UNIVERSITAS TRILOGI
TEKNOPRENEUR - KOLABORASI - KEMANDIRIAN

SURAT TUGAS
No. 168/TRILOGI/PSMNJ/TGS/I/2023

Kepala Program Studi Manajemen (S1) Universitas Trilogi menugaskan kepada dosen berikut ini:

Dr. Francy Iriani, SE., ME.

Untuk menjadi Peserta Seminar Internasional: the 2nd Internasional Conference on Education of Suryakancana 2023 "Teaching in Digital Era: Trends and Innovations" , yang diselenggarakan oleh Universitas Suryakancana Cianjur pada,

Tanggal : Rabu , 18 Januari 2023
Waktu : 10.00 – Selesai.
Tempat : Daring via aplikasi *Zoom Meeting.*

Adapun ruang lingkup penugasan meliputi :

1. Mengikuti kegiatan tersebut hingga selesai.
2. Melaporkan secara tertulis hasil kegiatan tersebut.
3. Menyerahkan dokumen laporan dan sertifikat kegiatan.

Kami berharap Bapak/Ibu dapat melaksanakan tugas ini dengan sebaik-baiknya sesuai dengan ketentuan yang berlaku di Universitas Trilogi. Atas perhatian dan kerjasamanya diucapkan terima kasih.

Jakarta, 16 Januari 2023

Fanny Suzuda Pohan, SE., MM.
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7 January, 2023

LETTER OF ACCEPTANCE

To: Farah Fitriani and Francy Iriani

Dear Applicant,
Thank you for your interest in following the 2nd International Conference on Education of Suryakancana 2023. We hereby officially confirmed that your abstract has successfully passed the technical check and gladly to inform you that your paper, entitled:

"The Influence of The Work Environment and Rewards on Job Satisfaction, mediated by Motivation (SMK Cyber Media)"

has been accepted for presenting your paper within the parallel session of our event to be held on January 18, 2023 through the Zoom Meeting.

We would kindly remind you that the Full-Paper article must be submitted before *10 January 2023*, via our e-mail: iconnects.unsur@gmail.com, with the subject: **Author's Name_IConnects2023.** With this email we have also sent you the *ICONNECTS 2023 Full Paper Guidelines* and it can be downloaded below or you could find it on the *resources* page of our website.

Kindly consider this opportunity and share your experience with global experts. We hope that you will be able to join us for the international conference and we look forward to your talk.

We welcome you to join in the conference and see you in the 2nd ICONNECTS event.
Thank you.

Best Regards,

Editor-in-Chief,

Dr. Jauhar Helmie, M.Hum.
NIDN. 0415068001

iCONNECTS
International Conference on Education of Suryakancana 2023

TEACHING IN DIGITAL ERA:
TRENDS AND INNOVATIONS

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IMPORTANT DATES:

Abstract Submission: ***1 Nov 2022 - 20 Dec 2022***
Abstract Acceptance: ***20 Dec 2022***
Full Paper Submission: ***10 Jan 2023***
Payment Due: ***11 Nov 2022 - 10 Jan 2023***
Conference Day: ***18 Jan 2023***

CONFERENCE FEES:

General Presenters: ***IDR 150K***
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Proceeding: ***IDR 200K (ISBN, DoI)***
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Prof. Andy Gao
University of New South Wales, Australia

Dr. Alison Oldfield
University of Bristol, United Kingdom

INVITED SPEAKERS:

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Center for Educational Research, National Research and Innovation Agency

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Superintendent of Regional VI Education Office Branch, West Java Province

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NO. 429/AK-7/FKIP/2023

English Education Study Program
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hereby certified that

FRANCY IRIANI

as
PRESENTER

in recognition of valuable contribution to
THE 2ND INTERNATIONAL CONFERENCE ON EDUCATION OF SURYAKANCANA
"Teaching in Digital Era: Trends and Innovations"
held by Himpunan Mahasiswa Bahasa Inggris (HIMAGIS)
on Wednesday, 18th January 2023

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THE INFLUENCE OF THE WORK ENVIRONMENT AND REWARDS ON JOB SATISFACTION, MEDIATED BY MOTIVATION AT SMK CYBERMEDIA

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ABSTRACT

This study aimed to examine the influence of motivation, physical work environment, and reward on job satisfaction at Cyber Media Vocational School. The respondents of this research are 60 employees of this school staff. The researcher conducted the study using observation and a questionnaire. This study used the Likert scale to direct respondents' answers to the questionnaire. The data was then analysed using Partial Least Square (PLS). The result of the study stated that: The work environment had no positive and significant effect on job satisfaction, the work environment had a positive and significant effect on job satisfaction mediated by motivation, motivation had a positive and significant effect on job satisfaction, rewards had no positive and insignificant effect on job satisfaction, and rewards have a positive and significant effect on job satisfaction mediated by motivation. This research was conducted during the pandemic era, when most schools are administered online, something new, unlike the normal era. That is why this research is new to the event of covid.

