



Effect of environmental work and pressure work to organizational commitment and its impact on job satisfaction of secretariat equipment directorate general of taxation

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Abstract

This study aims to determine the effect of working environment and pressure work on job satisfaction simultaneously, to know the influence of work environment on job satisfaction partially, to know the pressure work on the performance of employees partially, to know the influence of organizational commitment to the performance of employees partially, on the performance of employees through organizational commitment and know the influence of pressure work on job satisfaction through organizational commitment. The research was conducted on the employees of the Secretariat of the Directorate General of Taxes section. The sampling technique uses a saturated sample method involving 105 people. Data analysis using path analysis.

The results showed that the work environment and work pressure affect the job satisfaction simultaneously. Work environment variables, work pressure and organizational commitment affect the job satisfaction partially. The influence of working environment and pressure work on job satisfaction through organizational commitment is not significant can be said that the variable of organizational commitment not as intervening variable.

Keywords: work environment, pressure work, organizational commitment, job satisfaction

Introduction

Every employee needs a good working environment to support his work well. The work environment is related to what is outside the employee. Job conditions such as the availability of work equipment, lighting and communication between employees is necessary for employees in performing daily tasks. The better the working environment is expected to increase job satisfaction.

Job satisfaction relates to the working conditions of employees in work whether the things he expected to be met or not. If fulfilled then the employee can to reach satisfaction in work. Employees who get satisfaction in work then employees will have great motivation in working.

Another factor that employees need to achieve job satisfaction is the pressure of work. Pressure work is a condition that puts employees on the job. The pressure works can be either job targets to be achieved whether viewed from time or from the unit or amount generated.

Work environment and pressure work on the employee of the secretariat equipment of the Directorate General of Taxes are still having problems. Work environment needs to be addressed because employees still complain about the work environment. Work environment consisting of equipment used, and communication between employees still not as expected.

Organizational commitment can also be at the job satisfaction who work. Organizational commitment shows the level of love of employees to work or to the organization where work.

Highly committed employees will be more satisfied with work than with lower-level employees.

Literature Review

1. Job Satisfaction

Job satisfaction, according to Martoyo (1992: 115) ^[62], is basically one of the psychological aspects that reflects one's feelings toward his work, he will be satisfied with the suitability between his ability, his skills and his expectations with the work he faces. Satisfaction is actually a subjective condition that is the result of a conclusion based on a comparison of what the employee receives from his job than expected, desired, and thought of as appropriate or entitled to it. While every employee subjectively determines how the job is satisfactory.

According to Tiffin (1958) in As'ad (1995: 104) ^[34] job satisfaction is closely related to attitudes of employees to their own work, work situation, cooperation between the leadership with employees. Meanwhile, according to Blum (1956) in As'ad (1995: 104) ^[34] suggests that job satisfaction is a common attitude that is the result of some special attitudes toward work factors, adjustments and individual social relationships outside of work.

From these limitations on job satisfaction, it can be concluded simply that job satisfaction is a person's feelings toward his work. This means that the conception of job satisfaction sees it as the result of human interaction with the work environment. In the opinion of Robbins (2003: 91) the term job satisfaction

refers to the general attitude of an individual to the work he does. A person with a high level of job satisfaction shows a positive attitude towards the work; someone who is dissatisfied with his work shows a negative attitude to the job, because in general if people talk to employees, more often they mean job satisfaction.

Hasibuan (2006: 202) job satisfaction is a pleasant emotional attitude and love his job. This attitude is reflected by work morale, discipline, and work performance. Job satisfaction is enjoyed in work, out of work, and in combination between the two. Rivai (2004: 475) satisfaction is an evaluation that describes a person's feelings of pleasure or dissatisfaction in work. Meanwhile, according to Cherington (2010) "job satisfaction basically refers to how much an employee likes his job"

Work is an important part of a person's life, so job satisfaction also affects a person's life. Wether and Davis (2010) stated that job satisfaction is a part of life satisfaction. Job satisfaction also depends on the intrinsic, extrinsic, and worker perceptions of the work, so job satisfaction is the level at which a person feels positively or negatively about various aspects of work, workplace, and workplace relationships (Donely 1985: 464-465).

The higher the assessment of the activities perceived in accordance with the wishes of the individual, the higher his satisfaction with the activity. So the outline of job satisfaction can be interpreted as a fun or unpleasant thing which employees look at their work.

According to Herzberg as quoted by Sumantri (2001), the attributes of satisfied worker behavior are those who have high motivation to work, they prefer to do their work, while the characteristics of the less satisfied workers are those who are lazy to work to work, and lazy in doing his job. So it can be concluded that job satisfaction is the feeling or attitude of a person to the work he does, which can be influenced by various factors, both internal and external factors.

