

THE EFFECT OF SELF EFFICACY, WORK MOTIVATION AND WORK ENVIRONMENT ON TEACHER JOB SATISFACTION AT SMA NEGERI 1 LHOKSEUMAWE

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ABSTRACT

This study aims to determine how the influence of self-efficacy, work motivation, and work environment on teacher job satisfaction in SMA Negeri 1 Lhokseumawe. The data used in this study are primary data obtained by distributing questionnaires to 72 teachers who teach at SMA Negeri 1 Lhokseumawe. The data analysis technique used is multiple linear regression analysis consisting of data instrument testing, classic assumption testing, and hypothesis testing using SPSS version 26. The results of the study conclude that self-efficacy, work motivation, and work environment have a positive and significant effect on satisfaction teacher work at SMA Negeri 1 Lhokseumawe.

Keywords: *Self Efficacy, Work Motivation, Work Environment, and Job Satisfaction*

INTRODUCTION

The quality of human resources determines the success of an organization, as well as organizations in the field of education. The main factor that determines the achievement of organizational goals is largely determined by human resources who have achievements. According to Mustain, et al (2020) Human resources are the most valuable and most important assets owned by an organization or agency, because the success of an organization is largely determined by humans. Human resource management is generally used to obtain the maximum level of employee development, harmonious working relationships among employees and effective integration of human resources or the purpose of efficiency and cooperation so that it is expected to increase the work productivity of employees. Superior human resources are the main requirement for the realization of an advanced nation and state. Through reliable human resources the target of national and state development can be achieved. Siregar, et al (2022) explained that a nation cannot progress without a good education system. Education is the basic capital for creating superior resources, the main world of education is schools which are one of the alternative educational service institutions, schools as an institution certainly have a vision, mission, goals and functions in increasing the success of a country and nation.

To realize the vision, carry out the vision, and achieve the goals of school education, it requires professional staff to carry out their functions. As stated in Law Number 20 of 2003 Article 1 concerning the National Education System, where education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential. Job satisfaction is a form of response given by each teacher emotionally and affectively to the work done, by having job satisfaction,

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the teacher will behave better and always come to complete every task. As explained by Mulyono, et al (2020) job satisfaction is a feeling that makes an employee or teacher feel happy in carrying out their duties and responsibilities. To create job satisfaction for teachers in a school, there are many things that can be done both related to factors from the teacher and external factors such as self-efficacy, motivation, and also a supportive work environment.

Self-efficacy (self-efficacy) is a belief that is owned by an individual in doing a job, the belief that oneself is able to solve every problem, and the various beliefs that each individual has in himself. This is as explained by Busro (2017) where self-efficacy is an individual's belief about his own ability to perform tasks or actions needed to achieve certain results or actions needed to achieve certain results. In previous research that was conducted by Saprudin, et al (2021) found that self-efficacy (self-efficacy) has a positive and significant effect on teacher job satisfaction. Work motivation is one of the factors that can affect teacher job satisfaction. This is because if a teacher has motivation in working or teaching, then the teacher will feel satisfied in carrying out these duties. Siagian (2018) explains that work motivation is the driving force that results in an employee being willing and willing to mobilize the ability to form expertise and skills of the workforce and the time to carry out various activities for which they are responsible. In previous research that was conducted by Ginting and Siagian (2021) concluded that work motivation has a positive and significant effect on teacher job satisfaction. Meanwhile, different results were obtained by Khoiroh (2019) who found that work motivation did not have a significant effect on teacher job satisfaction.

Another factor that can affect teacher job satisfaction is the work environment. This is because if a school has a clean and comfortable work environment then will increase the level of teacher job satisfaction, this is because the teacher has comfort in teaching. Sutrisno (2019) explains that the work environment is all work facilities and infrastructure that exist around employees who are doing work that can affect the implementation of work. In previous research that was conducted by Sayusman, et al (2020) found that the work environment has a positive and significant effect on teacher job satisfaction. Meanwhile, different results were obtained by Ginting and Siagian (2021) who found that the work environment had an effect but not significantly on teacher job satisfaction. Based on the results of the observations made by the author, it can be seen that some teachers at SMA Negeri 1 Lhokseumawe feel less confident about their ability to complete certain tasks and are less confident that they are able to take the actions needed to complete the work or assignment. Then, there are some teachers who also find it difficult to solve several problems in various situations in the learning process. In terms of getting motivated within a teacher can be seen that the teacher must have a sense of full responsibility for his work, where this can be seen from several teachers who leave the class before the class is over, this may be due to the presence of a teacher carrying out an impromptu meeting or other needs. Another problem is the work environment which is not conducive where the sound of passing vehicles is sometimes quite noisy and makes the concentration of teaching and learning disappear, and sometimes the spatial layout is messy and the unavailability of air temperature settings such as air conditioning or fans in the classroom also makes the teacher feel uncomfortable. in the learning and teaching process at SMA Negeri 1 Lhokseumawe. (Interview, December 5, 2022). Based on the above phenomenon which is one of the reasons the authors want to conduct research on "The Influence of Self Efficacy, Work Motivation, and Work Environment on Teacher Job Satisfaction at SMA Negeri 1 Lhokseumawe".