Keywords: author, abstract, full paper, proceeding

INTRODUCTION

Many researchers tried to find out about students' performance during covid 19 pandemic time. Such as research done by Shaibani, Naguib, and Razzak (2020), which compared students' performance between face-to-face and virtual learning. Iqbal, Raza, and Unisa (2021) did the same research but for K-12 students. Abdullah, Shamsi, Jenatabadi, et all, (2022) conducted research on students' academic performance also, caused by different variables such as Fear, stress, and teacher parents' support. During the pandemic, most schools conduct their learning in virtual face-to-face instead of classroom teaching. This learning method also affects teacher performance. This is why we were interested in researching teacher job satisfaction.

According to Carvalho, Riana, Soares, et all; (2020), satisfaction is also related to performance. This is also said by Kinicky and Kreitner (2016), that job satisfaction is also related to motivation and job performance. Not only the performance of teachers, but we also would like to research the influence of the physical work environment and reward on teachers' job satisfaction with motivation as moderating variable.

In this study, the work environment is defined as a condition or working atmosphere that is either physical or non-physical which can give the impression of safety by influencing noise, co-workers, compensation plans related to human capabilities in the form of temperature, air circulation, and safety. (Konopaske, at all; 2018), Sedarmayanti (2017).

Reward in this study is defined as the benefits of what employees do in the form of incentives, salaries, bonuses, and charters (Crawshaw,2017), (Kreitner;2014), (Sedarmayanti;2012) while job satisfaction is defined as a pleasant situation that comes from the results of an assessment of one's work with psychological factors that affect job satisfaction such as peace including attitudes when working with satisfaction towards promotions carried out in a fair way (Ivancevich, 2013), (Colquitt, 2021), and motivation is defined as the processes of individual intensity and persistence in carrying out an effort to achieve a company goal with the principle of communication participation, the delegation of authority, the share of subordinates, paying attention with the desire to get awards, get the desire, recognition, the will to power (Robbins, 2022). (Kreitner; 2014), (Bernhard;2017).

METHODS

Let us discuss in detail the methodology of this research:

Respondents of the Research

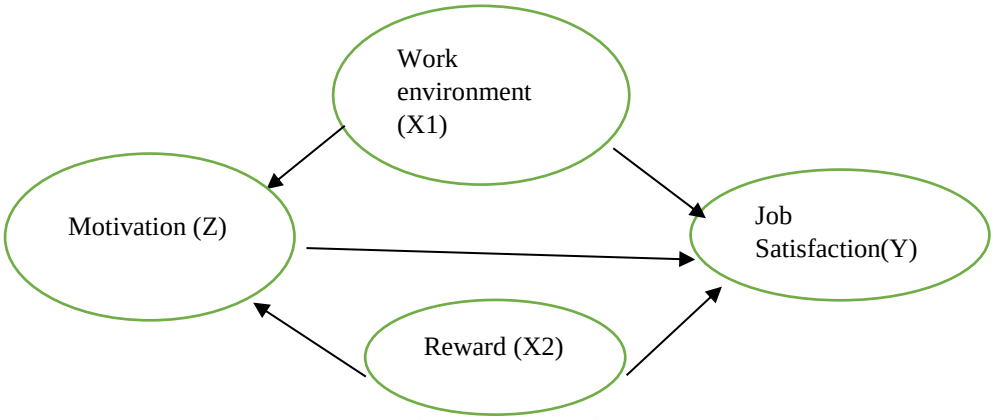
The respondents of this research are 60 Vocational High School employees. The researcher used saturated sampling as a sampling technique in which all population members are used as samples. This is often done when the population is relatively small.

Research Variables

X1: work environment
X2: reward
Y: job satisfaction
Z: Motivation

The framework of thought in this study is described as follows:

Figure 1: Research framework



Source: Krietner (2019); Konopaske (2013), Colquitt (2021).

