

The Influence Of Occupational Health And Safety, Physical Work Environment And Work Motivation On Job Satisfaction (Study At PT. Enseval Megatrading Yogyakarta)

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Abstract

Purpose The research objective was to determine the effect of Occupational Health and Safety, Physical Work Environment, and Motivation on Worker Satisfaction. **Design/methodology/approach** – This type of research is quantitative research with descriptive analysis to assess a data characteristic. The population in this research object is 70 people, and the sample of all members of the population is 70 people. Saturated sample is a sampling technique in this study, because it uses all members of the existing population. The data collection method used a questionnaire and was analyzed using the method of multiple linear regression analysis with SPSS version 22.

Findings and Discussion –The results showed that Occupational Health and Safety had a positive and significant effect on Worker Satisfaction, the Physical Work Environment did not have a positive and significant effect on Worker Satisfaction, Motivation had an effect positive and significant to Employee Satisfaction. As well as Occupational Health and Safety, Physical Work Environment, and Motivation simultaneously affect Worker Satisfaction.

Keywords: Occupational Health and Safety, Physical Work Environment, Work Motivation, and Job Satisfaction

Introduction

Improving the performance of existing Human Resources in a company, one of which is by how to pay attention to and shape worker satisfaction, and in this study the authors conducted research at PT Enseval Megatrading Yogyakarta. PT Enseval Megatrading Yogyakarta was established in October 1973 to manage the distribution function which was separated from the marketing and production of PT Kalbe Farma TBK. In line with business development, PT Enseval Megatrading Yogyakarta does not only distribute products in the pharmaceutical sector, but also products for consumers and medical devices. PT Enseval Megatrading Yogyakarta is also an agent and distributor of raw materials for the pharmaceutical, cosmetic and food industries. Job satisfaction is a person's attitude towards work, so it is explained that job satisfaction is an affective response that a person has towards his job, and worker satisfaction also depends on the results of intrinsic and extrinsic factors as well as a job holder's perception



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of the job. Thus, worker satisfaction is the extent to which a person feels about the job he has, such as aspects of the workplace, relationships with co-workers and other aspects of work. Noermijati & Primasari, (2015).

The general definition of occupational health and safety is the science of anticipating, recognizing, evaluating and controlling risks that function to prevent hazards that can threaten workers or reduce the level of comfort possessed by workers, this is due to considering the impact on the scope of workers as well as the general environment Semb, (2017). When the occupational health and safety in a company is well maintained, it will raise the level of satisfaction of workers in the company to be good, but conversely if the health and safety in a company is bad or not good, it will lead to a high level of worker satisfaction. bad, because it is closely related to the comfort of workers during their work activities.

The Physical Work Environment is a work environment that is related to the physical or has a form that is in the work environment. Indicators contained in the physical work environment such as working machine conditions used, work space arrangement, temperature in the work space, and ventilation or lighting in the work space. Apart from these main indicators there are other indicators such as the noise level in the workspace. Because it has been proven that the temperature conditions in the work space, the noise level and also the existing lighting conditions can affect the activities of workers doing their work, both directly and indirectly which will have an impact on the performance of workers. Kafui Agbozo, (2017).

Work motivation is an activity that describes the strength or encouragement, direction, and persistence that a person has in an effort to achieve their goals. Thus, work motivation is a process that explains the intensity, direction, and persistence of efforts to achieve a goal. Furthermore, Uno (2007) defines work motivation as an impulse contained in a person who has the goal of forming a change in the concept of better behavior in order to meet their secondary and primary needs. Work motivation can be described as a force that moves a person or employee in order to meet their needs Noermijati & Primasari, (2015), when the strengths and needs of workers through work motivation are fulfilled, it will affect the level of good worker satisfaction

Based on these indications, the authors conducted a study using the title "The Influence of Occupational Health and Safety, Physical Work Environment and Motivation on Job Satisfaction at PT Enseval Megatrading Yogyakarta" to determine the effect of each variable.

Literature Review

Worker Satisfaction

According to Muhammad Awaluddin, (2018), A person's attitude towards his work, which is a special subset of the attitudes held by organizational members, is what determines job satisfaction. In other words, a person's emotional response to his work is called job satisfaction. Employees' feelings about their jobs and the challenges they face at work are also taken into account when determining their level of job satisfaction

Job satisfaction can be interpreted as a set of workers' feelings about whether or not the job they have is enjoyable. There is an important difference between these feelings and other elements of the attitude possessed by a worker. Feelings of pleasure or displeasure that are relatively different from objective thinking and behavioral desires, it is also explained that job satisfaction is a perception of the emotional state possessed by workers, these emotional states such as pleasing or displeasing a worker when doing each job which ultimately impacts on employee performance. According to Awaluddin, (2018) Indicators contained in worker satisfaction include: Overall work, Supervisors, Support provided by the organization, Opportunities to progress with the organization.

