified Random Sampling method. Meanwhile, the data were compiled by using a questionnaire and then analyzed using the Structural Analysis of Modeling on Amois. The results of the data analysis show that work motivation has a significant effect on employee job satisfaction. The results of the determination coefficient test showed that job satisfaction was influenced by 57.4% of the variables of motivation, leadership, and cultivation. Motivation, leadership and cultivation need to be improved and improve job satisfaction. This research is said to be relevant because it has the same variables, namely motivation and job satisfaction, so this research is relevant as a reference.

Gitoisuidarno in Azhad, et al. (2015) stated that motivation is based on facts that motivate a person to perform certain activities, which is why motivation is often interpreted as a fact that supports someone's behavior. If he wants something, then he will be willing to do certain activities to get what he wants. Research by Bahtiar (2014), Faysica, et al. (2016), Ervina (2017) and Ratnasari (2017) shows that work motivation has a significant effect on employee job satisfaction.

### **The Influence of Work Environment (X2) on Employee Job Satisfaction at the Central Bengkulu Regency Community and Village Empowerment Office.**

Based on the results of the partial study, the value of  $t_{is}$  8,823 which is significantly greater than the  $t$  table (1,684) with a significance of 0.000 which  $< 0.05$ . This indicates that a consistent work environment has a positive and significant influence on increasing employee job satisfaction

The results of research that are relevant to this study, namely the research of Handarui et al. (2013) stated that a conducive work environment can increase employee job satisfaction. A good work environment includes adequate facilities, harmonious interpersonal relationships, and comfortable working conditions, so that employees feel more satisfied and motivated in carrying out their duties.

Bahtiar's research (2014) found that the work environment has a significant effect on employee job satisfaction. A good and comfortable work environment can increase the sense of pleasure, comfort, and feel at work thereby reducing stress levels and genius, which ultimately increases employee work performance. Wiboiwoi et al. (2014), Concluding that a coherent work environment positively affects job satisfaction. Facts such as adequate work facilities, good interpersonal communication, and supportive work conditions are key to improving employee job satisfaction. Ervina (2017), emphasized that the work environment has a significant influence on job satisfaction. This study examines the importance of physical and psychosocial aspects of the work environment, such as cleanliness, lighting, communication, and good social support, which contribute

to employee satisfaction. Iskandar (2017), argues that a supportive and comfortable work environment significantly increases employee job satisfaction. This study also emphasizes that a good work environment can lead to employee motivation and productivity. Ratnasari (2017) Finding a positive and significant relationship between work environment and job satisfaction. A friendly and supportive work environment increases the loyalty, commitment, and work effectiveness of employees, thus having a positive impact on overall job satisfaction.

It is consistently proven that the work environment has a significant impact on job satisfaction. These studies suggest that the physical aspects of the work environment (such as cleanliness, lighting, and comfort in the work environment) as well as psychosocial aspects (such as social support, coordination, and organizational justice) are important factors that increase employee job satisfaction.

### **The Effect of Work Motivation (X1) and Work Environment (X2) on Employee Job Satisfaction at the Community and Village Empowerment Office of Central Bengkulu Regency.**

Based on the results of the test (test F), the F value of 395,456 was obtained which was significantly greater than the F value of the table of 3.24 at a significance level of 0.05. In addition, the significance value of F (F sig) of 0.000 is also smaller than  $\alpha$  (0.05). This suggests that together, the variables of Work Motivation (X1) and Work Environment (X2) have a positive and significant effect on Employee Job Satisfaction at the Community and Village Empowerment Office of Central Bengkulu Regency.

The value of the determination coefficient or R Square of 0.952 indicates that 95.2% variation in Employee Job Satisfaction can be explained by the two independent variables mentioned in a simulated manner. These results confirm that Work Motivation and Work Environment provide complementary facts in creating optimal job satisfaction. Work Motivation plays the role of an internal driver that makes employees more enthusiastic, dedicated, and responsible in carrying out their duties. Meanwhile, a conducive work environment provides external support with good facilities, conditions, and work conditions, so that employees feel comfortable and motivated to improve their performance.

The results of relevant research, namely Evita Sandra's (2018) research, suggest that the three variables, namely motivation, communication, and work environment, together affect job satisfaction by 82.7%. Although the study did not add a communication variable, the results are very relevant and in line with the findings of this study, which confirms that motivation and work environment have a significant role in increasing employee job satisfaction.

In addition, recent research such as those conducted by Ginting and Siagian (2021) also corroborates this finding with the result that motivation and work environment partially have a positive and significant influence on employee job satisfaction, especially in the context of public service.

### **CONCLUSION**

Following the results of the research and discussions related to "The Influence of Work Motivation and Work Environment on Employee Job Satisfaction at the

Community and Village Empowerment Office of Central Bengkulu Regency". Therefore, it can be summed up as follows:

1. Work Motivation (X1) has a positive and significant effect on Employee Job Satisfaction (Y) at the Community and Village Empowerment Office of Central Bengkulu Regency with a t value of 26,773 which is significantly greater than the t table (1,684) with a significance of 0.000 which  $< 0.05$ . The results of the study showed that the response answer was at an average of 4.14 in the interval of 3.40 – 4.19, which followed the assessment criteria included in the "Good" category. This means that the employee has a high work motivation. Respondents agree on the statement on the variables so that the respondents are highly motivated to achieve their work goals in an efficient way, they realize the importance of networking or social interaction for personal and professional development.
2. Work Environment (X2) has a positive and significant effect on Employee Job Satisfaction (Y) at the Community and Village Empowerment Office of Central Bengkulu Regency with a t value of 8,823 which is significantly greater than the t table (1,684) with a significance of 0.000 which is  $< 0.05$ . The results of the study showed that the response answer was at an average of 3.80 in the interval of 3.40 – 4.20, which followed the assessment criteria for the "Good" category. This means that the work environment in their place is considered to be good and supports the work activities, facilities and work conditions available to meet the basic requirements of productivity and comfort of work and the work environment is considered conducive to carrying out daily responsibilities and responsibilities. The respondent agrees to the statement on the variable so that the respondent feels that the work space provided is adequate and comfortable to perform the work effectively. The available work equipment and facilities meet the standards of the work order, thus helping the smooth and efficient implementation of the work.
3. Work Motivation (X1) and Work Environment (X2) together have a positive and significant effect on Employee Job Satisfaction (Y) at the Community and Village Empowerment Office of Central Bengkulu Regency with an F value of 395,456 which is much greater than the F value of the table of 3.24 and the significance value of F (F sig) of 0.000 which is also smaller than  $\alpha$  (0.05) and the value of the determination coefficient or R Square of 0.952 indicates that 95.2% which means that each independent variable is able to explain the dependent variable at a high level. These results confirm that Work Motivation and Work Environment provide complementary facts in creating optimal job satisfaction.

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