Research Hypothesis

1. The work environment influences job satisfaction to Cyber Media Vocational School employees
2. The work environment influences job satisfaction to Cyber Media Vocational School employees
3. Motivation influences job satisfaction of Cyber Media Vocational School employees
4. Rewards have an influence on the motivation of Cyber Media Vocational School employees
5. Rewards influence the motivation of Cyber Media Vocational School employees

6. The work environment has an influence on job satisfaction which has been mediated by the motivation of Cyber Media Vocational School employees
7. Rewards influence job satisfaction which has been mediated by motivation at Cyber Media Vocational School.

Instruments

The researcher conducted the study using observation and a questionnaire consisting of 5 parts, namely part I contains the demographics of the respondents, part II the question about motivation (X1), part III the question about the work environment (X2), part IV the question about rewards (X3) and part V the question about job performance (Y). This questionnaire was prepared based on the indicators and variables studied and outlined in the form of several questions that had to be answered by the respondents. This study used the Likert scale to direct respondents' answers to the questionnaire, using an ordinal scale of 4 (four) Likert scale points modified from the theory put forward by Sugiyono (2019), namely:

SS: if the subject feels strongly agrees with the statement given
S: if the subject agrees with the statement given
TS: if the subject disagrees with the statement given
STS: if the subject feels strongly disagrees with the statement given

The 4-scale used in this study eliminates the neutral option. This was done because the researcher wanted to lead the respondents' opinions to obtain a firm decision between agreeing or disagreeing.

Data Analysis Techniques.

This study uses the Partial Least Square (PLS) approach which is an equation of the component-based Structural Equation Square (SEM) (Ghozali; 2015)
Some of the reasons that led to the use of PLS in this study are as follows:

1. PLS (Partial Least Square) can be used to analyze weak theories because PLS (Partial Least Square) can be used to predict.
2. PLS (Partial Least Square), which is a data analysis technique that assumes that the sample does not have to be large, that is, with a number below 100, analysis and residual distribution can be carried out.
3. PLS (Partial Least Square) is very possible to use the algorithm as an explanation
4. In the PLS approach, it can be assumed that the variance size can be used as an explanation.

This PLS-SEM analysis consists of two sub-models, namely the Outer Model and Inner Model. This measurement model shows that the manifest variable or the observed variable represents the latent variable to be measured. Meanwhile, the Inner Model shows the strength of estimation between construct variables or latent variables. The weight results in the R2 value that appears in the last dependent variable or the three average (mean) scores and regression constants for latent variables. The iteration process that has been carried out by the PLS, namely there are three stages, the first is to produce a weight estimate which is carried out in the integration of the weight estimate algorithm, which is carried out as a parameter of the validity and reliability of the instrument, the second is to produce an inner model, which takes into account the variable results whether the results are significant in testing the hypothesis. While the Outer model is used as a constructed variable. And the last or third is the Score (Mean) and the latent variable constant used as a parameter.

The purpose of PLS is to predict the effect of variable X on variable Y and explain the theoretical relationship between the two variables. The scale used in this study is an ordinal scale with a population consisting of 60 employees at SMK Cyber Media.

Measurement Model (Outer Model)

This outer model analysis is used to ensure that the measurement used is feasible be used as a measurement (valid & reliable). In this model, the relationship between latent variables and each indicator can be specified.

1. Convergent Validity, namely an indicator that is assessed through the correlation between the item score/component score, which can be seen from the standardized loading factor which can be described by the magnitude of the correlation between the indicator and the construct. Individual reflexive measures are declared high if there is a correlation of > 0.5 with the construct to be measured, while Chin argues in Ghozali's book (2015:72)
2. Outer loading values between 0.5-0.6 can be considered sufficient.
3. Discriminant Validity is a reflexive measurement model. Indicators can be assessed based on cross-loading measurements with constructs. If the correlation value of the construct with the measurement items is stated to be greater than the size of the other constructs, it will show that their block size will be better than the other blocks. Meanwhile, according to other methods to assess a discriminate validity, namely by comparing the value of the square root of average variance extracted (AVE).
4. Composite Reliability, namely an indicator to be able to measure a construct that is listed in the view latent variable coefficients. To be able to evaluate composite reliability, there is a measuring tool, namely Cronbach's alpha. if the value obtained reaches> 0.70, it can be stated that the construct has high reliability.
5. Cronbach's Alpha is a reliability test that can be done to strengthen the results of composite reliability. So, a variable is declared reliable if Cronbach’s alpha value is > 0.5

Measurement Model (Inner Model)

The inner model (inner relations, structural model, and substantive theory) describes the relationship between latent variables based on substantive theory.