Occupational Health and Safety

An activity that guarantees the creation of safe working conditions and the prevention of mental and physical disorders is known as occupational health and safety. Coaching and training, directing and controlling the implementation of employee responsibilities, as well as providing assistance in accordance with company and government regulations are the methods used to carry out these responsibilities.

According to Sedarmayanti, (2017) explained that Occupational Safety and Health is supervision carried out on humans, machines used in work, materials in the work room, and work methods that have the aim that workers are not in danger. The general field of occupational health and safety is also known as "the science of anticipating, recognizing, evaluating and controlling hazards arising from the workplace that may interfere with the health and welfare of workers, taking into account their potential impact on the surrounding community. and the general environment." This definition applies to occupational health and safety in general. According to Sembe, (2017) Indicators contained in occupational health and safety include: Prevention of diseases owned by the company in the worker's work environment, Psychosocial factors in the workplace, Safety issues in the workplace, Political conditions in the workplace, Workplace spirituality, Safety climate in the workplace, Safe management, Exposure to chemicals contained in the work environment and perceptions of risks that are or will occur.

Physical Work Environment

The Physical Work Environment is a work environment that is related to the physical or has a form that is in the work environment. Indicators contained in the physical work environment such as working machine conditions used, work space arrangement, temperature in the work space, and ventilation or lighting in the work space. Apart from these main indicators there are other indicators such as the noise level in the workspace. Because it has been proven that the temperature conditions in the work space, the noise level and also the existing lighting conditions can affect the activities of workers doing their work, both directly and indirectly which will have an impact on the performance of workers Kafui Agbozo, (2017)

According to Kafui Agbozo, (2017) The indicators contained in the physical work environment include: The type and condition of the machines used in the work environment, the arrangement of the work space owned, the temperature level in the work space, the arrangement of work space ventilation, and the lighting arrangement.

Work motivation

According to Judge (2011) in Noermijati & Primasari, (2015) Work motivation is the driving force that exists within a person to do something, work motivation is a process that describes a person's strength, direction, and persistence in an effort to achieve their goals. Thus, work motivation is a cycle that understands the strength, direction, and persistence of efforts to achieve a goal.

According to Noermijati & Primasari, (2015) The indicators contained in motivation are: Initiative. Progress in hierarchy, Job content itself, Opportunities to learn and grow, Performance bonuses, Company policies, Relationships with colleagues, Job security, Personal life, working conditions

Methods

In study this used analysis descriptive and quantitative research, with questionnaire items and purposive sampling as data collection techniques. The research sample technique uses a saturated sample, which means that the entire population is 70 people Yanti & Darmayanti, (2019). Multiple linear regression is the analytical technique used. The following is the respondent's data

Tabel 1. Description of Respondents' Characteristics

Characteristics of Respondents	Frequency	Percentage (%)
Age:		
21-30	34	49%
31-40	14	20%
41 and above	22	31%
Amount	70	100%
Gender:		
Woman	32	46%
Man	38	54%
Amount	70	100%
Last education:		
Junior High School	1	2%
SMA/SMK	15	21%
D1, D2, D3	12	17%
S 1	42	60%
Amount	70	100%
Years of service :		
< 5 years	31	44%
6 - 10 Years	11	16%
11 - 15 Years	7	10%
16 - 20 Years	14	20%
21 - 25 Years	4	6%
26 - 30 Years	3	4%
Amount	70	100%

The Occupational Health and Safety variable indicators are adopted from Sembe, (2017). NextPhysical Work Environment indicators adopted from Kafui Agbozo, (2017). The indicators of the work motivation variable are adopted from Noermijati & Primasari, (2015). As well as the variable Indicators of Worker Satisfaction adopted from Awaluddin, (2018).

Results

Based on table 1. The characteristics of respondents based on age show that the majority of workers working for the company are 41 years old or older with a presentation of 31%, and the others are aged between 21-30 and 31-40, from this data it can be seen that workers who are in the company has a good level of thinking maturity. Based on the characteristics of respondents based on age, it can be seen that men are the largest number of workers in the company with a presentation of 54%, so it can be concluded that the workload given is mostly for male workers, and for female workers the work is not too heavy. Based on the characteristics of respondents based on recent education, it shows that bachelor's degree is the majority of workers in the company with an achievement of 60%, it can be explained that the company has workers who have higher education. Based on the characteristics of respondents based on years of service, it shows that most companies have workers who have worked for less than 5 years with a presentation of 44%, it can be explained that these companies have employee turnover management with short tenure. Next is data testing.

