

Influence Of Organizational Culture And Environment Work On Job Satisfaction PT Garda Bhakti Nusantara

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Abstract

The purpose of this study is to analyze how the company culture and physical workplace of PT Garda Bhakti Nusantara affect the level of employee happiness at work. Thirty-one staff members were sampled in the survey. The Likert scale questionnaire that has been evaluated and found to be reliable and valid is used as a data collection tool. Multiple linear regression is used in data analysis with the help of SPSS 19.0 software for Windows. The p-value of 0.000 for the organizational culture variable in this study shows that organizational culture has a positive and statistically significant influence on the level of job satisfaction among employees of PT Garda Bhakti Nusantara. With a p-value of 0.026, the Work Environment variable showed a negative and significant influence in the test findings. The impact of the work environment on employee job satisfaction at PT Garda Bhakti Nusantara is partly important. It can be concluded that the employee satisfaction of PT Garda Bhakti Nusantara is significantly influenced by the organizational culture and work environment, because the F value of 430,228 is greater than 3.34 and the significance value of 0.000 is less than 0.05. Thus, hypothesis 3 is acceptable and hypothesis 0 can be rejected.

Keywords:

Organizational Culture, Work Environment and Job Satisfaction

INTRODUCTION

PT Garda Bhakti Nusantara is a leading security company headquartered in Medan, North Sumatra, which has received many compliments from satisfied customers. The best security management approach has been developed by this organization, and they have extensive experience in preventing, deterring, and resolving various security issues. In terms of security services, PT. Garda Bhakti Nusantara is highly respected for its dedicated staff, high-caliber personnel, and overall reliability.

Human resources, or company assets in the form of its personnel, are essential to the success of every business in achieving its goals. To achieve its goals, a business

relies heavily on its employees, who provide the necessary talent, enthusiasm, and originality.

The goal of every employee is to enjoy their time at work and feel that they are a valuable part of the company culture so that they can put in the necessary time and effort until they can retire. This shows how important it is for companies to provide a fun workplace for their workers if they want to attract and retain the best talent and see their employees and businesses succeed. The happiness and satisfaction that workers experience at work is very important.

(Afandi, 2021) states that when workers are satisfied with their work, they will feel good about themselves, their work, and the value they bring to the company. This happiness comes from appreciating the work and the principles it adheres to. When workers enjoy what they do for a living, they are more likely to continue to do a good job. According to research on the topic of job satisfaction, some workers are unhappy with their jobs and act in ways that are detrimental to the company. This includes things like chronically being late for work, not giving adequate notice when they are not present, and not completing tasks when given enough time.

One of the elements that affects job satisfaction is organizational culture, according to (Afandi, 2021) Workplace culture is changing to reflect the ever-changing dynamics of the workplace, say (Trice & Buyer, 2018) .(Hasibuan, 2019) Emphasizing that company culture has an effect on employee happiness at work.

In a strong culture, everyone has the same goals in achieving company goals. (Afandi, 2021) stated that the work environment is one of the elements that affect job satisfaction. The term "work environment" refers to a person's physical location, the resources available to them, the way they do their work, and the way they collaborate with others (Sedarmayanti, 2019) Everything about the physical and mental demands of the job, as well as any rules or policies that are in place to ensure compliance, are all part of the work environment. People in the workplace can form strong bonds with each other through their work. So, in the best interest of the business, create a fun workplace where workers can relax, enjoy themselves, and be inspired to do their best work. Workers in the hygiene and laundry department, for example, complained about not being required to wear masks at work, which they attributed to failure to comply with occupational health and safety (K3) regulations.

Some signs of a physical work environment include the following: an employee's work area that is still not attractive or comfortable, a color scheme and room decoration that is not supportive, making the room feel less elegant and lifeless, this

has an impact on employee movement, making it less fun, and employee boredom, which can result in them getting tired of their work quickly.