In assessing the PLS model begins by looking at the R-square for each dependent latent variable. This change in R-square value can be used to assess the influence of certain independent latent variables on a dependent latent variable whether it has a substantive effect (Ghozali, 2015: 35).

In testing this hypothesis, it can be seen based on the t-statistical value and probability value. To test the hypothesis that is by using a statistical value for alpha 5% with a usable statistical value of 1.96%. So that the acceptance/rejection of the hypothesis is that Ha is accepted and H0 is rejected when the t-statistic value is > 1.96. To find out whether to reject/accept the hypothesis using probability, Ha is accepted as $p<0.05$

RESULTSN AND DISCUSSION

Description of Research Object

The objects in this study are employees at SMK Cyber Media located on Jl. Duren Tiga No.12 rt.8/rw.1 Pancoran 12780, City of South Jakarta. The instrument used in this study was by distributing questionnaires directly to Cyber Media Vocational High

School employees. Questionnaires were distributed on 27-May 2022 with a total distribution of 60 (100%) questionnaires which were distributed and received back as many as 60 (100%) which could be processed. Respondent characteristics can be seen based on age, gender, and length of work.

Characteristics of Respondents by Age

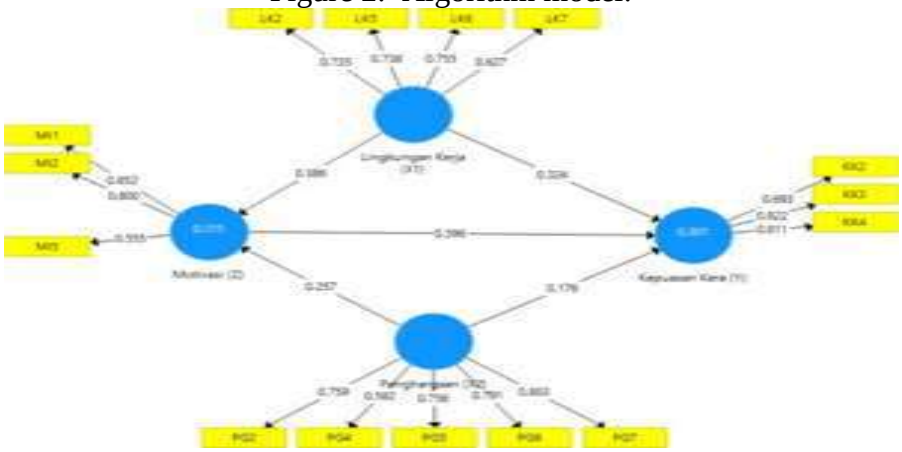
The following is information on the characteristics of respondents in terms of age: 17-25 years 14 people or 23.3%, 26-35 years 20 people or 33.3%, 36-45 years 17 people or 28.3% and more from 45 years as many as 9 people or 45%. Based on gender, there were 20 men or 33.3%. Women 40 people or 66.7%.

Characteristics of respondents based on length of work.

Respondents with a long working period of 1-6 months were 5 people with a percentage of 8.3% and respondents with a long working period of 7- 12 months were 5 people with a percentage of 8.3% followed by respondents with a working period of 1-2 years as many as 13 people with a percentage of 21 .7%, and respondents with a length of service of >2 years were 37 people with a percentage of 61.7%.

Data Analysis with Partial Least Square (PLS)
The data to be analyzed are the variables of Motivation (X1), Work Environment (X2), Rewards (X3), and Job Satisfaction (Y).

Figure 2: Algorithm model:



Source: primary data, processed, 2022

Of the three variables above, namely Work Environment (X1), Rewards (X2), each of these variables was researched based on the indicators of each variable, the results of which can later be known which variables affect job satisfaction (Y) through the variable Motivation (Z). The results of this Algorithmic Model are used by researchers to determine whether the validity test is valid or not. From the test results above, it can be concluded that each questionnaire that obtains a value above 0.5 means that the results of the questionnaire are declared acceptable.