LITERATURE REVIEW AND HYPOTHESIS FORMULATION

Self Efficacy

Self-efficacy is a belief in a person's abilities that he is able to do something or overcome a situation that he will be successful in doing so. According to Alwisol (2016) self-efficacy is self-assessment, whether you can do good or bad things, right or wrong, can or can't do what is required. Sulistyowati (2010) explained that self-efficacy is a person's belief that one can master a situation and produce various positive results. Self efficacy plays a role in determining how individuals can feel, think, and motivate themselves, and can ultimately influence behavior and outcomes. Ernawati (2019) said that self-efficacy is a form of belief that a person has in their respective capabilities to improve their work performance. Self-efficacy can be in the form of how a person feels, ways of thinking, self-motivation, and the desire to have something.

Based on the description of some of the opinions of the experts above, it can be concluded that self-efficacy (self-efficacy) is a feeling of confidence in one's own ability to make an action. This shows that individuals can feel freedom in their favorite activities and are responsible for their actions. So that it can be categorized that self-efficacy is an individual who has confidence based on his perception of the capacity to deal with problems, work, and efforts to complete the work.

Work Motivation

Work motivation is the desire to act, everyone can be motivated by several different strengths. Work motivation is the result of a collection of internal and external forces that cause work to choose the appropriate course of action and use certain behaviors. Work motivation is generally related to goals, while organizational goals include behavior related to work (Wibowo, 2017). Uno (2017) explains that work motivation is a force within a person that influences the direction, intensity, and persistence of a person's voluntary behavior to do work, be it work or tasks that are difficult to complete or work that is easy to do. According to Kreitner and Kinicki (2017) work motivation is a psychological process that arouses, directs, and persistence in taking voluntary actions directed at achieving goals. Meanwhile, according to Mangkunegara (2017) work motivation is a condition that influences arousing, directing, and maintaining behavior related to the work environment. Work motivation here will refer to the attainment of organizational goals with a focus on work-related behavior and ultimately motivation as a process of satisfying a person's needs in doing their job. Based on the description of some of the opinions of the experts above regarding work motivation, it can be concluded that work motivation is a desire to do something to be able to achieve satisfactory results at work, this plays a very important role in improving and performance for the organization.

Work Environment

The work environment is everything that is around the workers and which can affect them in carrying out the tasks assigned (Sunyoto, 2015). Meanwhile, Sedarmayanti (2017) states that the work environment is the whole of the tools and materials faced by the surrounding environment where a person works, his work methods, and work arrangements both as individuals and as a group. According to Nitisemito (2017) the work environment is everything that is around the employee and can influence the carrying out

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of the tasks assigned to him such as the presence of air conditioner (AC), adequate lighting, and so on. Meanwhile, Mardiana (2018) said that the work environment is where employees do their daily work. A conducive work environment provides a sense of security and allows employees to work optimally. The work environment can affect employee emotions, if employees like the work environment where they work, then these employees will feel at home in their workplace to carry out activities so that work time is used effectively. Based on the description of some of the opinions of the experts above, it can be concluded that the work environment is a place that is around employees both physically and non-physically in the area of the organization. The work environment can affect employee work productivity, the work environment also includes interactions or relationships between employees and organizational leaders or agency leaders, so that if the relationship between employees and superiors is good, then the work environment is good.