Not everyone is happy with the facilities provided for workers. Some say the toilets are in poor condition and are not cleaned, while others say there are no work vehicles for workers, making it difficult for female workers who work night shifts to return home, especially those who live far away. Some workers don't want to say hello or chat with coworkers, and those who are still on duty don't have enough supervision to prevent operational workers from wasting time on personal activities such as playing phone games or surfing the web. This has a bad impact on workers who have to work together with others.

Although members of the millennial generation are usually prepared to continue learning and growing throughout their careers, they nonetheless point out some of the problems mentioned above. Millennial workers are known to take advantage of the abundant access to online information by broadening their horizons, solving complex challenges, and honing their skills.

To increase employee job satisfaction, it is important to assess the phenomenon mentioned above. Workers must be ready to perform their assigned tasks competently at all times. Based on the description of the research problem above, the researcher is interested and wants to conduct a research entitled: **"The Influence of Organizational Culture and Work Environment on Job Satisfaction of PT Garda Bhakti Nusantara"**.

THEORETICAL STUDIES

Job Satisfaction

(Afandi, 2021) states that when workers are satisfied with their work, they will feel good about themselves, their work, and the value they bring to the company. This happiness comes from appreciating the work and the principles it adheres to. According to (Hasibuan, 2019) An individual's level of happiness towards an activity is directly proportional to how well the activity fulfills their desires. Job satisfaction is defined as "the overall attitude of an employee towards his or her job". (Robins, 2019) Job satisfaction is an employee's reaction to the difference between his expectations and the actual results of his or her job.

Organizational Culture

Work happiness can be influenced by company culture (Hasibuan, 2019) When members of an organization have a strong culture, they are deeply committed to the organization's mission. The company's culture evolves along with the dynamics of its ever-changing work environment. Because the terms are borrowed from



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anthropology and sociology, which contain national connotations and have broad implications so that they can be seen from various perspectives, the concept of organizational culture has evolved through various iterations. However, most adaptors argue that a shared system is the foundation of any culture.

Work Environment

The term "work environment" refers to a person's physical location, the resources available to them, the way they do their work, and the way they collaborate with others (Sedarmayanti, 2019). There needs to be serious consideration of the work environment in the organization where he works. Even though the workplace does not carry out the manufacturing process

Conceptual Framework

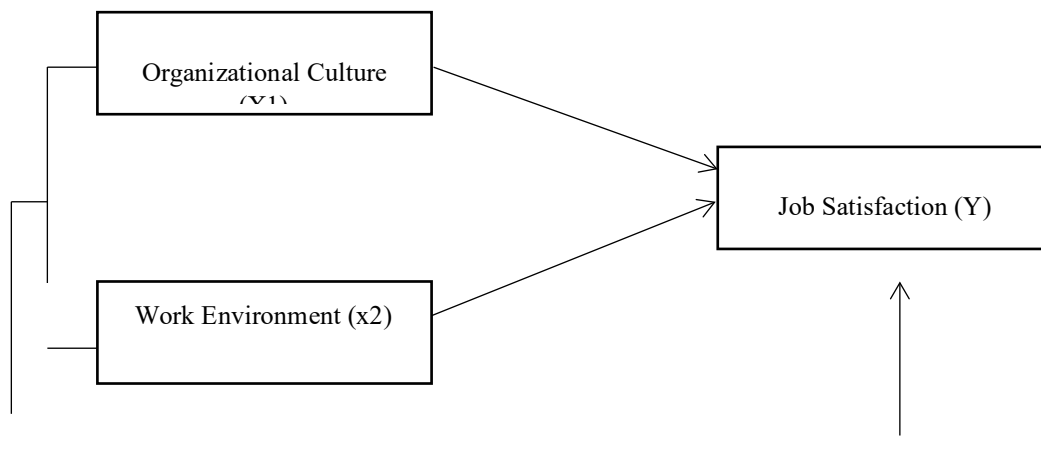


Figure 1. Conceptual Framework

Hypothesis

Hypothesis 1 (H₁) : Organizational Culture partially has a significant effect on the job satisfaction of employees of PT Garda Bhakti Nusantara.

