

## The Influence of Work Facilities and Individual Characteristics on Job Satisfaction (Pratama Karya Banaran Study)

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### ABSTRACT

This research aims to investigate how work facilities and individual characteristics impact job satisfaction at Pratama Karya Banaran. It employs explanatory research, which aims to uncover causal relationships between variables through hypothesis testing. The sample size consists of 40 individuals, selected using the Slovin formula from the entire employee population of Pratama Karya Banaran. The study utilizes data quality testing, classic hypothesis testing, and multiple linear regression as analytical tools. The results indicate that both work facilities and individual characteristics have a significant effect on job satisfaction. Moreover, the study highlights that working conditions, in conjunction with individual characteristics, collectively play a substantial role in determining levels of job satisfaction.

## **INTRODUCTION**

In this investigation, the main aim is to explore how the working environment and personal attributes affect job contentment at Pratama Karya Banaran. Utilizing an explanatory research method, the study endeavors to establish cause-and-effect connections among factors through hypothesis examination. The research sample consists of 40 individuals, chosen using the Slovenian formula from the entire staff population of Di Pratama Karya Banaran. Various assessments were carried out, including evaluating data integrity, conducting classical hypothesis tests, and performing multilinear regression analysis. The results reveal that both the quality of work facilities and individual traits significantly impact job satisfaction. Furthermore, the study concludes that the combined effect of work facilities and individual characteristics significantly influences job contentment.

Human resource (HR) is an important factor for every organization because the goals and objectives of the organization will not be achieved as expected. The role of human resources (HR) is very important in any organization because to understand the developments in the business world it is becoming more and more vast and complex and therefore there is a need for skilled and competent human resources (HR) which is one of the main features. elements that need to be planned and managed to achieve the main goals or objectives of the proposed business. A company's employees are an important resource for a company because they have the talent, energy and creativity that the company needs to achieve its goals. The company will not achieve its goals if the employees involved in the company cannot work together towards common goals. It is certainly not possible to achieve the company's goals if the employees do not feel satisfied with their work if it is not done well, because the performance of the employees decreases and they no longer have motivation. employees, the company also cares about its employees or pays them special attention

Work facilities are also very important and can influence job satisfaction. If the facilities are complete and good, employees will feel comfortable and will not have difficulty if they need the facilities that are already available. And it can also improve employee performance to make their work better. Of course, it is necessary to understand the unique characteristics that are still often overlooked by companies and colleagues.. The basis for individual differences in organizations is demographic diversity, gender characteristics, age, ethnicity and race as well as other characteristics. The differences in character contained in each individual must be taken into account by the organization or company so that the goals between the individual in its implementation and the company can be aligned. Many companies whose employees still do not meet the qualifications with the characteristics that they should fulfill, in reality you often find companies with employees who do not meet the demands of an increasingly advanced and developing era. Employees certainly have their own characteristics, therefore Pratama Karya Banaran also uses this technique to determine the abilities of its employees. Job satisfaction encompasses an individual's level of happiness and fulfillment within their role within a company. It is shaped by the various factors present in the work environment,

such as compensation, benefits, job security, relationships with colleagues, and opportunities for growth and advancement. Essentially, job satisfaction reflects an employee's overall perception of their job, including their attitudes towards their tasks and the work environment as a whole. This sentiment tends to endure over time and can significantly influence an individual's psychological well-being within the organization.

## **LITERATURE REVIEW**

### **Work Facilities**

Job tools are anything that is used and used by employees to perform tasks that can make all work easier and faster to complete. Work tools are very important for companies and organizations because they can support employee performance, for example in completing tasks.. Astiasari (2021) Work facilities refer to everything used, used, occupied and enjoyed by employees, directly related to work and for the smooth progress of work.. Hasibuan, Malayu S.P., (2017) Work facilities are a kind of business service for employees to meet their needs and increase their productivity at work.

