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The Effect of Job Satisfaction and Physical Work Environment on Teacher Performance of SMK Angkasa Lanud Husein Sastranegara Bandung

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Abstract: The purpose of this study was to determine the effect of Job Satisfaction and Physical Work Environment on the performance of teachers in SMK Angkasa Lanud Husein Sastranegara Bandung both partially and simultaneously. The population in this study is teachers at SMK Angkasa Lanud Husein Sastranegara Bandung, a total is 43 teachers. The sampling technique used in this study is saturated sampling technique. The method used in this study is Quantitative Methods with data collection using interview techniques, questionnaires, observations, library studies and the researchers documentation concluded that: 1) work packages have significant effects on Teacher's performance; 2) The physical working environment has a significant effect on the Teacher's performance. In simultaneous testing, Job Satisfaction and physical work environment have a positive and significant effect on the performance of teachers in SMK Angkasa Lanud Husein Sastranegara Bandung. The magnitude of the effect of Job Satisfaction and physical work environment is shown with the Adjustable R-Square score of 66.7% and the remaining 33.3% are influenced by other variables not studied in the study.

Keyword: Job Satisfaction, Physical Work Environment, Teacher Performance

INTRODUCTION

Education is one of the important rides in building resources quality human power. In an effort to improve the quality of education national, government through Depdiknas continues to do various things change and update of a reliable and professional education system with the efforts already and being done relating to the teacher factor especially about the performance of the teacher. Increased teacher performance will have an effect on improving the quality of its output or output, because the teacher is a source the most strategic resources are owned by an organization, although not reduces the importance of other resources, such as time, energy and information. In connection with this, the high performance of the teacher is very necessary for the sake of improving the quality and quality of learners as human resources. As Hasibuan (2017) put it in his defining book MSDM as a science and art regulates the

relationship and role of labor in order effective and efficient helps realize the goals of the company, employees and society. The role of human resource management can look good when the company seeks employees to make a positive impact company and have productive performance. To be able to measure the level performance well, many scholars and experts debate performance standards which can be used, but most vary.

According to Robert Bacal, “in this sense, performance is the level of contribution that employees make to the purpose of his work or the unit of work and the company/organization as a result of his behavior and application of his skills, abilities and knowledge”. According to Rivai (2016) performance is a real behavior that everyone shows as a work performance generated by employees according to their deep role organization.

Job Satisfaction Teachers should be created as best to make the moral work, dedication, love and discipline of teachers increase. Teacher’s job satisfaction is influenced by his working condition. The productivity of a person will increase when in the organization there is a human relationship activity that brings social and psychological satisfaction of workers. According to Sudaryo et al., (2019) satisfaction work is a feeling of fun or unpleasant about work based on expectations in return provided by the agency.

In addition to the Work Packaging factor related to teacher performance is the physical work environment. Inadequate physical work environment and lack of facilities provided will reduce employee comfort in working. According to Afandi (2018:66) states that, “Something in the environment of workers can influence themselves in performing tasks such as temperature, humidity, ventilation, lighting, noise, workplace hygiene, and adequate work equipment.

Furthermore, based on the assessment data of Teacher’s performance at SMK Angkasa Lanud Husein Sastranegara Bandung. in 2024 the assessment of the performance of the teacher with 43 teachers, most of the average number of the average entered the criteria. Teachers who entered the criteria were enough in 2024 by 38%, at the SMK Angkasa Lanud Husein Sastranegara Bandung. experience the desired target is not realized or not achieved. Teacher Performance at SMK Angkasa Lanud Husein Sastranegara Bandung. less maximal and also experience a decrease in the achievement of targeted targeted performance or standards of the school. From this data, it can be seen that the majority of targets are not achieved. This is allegedly due to the high target set and also due to the satisfaction of the dissatisfied kingdom and the heavy physical work environment that teachers feel at Angkasa Lanud SMK Husein Sastranegara Bandung.

In realizing good teacher performance is not easy because there are factors that can affect the occurrence of activities in SMK Angkasa Lanud Husein Sastranegara Bandung. With that, it is expected to be able to pay attention to factors that can affect its performance, such as job satisfaction and physical work environment. Based on the description of the phenomena and the above problems, the author is inspired to conduct research under the title “Effect of Job Satisfaction and Physical Work Environment on Teacher Performance at SMK Angkasa Lanud Husein Sastranegara Bandung.

