

## ANALYSIS OF THE EFFECT OF WORK MOTIVATION AND WORK ENVIRONMENT ON TEACHER JOB SATISFACTION AT SMAN 19 SURABAYA



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### **ABSTRACT**

*This ponder points to decide the impact of work inspiration and work environment on the work fulfillment of instructors at SMAN 19 Surabaya. This think about employments a quantitative approach with essential information collected through survey procedures with a Likert scale on a test of 58 respondents. In expansion to the essential information, auxiliary information were too gotten, to be specific information given by the company. The information gotten was at that point analyzed utilizing Halfway Slightest Square (PLS) and the comes about appeared that by and large work fulfillment is impacted by work inspiration and work environment factors and the rest by other factors exterior the investigate show. The comes about appeared that work inspiration contains a positive and critical effect on work fulfillment, and the work environment incorporates a positive and noteworthy impact on the work fulfillment of instructors at SMAN 19 Surabaya.*

**Keywords:** *Work Motivation; Work Environment; Job Satisfaction*

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## INTRODUCTION

Education plays an important role in creating a quality generation to build a better nation (Hamdani et al., 2022). Ki Hajar Dewantara, as the Father of National Education, stated that education is a guide for the growth of every child. This means that education serves to guide children as individuals and members of society, so that they can achieve optimal safety and happiness (Pristiwanti et al., 2022). This emphasizes how important education is for the nation's children.

The quality of instruction is unequivocally impacted by the quality of instructors (Ruler, 2021). Instructors have a crucial part and vital position in progressing the quality of instruction, since they are coordinate implementers within the educating and learning prepare (Sulastri et al., 2020). As teachers, instructors must too have great character in arrange to be part models for understudies (Elitasari, 2022).

These viewpoints must be considered so that schools can create quality understudies and accomplish the vision, mission and objectives that have been set. In any case, the truths appear that one of the causes of the moo quality of instruction in Indonesia is the moo quality of instructors. The comes about of the Instructor. Competency Test (UKG) between 2012 and 2015 appear that around 81% of instructors in Indonesia did not reach the least score (Queen, 2021).

Job satisfaction has a significant effect on teacher performance, which in turn can improve school performance (Mursyid et al., 2023). Satisfied teachers tend to show a positive attitude, enthusiasm, and high motivation in completing their tasks (Rasyid & Tanjung, 2020). In contrast, dissatisfied teachers may exhibit negative attitudes, such as laziness, complaining, low teaching quality, and indiscipline (Ferdian et al., 2023). Job satisfaction should be a top priority given by the school to teachers. Job satisfaction can be seen from several factors such as providing motivation to teachers and providing a comfortable work environment (Ginting & Siagian, 2021).

In creating and overcoming the problem of teacher job satisfaction. This is indicated by the unstable teacher attendance at SMAN 19 Surabaya for the last three years, namely 2021, 2022, and 2023. Furthermore, it can be seen in Table 1 :

**Table 1**  
**Data Recapitulation of Teacher Attendance SMAN 19 Surabaya**

Year	permission	Sick	Alpha	Number of Late Riches	Amount
2021	8	13	4	56	81
2022	6	9	3	60	78
2023	9	15	5	62	91

Source: Teacher Attendance Data of SMAN 19 Surabaya (data processed), 2024

Table 1 shows that from 2021, 2022, to 2023 the total level of teacher absence experienced instability or fluctuated. Based on the recapitulation data of teacher absenteeism, it makes it clear that SMAN 19 Surabaya teachers do not enjoy and feel satisfied in their work. Regarding this phenomenon that occurs, it is in line with what is revealed by Sutrisno, (2019) that dissatisfaction in work can lead to aggressive behavior or withdraw from their social environment such as by skipping work or resigning from their job.

