

The Influence of Work Environment and Self-Reward on Employee Job Satisfaction at PT Sun Berlian Motor Rantauprapat

Syafaruddin Munthe^{1✉}, Wahyu Azhar Ritonga²

(1) Management, Al Washliyah University Labuhanbatu, Rantauprapat, Indonesia

(2) Teknik Informatika, Al Washliyah University Labuhanbatu, Rantauprapat, Indonesia

Abstract: This study aims to determine the influence of work environment and self-reward on employee job satisfaction at PT Sun Berlian Motor Rantauprapat, simultaneously. The population in this study were employees at PT Sun Berlian Motor, the determination of the sample technique used Arikunto's opinion with a total of 50 people and the analysis method used was descriptive analysis method, multiple linear regression analysis, and hypothesis testing. The results of simultaneous hypothesis testing (F test) showed that the work environment (X1) and self-reward (X2) had a significant effect on employee job satisfaction, with an F count of 17.408 while the t table was 3.10 (F count is greater than F table). The results of the determination coefficient (R2) test showed an Adjusted R square value of 0.426 or 42.6% indicating that the work environment and self-reward simultaneously contributed to employee job satisfaction by 42.6%.

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INTRODUCTION

Competition in the business world today is increasingly intense and competitive, requiring every company to optimize all aspects of its resources, including capital, production, marketing, facilities and infrastructure, work methods, and human resources. As consumer demand for motorcycles increases, each company has its own unique approach to promoting its products.

One of the company's strategies in an effort to improve the quality of service to consumers is to create or form good human resources for the sake of the continued progress of a company, because it is one of the most important assets in an organization (Armiati, 2020). Therefore, human resources must be continuously developed to produce high-quality, professional, and competent individuals, ensuring that the work they carry out will produce the desired results. Human resources are also key to determining the company's future development (Oktafia and Agus 2022) the company is a source for controlling, maintaining and developing the organization in facing various work demands (Ati Rayu, dkk., 2022). Basically, Human Resources are people who are employed in an organization as planners and implementers as drivers to achieve the organization's goals (Ahmad, dkk., 2022). Based on this, it is very important to prioritize the management of the human resources in question, both in terms of their availability and their competence/ability (Sumarsono, 2018). Given the critical importance of human resources to a company's organizational role, it's only right that the company pay attention to all aspects of its work, specifically its employees. Various strategies are being implemented to encourage employees to continuously improve themselves,

making them more competitive and enthusiastic about their work. Therefore, it's important to consider the influence of the work environment and self-reward on employee satisfaction at PT Sun Berlian Motor Rantauprapat.

In human resource management, companies need to get competent employees who can carry out their duties and responsibilities as well as possible so that they can improve company performance to achieve the achievements that have been planned and targeted by the company within a certain period of time, so that the work environment is also a big factor in the success of a company (Patonengan, 2021). The work environment is anything or elements that can directly or indirectly influence an organization or company which will have a good or bad impact on employee performance and job satisfaction (Pintasari, 2028);(Putri, G.,2020). Employee performance is the output produced by the functions or dimensions of work or profession carried out by human resources or employees within a certain time. Carrying out their duties in accordance with the responsibilities given to them. (Paparang 2021). A pleasant work environment is very important in improving employee performance, so the work environment is said to be good if employees can make a big contribution to the company, both directly and indirectly in the progress of the company in this case PT Sun Berlian Motor.

PT Sun Berlian Motor Yamaha motorcycles consist of several types, both related and separate, with other spare parts. PT. Sun Berlian Motor also strives to meet the needs of its customers. Given this, a method is needed to assist the company in running its organization and achieving its goals.

PT Sun Berlian Motor is a Yamaha dealer in Rantauprapat, first established in Aek Nabara on February 8, 2008, and then relocated to Rantauprapat in 2017. Yamaha is a Japanese motorcycle brand and iconic water transportation manufacturer. The Yamaha Motor branch was established in 1955 and has earned immense respect and popularity worldwide. Today, the brand has over 100 subsidiaries worldwide and is one of the most renowned motorcycle manufacturers. Its brand name, Yamaha, can be translated from Japanese as "mountain blade," a reflection of its samurai heritage. The company's visual identity has always been a celebration of Japanese heritage and symbolism. (Purnomo, 2024).