### **Individual Characteristics**

Mad Damuri (2017) Individual characteristics are that every employee in an organization has different characteristics from each other. Characteristics themselves are traits or traits while individuals are individuals, people (Tarigan, 2022) Sedangkan (Riyadi, 2019) states that employee performance success cannot be separated from employee behavioral factors. In this case, individual characteristics are formed based on the employee's personality and experience so that they can be different from other people. according (Susanto et al., 2022) say that individual characteristics are characteristics that describe employee differences. Differences in employees have an impact on the world of work which will influence the motivation and performance of each employee

### **Satisfaction of Keja**

According to (Tarmidi & Yusup, 2021) Job satisfaction is a pleasant or unpleasant emotional state associated with work. Job satisfaction is a psychological dimension that reflects a person's feelings towards their job. Employees will feel satisfied with the fit of their skills, abilities and expectations for the job at hand. According Kasmir. (2016). Job satisfaction reflects the array of emotions that employees hold towards their work, acting as a barometer of their general happiness or unhappiness with their job responsibilities. This feeling is evident in their positive or negative perspectives on their tasks and the work atmosphere that surrounds them. (Wanta & Augustine, 2021) explains that job satisfaction is the emotional state of the employee in the event that there is or is not a meeting point between the value of the employee's reward from the company/organization and the level of reward required by the employee.

## **Hypothesis**

H1: Work facilities influence job satisfaction at Pratama Karya Banaran

H2: Individual characteristics influence job satisfaction at Pratama Karya Banaran

H3: Work facilities and individual characteristics influence job satisfaction at Pratama Karya Banaran

## **METHODOLOGY**

### **Types of Research**

A rephrased version of the given text might be: "This particular research methodology utilizes quantitative techniques, which necessitate detailed delineation of the research topic. Quantitative approaches involve collecting data in numerical format and performing statistical assessments. Typically, these techniques entail distributing surveys to participants to gather data."

### **Research Population**

It appears you're summarizing the concept of population within a research context, particularly in relation to a specific study involving the employees of Pratama Karya Banaran, totaling 40 individuals. In research, the population represents the entire group under investigation. Therefore, any findings or conclusions derived from your study would be based on data obtained solely from this particular group.

### **Technique for Determining Sample Size**

The sample is part of the number and characteristics of the population. The method used for sampling is census method and saturated sampling is a technique to determine the sample for all employees. The population is used as a sample. Another term for a saturated sample is census. Because the entire selected sample comes from a population of 40 employees.

### **Data Collection Techniques**

The data collection technique method in this research is to use the following method:

a. Questionnaire (questionnaire)

A questionnaire is an examination of a matter of public interest, usually a statement letter. From the opinion above, a questionnaire is a data collection tool in the form of written questions that are submitted to respondents to be answered in writing. The questionnaire in this study used open and closed questions. In determining this, a Likert scale with five selected categories is :

SS = completely agree with rating 5

S = agree with grade 4

RG = Undecided receives a score of 3

TS = Disagree receives a score of 2

STS = Strongly Disagree with a score of 1

b. Observation

That is, a research method that is carried out through direct and indirect observation of the research subject, i.e. in Pratama Karya Banaran, by listening and recording the necessary data and information along with the expected problems to conduct a proper search.

c. Interview

Interviews are a method of collecting data by asking questions directly (communicating directly) with respondents. In this interview, a question and answer session was held with employees regarding the data needed.

d. Literature Study

Literature study is an activity that cannot be separated from research. This method reads literature, journals and previous research studies that are relevant to the research being conducted. Provide clear and concise versions of your methods of conducting research, population and samples, and data analysis tools.

## RESEARCH RESULT

### Validity Test

#### Validity Test of Work Facility Variables (X1)

Based on the results of data processing, the validity test of the work facility variable (X1) can be seen in the table below:

**Tabel.1 Work Facility Validity Test Results (X1)**

Item Statement	r-count	r-tabel	Information
X <sub>2.1</sub>	0,591	0,312	Valid
X <sub>2.2</sub>	0,819	0,312	Valid
X <sub>2.3</sub>	0,842	0,312	Valid
X <sub>2.4</sub>	0,934	0,312	Valid

Source: primary data processed with SPSS 16 (2020)

In the dataset, four screen units are present within the workspace variable. The calculated correlation coefficient (r value) surpasses the critical correlation threshold from the correlation table for every reporting item. Consequently, according to the validity test, this suggests that all reporting items within the workspace variable are valid and suitable for use as a research instrument.

**Validity Test of Individual Characteristic Variables (X2)**

The data processing results indicate that there is a significant correlation between variable X3 and the outcome variable. Additionally, a validity test was conducted for variable X3, and the results are presented in Table :

**Tabel.2 Individual Characteristics Validity Test Results (X2)**

Item Statement	r-count	r-tabel	Information
X <sub>2.1</sub>	0,683	0,312	Valid
X <sub>2.2</sub>	0,740	0,312	Valid
X <sub>2.3</sub>	0,791	0,312	Valid
X <sub>2.4</sub>	0,847	0,312	Valid

Source :Primary data processed with SPSS 16 (2020)

In essence, the solitary signature variable encompasses four distinct statement segments. Each segment illustrates a significant correlation with the variable, as evidenced by calculated r values exceeding the table r value. Thus, based on the validity test results, each statement segment is deemed to be linked with the variable. Consequently, the individual traits represented by these segments are deemed valid and can function as a dependable research tool.