At SMAN 19 Surabaya Teachers, teacher motivation is considered to be still low, this is reflected in the lack of enthusiasm for the work of teachers including frequent tardiness and often leaving working hours, besides that the demands in completing a job

can also cause a decrease in teacher motivation which does not have a good impact on the School Agency. The problem of the working environment that occurs at SMAN 19 Surabaya is that the teachers' work space is quite narrow, making the teachers' work efficiency less than optimal. In addition, inadequate air circulation also makes the air temperature feel quite hot. In terms of nonphysical, it is found that the relationship between teachers is still a lot of miscommunication between fellow teachers when doing work Table 1 and the results of the interview survey clarify this statement by providing more detailed data about the factors that influence teacher motivation and working environment conditions at SMAN 19 Surabaya. Table 1 and the results of the interview survey clarify this statement by providing more detailed data about the factors that influence teacher motivation and working environment conditions at SMAN 19 Surabaya.

Since it is felt that work inspiration and work environment are components that have to be considered in expanding instructor work fulfillment, and based on the background that has been clarified, the creators are inquisitive about conducting investigate with respect to the impact of work inspiration and work environment on educator work fulfillment at SMAN 19 Surabaya.

## **LITERATURE REVIEW, RESEARCH FRAMEWORK, AND HYPOTHESES**

### **Job Satisfaction**

Yahya and Irbayuni (2023) states that work fulfillment could be a wonderful or unsavory mental state felt by specialists in a work environment due to satisfactory fulfillment of needs. The higher the evaluation of seen wants in understanding with person wants, the higher the fulfillment with these exercises. On the other hand Fandi, (2018: 74) states, "Job satisfaction is a positive attitude of the workforce including feelings and behavior towards their work through an assessment of one of the jobs as a sense of appreciation in achieving one of the important values of work". According to Afandi (2018:82), "indicators of job satisfaction include work, salary, promotion, quality of supervision and coworkers".

### **Work Motivation**

According to Ircham and Iryanti, (2022), motivation is the potential power contained in each individual that can be developed by themselves or from forces outside the individual such as financial or non-financial rewards that can affect individual performance positively or negatively, which depends on the situations and conditions faced by the individual concerned. Hasibuan (2019) revealed that work motivation is the empowerment or delivery of work enthusiasm from a leader to employees so that they are willing to work together, work effectively, and are committed to achieving a goal. Meanwhile, according to Bangun, (2012:312), "motivation is defined as a situation that encourages the performance of tasks by a person in accordance with their function in the organization". According to Zinni et al., (2021), indicators of work motivation, including responsibility, work achievement, work opportunities and performance rewards.

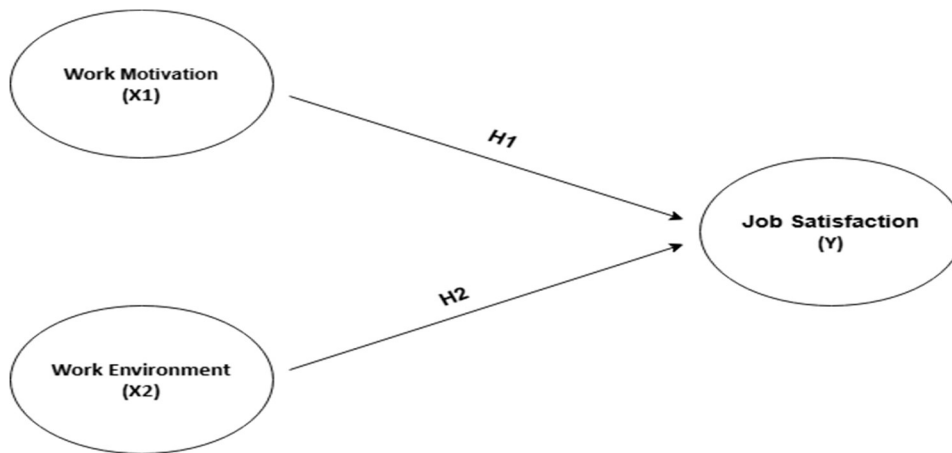
### **Work Environment**

According to Darmadi, (2020:242), "the work environment is something that is around employees and can affect these employees in carrying out their duties, such as air conditioning, bright lighting, and others". Rahmawati and Adiwati, (2021) defines that all things that surround the workforce that have an impact on carrying out the daily tasks assigned are called the work environment. Meanwhile, according to Widanegara and Sukarno (2022) the work environment is everything that is around employees that can

create a sense of security, comfort and satisfaction in carrying out and completing the tasks assigned by company leaders. With peace of mind, employees do not need to worry about their safety so that employees can work optimally. According to Yustikasari and Santoso, (2023) work environment indicators include facilities, noise, air circulation, and work relationships.

