

THE INFLUENCE OF WORK DISCIPLINE, WORK ENVIRONMENT AND WORK CULTURE ON JOB SATISFACTION OF GAMPONG APPARATUS IN THE DISTRICT AREA MUARA ONE LHOKSEUMAWE CITY

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Abstract

Muara Satu is a sub-district located in the city of Lhokseumawe, consisting of 11 villages. This study aims to examine the relationship between work discipline, work environment, and work culture on the job satisfaction of employees. Using a quantitative approach with saturated sampling, 66 respondents were obtained as the research sample. The data analysis methods used in this study are multiple linear regression analysis, instrument testing, classical assumption testing, hypothesis testing, and determination coefficient testing with the help of SPSS 22 software program. The results of the partial tests indicate that work discipline, work environment, and work culture have a significant effect on job satisfaction. This is proven by an F-value greater than the F-table value ($13.720 > 2.75$) and a significance level of F-value at $0.000 < 0.05$. Work discipline has a positive effect on job satisfaction, as evidenced by a t-value greater than the t-table value ($2.389 > 1.669$) with a significance level of $0.000 < 0.05$. The work environment also has a positive effect on job satisfaction, as evidenced by a t-value greater than the t-table value ($2.224 > 1.669$) with a significance level of $0.000 < 0.05$. Work culture positively influences job satisfaction, as evidenced by a t-value greater than the t-table value ($2.365 > 1.669$) with a significance level of $0.000 < 0.05$.

Keywords: *Work Discipline, Work Environment, Work Culture, Job Satisfaction*

1. INTRODUCTION

In facing global competition today, organizations need to work more efficiently and effectively. Intense competition forces organizations to increase competitiveness, maintain company continuity, and achieve profit and welfare goals for superiors and employees. In carrying out government and development duties, the role of government employees has great importance. Civil servants play a role as implementers of government and development in an effort to achieve national goals. Humans as the main element also have a significant active role in the organization. The study of human resources at the global level involves strategies for creating a superior and competitive workforce, which remains relevant in global competition, without being affected by regional or country boundaries. Global developments have a significant impact both directly and indirectly on organizations and the human individuals within them.

Global culture interacts with regional, national, and organizational cultures, including the attitudes and behavior of individuals within them. Thus, global changes can also affect human resource activities in organizations. The significant influence of global developments can be seen in the evolution of the science of Human Resource Management (HRM), because these changes cover all humans in the organizational environment. Humans, as the main resource, play a key role in the running of an organization, whether government or private. Effective management and coordination of every human resource in the organization is crucial to support the achievement of future strategic plans. The success of an organization can be measured by the level of welfare of its employees. Society in this context, human resources refer to labor or employees who strive hard to achieve common goals. Employees or employees are considered one of the valuable assets for every organization, because they are the drivers of the organizational system. It is important for leaders to understand employees' abilities, including their weaknesses and strengths. The availability of human resources is a key factor in the success of an organization. Good management of employees as valuable assets allows them to make maximum contributions. Work discipline is an important aspect

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that needs to be considered in the organization.

According to Sinambela (2016) Work discipline is the awareness and willingness of employees to comply with all organizational regulations and applicable social norms. Work discipline functions as a means for leaders to communicate with employees so that they are willing to change their behavior in accordance with established rules. Discipline functions as a tool to shape employees' personalities, so that they always show good performance, attitudes, behavior and positive life patterns. The formation of this personality requires a training process carried out jointly between employees, leaders and all personnel in the organization over a certain period of time. Muara Satukota Lhokseumawe Subdistrict, as a government organization, demands that all its employees obey the regulations that apply in the subdistrict environment. The current phenomenon is that several employees are absent from work for various reasons, some wander around during working hours, do not wear uniforms according to predetermined rules and the level of tardiness is still quite high and there are still many employees who leave the office outside of working hours.

The work environment has a close relationship with employees in the workplace. The relationship between the work environment and employees is very large, and they influence each other within the organization. A conducive work environment plays an important role in improving employee welfare and productivity. The current phenomenon is that there are still uncomfortable rooms due to limited facilities and lack of communication between colleagues and superiors as well as gaps in the division of tasks or responsibilities. The work environment includes all elements around workers that have the potential to influence them in completing assigned tasks, such as cleanliness, music, and other factors (Hartati, H., & Beddu, 2020). The non-physical work environment has an important role in the dynamics of work relationships and should not be ignored in efforts to increase employee satisfaction and well-being. Working environmental conditions are considered good if human resources can carry out activities optimally, healthily, safely and comfortably.