**Test the Validity of job Satisfaction Variabel (Y)**

The table below presents the assessment of the validity of the Job Satisfaction variable (Y) through data analysis results."

**Tabel.3 Job Satisfaction Validity Test Result (Y)**

Item Statement	r-count	r-tabel	Information
Y.1	0,515	0,312	Valid
Y.2	0,853	0,312	Valid
Y.3	0,756	0,312	Valid
Y.4	0,967	0,312	Valid

Source: primary data processed with SPSS 16 (2020)

The analysis revealed that all four components within the job satisfaction variable surpassed the critical r value from the table when their correlations were computed. This implies that a validity assessment supports the credibility of each element related to the job satisfaction variable, thus validating their suitability for utilization as a research tool.

**Reliability Test**

**Tabel.4 Reliability Test Results**

Variabel	Cronbach's Alpha	criteria	Informasi
Work Facilities (X <sub>1</sub> )	0,786	0,6	Reliabel
Individual Characteristics (X <sub>2</sub> )	0.747	0,6	Reliabel
Job Satisfaction (Y)	0,728	0,6	Reliabel

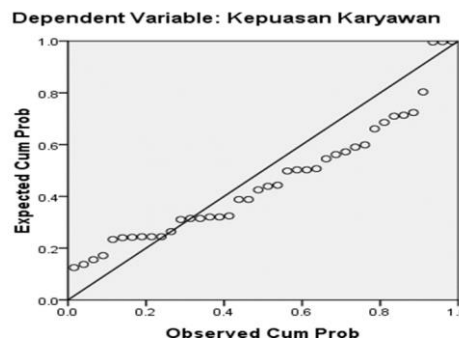
Source : Primary data processed with SPSS 16 (2020)

Based on the information provided in Table 4.9, it is clear that the Cronbach Alpha coefficients for the variables work configuration (X<sub>1</sub>), individual characteristics (X<sub>2</sub>), and individual characteristics (Y) are all above 0.6. This indicates that the data demonstrates a satisfactory level of reliability. Therefore, it can be concluded that the questionnaire employed in the study exhibits acceptable reliability and is appropriate for further exploration.

**Uji Classi Assumption Test**

**Normality Test**

Normal P-P Plot of Regression Standardized Residual



**Figure.1 Normal P-P Plot of Regression Standardized Residual**

Source : Primary data processed with SPSS 16 (2020)

In Figure.1 , the depiction of the normality assessment on the graph reveals that the data points closely align along the diagonal axis with minimal deviation from its trajectory. This indicates that the regression model meets the assumption of normality. Additionally, in complement to the graphical evaluations, statistical tests contribute to our analysis. One such test utilized is the Kolmogorov-Smirnov nonparametric statistical test. A significance value greater than 0.05 suggests that the residuals adhere to a normal distribution. The results of this test are presented in the table below:

**Tabel. 5 Resultsgorov-Smirnov Test**  
 One-Sample Kolmogorov-Smirnov Te T

		Unstandardize dResidual
N		40
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	.45519570
Most Extreme Differences	Absolute	.172
	Positive	.172
	Negative	-.125
Kolmogorov-Smirnov Z		1.088
Asymp. Sig. (2-tailed)		.187

a. Test distribution is Normal

Source : Primary data processed with SPSS 16 (2020)

Based on the information provided, there seems to be a slight misinterpretation regarding the significance of the Kolmogorov-Smirnov test outcome. Typically, the Kolmogorov-Smirnov test is utilized to evaluate the fit of a distribution, rather than directly assessing the normality of a regression model. However, if the objective is to examine the normality of regression residuals, it is more common to use alternative assessments such as the Shapiro-Wilk test or visual techniques like Q-Q plots.

Here's a restated version of the statement, with the clarification integrated: "After analyzing the given data, it is evident that the Kolmogorov-Smirnov statistic (Z) is computed as 1.088, with a significance level of 0.187. While this test is designed to evaluate distribution fit, it doesn't directly signify the normality of the residuals in a regression model. To ascertain the normality of residuals, it's more customary to employ alternative methods like the Shapiro-Wilk test or visual tools such as Q-Q plots. It's important to understand that a significance level exceeding 0.05 doesn't necessarily imply normality; rather, it suggests that the observed distribution isn't significantly disparate from the anticipated distribution at the chosen significance level."