Another factor influencing employee job satisfaction is self-rewards. These self-rewards are designed to further enhance employee productivity, improve employee discipline, and further increase employee loyalty. According to Henri Simamora (Oktafia and Agus 2022), "Rewards are incentives that link pay based on increasing employee productivity to achieve competitive advantage." Performance appraisal is an important process in human resource management that aims to measure the level of employee work achievement in accordance with assigned targets and responsibilities. Through performance appraisal, organizations can obtain objective information to support decision-making regarding promotions, career development, compensation, and awards to high-performing employees. An effective performance appraisal system also helps companies improve organizational productivity and competitiveness (Chaerunisa, 2024).

One factor influencing employee performance improvement is rewards. Rewards are a form of appreciation given by organizations for employee contributions and success in achieving company goals. These rewards can be financial, such as salaries, bonuses, and incentives, or non-financial, such as recognition, opportunities for personal development, increased responsibility, and involvement in decision-making. Various studies have shown that an appropriate reward system can increase employee motivation, job satisfaction, and commitment to the organization (Utami, 2024).

Each employee has different needs and perceptions regarding the type of reward they receive. Some employees value financial compensation as a means of fulfilling their economic needs, while others prioritize intrinsic rewards that can boost self-confidence, recognition, and self-actualization. Therefore, organizations need to design a reward system that aligns with the characteristics and needs of their employees to optimally encourage improved performance.

Recent research shows that rewards have a positive and significant impact on employee performance. Fair and transparent rewards can improve employee morale, discipline, and productivity in carrying out their duties. Therefore, rewards can be a crucial strategy for companies to improve the quality of their human resources and effectively achieve organizational goals.

Based on the above description, this study was conducted to analyze the effect of rewards on employee performance, thus determining the extent to which company rewards can encourage increased employee performance and productivity. Rewards are a factor that can influence employee motivation and performance. According to Hatice (2012), rewards are divided into two categories: intrinsic rewards and extrinsic rewards. Intrinsic rewards relate to the personal satisfaction an individual gains after successfully completing a task or achieving a specific target. Meanwhile, extrinsic rewards include rewards provided by the organization, such as salary, bonuses, allowances, and various other benefits.

Every employee has different needs and perspectives on the type of reward they desire. Some employees feel that financial rewards suffice, while others value non-financial rewards, such as the opportunity to participate in decision-making, increased responsibility, freedom in their work, and recognition for their abilities. These rewards can boost employees' self-confidence, motivation, and work enthusiasm. Rewards can also be defined as gifts, recognitions, or rewards intended to encourage employees to work harder and improve their performance.

Rewards are important in an organization because they value performance and adherence to established regulations. It's hoped that these rewards will motivate employees to increase their productivity. This study is expected to make a theoretical contribution by enriching the literature on the influence of the work environment and self-reward on employee job satisfaction within the context of automotive dealerships. From a practical perspective, the findings are expected to provide valuable insights for PT Sun Berlian Motor Rantaupratat in creating a conducive work environment and implementing effective self-reward practices to enhance employee job satisfaction and the quality of the company's services.

RESEARCH METHOD

This study uses a quantitative approach with a causal associative survey design to analyze the influence of the work environment and self-reward on employee job satisfaction at PT Sun Berlian Motor Rantaupratat. The quantitative approach was chosen because it is able to measure the relationship between variables objectively through numerical data and allows for hypothesis testing using statistical analysis. The survey design was used to systematically obtain data from respondents through standardized research instruments so that the research results can be generalized to the population studied. The study population was all 50 employees of PT Sun Berlian Motor Rantaupratat. Given the relatively small population size, this study used a total sampling technique,

so that all members of the population were used as research samples. This technique was chosen to obtain more representative data and reduce the possibility of sampling error.