### Research Framework

Based on a review of previous theory and research, the influence of work motivation and work environment on job satisfaction can be seen from the framework of thought, namely as follows:



Source: Constructed by researchers, 2024

**Figure 1**  
**Research Framework**

### Hypothesis

Based on background, purpose and research framework, the hypotheses of this study are as follows:

*H1: Work motivation has a positive effect on job satisfaction of teachers of SMAN 19 Surabaya*

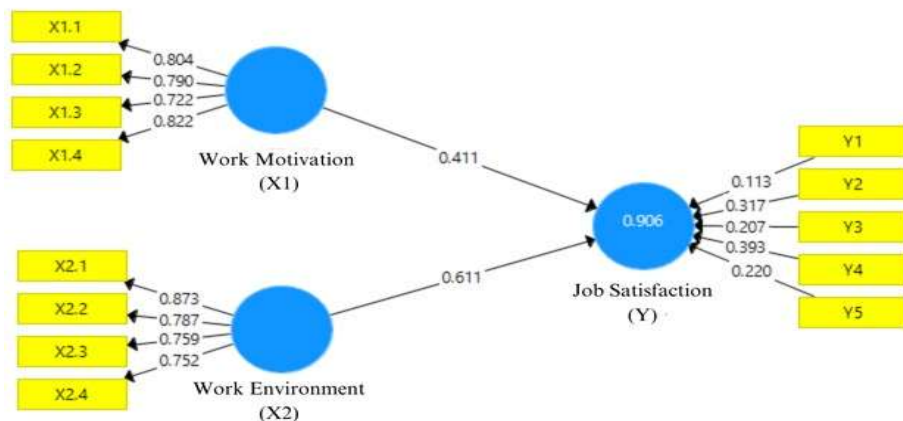
*H2: Work environment has a positive effect on job satisfaction of teachers of SMAN 19 Surabaya.*

### METHOD

This inquire about employments quantitative inquire about. The test in this ponder utilized immersed inspecting strategy which could be a test determination strategy on the off chance that all individuals of the populace are examined (Sugiyono, 2021). Hence, the test of this consider produced to 58 educator respondents at SMAN 19 Surabaya. Essential information was gotten from interviews and by conveying surveys to the instructors concerned and the estimation utilized a Likert scale of 1 to 5. Secondary data was obtained through internal information obtained from SMAN 19 Surabaya. The data obtained was then analyzed using Partial Least Square (PLS) as well as Validity Test, Reliability Test, and Hypothesis Test (Ghozali, 2021).

## RESULTS AND DISCUSSION

Based on the yield picture of PLS over, it can be seen that the calculate stacking values for each marker are found over the bolts between the factors and markers. The estimate of the way coefficient, which is situated over the bolt line between the exogenous and endogenous factors, can moreover be watched. Also, the R-Square esteem, which is found interior the circle of the endogenous variable (the fulfillment variable).



Source: Questionnaire data processed, 2024

**Figure 2**  
**Outer Model Graph**

Based on the PLS yield picture, it can be seen that the esteem of calculate stacking for each pointer is found over the bolt between the variable and the marker, it can moreover be seen that the way coefficient is over the bolt line between the exogenous variable and the endogenous variable. In expansion, it is additionally seen that the sum of R-Square is right interior the circle of endogenous factors (fulfillment factors).