Table 1:Outer Loading

	Work Environment	Reward	Job satisfaction	Motivation
	0.735			
LK2				
LK5	0.738			
LK6	0.755			
LK7	0.627			
P2		0.759		
P4		0.582		
P5		0.756		
P6		0.791		
P7		0.803		
KK2			0.693	
KK3			0.822	
KK4			0.811	
M1				0.852
M2				0.800
M5				0.555

Notes:

LK = work environment

P = reward

KK = job satisfaction

M = motivation

Based on the table above, it can be seen that the criteria in outer loadings are that each indicator to measure the construct must have an outer loading value of >0.7. However, in the opinion of Imam Ghozali (2015: 37) that in scale development research, the 0.50-0.60 algorithm is still acceptable. Based on the results of the algorithm model analysis above, all indicators are valid as measurements of latent variables.

Average Variance Extracted (AVE)

Another test result that can be used to see convergent validity is by looking at the Average Validity Extracted (AVE) value in the Smart PLS algorithm.

Table 2: Average Validity Extracted (AVE) value

	Average Variance Extracted (AVE)
Lingkungan Kerja	0.512
Penghargaan	0.552
Kepuasan Kerja	0.605
Motivasi	0.559

The criterion in Average Variance Extracted (AVE) is that each indicator to measure the construct must have an AVE value > 0.50. Based on the results of processing this research data on SmartPLS in the table above, it is known that the Average Variance Extracted (AVE) value of the Motivation, Work Environment, and Reward variables have met the standard values of the proper constructs so the construct has a significant effect on the job satisfaction variable and has fulfilled convergent validity because the indicator is above 0.50.

Reliability

The construct reliability test of this study was carried out using SmartPLS by looking at the Composite Reliability value of the indicator block that measures the construct. In addition, this reliability test is also strengthened by Cronbach's Alpha method, which is to prove the accuracy, accuracy, and consistency of the instrument in measuring constructs.

Composite Reliability

The Composite Reliability method is used to measure constructs with more accurate and acceptable parameter estimates with weight values > 0.7. Following are the results of the Composite Reliability test of this study:

Table 3: Composite Reliability

Work Environment	0.807
Awards	0.807
Job Satisfaction	0.820
Motivation	0.786

From the presentation of the results of the constructed test, the table above shows the Composite Reliability value for all construct variables has a value above 0.70. The Work Environment variable (X1) has a value of 0.807 variable, Work Rewards (X2) has a value of 0.807 then the Job Satisfaction variable (Y) has a value of 0.820 and the Reward variable (Z) has a value of 0.786 So it can be concluded that all constructs on the estimated model have good reliability.

Cronbach's Alpha

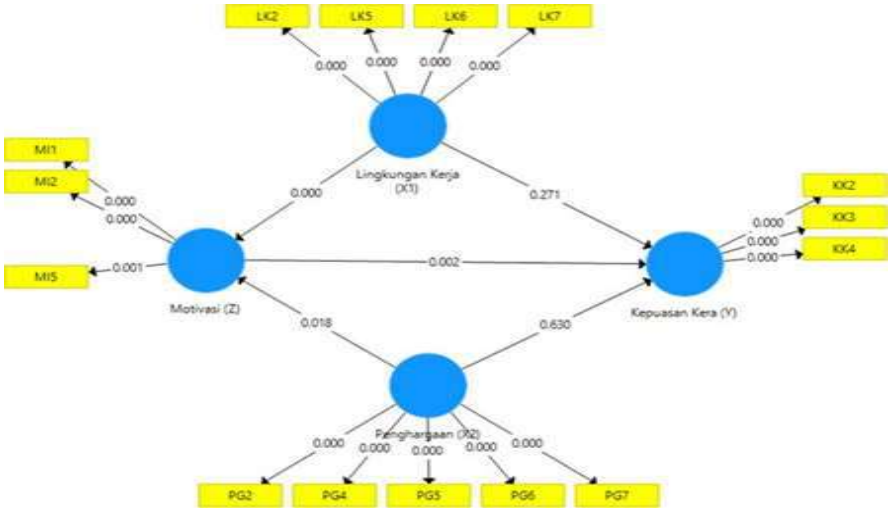
The Cronbach's Alpha method is used to test construct reliability and is said to have good reliability if the indicator has a Cronbach's Alpha value of > 0.5. as for the results of testing the Cronbach's Alpha method can be seen in the table below:

Table 4: the Cronbach's Alpha

Work Environment	0.690
Awards	0.794
Job Satisfaction	0.681
Motivation	0.595

The presentation of the results of the Cronbach's Alpha test in the table above shows that Cronbach's Alpha value for all constructs is above 0.50. The Work Environment variable (X1) has a value of 0.690, the Reward variable (X2) has a value of 0.794, then the Job Satisfaction variable (Y) has a value of 0.681, and the Motivation variable (Z) has a value of 0.595. It can be concluded that all constructs have good reliability because they have a value above 0.50.