METHOD

According to Sugiyono (2018:2) research methods are basically a scientific way to obtain data with specific purposes and uses. The scientific way means research activities based on scientific features, namely rational, empirical, and systematic. In this study, using quantitative methods with descriptive and verificative approaches, as a research process using descriptive, namely the sentences composed in questionnaires or interview results with informers, the purpose of this study is to know the influence of Job Satisfaction and physical working environment on the performance of teachers at SMK Angkasa Lanud Husein Sastranegara Bandung.

As has been expressed in problem identification, the main problems studied are Job Satisfaction(X1) and Physical Work Environment (X2) as independent variables, Teacher Performance as dependent variables (Y). Based on the research approach used

The data sources used in this study are: (1) primary data obtained from the results of the filling of questionnaires on Job Satisfaction, Physical Work Environment and Performance filled by teachers at SMK Angkasa Lanud Husein Sastranegara Bandung; (2) secondary data obtained from literature and journal sources and previous research results related to Job Satisfaction and Physical Work Environment against Performance. According to Sugiyono (2017:85) explains that saturated sampling is a sample determination technique when all members of the population are used as samples. Another term of saturated samples is census, where all members of the population are sampled. The population in this study is Teacher at SMK Angkasa Lanud Husein Sastranegara Bandung which number 43respondents. Where the population is taken all into samples, so the sampling technique taken is saturated samples.

The techniques used to collect data in this study are as follows: 1) Interview: According to Sugiyono (2018:220), interviews are used as techniques data collection when researchers want to conduct research and for find research problems or want to get more in-depth from a number of respondents. Interviews conducted in this study conducted in this study is done at the initial stage of research find problems and phenomena that can be called research; 2) Questionnaire: According to Sugiyono (2018:225), an aquet (questionnaire) is a technique data collection is done by asking questions or inquiry in writing to respondents to answer in a way objective. Questionnaires contain questions about identity and characteristics of respondents, teacher performance dimensions, job satisfaction dimensions, and working Environment Dimension; 3) Observation: According to Sugiyono (2018:229), the process of implementing data collection with how to observe and engage in daily activities performed by data Source; 4) Literature review: Techniques to obtain theories from experts through the reading source related to supporting variables that are researched in this research, which relates to teacher performance, job satisfaction and working Environment; and 5) Documentation: Collect data from documents in the organization medium researched is the teacher of SMK Angkasa Lanud Husein Sastranegara Bandung.

RESULTS AND DISCUSSION

Human Resource Management

According to Marwansyah (2014:3-4) argues that source management human power can be interpreted as the utilization of human resources in in the organization, which is done through resource planning functions human, recruitment and selection, human resource development, planning and career development, compensation and well-being, safety and occupational health, and industrial relationships. According to Hasibuan (2019:10) in his book, defines MSDM as science and art governs relationships and the role of labor to be effective and efficient helps realize the goals of the company, employees and society. According to Bintaro and Daryanto (2017:15) quoted from Pinayungan (2019:2) "Stating that ""Human resource management, abbreviated as MSDM is." a science or how to regulate relationships and the role of resources (workforce) owned by individuals efficiently and effectively and can be used to the maximum so that the company's common goals, employees and society are maximized."

Job Satisfaction

According to Sutrisno (2016:13) the term "satisfaction" refers to a common attitude an individual towards his job. Someone with a level of job satisfaction high shows a positive attitude towards work. Job Satisfaction is one employee attitude towards work related to work situations, cooperation between employees, rewards received by employment, and things it

concerns physical and psychological factors. According to Sudaryo et al., (2018:93) job satisfaction is a feeling about fun or unpleasant about the work based on the above expectations in return given by the agency. According to Sinambela (2017:303) Job Satisfaction is one's feelings to his work which is produced by his own (internal) and (internal) business supported by external (external) things, over working conditions, work results, and work itself.