**Table 2**  
**Outer Loading**

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
X1.1 <- X1 Work Motivation	0,804	0,787	0,080	10,037	0,000
X1.2 <- X1 Work Motivation	0,790	0,783	0,068	11,541	0,000
X1.3 <- X1 Work Motivation	0,722	0,726	0,064	11,231	0,000
X1.4 <- X1 Work Motivation	0,822	0,813	0,069	11,974	0,000
X2.1 <- X2 Work Environment	0,873	0,874	0,034	25,750	0,000
X2.2 <- X2 Work Environment	0,787	0,789	0,073	10,823	0,000
X2.3 <- X2 Work Environment	0,759	0,756	0,071	10,720	0,000
X2.4 <- X2 Work Environment	0,752	0,738	0,096	7,867	0,000
Y1 -> Y Job Satisfaction	0,761	0,758	0,067	11,396	0,000
Y2 -> Y Job Satisfaction	0,839	0,831	0,056	15,103	0,000
Y3 -> Y Job Satisfaction	0,718	0,710	0,095	7,542	0,000
Y4 -> Y Job Satisfaction	0,809	0,803	0,061	13,276	0,000
Y5 -> Y Job Satisfaction	0,823	0,822	0,044	18,636	0,000

Source: Questionnaire data processed, 2024

Based on the external stacking table 2, all intelligent pointers on the work inspiration variable, work environment, and work fulfillment variable, appear figure stacking (unique test) more noteworthy than 0.50 and or critical (T-Statistic esteem more than Z esteem  $\alpha = 0.05$  (5%) = 1.96), hence the estimation comes about of all pointers have met Concurrent legitimacy or great legitimacy.

**Table 3**  
**Average Variance Extracted (AVE)**

	Average Variance Extracted (AVE)
Work Motivation	0,617
Work Environment	0,630
Job Satisfaction	-

Source: Questionnaire data processed, 2024

The AVE test comes about for the Work inspiration variable are 0.617 and the Work Environment variable is 0.630, both factors appear a esteem of more than 0.5, so in general the two factors in this ponder can be said to have great legitimacy. Whereas the Developmental Pointer, to be specific Work Fulfillment, does not require a degree of unwavering quality (so there's no composite unwavering quality esteem).

**Table 4**  
**Composite Reliability**

	Composite Reliability
Work Motivation	0,865
Work Environment	0,872
Job Satisfaction	

Source: Questionnaire data processed, 2024

The comes about of Composite Reability testing appear that the Work Inspiration variable is 0.865 and the Work Environment variable is 0.872, both factors appear a Composite Reability esteem over 0.70 so it can be said that all factors in this think about are solid. Whereas the Developmental Pointer, specifically Work Fulfillment, does not require a degree of unwavering quality (consequently there's no composite unwavering quality esteem).

**Table 5**  
**Latent Variabel Correlations**

	Work Motivation	Work Environment	Job Satisfaction
Work Motivation	1,000	0,725	0,854
Work Environment	0,725	1,000	0,909
Job Satisfaction	0,854	0,909	1,000

Source: Questionnaire data processed, 2024

Based on the idle variable relationships table 5, the normal relationship esteem between factors with one another appears changing relationship values. The most elevated relationship



esteem is between the factors Work Inspiration (X1), Work Environment (X2), and work fulfillment (Y) of 1,000 each, it can be expressed that among the factors within the consider, there's a tall relationship showing a more grounded relationship between other factors.

**Table 6**  
**R-Square**

	R Square	R Square Adjusted
Job Satisfaction	0,906	0,903

Source: Questionnaire data processed, 2024

R value2 = 0.906 It can be deciphered that the show is able to clarify the marvel of Work Fulfillment (Y) which is affected by the autonomous factors counting Work Inspiration (X1) and Work Environment (X2) a variation of 90.6%. Whereas the remaining 8.4% is clarified by other factors exterior this consider (Work Inspiration and Work Environment).