Hypothesis 2 (H₂): The work environment partially has a significant effect on the job satisfaction of employees of PT Garda Bhakti Nusantara.

Hypothesis 3 (H₃) : Organizational Culture and Work Environment simultaneously have a significant effect on the job satisfaction of employees of PT Garda Bhakti Nusantara.

RESEARCH METHODS



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This study uses a quantitative research approach. Using research instruments to collect data and then analyze them quantitatively or statistically to evaluate hypotheses is at the heart of the quantitative research approach (Sugiono, 2019)

Place and Time of Research

The participants in this study are employees of PT Garda Bhakti Nusantara in Medan, North Sumatra 20151, whose address is Jl. Kol. Sugiono No. 12-12 A. This research will take place from June 2024 until completion.

Population and Sample

The population in this study is employees of PT. Garda Bhakti Nusantara Medan Regional Office which totals 31 people. (Arikunto, 2019) stated that saturated samples were used when the population was less than 100 people. The author uses a saturated sample, which is a sample of 31 people, to account for a very small population.

Data Collection

This study uses a questionnaire as the data collection technique.

Instrument Testing

By using validity and reliability tests, authors can determine how accurate and consistent the statements in the questionnaire are.

RESEARCH RESULTS AND DISCUSSION

Validity Test

Validity tests are required to ascertain whether the questionnaire items are feasible.

Table 2. Data Validity Test

Variable	Question Item	Corrected Item Corelation	r-mean
Organizational Culture (X1)	X1.1	0.715	0,3
	X1.2	0.635	
	X1.3	0.604	
	X1.4	0.531	
	X1.5	0.573	
	X1.6	0.741	
	X1.7	0.600	
	X1.8	0.703	

Variable	Question Item	Corrected Item Corelation	r-mean
	X1.9	0.503	
	X1.10	0.639	
	X1.11	0.715	
	X1.12	0.703	
	X1.13	0.637	
	X1.14	0.642	
Work Environment (x2)	X2.1	0.684	0,3
	X2.2	0.770	
	X2.3	0.417	
	X2.4	0.737	
	X2.5	0.697	
	X2.6	0.695	
	X2.7	0.684	
	X2.8	0.582	
	X2.9	0.712	
	X2.10	0.608	
Job Satisfaction (Y)	Y1	0.638	0,3
	Y2	0.522	
	Y3	0.656	
	Y4	0.615	
	Y5	0.628	
	Y6	0.781	
	Y7	0.598	
	Y8	0.631	
	Y9	0.518	
	Y10	0.638	

Source : primary data processed (2024)

It can be concluded that all questionnaire items about organizational culture, work environment, and employee job satisfaction meet the assumption of validity, because all items in the test table have statement items with a value of the coefficient r count $> r_{mean}$ (0.3).

Reliability Test

To determine if additional testing can be performed, reliability tests are used to determine whether the data is reliable. The degree at which a measuring tool consistently produces accurate results is known as its reliability.



Table 3. Reliability Test Results

Variable	Cronbach's Alpha	N of Items
Organizational Culture	0,917	14
Work Environment	0,898	10
Job Satisfaction	0,886	10

Source : primary data processed (2024)

All independent variables are trustworthy, according to the data, because their Cronbach alpha value is more than 0.6, which indicates that they need to be tested further

Normality Test

This test determines, by comparing the data with a predetermined distribution, whether the data in question follows the normal distribution

Histogram

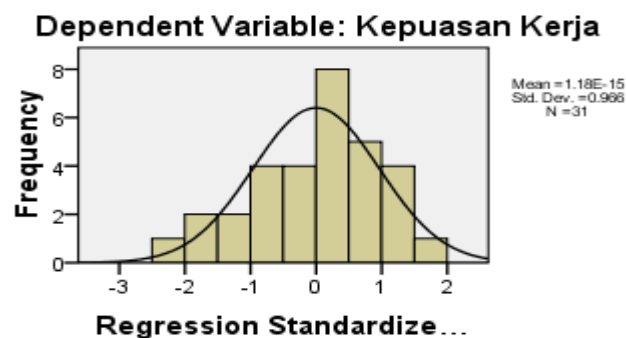


Figure 2. Histogram Test

Source : primary data processed (2024)

The figure above shows that the data is normally distributed according to the findings of the data normality test. The histogram image shows the line that forms the bell with a balanced convexity in the center.