### Multicollinearity Test

The multicollinearity examination scrutinizes potential correlations among independent variables within a regression framework, notably focusing on factors such as work environment style (X1) and individual characteristics (X2). Multicollinearity is evaluated through Tolerance and Variance Inflation Factor (VIF) metrics. It is considered to be present if the tolerance dips below 0.1 or if the VIF exceeds 10. Conversely, multicollinearity is considered absent if the tolerance exceeds 0.1 and the VIF remains below 10.

**Tabel.6 Multicollinearity Test Results**

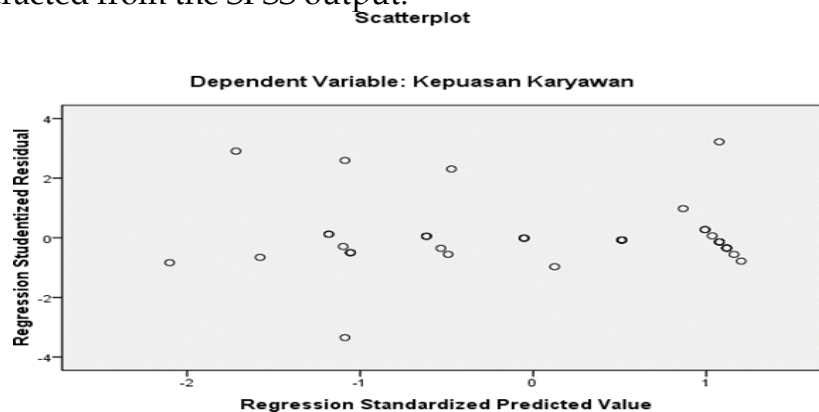
Model	Collinearity Statistics		Information
	Tolerance	VIF	
X <sub>1</sub>	0,667	1,454	Multicollinearity does not occur
X <sub>2</sub>	0,863	1,135	Multicollinearity does not occur

Source :Primary data processed with SPSS 16 (2020)

Based on the information provided, it can be inferred that multicollinearity is not present in the regression model. Although the tolerance value for the variable "work structures and individual characteristics" (X<sub>2</sub>) exceeds the threshold of 0.10, indicating a potential issue, the variance inflation factor (VIF) values for both "ease of working" (X<sub>1</sub>) and "individual characteristics" (X<sub>2</sub>) are within acceptable limits. Specifically, the VIF value for "ease of working" (X<sub>1</sub>) is 1.135, and for "individual characteristics" (X<sub>2</sub>) is below 10.00. Therefore, despite the tolerance value for X<sub>2</sub> being higher than the threshold, the low VIF values suggest that multicollinearity is not a concern in this regression analysis.

### Uji Heteroskedastisitas

The heteroscedasticity test aims to identify varying levels of dispersion for each independent variable, such as work structures (X<sub>1</sub>) and individual characteristics (X<sub>2</sub>), within the regression model. Multicollinearity issues were identified in this analysis through a scatterplot, wherein standardized predictors were plotted against standardized model residuals. Absence of a discernible pattern and a spread of points both above and below the zero mark on the Y axis indicate the absence of heteroscedasticity. The following are the scatterplot results extracted from the SPSS output.



**Figure.2 Heteroscedasticity Test Image**

Source :Primary data processed with SPSS 16 (2020)

In the provided image depicting the asymmetry test results, it's evident that the scatter plot lacks a discernible pattern. Points are scattered both above and below the Y-axis at the 0 mark, indicating an absence of asymmetry.

**Uji Linieritas**

The linearity test aims to determine the relationship between independent and dependent variables. The significance (Sig) value is crucial in this assessment. A Sig value exceeding 0.05 indicates a linear association between the variables, while a value below 0.05 suggests the lack of such a relationship. Here are the results of the linearity test :

**Tabel.7 Linearity Test Results**

Variabel	Sig. Deviation from linearity	Information
X <sub>1</sub> - Y	0,677	A correlation exists between the quality of workplace amenities and employee contentment.
X <sub>2</sub> - Y	0,268	Individual attributes significantly impact one's level of job satisfaction in a direct and proportional manner.