**Tabel 7**  
**Path Coefficients (Mean, STDEV, T-Values)**

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ( O/STDEV )	P Values
Work Motivation -> Job Satisfaction	0,411	0,412	0,084	4,866	0,000
Work Environment -> Job Satisfaction	0,611	0,614	0,080	7,654	0,000

Source: Questionnaire data processed, 2024

The work inspiration incorporates a positive impact on educator work fulfillment can be acknowledged, with way coefficients of 0.411, and the T Insights esteem of 4.866 is more prominent than the Z esteem  $\alpha = 0.05$  (5%) = 1.96, at that point Noteworthy (positive).

### The Effect of Work Motivation on Job Satisfaction

Based on the comes about of the inquire about that has been done, the comes about gotten are in understanding with the speculation proposed that work inspiration includes a positive impact on work fulfillment can be acknowledged. These results are based on the original sample value of 0.411, the T Statistics value of 4.866 > 1.96, with the most dominant and influential indicator being performance appreciation. This award can be in the form of recognition of teachers' achievements in teaching, appreciation of their dedication, and incentives provided by the school. when a teacher manages to achieve good results in improving student grades or achieving certain achievements, they receive awards such as certificates or special awards at the school's annual event. These awards make teachers feel valued and motivated to continue to excel.

This is in accordance with previous research conducted by Parimita et al., (2018) "which results in that the work motivation variable has a positive and significant effect on the job satisfaction of employees of PT Tridaya Eramina Bahari". So, it can be concluded that work motivation has a good contribution to employee job satisfaction. The better the work motivation delivered will also increase satisfaction at work among employees.

### **The Effect of Work Environment on Job Satisfaction**

Based on the results of the research that has been carried out, the results obtained in accordance with the hypothesis proposed that work motivation has a positive effect on job satisfaction can be accepted. These results are based on the original sample value of 0.611, the T Statistics value of  $7.654 > 1.96$ , with the most dominant indicator being work facilities. These facilities include the facilities and infrastructure available to teachers to support teaching and work activities at school, such as comfortable classrooms, adequate teaching tools, and access to technology that facilitates the learning process. spacious enough classrooms equipped with projectors, interactive boards, and smooth internet connections help teachers to teach more effectively. In addition, comfortable teachers' rooms with air-conditioning, adequate break rooms and access to quiet workspaces provide teachers with comfort in carrying out their daily activities.

This is supported by research Zulher, (2020), Ginting and Siagian, (2021), and Ferdian et al., (2023) who get the results that a better work environment will certainly provide an increase in employee job satisfaction at work while a work environment that is not conducive will be able to cause job dissatisfaction in employees.

### **CONCLUSION AND SUGGESTION**

Based on the comes about of tests conducted utilizing PLS investigation to look at the impact of Work Inspiration and Work Environment on Work Fulfillment of Instructors of SMAN 19 Surabaya and the comes about portrayed, it can be concluded that:

- (1) Work inspiration is demonstrated to be able to contribute to the work fulfillment of instructors of SMAN 19 Surabaya. This implies that the higher the work inspiration felt by instructors, the more work fulfillment increments in instructors of SMAN 19 Surabaya.
- (2) Work environment is demonstrated to be able to contribute to the work fulfillment of instructors of SMAN 19 Surabaya. A conducive, great, and strong work environment can increment the work fulfillment of instructors at SMAN 19 Surabaya.

Based on the findings and conclusions of this study, here are some suggestions that can be considered or utilized as elements of decision-making: (1) Schools should strengthen the performance reward system by providing clear, transparent rewards based on objective achievements, such as achievements in teaching, innovation, and dedication. These rewards can be given regularly, either in the form of material (bonuses or incentives) or non-material (public recognition and opportunities to develop through training or special assignments). (2) Schools are advised to continue to pay attention to and improve existing work facilities. Improving facilities such as more modern classrooms, comfortable teacher rooms, and better access to technology can further support the teaching process and improve work comfort for teachers. In addition, providing other supporting facilities, such as comfortable break rooms and a clean and tidy environment, will strengthen a positive work atmosphere.

Future researchers are advised to explore the relationship between teacher performance and job satisfaction. Teacher performance, which includes the quality of teaching, classroom management, and contribution to school activities, can influence how satisfied teachers are with their work.

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