According to Hasibuan (2017:202) proposes that the indicator of job satisfaction can be measured by Discipline, Work Moral, and Turnover according to Milla Badriyah (2015:241) The dimensions and indicators of Job Satisfaction are divided into nine, namely as follows, Gajih, Promotion, Supervision, Additional Allowance, Award, Procedure and Work Regulation, Co-workers, Work itself and Communication

Fission Working Environment

The work environment in a company needs to be considered, because the work environment has a direct influence on employees. Conducive work environment can improve employee productivity and vice versa, inadequate work environment can reduce employee productivity. Although the work environment does not carry out the production process in a company, the work environment has a direct influence on the employees who carry out the production process. Working Environment is an atmosphere where employees perform activities every day. Conducive work environment provides a sense of security, convenience and allows employees to work optimally. According to Sedarmayati (2017:23) states that, "Somewhere there are a number of groups in which there are some supporting facilities to achieve the company's goals in accordance with the company's vision and mission." According

to Afandi (2018:66) states that "Something in the environment of workers can influence themselves in performing tasks such as temperature, humidity, ventilation, lighting, noise, workplace hygiene, and the lack of work equipment." According to Siagian (2015:56) states that, "The work environment is the environment where employees do their daily work." From the statement of some experts above it can be concluded that the physical work environment is everything around the workplace of employees who focus more on the means of infrastructure or facilities and situations around the workplace so that it can affect employees in carrying out their activities.

According to Afandi (2018:71) the dimensions and indicators of the working environment are as follows the first Dimensions of lighting, which includes the workplace lighting Lighting and the second Workplace Window Dimensions of color, which includes the color and decoration of the third Dimensions of sound sound, the sound of music and sound of the factory machine, the fourth and final workshop is the air dimension, which includes air temperature and air humidity

Performance

Employee performance is one of the things to be considered by an organization or company. Good employee performance results are a Caution for an organization. The better the employee's performance, the more good for the performance of the organization, so should the worse for the performance of the employees then it will further negatively impact the performance of employees. Therefore an organization must optimally manage the performance of the employees in order to achieve performance achievement goals according to what is expected. According to Mangkunegara (2017:9) performance is the result of a work of a person employee qualified and quantity achieved by deep employees perform the duties according to their functions with the responsibilities given to him.

According to Robert Bacal (2015:153) quoted in Pinayungan (2019:5) "In this sense, performance is the level of contribution given employee of his work objectives or work units and companies/organizations as a result of its behavior and application of skills, abilities, and

"Knowledge." According to Rivai and Sagala (2016:269-270) states that “performance is a real behavior that everyone shows as a work performance "The resulting employees are in accordance with their role in the organization." According to Sutrisno et al., (2019:46) performance is one’s success in performing tasks, work results that can be achieved by a person or group people in an organization are in accordance with authority and responsibility each or about how an individual is expected to function and behavior according to the task which has been charged to him and quantity, quality and time used in performing tasks.

Employee performance dimension is behavior based measurement leaning on qualitative aspects rather than quantitative measured. Measurement based on behavior is generally subjective in which employees assume can elaborate appropriately effective performance for itself and for his co-workers. The main drawback of this measurement criteria is vulnerable against measurement bias because performance is measured based on perception. According to Hasibuan (2019:95-96) as for performance dimensions include: 1) Loyalty, assessment measures employee loyalty to employees as well his office in the organization; 2) Work performance, assessor assesses the work outcome of both quality and quantity can be generated by the employee from his job description; 3) Honesty, honesty assessment in carrying out tasks, fulfilling the covenant is both for itself and for others; 4) Discipline, assessment of the discipline of the employees in complying with existing regulations and do the work according to the instructions given; 5) Creativity, assessment of the ability of employees to develop creativity to elaborate his work; 6) Cooperation, assessment of the willingness of employees participate and cooperate with other employees so that the work will be better; 7) Leadership, assessment of ability to lead, influential, having a strong, respected, authoritative, and motivating personality others or subordinates to work effectively; 8) Experience, assessment of work experience indicates an ability or skills that a person has; 9) Precise, judgment of thinking skills based on their own initiative for analyze, judge, create, give reason, get conclusion, and reassuring decision to resolve the problem 20 faced with it; 10) Proficiency, assessment of employee skills in uniting and aligning the various elements that are all involved in drafting of wisdom and in management situations; 11) Responsibility, assessment of the willingness of the employees in the accoun answer its wisdom, work, and work results, daran and infrastructure what it uses, as well as its work behavior.