Source : Primary data processed with SPSS 16 (2020)

**Multiple Linear Regression Analysis**

The results of the regression analysis performed using SPSS to determine the relationship between the independent variables and the dependent variable are outlined below :

**Tabel.8 Multiple Linear Regression**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-.328	.619		-.531	.599
Work Facilities	.136	.038	.145	3.616	.001
Individual Characteristics	.076	.033	.081	2.284	.028

Source :Primary data processed with SPSS (2020)

a.Dependent Variable:

Job Satisfaction

Based on the table, the regression constant and regression coefficient values can be formed as follows: :

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

$$Y = (- 0,328) + 0,812 X_1 + 0,136 X_2 + 0,076 X_3 + e$$

1. In the results of the regression analysis conducted using SPSS, it was observed that when the variables representing work facilities (X1) and individual characteristics (X2) both have a value of zero, the Job Satisfaction variable (Y) remains at -0.328. This value is attributed to the constant term in the regression model, which is -0.328. It's important to note that negative constants, such as this, are not inherently problematic and can be disregarded as long as the regression model being evaluated satisfies the underlying assumptions.
2. A rise of 1% in the quality of work facilities corresponds to an augmentation of 0.136 in the level of employee satisfaction. This suggests a favorable association between the work facilities variable (X1) and job satisfaction.
3. An increase of 1% in individual characteristics leads to a boost of 0.076 in employee satisfaction levels. This implies a positive correlation between the individual characteristic variable (X2) and job satisfaction.

### **Uji Hypothesis Testing t Test (Partial)**

In this evaluation, a test is utilized to determine if the independent variables in a partial regression model demonstrate a meaningful correlation with the dependent variable. In decision-making, the t-test involves comparing computed t values with critical t values. If the computed t value surpasses the critical t value, the hypothesis is accepted. Conversely, if the computed F value is lower than the critical F value, the hypothesis is accepted. For the variable representing work facilities (X1), the computed t value is 3.616, exceeding the critical t value of 2.028 at a significance level below 0.05. Thus, it suggests a significant relationship between the work facilities variable and the partial Job Satisfaction variable. Similarly, for the individual characteristic variable (X2), the computed t value is 2.284, surpassing the critical t value of 2.08 at a significance level below 0.05. Hence, it indicates a significant relationship between individual characteristic variables and the partial Job Satisfaction variable.

### **Uji F (Simultan)**

Hypothesis testing in regression analysis, specifically testing the significance of the relationship between independent variables (such as work environment and individual characteristics) and dependent variables (job satisfaction). This examination evaluates whether independent variables, such as work environment (X1) and individual characteristics (X2), collectively show a substantial correlation with the dependent variable, job satisfaction (Y). The F test determines this relationship by comparing the calculated F values against the F table, if the calculated F value exceeds the F table value then the hypothesis is upheld, if not then it is refuted. The F table value can be obtained using the formula:  $F_{table} = (k, n - k)$ , where "k" indicates the number of independent variables.

**Tabel.9 F Test Calculation at a Significance Level of 0.05**  
ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	128.309	3	42.770	290.991	.000 <sup>a</sup>
	Residual	5.291	36	.147		
	Total	133.600	39			

a. Predictors: Individual Characteristics (X2), Leadership Style, Work Facilities (X1)

b. Dependent Variable: Job Satisfaction (Y)

Source: primary data processed with SPSS 16 (2020)

It's stated that work facilities (X1) and individual characteristics (X2) together have a significant relationship with job satisfaction (Y). This is evidenced by the significant F value of 290.991, which surpasses the critical F value of 2.86, and the significance level of 0.000, which is less than the alpha level of 0.05. This indicates that the combination of individual characteristics and work facilities significantly affects job satisfaction, as evidenced by the statistical analysis conducted using SPSS.

**Analysis of the Coefficient of Multiple Determination (R<sup>2</sup>)**

The purpose of evaluating the coefficient of multiple determination is to measure the degree of correlation and connection among the variables used in the regression model employed in this study. Additionally, it involves assessing how closely the estimated regression line aligns with the actual empirical data. This assessment is summarized by the coefficient represented as R-squared (R<sup>2</sup>). The results of this evaluation regarding the multiple correlation coefficient in this research are detailed in the following table:

**Tabel.10 Coefficient Test Calculation Results (R<sup>2</sup>)**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.980 <sup>a</sup>	.960	.957	.38338

a. Predictors: (Constant), Job Facilities, Individual Characteristics,

b. Dependent Variable: Job Satisfaction

Source: primary data processed with SPSS 16 (2020)

Fr Table 10 above, the results show an R of 0.980, which shows that the correlation between job satisfaction and job setting variables (X1) and individual characteristics (X2) is strong because the value of R is higher than 0.5, it can be said strongly correlated with it. From the calculation of the coefficient of multiple determination using SPSS, it is known that the value of the adjusted coefficient of multiple determination R Square R is 0.957 or 95.7%. Job satisfaction can be explained

by democratic leadership style, work facilities and individual characteristics 95.7%, and the remaining 4.3% explained by other variables.

