

The Influence of Work Environment Conditions and Social Interaction on Job Satisfaction (Study of MTs Al Muttaquun Wates)

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ABSTRACT

Employee job satisfaction is an important factor in influencing the overall success of an organization. One thing that can affect job satisfaction is favorable work environment conditions and social interactions. This study was done to determine the effect of work environment conditions and social interactions on job satisfaction at MTs Al Muttaquun Wates. The population in this study was 30 educators or teachers. The study uses the explanatory quantitative method. The method used is multiple linear regression analysis using IBM SPSS 26. The study showed that partial work environment conditions did not affect job satisfaction, while social interactions affected job satisfaction. Simultaneously, work environment conditions and social interactions did not affect job satisfaction.

INTRODUCTION

Human resources are one of the main capitals in an organization, which can provide contributions and are invaluable in strategy accomplishing organizational goals. One of the most significant resource aspects in a business is the human resource element, which includes money, materials, technology, and human resources. Human resources is someone or an individual who has the responsibility to carry out and complete his/her tasks.

The scope of human resource management generally discusses matters related to humanity, including employee job satisfaction. Employee job satisfaction is taken into account as important because it can affect the running of the organization as a whole. The satisfaction felt by employees when operating is an indication that employees have a feeling of pleasure in carrying out their work duties. Employee job satisfaction is a general attitude toward one's work, defined as the gap between the amount of rewards received by employees and the amount they believe they should receive. Each employee has two different characteristics, so the level of employee job satisfaction is also different. The high and low levels of employee job satisfaction can have distinct impacts. Similarly, employee job satisfaction can be defined as a feeling that supports or does not support the employee's self-related to work or his/her condition. Feelings related to work include characteristics of salary or wages received, job promotion opportunities, relationships with other employees, job placement, type of work, company organizational structure, and mutual supervision. Yet feelings related to oneself include age, health condition, ability, and education.

The research was conducted at MTs Almuttaquun Wates in Jl. Raya Tawang Wates. The MTs Al Muttaquun Wates educational institution is highly expected to provide opportunities for students to teach how to interact socially well. The results of students' social interactions include students' abilities with the school environment so that they can develop naturally according to what has been agreed upon by the normal social community in interaction with teachers at school.

LITERATURE REVIEW

The Influence of Work Environment Conditions on Job Satisfaction

The work environment in an agency is critical to consider because a work environment directly influences employees. Employee performance can be increased in a supportive work environment, while it may be decreased in an unfavorable one. When people can perform their jobs effectively, healthily, and safely, they are said to be working in a good environment (Susanti, 2018). (Supardi, 2003) (Yanti, 2024) defines the work environment as the physical and non-physical conditions surrounding the workplace that might create a pleasant, serene, tranquil, and comfortable impression of working. According to (Sedarmayanti, 2009) (Rachmadi, 2021)), work environments are generally classified into two types: physical work environments and non-physical work environments. The physical work environment is all physical conditions in the workplace that may affect employees directly or indirectly. The non-physical work environment encompasses all conditions that arise as a result of work relationships, including those with superiors, coworkers, and subordinates.

Previous research findings (Larasati & Susilarin, 2024) and (Irma & Yusuf, 2020) indicate work environment conditions affect job satisfaction. This illustrates that the better the work environment conditions, the more comfortable employees would feel at work and the greater the job satisfaction they felt. Drawing from the results of previous studies, the following can be a hypothesis put forth:

H1: Work Environment Conditions Influence Job Satisfaction

The Influence of Social Interaction on Job Satisfaction

Interaction is a social connection in which individuals influence one another (Aslam et al., 2013) (Afriyani et al., 2024). A social interaction is a relationship between two or more people in which one person's behavior impacts, changes, or enhances the behavior of another, and vice versa. During this interaction, all participants will impact each other by sharing experiences such as cooperation, competition, and conflict. Workers with strong social interactions are more likely to be satisfied at work and have more excitement for their jobs (Hutomo, 2011) (Didit, 2019). According to (Idris et al., 2004) (Didit, 2019), in addition to the work result, social interaction is a contributing aspect that can lead to workers being content with the work they do in daily routines. Previous research findings (Afriyani et al., 2024) and (Didit, 2019) indicate social interaction affects job satisfaction. Social interaction at work is important, to reduce negative impacts such as weariness and helps maintain positive effects such as spirit and dedication in the face of heavy job demands. Drawing from the results of previous studies, the following can be a hypothesis put forth:

H2: Social Interaction Influence Job Satisfaction

The Influence of Work Environment Conditions and Social Interaction on Job Satisfaction