Validity test

Validity testing aims to test whether the calculation results are valid or not. Testing the validity by comparing the value of the correlation coefficient found in each question with the r table value with a significance level of 5 (Sugiyono, 2006) in Maryanti et al., nd, (2021)

Table 2. Validity Test

r count Kesehatan dan Keselamatan Kerja	r count Lingkungan Kerja Fisik	r count Motivasi	r count Kepuasan Pekerja	r table	Information
0.778	0.814	0.699	0.824	0.2352	Valid
0.767	0.881	0.786	0.910	0.2352	Valid
0.832	0.788	0.845	0.884	0.2352	Valid
0.865	0.813	0.807	0.885	0.2352	Valid
0.862	0.484	0.783	0.785	0.2352	Valid
0.849	0.806	0.830	0.832	0.2352	Valid
0.860	0.703	0.804	0.752	0.2352	Valid
0.828	0.700	0.850	0.876	0.2352	Valid

0.706	0.848	0.817	0.769	0.2352	Valid
0.804	0.828	0.820	0.840	0.2352	Valid

Described in table 2 shows the correlation value of r count which is greater than the value of r table. So it was concluded that all question items in the study were said to be valid.

Reliability Test

The reliability test in this study aims to ensure that all instruments that have been used are appropriate, consistent, stable, and dependable, with the aim that when used many times they still produce the same data. If the Alpha value of a variable (Cronbach's) is greater than 0.60 then it can be relied upon in research. according to (Sugiyono, 2017) in Kafui Agbozo, (2017)

Table 3. Reliability Test

Variable	Cronbach's Alpha	n items	Information
Occupational Health and Safety	0.784	11	Reliable
Physical Work Environment	0.771	11	Reliable
Motivation	0.782	11	Reliable
Job satisfaction	0.785	11	Reliable

From table Test Reliability on the Cronbach's Alpha value has a value greater than 0.60, so it can be concluded that all questionnaire items in each variable are said to be reliable and can be continued for further testing.

Normality test

The normality test is one that is carried out with the intention of determining whether the distribution of data in a group of data or variables is normally distributed or not (Arif Tiro M, 1999) in Raziq & Maulabakhsh, (2015)

Table 4. Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		70
Normal Parameters, b	Means	.0000000
	std. Deviation	2.15468873
Most Extreme Differences	Absolute	.124
	Positive	.070
	Negative	-.124
Test Statistics		.124
asympt. Sig. (2-tailed)		.218

Based on table it can be seen significance value of $0.218 > 0.05$ so concluded that the residual values are normally distributed.

Multicollinearity Test

In testing the data, it can be seen that the test is said to be good or not if the regression model does not have symptoms of multicollinearity. Multicollinearity testing is carried out by comparing the value of the Tolerance and the VIF value, if the Tolerance value is greater than 0.10 and the VIF value obtained is less than 10 then the data processing does not occur Ghazali symptoms, (2006) in Sembe, (2017)

Table 5. Multicollinearity Test

Coefficients ^a		
Model	Collinearity Statistics	
	tolerance	VIF
(Constant)		
Occupational Health and Safety	.213	4,687
Physical work environment	.220	4,538
Motivation	.173	5,783

It can be seen in table that none of the three independent variables in this study had a VIF value of more than 10 or a tolerance value of less than 0.10, this indicates that there were no signs of multicollinearity in this study.

Heteroscedasticity Test

Heteroscedasticity deviations or heteroscedasticity symptoms occur when there are inequalities and residuals in the regression model. The regression model can be said to be a good regression model if there is no heteroscedasticity. In this study, testing for heteroscedasticity deviations occurred using the white test. Test white by squaring the remainder (U2T) with autonomous factors, independent factors are squared and increases (connections) between autonomous factors. The white test is based on the assumption that there is no heteroscedasticity if the Chi Square Count is smaller than the Chi Square Table. However, if the Chi Square Count > Chi Square Table, it is concluded that symptoms of Heteroscedasticity occur (Udayani, D. 2013) in(Mokosolang et al., 2015).

Table 6. White test

Summary models				
Mode l	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.438 a	.192	.101	8.11053

From the table White test can be seen that the value of Adjusted R Square is 0.101, and to determine the value of chi square is calculated using the formula Adjusted R Square \times Number of samples = $0.101 \times 70 = 7.07$, while the value of chi Square Table at a significance level of 1% with df = (3-1) of 9.210. This shows that the calculated chi square value is $7.07 <$ the chi square table is 9.210. So it can be seen that from the data above there are no symptoms of heteroscedasticity.