Figure 3: Bootstrapping model results:



Structural Model Test (Evaluation Inner Model)

After testing or evaluating the model that is estimated to meet the Outer Model criteria, then the next test is carried out on the structural model (Inner Model). Testing the structural model includes testing the value of the coefficient of determination (R2) and testing the significance of the effect of exogenous variables on endogenous variables (T-test). The results of the testing and evaluation of this research model are as follows: Coefficient of Determination (R2).

Table 5: Determination Coefficient (R- Square/R2)

	R Square	R Square Adjust
Job Satisfaction (Y)	0.301	0.263
Motivation (Z)	0.315	0.291

Based on the results of the R-Square test in the table above, shows that the adjusted R-Square value of Job Satisfaction is 0.290. This shows that the effect of motivation, work environment, and rewards on employee job satisfaction at SMK Cyber Media is positive by 29% (substantial), while 71% is explained by other variables outside of research.

Path Coefficient

This second test is to see the significance of the influence of Motivation (X1), Work Environment (X2), Rewards (X3), and Job Satisfaction (Y) partially by looking at the T statistical significance value. The results of testing the Path Coefficient in this study can be seen in the following table:

Table 6: Path Coefficient

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV)
Lingkungan Kerja (X1) ->Kepuasan Kerja	0.171	0.160	0.155	1.101
Lingkungan Kerja (X1) -> Motivasi (Z)	0.386	0.404	0.094	4.093
Motivasi (Z) -> Kepuasan Kerja (Y)	0.396	0.415	0.128	3.099
Penghargaan (X2) -> Kepuasan Kerja (Y)	0.074	0.083	0.154	0.482
Penghargaan (X2) Motivasi (Z)	0.257	0.277	0.109	2.369

Penghargaan (X2) -> Motivasi (Z) -> Kepuasan Kerja (Y)	0.102	0.116	0.059	1.713
Lingkungan Kerja (X1) -> Motivasi (Z) -> Kepuasan Kerja (Y)	0.153	0.170	0.074	2.048

1. Work Environment Variable (X1) has no direct influence on Job Satisfaction (Y) at CyberMedia Vocational School. This is evidenced by the T- Work Environment Statistics (X1) value of 1.101 which is less than the T-Table value of 1.96 and the P-Value of 0.271 > 0.05. However, the Work Environment variable (X1) becomes positive and significant on Job Satisfaction (Y) if it is mediated by the Motivation variable (Z) where this is evidenced by the T-Statistics value being 2.048> the significant value of the T-Table is 1.96 and the P-Value is 0.041 < 0.05
2. The Reward variable (X2) has no effect on the Job Satisfaction variable (Y) even though it has been mediated by the Motivation variable (Z) at CyberMedia Vocational School. This is evidenced by the T-Statistic Award value of 1,713 which is less than the T-Table value of 1.96 and the P-Value of 0.087 > 0.05.
3. Motivation variable (Z) has a direct positive effect on Job Satisfaction (Y) at CyberMedia Vocational School. This is evidenced by the T- Statistics value of 3.099 which is greater than the T-Table value of 1.96 and the P-Value of 0.002 > 0.05

Based on the data and presentation above, it can be concluded that the Work Environment variable meets the construct value standard. Then the P-Value of the Work Environment has a value of 0.041 where the significant value is less than 0.05 (0.000 <0.05) so that it affects Job Satisfaction which has been mediated by motivation. The P- Value of the Reward is 0.087 which is greater than 0.005 (0.087> 0.05) so it does not affect Job Satisfaction which has been mediated by motivation.

DISCUSSION

The first hypothesis is to test whether work environment variables affect job satisfaction. Table 19 test results show that the work environment beta coefficient on job satisfaction is 0.171 and the P-Value is 0.271, meaning that the motivation variable has a non-positive coefficient value, with a statistical value (of 1.101) <1.96, and a P-Value (0.271) > 0.5. It can be concluded that the first hypothesis is rejected, this proves that the work environment variable has no effect on job satisfaction. The results of this hypothesis are in accordance with the research used by Gde Adyana and Wayan Mudiartha (2012).