One of the responsibilities of human resource managers is to manage the workforce, which includes determining how best to improve job satisfaction among employees. Job satisfaction is an employee's positive attitude toward their employment. Positive thoughts regarding one's work are conducive to job satisfaction, on the other hand, if one has negative feelings, job satisfaction will not be fulfilled (Sanwari, 2022) (Afriyani et al., 2024). Job satisfaction, according to (Robbins and Judge, 2015) (Yuliantini & Santoso, 2020), is a positive attitude toward one's job that results from an evaluation of its qualities. It is described as a sense of fulfillment and love for one's work that is demonstrated in work ethics, discipline, and output (Hasibuan, 2014) (Yuliantini & Santoso, 2020). (Robbins and Judge, 2015) (Yuliantini & Santoso, 2020) say dimensions and indicators for measuring job satisfaction are: a) the job itself, which is learning opportunities and responsibility; b) salary/wages, which is the payroll system and payroll fairness; c) promotion opportunities, including opportunities and fairness to get a promotion; d) leadership, including leaders who prioritize employee participation and who are performance-oriented; and e) colleagues, encompassing support from colleagues and teams. Establishing a pleasant and cozy workplace can increase job satisfaction. According to (Handaru et al., 2013) (Irma & Yusuf, 2020), pleasant work environment can increase employee job satisfaction, whereas a poor work environment can decrease job satisfaction.

Apart from the work environment, employee job satisfaction may also be impacted by social interaction. Social interaction is a relationship between two or more people in which one person's behavior can affect, modify, or enhance another person's behavior, and vice versa. Previous research findings (Bakri & Yadi, 2020) indicate work environment conditions and social interaction affect job satisfaction. Drawing from the results of previous studies, the following can be a hypothesis put forth:

H3: Work Environment Conditions and Social Interaction Influence Job Satisfaction

Following is the Conceptual Framework:

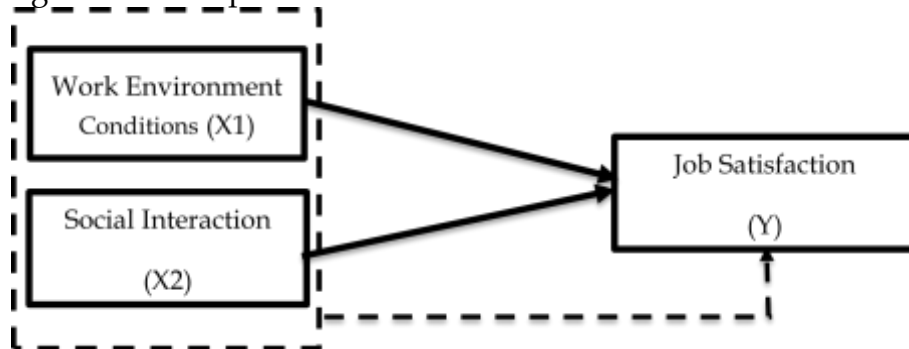


Figure 1. Conceptual Framework

METHODOLOGY

(Sugiyono, 2017) (Hanifah & Susanti, 2023) said that primary data sources are data obtained in research. Data comes from educators or teachers of MTs Al Muttaquun Wates. Population is the total number of objects based on the characteristics studied (Cipta, 2018) (Hanifah & Susanti, 2023). The population of this study consisted of 30 educators or teachers of MTs Al Muttaquun Wates. A sample is a subset of a population's number and characteristics (Sugiyono, 2018) (Asari et al., 2023). The system in this sample uses saturation, or total sample, which is a method of sampling when all members of the population are samples. Because the population is smaller than 100, all of them are employed as research samples. This study employs a quantitative technique, namely an explanatory research type. According to Sugiyono (2014) (Puspitasari & Dwi Puspita, 2023) the explanatory research method is carried out to show priorities and produce operational definitions of the variables studied and the study design focuses on describing the link and influence of independent and dependent variables in the hypothesis. Data collection techniques using questionnaires, namely in the form of a list of written questions given to respondents (Sugiyono, 2017) (Hanifah & Susanti, 2023). Testing in this study uses a) validity test; b) reliability test; c) multiple linear regression; d) determination coefficient test; and e) hypothesis testing is carried out with partial tests and simultaneous tests, with SPSS v.26. In this study, multiple linear regression was used to determine the relationship between job satisfaction factors. In multiple linear regression, analysis can be carried out to see the extent to which independent variables such as work environment conditions and social interactions contribute to the engagement variable, namely job satisfaction.