Results

Results of Double Linear Regression Analysis

Double linear regression analysis is used to see the influence of Job Satisfaction, and Physical Work Environment on Teacher’s performance at SMK Angkasa Lanud Husein Sastranegara Bandung. The results of multiple linear regression analysis in this study that has been processed using SPSS software program are as follows:

Table 1. Results of Double Linear Regression Analysis

Model	Coefficients ^a					Collinearity Statistics		
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance	VIF	
	B	Std. Error	Beta					
1	(Constant)	-8,599	9,364		-0,918	0,364		
	Job Satisfaction	0,756	0,111	0,663	6,842	0,000	0,886	1,129
	Physical Work Environment	0,348	0,111	0,303	3,130	0,003	0,886	1,129

a. Dependent Variable: Performance

Source: Primary Data (2024)

Based on the table above, it can be known that the multiple linear regression equation

is as follows:

$$Y = -8,590 - 0,756 X_1 + 0,348 X_2 + e$$

1) Rated constant = -8,590

The value of the constant indicates that if the independent variable (Job Satisfaction and physical Work environment) is assumed to be zero, then the dependent variable (teacher performance) is 8,590.

2) Coefficient Value (b1) = 0,756

The coefficient value indicates that the Job Satisfaction variable is negative and significant, meaning that if the Job Satisfaction is lowered by 1 unit level, then the Teacher Performance will increase by 0,756 units.

3) Coefficient Value (b2) = 0,348

The coefficient value indicates that the physical Work Environment variable is positive and significant, meaning that if the physical Work Environment is reduced by 1 unit level then the Teacher Performance will increase by 0,348 units.

Coefficient Determination (R)²

Determination coefficient is used to measure or know how much dependent variable changes are described or determined by independent variables. The results of determination coefficient in this study can be seen in the following table:

Table 2. Results of Determination Coefficient

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	0,817 ^a	0,667	0,651	4,196	2,348

a. Predictors: (Constant), Physical Work Environment, Job Satisfaction
 b. Dependent Variable: Performance

Source: Primary Data (2024)

Based on table 2 above, it can be seen that the determination coefficient value indicates the Adjusted R Square number of 0.667, this means the influence that independent variables can explain (Job Satisfaction and Physical Work Environment) on dependent variables (Teacher Performance) is 66.7%. The remaining 33.3% was explained by variables not studied in the study.

Test T

Hypothesis testing in this study was conducted at a significant rate of 0.05 or 5%. and the t table value is calculated using the formula $df=n-k-1$, i.e. $df=43-3-1=39$, so that the table is obtained at 2,023.

Table 3. Results Test T

Model	Coefficients ^a			t	Sig.	Collinearity Statistics	
	Unstandardized Coefficients	Standardized Coefficients	Std. Error			Tolerance	VIF
	B	Beta					
1 (Constant)	-8,599		9,364	-0,918	0,364		
Job Satisfaction	0,756	0,663	0,111	6,842	0,000	0,886	1,129
Physical Work Environment	0,348	0,303	0,111	3,130	0,003	0,886	1,129

a. Dependent Variable: Performance

Source: Primary Data (2024)

Based on table 3 above, can be drawn as follows:

1) First Hypothesis

Testing the variable hypothesis of Job Satisfaction (X1) against Teacher Performance (Y) through the results of calculations that have been obtained that t calculations $< t$ table (0.756 $< 2,023$.) and with a significant rate of 0.05 i.e. (0.000 > 0.05) it states that the variable Job Satisfaction partially has a positive and significant effect on Teacher’s performance at SMK Angkasa Lanud Husein Sastranegara Bandung.

2) Second Hypothesis

Testing the variable hypothesis of Physical Work Environment (X2) against Teacher Performance (Y) through the results of calculations that have been obtained that t calculations $< t$ table (0.348 $< 2,023$ and with a significant rate of 0.05 i.e. (0.003 > 0.05) it states that the variables of the work environment partially have a positive and significant effect on the performance of Teacher in SMK Angkasa Lanud Husein Sastranegara Bandung.