The second hypothesis is to test whether work environment variables affect motivation. Table 19 test results show the work environment beta coefficient mediated by motivation is 0.386 with a t-statistic value of 4.093 and a P-Value of 0.000, meaning that the work environment variable has a positive coefficient value, with a statistical value (4.093) <0.05. It can be concluded that the second hypothesis is accepted, this proves that the work environment variable has a positive effect on the motivational variable.
The results of this hypothesis are in accordance with the research used by Isabella Jasmine and Edalmen (2020).

The third hypothesis is to test whether the motivational variable affects the job satisfaction variable. Table 19 test results show that the beta coefficient value of motivation on job satisfaction is 0.396 with a t-statistical value of 3.099 and a P-value of 0.002, meaning that

motivation has a positive coefficient value, with a statistical value (3.009) > 1.96, and a P-value (0.002) < 0.05. It
can be concluded that the third hypothesis is accepted, this proves that the motivational variable has a positive effect on job satisfaction. The results of this hypothesis are consistent with the research used by Gde Adyana Sudibya, Wayan Mudiartha Utama (2012), Ketut Kardiasih, Suyatna Yasa, Wayan Sitiari (2017), and Muhammad Fikri Hakim (2020).

The fourth hypothesis is to test whether the reward variable has an effect on job satisfaction. Table 19 test results show the value of the beta coefficient of Reward on job satisfaction of 0.074 with a T-Statistic value of 0.482 and a P-Value (0.630), meaning that Reward has a non-positive coefficient value, with a statistical value (0.482)
> 1.96, and a P value -Value (0.630) > 0.05. It can be concluded that the fourth hypothesis is rejected, this proves that the reward variable has no effect on job satisfaction. The results of this hypothesis are in contrast to Ketut Kardiasih (2017).

The fifth hypothesis is to test whether the reward variable has an effect on motivational variables. Table 19 test results show the value of the beta coefficient of Reward on job satisfaction which has been mediated by 0.257 with a T-Statistic value (2.369) and a P-Value (0.018), meaning that Reward has a positive coefficient value, with a statistical value (2.369) > 1.96, and the P-Value (0.018) < 0.05. It can be concluded that the fifth hypothesis is accepted, this proves that the reward variable has an effect on the motivation variable. The results of this hypothesis are in accordance with the research used by Noor Riadi Kurniawan (2020)

The sixth hypothesis is carried out to test whether the reward variable has an effect on job satisfaction which is mediated by the motivational variable. Table 19 test results show the value of the beta coefficient of Reward on job satisfaction which has been mediated by 0.102 with a T-Statistic value (1.713) and a P-Value (0.087), meaning that Reward has a positive coefficient value, with a statistical value (1.713)
> 1.96, and the P-Value (0.087) < 0.05. It can be concluded that the sixth hypothesis is rejected, this proves that the work environment variable has no effect on job satisfaction which is mediated by motivation. The results of this hypothesis are in accordance with the research used by Muhammad Fikri Hakim (2020).

The seventh hypothesis is to test whether the work environment variable has an effect on job satisfaction which has been mediated by motivation. Table 19 test results show the value of the beta coefficient of Reward on job satisfaction of 0.153 with a T-Statistic value of 2.048 and a P-Value (0.041), meaning that Reward has a non-positive coefficient value, with a statistical value (2.048) > 1.96, and a P value - Value (0.041) > 0.05. It can be concluded that the seventh hypothesis is accepted, this proves that the work environment variable influences job satisfaction. The results of this hypothesis are in contrast to Noor Riadi Kurniawan (2020)

CONCLUSION

So, we can conclude that the results of the study stated that: The work environment had no positive and significant effect on job satisfaction, the work environment variable had a positive effect on the motivational variable, the motivational variable has a positive effect on job satisfaction, the work environment had a positive and significant effect on job satisfaction

mediated by motivation, motivation had a positive and significant effect on job satisfaction, rewards had no positive and insignificant effect on job satisfaction, and rewards have a positive and significant effect on job satisfaction mediated by motivation.

Suggestion:

1. The company is expected to maintain good cooperation between fellow employees and superiors, as well as increase morale at work.
2. For future researchers, due to the limited variables in this study, the authors suggest providing opportunities for the inclusion of other variables not discussed in this study such as work stress, organizational commitment, discipline, and others

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