Reporting Research Results

T Test

The level of significance and influence of the independent variables on the dependent variable in the resulting regression model is determined with the help of the t test. Then the relationship of each independent variable to the dependent variable is tested by the t test Marsoit et al., (2017). Based on the multiple linear regression test shows that worker satisfaction is positively influenced by occupational health and safety. on the table.it can.it can be seen that the t value for Occupational Health and Safety is 3.001 while the t table is at the importance

level of 5% and $df = 68 (70-2)$ of 1.667 which means $t \text{ count} > t \text{ table} (3.001 > 1.667)$. While the significance value is 0.004 which means more small or equal to 0.05 ($0.004 < 0.05$). This shows that the variable Employee Satisfaction is positively and significantly influenced by the Occupational Health and Safety variable.

Physical Work Environment has no positive effect on Worker Satisfaction. From the table it is known that the t value of the Physical Work Environment variable is 1.973 while the t table is at a significance level of 5% and $df = 68 (70-2)$ of 1.667 which means $t \text{ count} > t \text{ table} (1.973 > 1.667)$. Meanwhile, the significance value is 0.053 which means it is greater than 0.05 ($0.053 < 0.05$). This shows that the Physical Work Environment variable has no positive effect and significant on the variable Employee Satisfaction,

Motivation has a positive effect on Worker Satisfaction. In the table it can be seen that the t value of the motivation variable is 6.113 while the t table is at a significance level of 5% and $df = 68 (70-2)$ of 1.667 which means $t \text{ count} > t \text{ table} (6.113 > 1.667)$. Meanwhile, the significance value is 0.000 which means it is smaller than 0.05 ($0.000 < 0.05$). This shows that the motivation variable has a positive and significant effect on the employee satisfaction variable,

F Test

The f test is useful to determine the significance of the effect of the independent variable on the dependent variable, if the calculated f value is less than the f table value then H_0 is accepted and H_a is rejected, but if the calculated f value is greater than the f table value then H_0 is rejected and H_a is accepted and can be it can be concluded that the variables X_1, X_2, X_3 have a simultaneous effect on variable Y Prabowo et al., (2018). Based on the table multiple regression test, it is known that the calculated f value is 198.611 and is greater than the f table value of 2.741 which is obtained from $f = (K(3) ; n(70) - k(3)) = 67$, and a significance value of 0.000 which is less than 0.05. So it can be concluded that Occupational Health and Safety, Physical Work Environment and Motivation simultaneously influence Worker Satisfaction

Table 2. Multiple regression test, T test and F Test

Variable	T Calculated	Sig .	F Calculated	Sig.
Regression			198,611	.000 b
Occupational Health and Safety	3,001	.00 4		
Physical Work Environment	1973	05 3		
Motivation	6.113	.00 0		

Discussion

The results of hypothesis 1 testing indicate that employee satisfaction at PT Enseval Megatrading Yogyakarta is positively and significantly influenced by Occupational Health and Safety, based on the results of testing hypothesis 1 of this study. Regression analysis with $t \text{ count} > t \text{ table}$ ($3.001 > 1.667$) gives confidence in this finding. While the significance value is 0.004 which means it is smaller or equal to 0.05 ($0.004 < 0.05$). Therefore, Occupational Health and Safety has a positive and significant effect on Employee Satisfaction at PT Enseval Megatrading, Gamping Sleman, Yogyakarta and is declared "Accepted". Based on the test above, it shows that the better the occupational health and safety in the company, the higher the level of worker satisfaction. By trying to maintain occupational health and safety conditions in a work environment, the workers in it will always feel safe and can also focus on something that has become their job, and of course this besides being an advantage for workers because they always feel safe, it also becomes advantage for the company, because every target made can be achieved properly. The results of this study are in accordance with research by Sembe, (2017) that Occupational Health and Safety has a positive and significant effect on job satisfaction among employees. And of course this besides being an advantage for workers because they always feel safe, it is also an advantage for the company, because every target set can be achieved properly. The results of this study are in accordance with research by Sembe, (2017) that Occupational Health and Safety has a positive and significant effect on job satisfaction among employees. And of course this besides being an advantage for workers because they always feel safe, it is also an advantage for the company, because every target set can be achieved properly. The results of this study are in accordance with research by Sembe, (2017) that Occupational Health and Safety has a positive and significant effect on job satisfaction among employees.