The study involved two independent variables, namely the work environment (X1) and self-reward (X2), as well as one dependent variable, namely employee job satisfaction (Y). The work environment was measured through indicators of the physical and social conditions of the workplace, self-reward was measured based on the form of appreciation received by employees for work achievements, while job satisfaction was measured based on the level of employee satisfaction with their work and the organizational environment.

The research data consists of primary and secondary data. Primary data were obtained directly through questionnaires distributed to respondents, interviews, and field observations. Meanwhile, secondary data were obtained from company documents, administrative reports, and various supporting sources relevant to the research. Data collection techniques were carried out through interviews, observations, documentation, and questionnaires distributed using a five-level Likert scale, namely Strongly Agree (5), Agree (4), Disagree (3), Disagree (2), and Strongly Disagree (1). Before being used in the research, the instrument was tested for validity and reliability. The validity test was conducted using the Product Moment correlation with the criterion that a statement item is declared valid if the calculated r -value is greater than the table r -value at a significance level of 5%. Furthermore, the reliability test was conducted using the Cronbach's Alpha method. The instrument is declared reliable if the Cronbach's Alpha value is greater than 0.60, which indicates that the instrument has a good level of consistency in measuring research variables.

Data analysis was conducted using multiple linear regression techniques because the study involved more than one independent variable suspected of influencing the dependent variable. This technique was chosen because it is able to measure the magnitude and direction of the influence of each variable simultaneously or partially. The analysis stages include data processing, testing the validity and reliability of the instrument, multiple linear regression analysis, simultaneous tests (F tests), and partial tests (t tests). The F test was used to determine the effect of independent variables together on employee job satisfaction, while the t test was used to determine the effect of each independent variable individually. The entire analysis process was carried out using Statistical Package for the Social Sciences (SPSS) software with a significance level of 0.05. The results of the analysis were then presented in tabular form and interpreted to answer the research objectives and hypotheses in a systematic and measurable manner.

RESULTS AND DISCUSSION

Descriptive data presentation is conducted to provide a general overview of the characteristics of the respondents who are the objects of the research. This information is used as supporting data to understand and interpret the research results more comprehensively.

Validity testing is used to measure the extent to which a research instrument is able to measure what it is supposed to measure. An instrument is declared valid if the correlation coefficient (r -calculated) is greater than the r -table value at a significance level of 0.05.

Descriptive Results of Research Variables

Validity Test

Table 1. Instrument Validity

No Item	Membandingkan Nilai r			Melihat Nilai Sig		
	r Hitung	r Tabel	Keterangan	Nilai Sig	0,05	
1	0,522	0,2353	Valid	0,000	0,05	Valid
2	0,522	0,2353	Valid	0,000	0,05	Valid
3	0,723	0,2353	Valid	0,000	0,05	Valid
4	0,723	0,2353	Valid	0,000	0,05	Valid
5	0,257	0,2353	Valid	0,072	0,05	Valid
6	0,171	0,2353	Tidak Valid	0,234	0,05	Tidak Valid
7	0,370	0,2353	Valid	0,008	0,05	Valid
8	0,723	0,2353	Valid	0,000	0,05	Valid
9	0,522	0,2353	Valid	0,000	0,05	Valid
10	0,723	0,2353	Valid	0,000	0,05	Valid
11	0,364	0,2353	Valid	0,009	0,05	Valid
12	0,439	0,2353	Valid	0,001	0,05	Valid
13	0,030	0,2353	Tidak Valid	0,839	0,05	Tidak Valid
14	0,522	0,2353	Valid	0,000	0,05	Valid
15	0,075	0,2353	Tidak Valid	0,605	0,05	Tidak Valid

Based on Table 1 above, it can be seen that according to the instrument testing, there are 12 valid questions and 3 invalid questions, namely questions 6, 13 and 15. This is if the calculated $r > r$ table and the sig value < 0.05 .