## **DISCUSSION**

### **Relationship between work facilities (X1) and job satisfaction (Y).**

The analysis reveals a notable relationship between the independent variable and the dependent variable. Through t-test analysis conducted via SPSS, the data indicates a significant correlation between 'working conditions' (X1) and (Y), supported by a calculated t-value of 3.616. This exceeds the critical t-value of 2.028 at a significance level of 0.001, below the conventional threshold of 0.05. Therefore, it can be inferred that 'working conditions' significantly contribute to the partial variance in job satisfaction.

### **Relationship between Individual Characteristics (X2) and Employee Satisfaction**

In this study, it was discovered that the independent variable demonstrates a significant partial correlation with the dependent variable. The analysis, conducted using SPSS with a t-test, reveals a strong relationship between a specific characteristic variable (X2) and (Y). This conclusion is bolstered by a calculated t-value of 2.284, exceeding the critical t-value of 2.028 at a significance level of 0.028, which is below the conventional threshold of 0.05. Hence, it can be concluded that individual characteristic variables play a significant role in influencing job satisfaction. This indicates a complex interplay between job satisfaction and individual job-related traits. For example, within the context of Pratama Karya Banaran employees, comprehending each employee's distinct qualities allows supervisors to accurately gauge their capabilities, thus facilitating the assignment of tasks tailored to their strengths.

### **Work Facilities (X1) and Individual Characteristics (X2) on Job Satisfaction (Y).**

This indicates that both work facilities (X1) and individual characteristics (X2) jointly have a substantial impact on job satisfaction (Y). The significant F value of 290.991, surpassing the critical F value of 2.86, along with a significance level of 0.000, lower than the commonly used alpha level of 0.05, underscores the statistical significance of this relationship. Therefore, it can be concluded that both work facilities and individual characteristics play crucial roles in determining job satisfaction. Complete and good work facilities (not damaged) can increase job satisfaction so that employees do not have difficulties while working, and can save time if the available facilities run well. Individual characteristics can also increase job satisfaction because you can find out what the character of each individual employee at Pratama Karya Banaran is so that later it can be useful for dividing tasks or other things. Similar to the research in Pratama Karya Banaran, facilities have also increased quickly to repair damaged facilities such as printers, computers, etc. And each other understand the character of each employee so as not to cause misunderstandings

## **CONCLUSIONS AND RECOMMENDATIONS**

1. The work facility variable (X1) has a significant relationship with Job Satisfaction (Y). This explains that facilities also play a role in increasing satisfaction, if the facilities available are complete and also useful appropriately, employees will feel positively satisfied and work well and appropriately.
2. Individual characteristic variables (X2) have a significant relationship with Job Satisfaction (Y). This explains that individual characteristics can also increase job satisfaction because you can find out what the character of each individual employee is, so that later it can be useful for distributing tasks.
3. Work facility variables (X1) and individual characteristics (X2) together (simultaneously) have a significant relationship to the dependent variable, namely Job Satisfaction (Y).
4. In this research, there is the most dominant variable, namely Work Facilities with a calculated t result of 23,231. This is because work facilities that are always being improved can increase job satisfaction
5. Work facilities are very influential in job satisfaction, so it is necessary to pay attention to equipment and tools. If the equipment and tools are complete and running well, it will be easy and fast for employees to complete their work.
6. Individual characteristics also influence Job Satisfaction, so characteristics must be improved by knowing and understanding the characteristics of each employee, one of which can be by adjusting workers to the educational background of the employees.
7. For researchers who are doing more in-depth research, it is hoped that this research can be used as a reference, as a support, as a guideline, as a comparison and it is hoped that it will add other variables that can be used as indicators in current studies. looking for. In fact, there are variables that researchers have yet to find that have a link to job satisfaction.

## **ADVANCED RESEARCH**

Being able to dig deeper into the influence of work facilities and individual characteristics on job satisfaction at Pratama Karya Banaran can involve several additional approaches or dimensions such as: Variations in work facilities, deeper measurement of job satisfaction, analysis of differences in satisfaction between employee groups.

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