Testing hypothesis 2 of this study reveals that the physical work environment at PT Enseval Megatrading Yogyakarta has no positive or significant effect on employee satisfaction. Regression analysis with $t \text{ count} > t \text{ table}$ ($1.973 > 1.667$) was used to arrive at this conclusion. Meanwhile, the significance level is 0.054 which means greater than 0.05 ($0.054 > 0.05$). Thus indicating that the physical work environment has no positive or significant effect on worker satisfaction and is declared "Not Accepted". Based on this, it shows that whether the physical work environment owned by the company is good or not will not affect the job satisfaction of the workers. This resulted in no effect of the Physical Work Environment variable on Worker Satisfaction because in the Physical Work Environment variable there were indicators such as the type and condition of the machine, office space arrangement, room temperature level, ventilation arrangement, and lighting arrangement, while PT Enseval Megatrading was a company that only engages in the distribution of drugs from drug manufacturers to markets such as pharmacies, hospital pharmacy departments and so on. Very

little activity in the company room is the main cause because almost all employees do not work directly in the company room, but distribute their medicinal products to customers, and those who work in the room are only the head of marketing, checking and others. Hanafi & Yohana, (2017) explains that the Physical Work Environment has no positive and significant effect on Worker Satisfaction

The results of the 3rd hypothesis test show that worker satisfaction is found to be positively and significantly influenced by work motivation. According to hypothesis 3 testing, the t count value is less than the t table value ($6.113 > 1.667$) supporting this finding. While the significance value is 0.000, which means it is smaller or equal to 0.05. Thus PT Enseval Megatrading employee satisfaction is positively and significantly influenced by motivation and declared "Accepted". Based on the test above, it shows that the more often workers get motivation from both leaders and co-workers, the higher the level of worker satisfaction. Providing motivation by good and constructive leaders will certainly make workers have good motivation in trying to complete their work or in their daily activities. This will also have a good impact on the company, because when you have workers who are always motivated to always move forward, the quality of their work will be better and the company's targets can be achieved properly. Research by Lantara, (2018) and Parimita et al., (2018) explained that motivation has a positive and significant effect on worker satisfaction.

Hypothesis test results 4 inside This study shows that Occupational Health and Safety, Physical Work Environment, and Motivation are simultaneous effect on Worker Satisfaction at PT Enseval Megatrading Yogyakarta employees. The calculated F value is 198.611 and more the value of the F table is 2.741 ($198.611 > 2.741$) while for null the significance is 0.000 or less than 0.05 ($0.000 < 0.05$). Thus, it means that Occupational Health and Safety, Physical Work Environment, and Motivation have a simultaneous influence on "accepted" Worker Satisfaction. Based on test results This shows that the better the occupational health and safety, physical work environment, and motivation in the company, the higher the level of worker satisfaction.

Conclusion

It can be concluded that there is a positive and significant effect of Occupational Health and Safety on Worker Satisfaction based on the results of research that has been conducted regarding the influence of Occupational Health and Safety, physical work environment, and motivation to influence worker satisfaction. This is indicated by the probability value of t count $>$ t table ($3.001 > 1.667$) and a probability value of 0.004 which means less than 0.05.

The physical work environment has no positive or significant effect on worker satisfaction. The value of t count $>$ t table ($1.973 > 1.667$) and with a probability value of 0.054 which means greater than 0.05.

Motivation has a significant and positive effect on worker satisfaction. The value of t count $>$ t table ($6.113 > 1.667$) and with a probability value of 0.000 which means less than 0.05.

There is a simultaneous influence of Occupational Health and Safety, Physical Work Environment, and Motivation on Worker satisfaction. Matter The because the calculated f value $>$ t table ($198.611 > 2.741$) the probability value is 0.000 which means it is smaller than 0.05.

LIMITATION

Limitations in this study, it can be seen that the Physical Work Environment has no positive and significant effect on job satisfaction, this is because in the Physical Work Environment variable there are indicators of office space arrangement and from the results of data processing it has the lowest average results, so it can be explained that the work location of each worker, especially in the distribution to the customer, there are various obstacles, such constraints as access which is quite difficult or the delivery location is relatively new for workers or changes too often, resulting in difficulties for workers to adapt. The solution to this problem is to provide understanding to distribution workers when distributing to new locations or locations that have remote or difficult access. Giving this understanding can be done before carrying out their work activities, so that when workers carry out distribution activities from the office to the customer, there are no obstacles that result in delays in the distribution process. In addition, routine audit activities can be carried out every month or at any time desired, this activity is useful for evaluating any problems encountered by workers in each distribution activity and also providing solutions to any problems or obstacles that occur. For further research, the researcher can expand the research object, as well as the respondents in order to get the wider generalization.

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