An unfavorable work environment can affect workforce productivity, cause waste of employee time, and hinder the achievement of an efficient work system. The results of observations in Muara Satu Subdistrict, Lhokseumawe City, show problems related to the lack of work places and inadequate facilities, including poor temperature and work space layout. This problem can affect employee performance, and there are often differences of opinion between fellow employees in a particular department. To overcome this problem, the organization should routinely check the facilities in every employee room and public places around the sub-district environment. In addition, it is recommended to have more frequent discussions with employees to prevent conflicts and differences of opinion. Uddin et al. (2013) defines organizational culture as a driving system that recognizes the efforts and contributions of members and provides a comprehensive understanding of what and how must be achieved, how these goals are related, and how each employee can achieve the goals.

Organizational culture reflects the unique identity of a company, encompassing a set of values and beliefs that provide guidance to employees regarding what actions are acceptable or not in both formal and informal settings within the company. If an employee is dissatisfied with their job, it can create discomfort. A high level of job satisfaction can in turn increase employee morale and contribute to improved work results. Basically, job satisfaction is a subjective way for individuals to assess the results of their work with each employee having a different experience. At the Muara Satu Subdistrict office, Lhokseumawe City, creating the desired work culture is the main goal with the hope of improving employee performance through the formation of a good work culture. The current phenomenon is that it turns out that there are still many employees who have not been able to implement the work culture established by each subdistrict office, namely a culture of helping each other in terms of achieving employee job satisfaction targets and openness in communication and diligence in work.

2. LITERATURE REVIEW

2.1 Work Discipline

Work discipline is a key factor that influences employee or employee performance. Indiscipline can harm work efficiency and effectiveness, as well as hinder the achievement of set goals. Lack of discipline in the company can result in a decrease in employee performance, causing work not to be completed according to the specified time (Khaeruman, 2021). Sutrisno (2019), work discipline is an attitude of respect for the company's existing rules and regulations within the employee, which causes him to be able to adapt to Voluntary compliance with existing rules and regulations within the company.

2.2 Work Environment

According to Robbins (2019) the work environment is institutions or outside forces that have the potential to influence organizational performance. The environment is formulated into two, namely the general environment and the special environment. The general environment is everything outside the organization that has the potential to influence the organization. This environment takes the form of social and technological conditions. Meanwhile, the special environment is the part of the environment that is directly related to the achievement of an organization's goals. According to Khaeruman, (2021) The work environment plays a very important role in company management. Even though the work environment does not directly carry out work activities, it influences employees significantly. A conducive work environment can provide a sense of security and enable employees to work optimally.

2.3 Work Culture

Organizational culture is a pattern of attitudes within an organization that shapes the way of communication, behavior and support for the activities carried out. Organizational culture has an important role as a driver for companies to improve the quality of employee performance, because it is a habit that is applied in daily work activities (Marpaung et al, 2022). Work culture generally functions as a philosophical foundation, becoming a formal obligation that binds employees through company regulations. By strengthening work culture as a reference for applicable regulations, leaders and employees are indirectly bound, forming attitudes and behavior in accordance with the company's vision, mission and strategy. Ultimately, this process will produce professional leaders and employees with high integrity (Moron et al., 2023).

2.4 Job Satisfaction

According to Trivellas et al., (2013) stated that job satisfaction is a pleasant emotional state that results from the assessment of one's work to achieve or facilitate the achievement of one's work values. According to Widyaningrum (Faizah, 2021) Job satisfaction is everything that exists around workers or employees that can influence employee job satisfaction in carrying out work so that maximum work results will be obtained, where in the work environment there are work facilities that support employees in completing tasks. charged to employees in order to improve employee work in an organization.