Job Satisfaction

Job satisfaction is an individual's general attitude towards his work, work requires interaction with colleagues, superiors, organizational rules and policies, performance standards, working conditions, and so on. A person with a high level of job satisfaction shows a positive attitude towards the job, whereas someone who is dissatisfied with his job shows a negative attitude towards the job (Robbins and Judge, 2015). According to Samsuni (2017) job satisfaction is a person's feelings towards his work and one of the perspectives of a person, both positive and negative, towards his current job. Hasibuan (2019) explains that job satisfaction is an emotional attitude that is pleasant and loves work. This attitude is reflected by work morale, discipline, and work performance. Job satisfaction is enjoyed at work, outside work, and a combination of inside and outside of work. Meanwhile, Handoko (2017) explains that satisfaction is a pleasant or unpleasant emotional level with the names of employees who view their work, job satisfaction reflects an employee's feelings towards his work, so that the higher the level of one's job satisfaction, the performance will continue to increase and agencies will also benefit. Based on some of the descriptions of the opinions of the experts above, it can be concluded that job satisfaction is something that is felt by someone, namely workers such as teachers and others, where they can feel comfortable, totality at work, and can continue to innovate with their abilities, This is what influences the organization itself.

Hypothesis Development

The Effect of Self Efficacy on Job Satisfaction

Self-efficacy (self-efficacy) is a belief that a person has in the abilities he has, both believing that he is capable of completing all work, as well as the belief in being able to complete all tasks assigned to him. According to Alwisol (2016) self-efficacy is self-assessment whether one can do good or bad, right or wrong, can or can't do what is required.

H₁: Self efficacy has a positive and significant effect on job satisfaction

The Effect of Work Motivation on Job Satisfaction

Work motivation is a condition that influences in arousing, directing, and maintaining behavior related to the work environment. Siagian (2018) explains that work motivation is the driving force that results in an employee being willing and willing to mobilize the ability to form expertise and skills of the workforce and the time to carry out various activities for which they are responsible.

H₂: Work motivation has a positive and significant effect on job satisfaction

The Influence of the Work Environment on Job Satisfaction

The work environment is a place of work where the environment contains the individuals who work and interactions between individuals. The work environment includes the internal work environment and the external work environment which affect individuals who work to carry out work tasks with a purpose. Sedarmayanti (2017) explains that the work environment is the whole of the tools and materials faced by the surrounding environment where a person works, his work methods, and work arrangements both as individuals and as a group.

H₃: The work environment has a positive and significant effect on job satisfaction

RESEARCH METHODS

Research Sites

This research was conducted on teachers at SMA Negeri 1 Lhokseumawe. The object of this study is the teacher with regard to job satisfaction using the variables self-efficacy, work motivation, and work environment to see the effect on job satisfaction in teachers at SMA Negeri 1 Lhokseumawe.

Population and Sample

The population is a generalized area consisting of objects and subjects who have certain characteristics and qualities determined by researchers to study and research and then draw conclusions (Sugiyono, 2016). The population used in this study were all teachers working at SMA Negeri 1 Lhokseumawe, namely 72 teachers. Determination of the sample used in this study is to use the saturated sample method. According to Sugiyono (2016) saturated sampling is a sampling technique when all members of the population are sampled. The samples in this study were 72 respondents or teachers at SMA Negeri 1 Lhokseumawe.

Data Analysis Method

The data analysis method is a process and systematically arranges data obtained from interviews, field notes, and documentation by organizing data into categories, and so on (Sugiyono, 2016). The technique used in this study is multiple linear regression analysis with the aim of finding out how the independent variables which consist of self-efficacy variables, work motivation variables, and work environment variables influence the

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dependent variable, namely the teacher job satisfaction variable at SMA Negeri 1 Lhokseumawe. This analysis was processed using the SPSS version 26 program. The multiple linear regression equations in this study are as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon$$

Information:

- Y : Job satisfaction
- α : Constant
- β : Regression Coefficient
- X_1 : Self Efficacy
- X_2 : Work motivation
- X_3 : Work environment
- ε : Error Term

RESULTS AND DISCUSSION

Validity Test

Table 1. Validity Test Results

Variable	Count	Mark Significant	Rtable	Information
X1.1	0.604	0.000	0.2319	Valid
X1.2	0.567	0.000	0.2319	Valid
X1.3	0.743	0.000	0.2319	Valid
X1.4	0.750	0.000	0.2319	Valid
X1.5	0.607	0.000	0.2319	Valid
X2.1	0.704	0.000	0.2319	Valid
X2.2	0.660	0.000	0.2319	Valid
X2.3	0.587	0.000	0.2319	Valid
X2.4	0.619	0.000	0.2319	Valid
X2.5	0.662	0.000	0.2319	Valid
X3.1	0.661	0.000	0.2319	Valid
X3.2	0.693	0.000	0.2319	Valid
X3.3	0.726	0.000	0.2319	Valid
X3.4	0.789	0.000	0.2319	Valid
X3.5	0.620	0.000	0.2319	Valid
Y. 1	0.552	0.000	0.2319	Valid
Y.2	0.695	0.000	0.2319	Valid
Y.3	0.603	0.000	0.2319	Valid
Y.4	0.736	0.000	0.2319	Valid
Y.5	0.702	0.000	0.2319	Valid