RESEARCH RESULT

Test of Validity

Validity testing is conducted to ascertain whether the data attained is valid or not using the questionnaire. Validity testing must be done on each question item; a question is valid if ($r \text{ table} < r \text{ count}$). The research's validity testing is:

Table 1. Test of Validity

Question	R Table	R Count	Information
Working Environment Conditions (X1)			
X1.1	0,349	-0,088	Not Valid
X1.2	0,349	0,131	Not Valid
X1.3	0,349	-0,075	Not Valid
X1.4	0,349	-0,166	Not Valid
X1.5	0,349	-0,027	Not Valid
X1.6	0,349	0,119	Not Valid
Social Interaction (X2)			
X2.1	0,349	-0,021	Not Valid
X2.2	0,349	-0,101	Not Valid
X2.3	0,349	0,041	Not Valid
X2.4	0,349	-0,176	Not Valid
X2.5	0,349	0,126	Not Valid
X1.6	0,349	0,172	Not Valid
X1.7	0,349	-0,290	Not Valid
Job Satisfaction (Y)			
Y1.1	0,349	0,042	Not Valid
Y1.2	0,349	-0,131	Not Valid
Y1.3	0,349	-0,075	Not Valid
Y1.4	0,349	-0,185	Not Valid

Source: Data Processed, SPSS v.26 (2023)

According to the validity test in Table 1, $r \text{ table} < r \text{ count}$. Thus, it may be said that each question item and variable are not valid.

Test of Reliability

Reliability testing is conducted to determine whether the resulting data is reliable. Cronbach's alpha > 0.6 indicates that the research on a variable is reliable or trusted.

Table 2. Test of Reliability

Variables	Cronbach's Alpha	Information
Working Environment Conditions (X1)	-0,072	Not Reliable
Social Interaction (X2)	-0,134	Not Reliable
Job Satisfaction (Y)	-0,237	Not Reliable

Source: Data Processed, SPSS v.26 (2023)

According to Table 2's reliability test, Cronbach's alpha > 0.6 . Thus, it's claimed that the study variables are not reliable.

Multiple Linear Regression

Multiple linear regression is employed to identify the relationship between variables X (variables of independence) by variables Y (variables of dependence).

Table 3. Multiple Linear Regression

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,748	5,168		1,499	,144
	Working Environment Conditions	,039	,128	,053	,305	,763
	Social Interaction	,249	,119	,360	2,089	,045

a. Dependent Variable: Job Satisfaction

Source: Data Processed, SPSS v.26 (2023)

From Table 3 multiple linear regression, it might be explained:

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

$$Y = 7,748 + 0,039 X_1 + 0,249 X_2 + e$$

1. The constant value is the positive value of 7,748. The presence of a positive sign signifies a one-way effect among the independent and dependent variables. The indicated job satisfaction value is also 7,748 if all variables of independence, consisting of working environment conditions (X1) and social interaction (X2), possess value of 0% or remain unchanged.
2. Variable working environment conditions (X1) feature a positive coefficient of regression value of 0,039. If independent variables are held constant, variable job satisfaction will increase by 0,039 and variable working environment conditions will increase by 1%.
3. Variable social interaction (X2) features a positive coefficient of regression value of 0,249. If independent variables are held constant, variable job satisfaction will increase by 0,249 and variable social interaction will increase by 1%.

R² test

The goal of the R² (determination coefficient) test is to determine the importance of the variables independent (X), videlicet working environment conditions (X1), and social interaction (X2), together with the variables dependence (Y), videlicet job satisfaction.

Table 4. R² test

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,352 ^a	,124	,068	1,211

a. Predictors: (Constant), social interaction, working environment conditions

b. Dependent Variable: job satisfaction

Source: Data Processed, SPSS v.26 (2023)

According to the R2 test in Table 4, the R2 test is 0.124, or 12.4%. The conclusion that can be drawn from the R2 test about the extent to which variables affect working environment conditions (X1), and social interaction (X2) on job satisfaction (Y) is 0.124 (12.4%).

T-Tests

The t-tests worked to effect partially variable independence (X) and variable dependence (Y). T-tests produce column sig (significance) values in table coefficients. If sig.value < 0.05, there's a significant connection between the independent variable and the dependent variable.

Table 5. T-tests

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,748	5,168		1,499	,144
	working environment conditions	,039	,128	,053	,305	,763
	social interaction	,249	,119	,360	2,089	,045

b. Dependent Variable: job satisfaction

Source: Data Processed, SPSS v.26 (2023)

According to Table 5 T-tests :

1. Testing of Hypotheses: Working Environment Conditions at Job Satisfaction According to Table 5, sig.value 0,763 > 0,05, so variable working environment conditions do not partially affect job satisfaction at MTs Al Muttaquun Wates.
2. Testing of Hypotheses: Social Interaction at Job Satisfaction According to Table 5, sig.value 0.045 < 0.05, so variable social interaction partially affects job satisfaction at MTs Al Muttaquun Wates.

F-test

The F-test worked to simultaneously affect variables independence (X) and dependence (Y), with model feasibility at an α level of 5% (0.05). The F-test, or ANOVA, is conducted by contrasting the levels of significance set for the study with the probability value from the results of the study.