2.5 Conceptual Framework

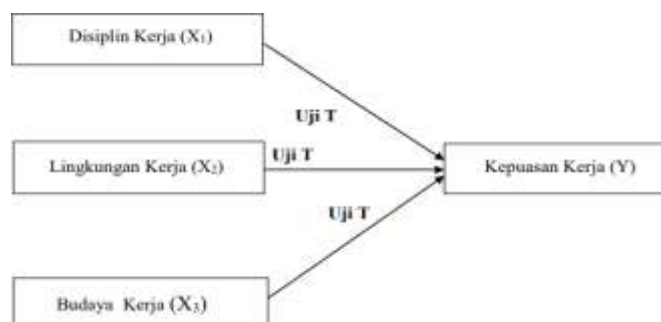


Figure 1 Conceptual Framework

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Based on the problem formulation and framework described above, the hypothesis in this research is:

- H1: Work discipline has a positive and significant effect on the satisfaction of Gampong officials, Muara Satu sub-district, Lhokseumawe City.
- H2: The work environment has a positive and significant effect on job satisfaction of Gampong officials, Muara Satu sub-district, Lhokseumawe City.
- H3: Work culture has a positive and significant effect on job satisfaction of Gampong officials, Muara Satu sub-district, Lhokseumawe City.

3. IMPLEMENTATION METHOD

3.1 Location and Research Objects

The author's research location is in Muara Satu District in the Lhokseumawe City area, Aceh Province. The objects used in this research are the Head of the Department, Secretary, Head of General Affairs, Head of Finance and Head of Planning and Head of Government Section. Researchers will distribute questionnaires to respondents to get answers which will be processed to obtain the data needed in the research.

3.2 Population and Sample

The population in this study were all employees in the sub-district office of Muara Satu Village, Lhokseumawe City, and the samples in this study were all villages in Muara Satu District, Lhokseumawe City, totaling 11 villages. The sample in this research is all villages in Muara Satu District, Lhokseumawe City. To determine the number of respondents in this study, a purposive sampling technique was used, namely samples were selected based on certain criteria. The respondents in this study consisted of the Head of the Department, Secretary, Head of General Affairs, Head of Finance, Head of Planning and Head of Government.

3.3 Data Types and Sources

Primary data is a data source obtained directly from a source (Soegiyono, 2019). The data obtained from the questionnaire is distributed to respondents, then the respondents will answer the questions. Primary data used in this research was obtained through a questionnaire distributed to respondents (Gampong Apparatus at the Subdistrict office located in Muara Satu, Lhokseumawe City). Secondary data is data obtained directly from the source. Usually in the form of documents or through other people (Soegiyono, 2019). In this research, the author looked for journals and theses from the internet which became supporting reference material and then studied the data.

3.4 Data Collection Techniques

The questionnaire was carried out by distributing and distributing a list of questions to respondents, namely Gampong Apparatus, Muara Satu Subdistrict Office, Lhokseumawe City. The questionnaire uses a Likert scale, namely there are 5 scores which are the highest scores and 1 score is the lowest score. Observation Activities carried out directly at the research object and research location so as to obtain appropriate data. The measurement scale used in this research is the Likert scale. The Likert scale is a scale used to measure attitudes, opinions and perceptions of a person or group of people about social phenomena (Soegiyono, 2019). In this research, respondents choose one of the available answers, then each answer is given a certain score. This total score is interpreted as the respondent's position on the Likert Scale.

4. RESULTS AND DISCUSSION

4.1 Results

4.1.1 Multiple Linear Analysis

Table 1 Results of Multiple Linear Analysis

Coefficients ^a					
Model	Standardized Coefficients			Q	Sig.
	B	Std. Error	Beta		
1. Constant	4,022	2,844		1,414	,162
X1	,406	,170	,288	2,389	,020
X2	,375	,169	,238	2,224	,030
X3	,215	,091	,281	2,365	,021

Dependent Variable: TOTALY

Data Sources Processed by Researchers (2024)

Based on the table above, it can be seen that the constant value (β_0) is 4.022 and the regression coefficient β for the Work Discipline variable (X1) is 0.406, the Work Environment variable (X2) is 0.375 and the Work Culture variable (X3) is 0.215. These constant values and regression coefficients are included in the following multiple regression equation:

$$Y = 4,022 + (0.406)X1 + (0.375)X2 + (0.215)X3$$

The interpretation of the regression equation above is as follows:

1. $a = 4.022$
Constant (a) = 4.022, this shows a constant value, where if the variables Work Discipline (X1), Work Environment (X2) and Work Culture (X3) have a value of 0. Then the Job Satisfaction value will increase by 4.022 in the Muara Satu City District Office Lhokseumawe.
2. $B1 = 0.406$
This regression coefficient shows the contribution of the work discipline variable (X1) to job satisfaction (Y) of 0.375 which is positive. This means that every increase of 1 unit will increase Job Satisfaction by 0.375 at the Muara Satu Subdistrict Office, Lhokseumawe City.
3. $B2 = 0.375$
This regression coefficient shows the large contribution of the Work Environment variable to Job Satisfaction of 0.375 which is positive. This means that every increase of 1 unit will increase Job Satisfaction by 0.375 in the Muara Satu Subdistrict Office, Lhokseumawe City.
4. $B3 = 0.215$
This regression coefficient shows the large contribution of the Work Culture variable to Job Satisfaction of 0.215 which is positive. This means that every increase of 1 unit will increase Job Satisfaction by 0.215 in the Muara Satu Subdistrict Office, Lhokseumawe City.

4.1.2 Hypothesis Testing

From table 1 above it can be concluded as follows:

1. Partial test on Work Discipline Variable (X1)
The t-test obtained in this research is $2,389 > 1,669$ and the significance value is $0.020 < 0.05$, so H_1 is accepted and it can be concluded that the Work Discipline variable has a positive and significant effect on Job Satisfaction of Gampong Apparatus in the Muara Satu District Area,

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2. Partial Test on Work Environment Variables (X2)

The t-test in this study is $2,224 > 1,669$ and the significance value is $0.30 < 0.50$, so H2 is accepted and it can be concluded that the Work Environment variable has a positive and significant effect on Job Satisfaction of Gampong Apparatus in the Muara Satu Subdistrict, Lhokseumawe City. .

3. Partial test on Work Culture Variable (X3)

The t-test in this research is $2,365 > 1,669$ and the significance value is $0.21 < 0.05$, so H3 can be accepted and it can be concluded that the Work Culture variable has a positive and significant effect on Job Satisfaction of Gampong Apparatus in the Muara Satu Kota Subdistrict Area Lhokseumawe.

4.1.3 F Test

Table 2. F Test Results

ANOVAa					
Model		Sum of Squares	Mean Square	F	Sig.
1	Regression	129,273	43,091	13,720	,000b
	<u>Residual</u>	<u>194,727</u>	<u>3,141</u>		
	Total	324,000			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTALX3, TOTALX2, TOTALX1

From table 2 above, it can be seen that the calculated f value is greater than table f ($13,720 > 3.14$) with a significance level of ($0.000 < 0.05$). It can be said that the variables work discipline (X1), work environment (X2) and work culture (X3) together have an influence on job satisfaction (Y) among Gampong Apparatus, Muara Satu District, Lhokseumawe City. This means that the regression analysis method is in accordance with this research model.

4.1.4 Coefficient of Determination Test

Table 3 Determination Coefficient Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.632a	,399	,370	1,772

a. Predictors: (Constant), X3, X2,X1

Data Sources Processed by Researchers (2024)

Based on the 3 tables above, it can be concluded that:

1. R = 0.632 shows the influence between work discipline (X1), work environment (X2) and work culture (X3) is 63.2%. This shows that Work Discipline (X1), Work Environment (X2) and Work Culture (X3) on Job Satisfaction (Y) have a strong influence among Gampong Officials in the Muara Satu District Office, Lhokseumawe City.
2. R Square = 0.370. This figure explains that the variations in the independent variables used in the model, namely Work Discipline, Work Environment and Work Culture, are able to

explain 37% of the dependent variable, namely Job Satisfaction. Meanwhile, the remaining 63% is explained by other variables not included in this research model, such as Leadership, Communication, Work Motivation, and Competence.

4.1.5 Discussion

4.1.5.1 Effect of Work Discipline on the Work Environment

The first hypothesis in this research is that Work Discipline has a positive and significant effect on Job Satisfaction of Gampong Village Officials, Muara Satu District, Lhokseumawe City. The t-test results obtained were $2,389 > 1,669$ and the significance value was $0.020 < 0.05$, so H1 was accepted and it could be concluded that the Work Discipline variable had a positive and significant effect on Job Satisfaction. Based on the research above, it can be seen that work discipline is one aspect that can influence the level of satisfaction of village officials. This is because if an employee has a level of Work Discipline within himself, then this will further increase Job Satisfaction in the office. The results of this research are similar to research conducted by Yumhi, (2021), Yahya (2022), Annisa Putri Marpaung, et.al (2023), and I Made Chandra Mandiri, et.al, (2023), stating that work discipline influences satisfaction. Work where when someone with a higher level of work discipline works they will be more efficient in their duties. then the importance of improving work discipline in order to create enthusiasm and passion for work which can positively encourage easy completion of work.