Test F

In this study, F test was done by comparing F count value with F table value at a significance value of 0.05 (=5%).

Table 4. Results Test F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.412,796	2	706,398	40,121	0,000 ^b
	Residual	704,274	40	17,607		
	Total	2.117,070	42			

a. Dependent Variable: Performance
 b. Predictors: (Constant), Physical Work Environment, Job Satisfaction

Source: Primary Data (2024)

the table above, it is seen that the value of F count is 40,121. F table with $df_1=2$ and denominator degree 40, then F table is 3.23, meaning, F count $> F$ table is 22,789 > 3.23 . The significance value of 0.000 < 0.05 , then in F test it can be concluded that the fourth hypothesis in this study is Job Satisfaction, and Physical Work Environment in SMK Angkasa Lanud Husein Sastranegara Bandung received.

Discussion

1. The Effect of Job Satisfaction on the Performance of Teachers in SMK Angkasa Lanud Husein Sastranegara Bandung

Based on the results of the research that has been done with testing, the partial Job Satisfaction variable has a positive and significant effect on the performance of teachers in SMK Angkasa Lanud Husein Sastranegara Bandung. It is stated that the partially tested variable yields the t count value $> t$ table which is 6,842 $> 2,023$ and with a significant level of 0.05 which is 0.000 < 0.05 . It is stated that the variable Job Satisfaction Individual Teachers working partially positively and significantly on the performance of the Teachers in SMK Angkasa Lanud Husein Sastranegara Bandung.

The results of this study support previous research conducted by Anam & Rahardja (2017) under the title of Employment Satisfaction, Work Facilities and Employee Performance on Employee Performance (Studies on Industrial and Trade Service Officers of Central Java Province) which states that work facilities have an effect on employee performance.

2. The Influence of Physical Work Environment on the Performance of Teachers in SMK Angkasa Lanud Husein Sastranegara Bandung

Based on the results of the research done by conducting testing, the partially tested Physical Work Environment variable yields the t calculation value $> t$ table which is $3,130 > 2,023$ and with a significant level of 0.05 which is $0.003 < 0.05$. It is stated that the variable Work Discipline partially positively and significantly affects the performance of teachers in SMK Angkasa Lanud Husein Sastranegara Bandung. It is stated that the variable Physical Work Environment is partially positive and significant in the performance of teachers in SMK Angkasa Lanud Husein Sastranegara Bandung.

The results of this study are in line with previous research conducted by Husain (2017) under the title of Environmental Influence of Physical Work on Employee Performance (In PT. Bank Danamon Tbk Bantaro Branch) which shows that the Physical Work Environment has a positive and significant effect on employee performance.

3. The Effect of Job Satisfaction and Physical Working Environment on the Performance of Teachers in SMK Angkasa Lanud Husein Sastranegara Bandung

Based on the results of the F test conducted in this study, the value of the F calculated is F count $> F$ table, which is $40,121 > 3.23$ with a value of significance of $0.000 < 0.05$. Thus, it can be concluded that Job Satisfaction and Physical Work Environment, simultaneously affects the Performance of teachers in SMK Angkasa Lanud Husein Sastranegara Bandung.

The results of this study are in line with previous research conducted by Sampurna, et al. (2020) entitled The Influence of Job Satisfaction, Work Facilities and Physical Work Environment on Employee Performance Cv. Princess Jombang's son.

CONCLUSION

Based on the results of the research that has been done, it can be drawn as follows:

1. There is a positive and significant influence on Job Satisfaction on the Performance of teachers in SMK Angkasa Lanud Husein Sastranegara Bandung.
2. There is a positive and significant influence of Physical Working Environment on the Performance of teachers in SMK Angkasa Lanud Husein Sastranegara Bandung.
3. the biggest influence is on Job satisfaction variables with a score of 0.756 or 75.6% affect the performance of teachers in SMK Angkasa Lanud Husein Sastranegara Bandung.
4. There is a positive and significant influence on job satisfaction and Physical Working Environment on the Performance of teachers in SMK Angkasa Lanud Husein Sastranegara Bandung.

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