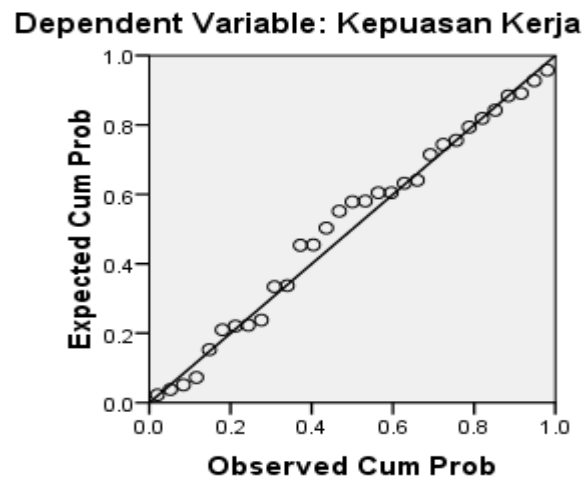


Figure 3. PP Plot Test

Source : *primary data processed (2024)*

If we extrapolate the data normality test results from the PP Plot image to the data shown in the Figure above, we can see that the data points are normally distributed around the diagonal line.

Table 3. Kolmogorov-Smirnov Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		31
Normal Parametersa	Mean	.0000000
	Std. Deviation	1.26984240
Most Extreme Differences	Absolute	.102
	Positive	.063
	Negative	-.102
Kolmogorov-Smirnov Z		.102
Asymp. Sig. (2-tailed)		.200

a. Test distribution is Normal.

The data were distributed normally, with a significance level greater than 0.05 ($p = 0.200 > 0.05$), according to the Kolmogorov Smirnov test, which yielded an Asymp value. Sig. (2-tailed) of 0.200. We can proceed with another traditional assumption test now that we know the observed values of the data have been distributed regularly.

Multicollinearity Test

Whether the regression model finds a correlation between independent variables is the goal of the multicollinearity test (Russiadi & Hidayat, 2014). Correlation between independent variables is not a strong indicator of a regression model. The model can be considered free of multicollinearity if the tolerance value is greater than 0.1 and the variance inflation factor (VIF) value is less than 10. The following table displays the results of the multicollinearity test conducted on the data of this study.

Table 4. Multicollinearity Test Results

Type	Collinearity Statistics	
	Tolerance	VIF
Organizational Culture	.142	7,028
Work Environment	.142	7,028

Source : *primary data processed (2024)*

Table 4 shows that all independent variables have a VIF value of no more than 10 and a tolerance value of not less than 0.1, which is statistically significant. Thus, the results of this study show that there is no problem with multicollinearity in organizational culture and work environment.

Heteroscedasticity Test



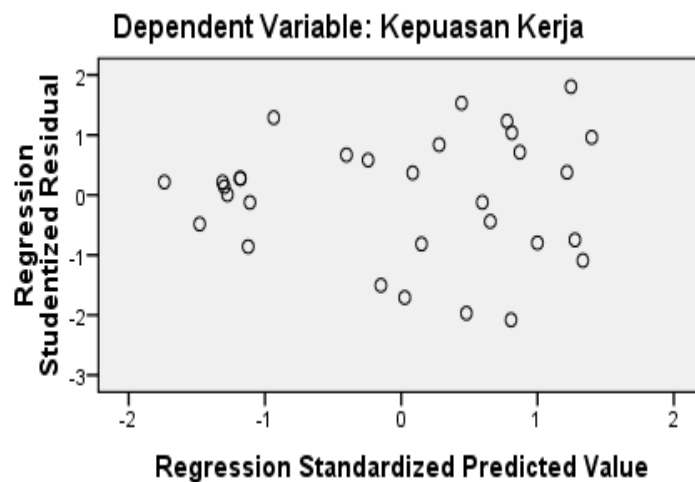


Figure 4. Heterokedesity Test

Source : *primary data processed (2024)*

The resulting points do not show a clear pattern or trend when viewed through a scatter image. The distribution of the data also clusters around zero, as seen in the previous graph. The test findings rule out the heteroscedasticity problem with this regression model, in other words, the variable homoskepivity considered here is definite.