Table 6. F-test

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	6,438	2	3,219	2,196	,128 ^b
	Residual	45,445	31	1,466		
	Total	51,882	33			

a. Dependent Variable: job satisfaction

b. Predictors: (Constant), social interaction, working environment conditions

Source: Data Processed, SPSS v.26 (2023)

According to Table 6's F-test, sig.value $0,128 > 0,05$, variable working environment conditions, and social interaction do not simultaneously affect job satisfaction at MTs Al Muttaquun Wates.

DISCUSSION

The Influence of Work Environment Conditions on Job Satisfaction

Multiple linear regression analysis using SPSS 24 yielded a coefficient β_1 of 0.039, indicating that a 1% increase in work environment conditions would result in a 0.039 increase in job satisfaction, assuming consistent treatment of other independent variables. The data processing results for the partial test of work environment conditions yielded a t-test significance value of $0.763 > 0.05$. As a result, it is possible to conclude that work environment conditions do not affect job satisfaction. These results are not relevant to previous research conducted by (Larasati & Susilarin, 2024) and (Irma & Yusuf, 2020) which found that work environment conditions significantly affect job satisfaction. The work environment conditions in an agency are critical to consider because a work environment directly influences employees. Job satisfaction can be increased in supportive work environment conditions, while it may be decreased in unfavorable ones. Thus, H1 is not accepted, implying that work environment conditions have no substantial effect on job satisfaction at MTs Al Muttaquun Wates.

The Influence of Social Interaction on Job Satisfaction

Multiple linear regression analysis using SPSS 24 yielded a coefficient β_2 of 0.249, indicating that a 1% increase in social interaction would result in a 0.249 increase in job satisfaction, assuming consistent treatment of other independent variables. The data processing results for the partial test of social interaction yielded a t-test significance value of $0.045 > 0.05$. As a result, it is possible to conclude that social interaction affects on job satisfaction. These results are relevant to previous research conducted by (Afriyani et al., 2024) and (Didit, 2019) which found that social interaction significantly affects job satisfaction. Social interaction at work is important because it reduces negative impacts such as weariness and helps maintain positive effects such as spirit and dedication in the face of heavy job demands. Thus, H2 is accepted, implying that social interaction affects job satisfaction at MTs Al Muttaquun Wates.

The Influence of Work Environment Conditions and Social Interaction on Job Satisfaction

From the results of data processing for simultaneous tests obtained using SPSS 24, the work environment conditions, and social interaction test obtained a significance value of the F test of $0.128 > 0.05$. It may be concluded work environment conditions and social interaction have no bearing on job satisfaction. These results are not relevant to previous research conducted (Bakri & Yadi, 2020), which found that work environment conditions and social interaction significantly affect job satisfaction. Thus, it can be concluded that work environment conditions and social interaction each not a significant role in increasing job satisfaction. One of the responsibilities of human resource

managers is to manage the workforce, including determining the best way to increase employee job satisfaction. Job satisfaction in a company will increase if the company can improve a positive work environment and encourage beneficial social interactions. So, it can be said that H3 is not accepted, which means that work environment conditions and social interaction do not have a significant effect on job satisfaction at MTs Al Muttaquun Wates.

CONCLUSIONS AND RECOMMENDATIONS

The study's findings indicate that work environment conditions and social interaction do not jointly affect job satisfaction at MTs Al Muttaquun Wates. First, work environment conditions do not affect job satisfaction. The condition of the work environment in an agency is very important to pay attention to because the work environment has a direct effect on job satisfaction among employees. When the work environment conditions are supportive, job satisfaction can rise; conversely, when the work environment conditions are unsupportive, job satisfaction might fall. In this case, the company needs to improve the conditions of the work environment so that job satisfaction can increase. Second, social interaction has a significant effect on job satisfaction. This demonstrates the importance of social connection in the workplace since it minimizes negative effects such as weariness and can help to sustain good impacts such as spirit and dedication in the face of a high workload. Third, work environment conditions and social interaction do not jointly affect job satisfaction. Job satisfaction will rise if a corporation can work environment conditions and push favorable social interactions. This demonstrates that the company was not yet successful rise if a corporation can work environment conditions and push favorable social interaction together. As a result, the company must improve work environment conditions and social interaction together to further enhance job satisfaction among employees.

This research can help MTs Al Muttaquun Wates improve job satisfaction among his employees. One of the things that MTs Al Muttaquun Wates should focus on in order to increase job satisfaction is to improve the work environment conditions and engage in more social interactions helpful to strengthen reciprocal relationships, form cooperative links, and share experiences.

ADVANCED RESEARCH

This study has limitations as it employs a narrow population and focuses just on educators or teachers, therefore the outcomes may not be as expected. The researcher recommends that the next author employ more diverse testing methodologies, develop other variables, and use study items on a larger scale to gain a broader understanding and generalize more general findings.

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