Reliability Test

Table 2. Reliability Values

Reliability Statistics	
Cronbach's Alpha	N of Items
.790	12

Each valid question item is then tested for reliability or not using SPSS, as shown in Table 2 with a Cronbach's Alpha value of > 0.60 , with a value of 0.790, meaning the instrument used is reliable.

Results of Multiple Linear Regression Analysis

In conducting a multiple linear regression analysis for work environment and self-reward on employee satisfaction at PT Sun Berlian Motor Rantauprapat, SPSS for Windows was used. The data processing results are displayed as in the following table:

Table 3. Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.652 ^a	.426	.401	1.123

a. Predictors: (Constant), Self Reward (X2), Lingkungan Kerja (X1)

Based on Table 3 above, the summary model obtained R Square with a value of 0.426, this means that the influence of the work environment (X1) and self-reward (X2) simultaneously or together is 42.6%.

The results of multiple linear regression analysis to determine the influence of work environment and self-reward simultaneously on employee job satisfaction at PT Sun Berlian Motor Rantaupraptat.

Table 4. Results of Multiple Linear Regression Analysis

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.702	1.387		11.318	.000
	Lingkungan Kerja (X1)	.584	.107	.997	5.472	.000
	Self-Reward (X2)	-.299	.099	-.549	-3.012	.004

a. Dependent Variable: Kepuasan Karyawan (Y)

Based on Table 4, the H1 hypothesis test shows the significance value for the influence of the Work Environment (X1) on Y is $0.000 < 0.05$ and the calculated t value is $5.472 > t_{table} 1.677$ so that from the results of the analysis using SPSS, H1 is accepted, which means there is an influence of the work environment on employee satisfaction.

Testing the H2 hypothesis, the sig value for the influence of X2 on Y is $0.004 < 0.05$ and the calculated t value is $-3.012 < t_{table} 1.677$ so it can be concluded that H2 is accepted, which means there is an influence of self-reward on employee satisfaction in a negative direction, meaning that this self-reward has a negative influence.

Simultaneous Test Analysis Results

Table 5. Anova

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	43.925	2	21.962	17.408	.000 ^b
	Residual	59.295	47	1.262		
	Total	103.220	49			

a. Dependent Variable: Employee Satisfaction (Y)

b. Predictors: (Constant), Self Reward (X2), Work environment (X1)

Based on table 5, the simultaneous test based on the output in the SPSS above shows that the significance value for the influence of the Work Environment (X1) and Self Reward (X2) on Employee Satisfaction (Y) is $0.000 < 0.05$ with a calculated F value of $17.408 > F_{table} 3.19$ so that there is a simultaneous influence between the work environment (X1) and self-reward (X2) on employee satisfaction (Y).

The research results indicate that the work environment and self-reward have a positive effect on employee job satisfaction at PT Sun Berlian Motor Rantaupraptat. These findings align with research by Viona (2023), which states that a comfortable and conducive work environment has a positive and significant impact on employee job satisfaction. Furthermore, the results of this study are consistent with research published in the Jurnal Ilmu dan Riset Manajemen, which found that rewards and the work environment significantly increase employee job satisfaction (Hesti, 2020). However, these results differ from studies reporting that the work environment does not significantly affect job satisfaction, thereby indicating that the influence of the work environment can vary depending on organizational characteristics and the industrial sector (Latiefatur, 2025).

CONCLUSION

The results of the study indicate that the work environment has a positive and significant influence on employee satisfaction at PT Sun Berlian Motor. This is evidenced by the calculated t value of 5.472, which is greater than the t table of 1.677. Meanwhile, the self-reward variable also has a significant influence on employee satisfaction with a significance value of 0.004, which is smaller than 0.05. However, the calculated t value of -3.012 indicates that the direction of the influence is negative. Together, the work environment and self-reward are proven to have a significant influence on employee satisfaction, as indicated by a significance value of 0.000, which is smaller than 0.05, and an F-value of 17.408, which is greater than the F table of 3.19. Thus, both variables simultaneously contribute to the level of employee satisfaction at PT Sun Berlian Motor.

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