Multiple Linear Regression

Examining the relationship between the independent variable (independent variable) and the bound variable (dependent variable) is the main goal of multiple linear regression analysis.

Table 4. Multiple Linear Regression Coefficients^a

Type		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	0.249	1.228	
	Organizational Culture	0.866	0.066	1.175
	Work Environment	-0.205	0.087	-0.209

a. Dependent Variable: Job Satisfaction

Source : *primary data processed (2024)*

Based on the table above, the Multiple Linear Regression equation can be formulated as follows:



$$Y = 0.249 + 0.866X_1 + -0.205 X_2$$

The previous equation for multiple linear regression can be understood in this way:

- a. A positive sign is indicated by a constant value of 0.249, which indicates that job satisfaction is 0.249 units when the organizational culture and work environment are considered zero.
- b. A positive result of 0.866 for the regression coefficient of the organizational culture variable shows that there will be an increase of 0.866 units in employee job satisfaction for every increase of one unit in the cultural variable.
- c. Since the value of the regression coefficient of the work environment variable is -0.205, it can be concluded that a decrease of one unit in this variable will cause a decrease of -0.205 units in job satisfaction.

Partial Hypothesis Test (t-Test)

The following are some preliminary test results that show a relationship between dependent variable (job satisfaction) and independent variables (organizational culture and work environment):

Table 5. Partial Test Results

Coefficients^a

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	0.249	1.228		-0.203	0.841
Organizational Culture	0.866	0.066	1.175	13.211	0.000
Work Environment	-0.205	0.087	-0.209	2.355	0.026

Source : primary data processed (2024)

The following are the test results for each independent variable, according to the partial test results shown in Table 5 above:

1. A p-value of 0.000 indicates that organizational culture has a positive and substantial partial influence on job satisfaction, according to the test results for this variable.

2. The p-value of 0.026 indicates that there is a partial negative and statistically significant influence of the work environment on job satisfaction in the test results for the work environment variable.

With $n = 31$ research samples, $t_{table} = 2.048$ was obtained at sig 0.05 in this study.

The following partial test results are described from table 4 above:

1. Organizational culture partially has a positive and significant effect on employee job satisfaction in the company (t_{count} value $> t_{table}$, $13,211 > 2,048$ on sig. $0.000 < 0.05$, so that the H1 research hypothesis is accepted.
2. The work environment partially had a negative and significant effect on the job satisfaction of employees in the company (t_{count} value $> t_{table}$, $2.355 > 2.048$ on sig. $0.026 < 0.05$), so the H2 research hypothesis was accepted.

Simultaneous Test Results (F-Test)

The results of a study that examines the influence of two independent variables of organizational culture and work environment on the dependent variables of job satisfaction are presented as follows:

Table 6. Simultaneous Test Results
ANOVA^b

Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	1486.593	2	743.296	430.228	.000a
Residual	48.375	28	1.728		
Total	1534.968	30			

a. Predictors: (Constant), Work Environment, Organizational Culture

b. Dependent Variable: Job Satisfaction

Hypothesis 3 is accepted and hypothesis 0 is rejected according to the simultaneous hypothesis test or F-test. This means that the organizational culture and work environment have a significant impact on employee job satisfaction at the same

time, as the calculated F value of 430.228 is higher than 3.34 and the significance value of 0.000 is lower than 0.05.