Processed data (2022)

Based on the results of the validity test in the table above, it shows that all the variables used in this study have an Rcount value greater than Rtable and a significant

value less than the significant level used, namely 0.05. Therefore, it can be concluded that all the variables used in this study are valid.

Reliability Test

Table 2. Reliability Test Results

No.	Variable	Cronbach's Alpha	Information
1	<i>Self Efficacy</i>	0.667	Reliable
2	Work motivation	0.653	Reliable
3	Work environment	0.732	Reliable
4	Job satisfaction	0.670	Reliable

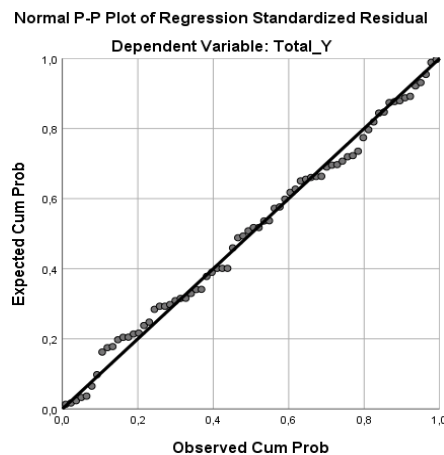
Processed data (2022)

Based on the results of the reliability test in the table above, it can be seen that the cronbach's alpha value obtained by all the variables used in this study consisting of self-efficacy, work motivation, work environment, and job satisfaction has a cronbach's alpha value greater than 0, 6. So it can be concluded that the data in this study are reliable.

Classic Assumption Test

Data Normality Test

Figure 1. Results of the Normality Probability Plot Test



Based on the results of the data normality test using the normality probability plot test in the figure above shows that the points in the graph spread around the diagonal line or follow the diagonal line, so it can be concluded that the data in the study are normally distributed.

Multicollinearity Test

Table 3. Multicollinearity Test Results

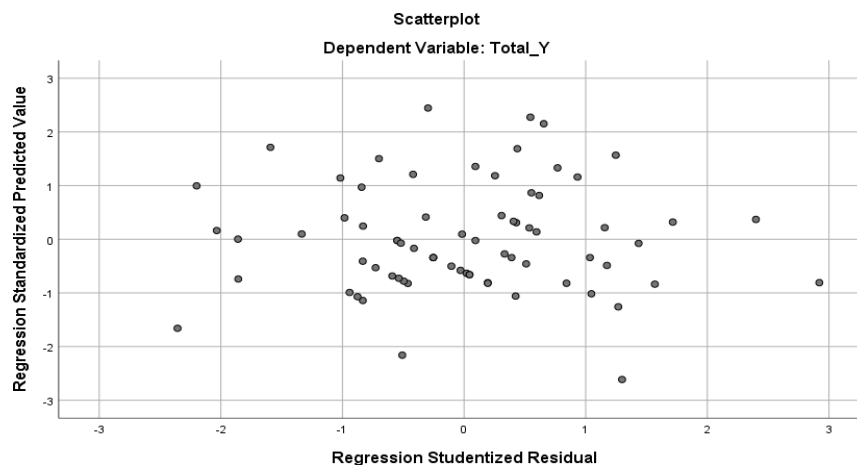
Variable	<i>Collinearity Diagnostics</i>		Information
	VIF	tolerance	
<i>Self Efficacy</i>	1,273	0.785	Multicollinearity Free
Work motivation	1.555	0.643	
Work environment	1,767	0.566	

Processed data (2022)

Based on the results of the multicollinearity test in the table above, it can be seen that the VIF values obtained by the three variables used are smaller than 10 and have a tolerance value greater than 0.10. So it can be concluded that the data in this study did not have multicollinearity problems.

Heteroscedasticity Test

Figure 2. Heteroscedasticity Test Results



Based on the results of the scatterplot test in the image above, it can be seen that the points in the scatterplot graph above are spread out and do not form a particular model. So it can be concluded that the data in this study did not have heteroscedasticity problems and the data in this study were feasible to use.