4.1.5.2 The Influence of the Work Environment on Job Satisfaction

The second hypothesis in this research is that the Work Environment has a positive and significant effect on Job Satisfaction in the Gampong Village Apparatus, Muara Satu District, Lhokseumawe City. The calculated t-test results obtained were $2.224 > 1.669$ and the significance value was $0.000 < 0.05$, so H2 was accepted and it could be concluded that the Work Environment variable had a positive and significant effect on Job Satisfaction. From the research results above, it can be seen that the work environment is one aspect that can influence the level of job satisfaction of village officials. The work environment plays an important role in creating and increasing employee job satisfaction. Satisfied employees will be more loyal to the organization. So that employees will be properly responsible regarding their duties. The results of this research are similar to research conducted by Yulia et, al (2017), Ni Luh Gede et, al (2021), Putri et, al (2022), showing that the work environment has a positive and significant influence on job satisfaction. It is important to pay attention to the work environment because everything in the worker's environment can influence him in carrying out his duties.

4.1.5.3 The Influence of Work Culture on Job Satisfaction

The final hypothesis (H3) is that work culture has a positive and significant effect on job satisfaction in village officials. The t-test results obtained were $2,365 > 1,669$ and the significant value was $0.000 < 0.5$, so H3 was accepted and it could be concluded that the Work Culture variable had a positive and significant effect on Job Satisfaction. From the research results above, it can be seen that work culture is one aspect that can influence the level of satisfaction of village officials. Work culture is a habit that is often carried out by every employee in carrying out their work. So having a clear work culture will increase employee job satisfaction in the office. The results of this research are similar to research conducted by Surya and Oey (2020), Rizky et.al (2020), Ni Luh Gede (2021), I Made Chandra et.al (2023), Yahya (2022). Shows that work culture has a significant influence on job satisfaction.

5. CONCLUSION

Based on the results of research conducted on the Influence of Work Discipline, Work Environment and Work Culture on Job Satisfaction of Gampong Officials in the Muara Satu Subdistrict Area, Lhokseumawe City. So the conclusions in this research are as follows:

1. Work Discipline has a positive and significant effect on Job Satisfaction of Gampong Village Officials, Muara Satu District, Lhokseumawe City. This means that employees who have work discipline within the organization will increase the job satisfaction of these employees

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and make it easier to achieve the goals within the organization.

2. The work environment has a positive and significant effect on the job satisfaction of Gampong Village officials, Muara Satu District, Lhokseumawe City. This means that the work environment of village officials is conducive so that it can increase the job satisfaction of village officials.
3. Work Culture has a positive and significant effect on Job Satisfaction of Gampong Village Officials, Muara Satu District, Lhokseumawe City. This means that village officials have a clear work culture so that it can increase the job satisfaction of village officials.

6. ADVICE

After conducting research, discuss and formulate conclusions from the research results. So, the author provides several suggestions related to the research that has been carried out to be used as useful consideration for interested parties, namely as follows:

1. The Muara Satu Subdistrict Office, Lhokseumawe City must pay attention to the level of discipline of its employees/apparatus. This is because increasing discipline can enable employees to carry out their work as well as possible and be able to provide maximum service to certain interested parties.
2. The Muara Satu Subdistrict Office, Lhokseumawe City must pay attention to the work environment of its employees/apparatus. Because this is an important factor that also needs to be considered so that employees/apparatus are more comfortable and can increase their effectiveness in carrying out their duties and work.
3. The Muara Satu Subdistrict Office, Lhokseumawe City must have a good work culture, a culture of carrying out necessary initiatives, then a culture of communicating so as to establish good relationships between colleagues. This aims to increase employee satisfaction in carrying out work in the office.

7. Research Limitations

1. Limited literature results from previous research that researchers still lack. This results in this research having many weaknesses, both in terms of research results and analysis.
2. Limited time, costs and energy make this research less than optimal.

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