Coefficient of Determination

The following are the test results to determine the relationship between the dependent variable (job satisfaction) and the independent variable (organizational culture and work environment):

Table 9. Determination Coefficient Test Results

Model Summary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.984a	.968	.966	1,314

a. Predictors: Dependent Variable: Job Satisfaction

Source : primary data processed (2024)

According to the data shown above, the adjusted squared r value is 0.966, or 96.6%. This shows that organizational culture and work environment have an impact on job satisfaction, which accounts for 3.4% of the total. The remaining variables that were not studied in this study were responsible for the remaining influences. With an R-value of 0.984 (or a confidence interval of 98.4%), there was a very significant correlation between the independent and dependent variables.

DISCUSSION

H1 : The influence of organizational culture on job satisfaction at PT Garda Bhakti Nusantara

The organizational culture variable had a positive and statistically significant influence on the job satisfaction of PT Garda Bhakti Nusantara employees (p value = 0.000), according to the results of data analysis. Organizational culture is one of the elements that affect employee job satisfaction, according to (Afandi, 2021). The approval of this study to the first hypothesis supports this idea. Organizational culture

significantly positively affects employee job satisfaction, according to research (Rosentri et al., 2022), (Hutabarat & Lubis, 2023) and (Vebrianis et al., 2021).

The culture of an organization is what makes it unique from the workplace of other groups and companies. The culture of an organization is what gives it its unique character and personality. The company's culture regulates and guides its workers to achieve goals in accordance with the goals and visions set. If a business can maximize its effectiveness and efficiency, everything will go according to plan.

The extent to which a person enjoys his or her work within the framework of the organization is influenced by the culture of the organization. It influences employee experiences and relationships and encompasses all aspects of the workplace, both physical, social, and psychological.

H2 : The Influence of Work Environment on Job Satisfaction at PT Garda Bhakti Nusantara

The study of the work environment variable produced a p value of 0.026 which showed that the job satisfaction of PT Garda Bhakti Nusantara employees was negatively and significantly influenced by the work environment.

The premise of these two studies, that the work environment is a factor that affects employee job satisfaction at work, is supported by previous research by (Tio, 2018), (Aditya & Santoso, 2020) and (Ernawaty et al., 2022) which states The work environment has a negative and significant effect on job satisfaction.

H3 : The influence of organizational culture and work environment on job satisfaction at PT Garda Bhakti Nusantara

The results of the data analysis show that the organizational culture and work environment of PT Garda Bhakti Nusantara together have a significant effect on employee job satisfaction, this is supported by a calculated F value of 430.228 which is greater than 3.34 and a significance value of 0.000 which is smaller than 0.05. Thus, hypothesis 3 is acceptable and hypothesis 0 can be rejected. Organizational culture and work environment affect job satisfaction by 3.2%, based on an adjusted r square



value of 0.968 or 96.8%. Other variables not explained in this study explain the remaining variations.

CONCLUSIONS AND SUGGESTIONS

Conclusion

1. The organizational culture variable showed a positive and substantial influence on the job satisfaction of PT Garda Bhakti Nusantara employees, as shown by the test results with a p value of 0.000.
2. The p-value of 0.026 indicates a negative and statistically significant influence of the work environment on the job satisfaction of employees of PT Garda Bhakti Nusantara, based on the test results for the work environment variable.
3. The results of the F test show that the calculated F value of 430.228 is greater than 3.34 and the significance value of 0.000 is less than 0.05. Therefore, hypothesis 3 is acceptable and hypothesis 0 can be rejected. This means that organizational culture and work environment have a significant influence on employee performance at PT Garda Bhakti Nusantara at the same time.

Suggestion

1. Involving employees in the decision-making process and strategic planning is a prerequisite for companies looking to improve their organizational culture. Make sure employees have the opportunity to provide input, give advice, and feel proud of the organization's choices and goals.
2. It is the responsibility of the company to create a more pleasant and healthy workplace for its employees. Think about temperature, lighting, and room layout. Let your mind relax in a comfortable place.
3. Companies need to find ways to increase employee happiness in the workplace by creating a more positive company culture and an ideal workplace. Efforts that can be made, such as establishing open communication channels between



management and employees to address employee problems, suggestions, and ideas.

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