Hypothesis Test

Partial Test

Table 4. Partial Test Results

Variables	Unstandardized Coefficient		Standardized Coefficient	t	Sig
	B	std. Error	Betas		
(Constant)	4,209	2,336		1,802	0.076
Self Efficacy	0.213	0.102	0.208	2,088	0.041
Work motivation	0.249	0.114	0.240	2,183	0.032
Work environment	0.347	0.104	0.391	3,339	0.001

Processed data (2022)

Based on the partial test results in the table above, the result is that the self-efficacy variable obtains a significant value of 0.041 or less than the significant level used, namely 0.05 ($0.041 < 0.05$) and has a Tcount of 2.088 or greater from the Ttable value, which is 1.99346 ($2.088 > 1.99346$) and obtains a coefficient value of 0.213. So it can be concluded that self-efficacy has a positive and significant effect on job satisfaction. Therefore, the

hypothesis which states that self-efficacy has a positive and significant effect on job satisfaction of teachers at SMA Negeri 1 Lhokseumawe is accepted (H1 is accepted). The variable of work motivation obtains a significant value of 0.032 or less than the significant level used, namely 0.05 ($0.032 < 0.05$) and has a Tcount of 2.183 or greater than the Ttable value of 1.99346 ($2.183 > 1.99346$) and obtain a coefficient value of 0.249. So it can be concluded that work motivation has a positive and significant effect on job satisfaction. Therefore, the hypothesis which states that work motivation has a positive and significant effect on job satisfaction of teachers at SMA Negeri 1 Lhokseumawe is accepted (H2 is accepted). The work environment variable obtains a significant value of 0.001 or less than the significant level used, namely 0.05 ($0.001 < 0.05$) and has a Tcount value of 3.339 or greater than the Ttable value of 1.99346 ($3.339 > 1.99346$) and obtain a coefficient value of 0.347. So it can be concluded that the work environment has a positive and significant effect on job satisfaction. Therefore, the hypothesis which states that the work environment has a positive and significant effect on job satisfaction of teachers at SMA Negeri 1 Lhokseumawe is accepted (H3 is accepted).

Determination Coefficient Test

Table 5. Test Results for the Coefficient of Determination

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>std. Error of the Estimate</i>
1	0.687	0.472	0.449	1,569

Processed data (2022)

Based on the results of the coefficient of determination in the table above, it can be seen that the value of the coefficient of determination (adjusted r-square) obtained is 0.449. This shows that teacher job satisfaction at SMA Negeri 1 Lhokseumawe is influenced by self-efficacy, work motivation, and work environment by 44.9%. While the remaining 55.1% teacher job satisfaction at SMA Negeri 1 Lhokseumawe is influenced by other variables that are not used in this study. Therefore, it can be concluded that teacher job satisfaction at SMA Negeri 1 Lhokseumawe has a weak correlation or relationship with self-efficacy, work motivation, and work environment variables.

Multiple Linear Regression Analysis

Multiple linear regression analysis in this study aims to determine how the influence of self-efficacy, work motivation, and work environment on teacher job satisfaction at SMA Negeri 1 Lhokseumawe, from the results of processing the questionnaire data, the regression equation is obtained as follows:

$$Y = 4.209 + 0.213X_1 + 0.249X_2 + 0.347X_3$$

Information:

- Y : Job satisfaction
- X_1 : *Self Efficacy*
- X_2 : Work motivation
- X_3 : Work environment

Based on the results of the multiple linear regression equation above, it can be concluded that the constant value is 4.209, which means that if self-efficacy, work

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motivation, and work environment are getting better, the job satisfaction of teachers at SMA Negeri 1 Lhokseumawe will also increase. The self-efficacy coefficient value was 0.213 which means that if self-efficacy increases, the job satisfaction of teachers at SMA Negeri 1 Lhokseumawe will also increase. The coefficient of work motivation was obtained at 0.249, which means that if work motivation increases, the job satisfaction of teachers at SMA Negeri 1 Lhokseumawe will also increase. As well as the work environment coefficient value obtained by 0.347 which means that if the work environment increases, the job satisfaction of teachers at SMA Negeri 1 Lhokseumawe will also increase.

Discussion

The Effect of Self Efficacy on Job Satisfaction

Based on the results of the research that has been done, the results show that the self-efficacy variable has a significantly smaller value than the significant level used, so it can be concluded that self-efficacy has a positive and significant effect on teacher job satisfaction. Therefore, the hypothesis which states that self-efficacy has a positive and significant effect on teacher job satisfaction at SMA Negeri 1 Lhokseumawe is accepted (H1 is accepted). The results of this study are in line with the results of research previously conducted by Saprudin, et al (2021) concerning the effect of self-esteem and self-efficacy on job satisfaction, where in his research concluded that self-efficacy has a positive and significant effect on teacher job satisfaction. Then in research that was previously conducted by Simanjuntak (2021) regarding the effect of self-efficacy and knowledge sharing on teacher job satisfaction, where his research also concluded that self-efficacy had a positive and significant effect on teacher job satisfaction.

The Effect of Work Motivation on Job Satisfaction

Based on the results of the research that has been done, the results show that the work motivation variable has a significantly smaller value than the significant level used, so it can be concluded that work motivation has a positive and significant effect on teacher job satisfaction. Therefore, the hypothesis which states that motivation has a positive and significant effect on teacher job satisfaction at SMA Negeri 1 Lhokseumawe is accepted (H2 is accepted). The results of this study are in line with the results of research previously conducted by Siregar, et al (2022) regarding the effect of work motivation and work discipline on teacher job satisfaction, where his research also concluded that work motivation has a positive and significant effect on teacher job satisfaction. Then, in a previous study by Shahnaz, et al (2022) about the influence of principal leadership, work teams, and work motivation on teacher job satisfaction, it was also concluded that work motivation has a positive and significant effect on teacher job satisfaction.

The Influence of the Work Environment on Job Satisfaction

Based on the results of the research that has been done, the results show that the work environment variable has a significantly smaller value than the significant level used, so it can be concluded that the work environment has a positive and significant effect on teacher job satisfaction. Therefore, the hypothesis which states that the work environment

has a positive and significant effect on teacher job satisfaction at SMA Negeri 1 Lhokseumawe is accepted (H3 is accepted). The results of this study are in line with the results of research previously conducted by Sari and Susanti (2021) concerning the effect of vertical communication and the work environment on teacher job satisfaction, where in their research concluded that the work environment has a positive and significant effect on teacher job satisfaction. Then the previous research that was conducted by Tarapova, et al (2021) regarding teacher job satisfaction: the importance of school working conditions and teacher characteristics, which in her research also concluded that the work environment has a positive and significant effect on teacher job satisfaction.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research that the authors have done about the influence of self-efficacy, work motivation, and work environment on teacher job satisfaction at SMA Negeri 1 Lhokseumawe. So the conclusion in this study is that self-efficacy has a positive and significant effect on teacher job satisfaction in SMA Negeri 1 Lhokseumawe. Then work motivation has a positive and significant effect on teacher job satisfaction at SMA Negeri 1 Lhokseumawe. And the work environment has a positive and significant effect on teacher job satisfaction at SMA Negeri 1 Lhokseumawe. Based on the research results and conclusions above, the suggestions that can be given by the authors in this study include self-efficacy as a factor that can increase the job satisfaction of teachers at SMA Negeri 1 Lhokseumawe. Therefore, the school or principal must increase the ability or competence of teachers through education, training and development in order to increase the confidence of teachers who teach at SMA Negeri 1 Lhokseumawe. So that with increasing self-efficacy or self-efficacy possessed by the teacher, it will increase his satisfaction at work. Then work motivation is also a factor that can increase teacher job satisfaction at SMA Negeri 1 Lhokseumawe. Therefore, the principal at SMA Negeri 1 Lhokseumawe must be able to increase the work motivation of the teachers in several ways such as increasing the sense of responsibility of the teachers, providing work performance for the performance given by the teachers, providing opportunities for advancement, recognizing the performance of the teachers, and providing jobs challenging for teachers. This is because these five aspects are driving factors that can increase work motivation while at the same time increasing job satisfaction. As well as a less conducive work environment can also be one of the causes of the lack of job satisfaction of teachers at SMA Negeri 1 Lhokseumawe. Therefore, the school or principal must really pay attention to the learning and teaching environment in SMA Negeri 1 Lhokseumawe. One of them is by providing room temperature control in the form of an air conditioner or fan which is sufficient to facilitate air circulation in the room so that the learning process becomes more comfortable. Besides that, a good classroom is also one of the factors that can increase teacher job satisfaction, because when the classroom is tidy and not cluttered, the teacher is more comfortable in giving subjects to his students.

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