According to Robbins (2003: 101) there are two approaches that can be used to measure employee job satisfaction, namely:

1. Single global values

A single global rating method is nothing more than asking individuals to answer a single question, such as "When all things are considered, how satisfied are you with your job?". Then respondents answer by circling a number between 1-5 matching with the answer from "Very Satisfied" to "Very Unsatisfied".

2. Summation Score

This method identifies key elements in a job and asks employees' feelings about each element. Common factors to be covered are the nature of work, supervision, current wages, promotional opportunities and relationships with co-workers. These factors are assessed on a standard set and then summed to create an overall job satisfaction score.

Factors that affect job satisfaction can basically be two parts: intrinsic factors or factors that come from within the employee itself such as expectations and needs of the individual and the second is extrinsic factors, extrinsic factors are factors that come from employees such as company policy, the physical

condition of the working environment, interaction with other employees, the payroll system, etc. Theoretically, the factors that can influence job satisfaction are numerous, such as leadership style, behavior, locus of control payroll expectation, and work effectiveness.

Factors commonly used to measure employee job satisfaction are: (a) job content, actual job performance and job control; (b) supervision; (c) organization and management; (d) an opportunity to advance; (e) salaries and other financial benefits such as incentives; (f) co-workers; and (g) working conditions (Chruden & Sherman, 1972: 312-313).

In addition, according to Job Descriptive Index (JDI) the factors that cause job satisfaction are:

1. Working in the right place
2. Payment accordingly
3. Organization and management
4. Supervise on the right job
5. The person who is in the right job

Based on the experts classify the factors that affect job satisfaction related to several aspects, namely:

1. Salary, ie the amount of payment received by a person as a result of the implementation of work, whether in accordance with the needs and felt fair.
2. The work itself, ie the content of work done by a person, does have a satisfactory element.
3. Co-workers, ie friends to whom someone is always interacting in the implementation of the work. A person can feel his or her coworkers very pleasant or unpleasant.
4. Bosses, ie someone who always gives instructions or instructions in the implementation of work. The ways in which a boss can be unpleasant to someone or fun, and this can affect job satisfaction.
5. Promotion, ie the possibility of a person can develop through promotion. A person may feel a great possibility of being promoted or not, the promotion process is less open or open. It can also affect the level of job satisfaction.
6. Work environment, namely the physical and psychological environment.

Hasibuan (2004: 203) employee job satisfaction is influenced by factors:

1. Reasonable and fair remuneration
2. Proper placement according to skill
3. Weight of work
4. Atmosphere and work environment

According to Robbins (2003: 108) there are four factors that are conducive to high job satisfaction levels, namely:

1. Work that mentally challenges. People prefer jobs that give them the opportunity to use their skills and abilities and offer a variety of tasks, freedom and feedback about how well they do it. These characteristics make the work mentally challenging.
2. Reasonable rewards. Employees want a sustenance system that they consider unambiguous, and in line with their expectations. If the payments appear to be fair based on job demand, individual skill level, and the standard of community payments, satisfaction may be generated.

3. The working environment conditions that support employees are concerned with the conditions of their work environment when it comes to personal comfort issues and problems of ease to work properly. Many studies have shown that employees prefer a harmless or comfortable physical environment. In addition, most employees prefer to work not far from home, in clean and relatively modern facilities, with adequate tools and equipment.
4. Supportive colleagues. From work people get more than just money or tangible achievements, for some employees also can fill the need for social interaction. Therefore, it is not surprising that an employer has a supportive and friendly partner can increase their job satisfaction.

Flippo (1995: 116), argued about some of the desires of employees in an organization, namely; (a) Wages, (b) Job security, (c) Fun co-workers, (d) Recognition of work done, (e) Significant work, (f) Opportunities to advance, (g) Working conditions comfortable, (h) capable and fair leadership, (i) Reasonable orders and direction, (j) A socially relevant organization.

Gibson, Ivanevich and Donnely say that job satisfaction is the expression of one's feelings about welfare to do the job that job satisfaction is one's attitude toward work. That attitude stems from their perception of work, that perception is the cognitive process (giving meaning) used by a person to interpret and understand the individual's point of view in seeing the same thing in different ways. Job satisfaction is also a result of employees' perceptions of how good their job is and delivering what is important.

Koesmono (2005) suggests that job satisfaction is an assessment, feelings or attitudes of a person or employee to his work and related to the work environment and so forth. So it can be said that job satisfaction is the fulfillment of some desires and needs through work or work activities.

Job satisfaction aspects

There are three dimensions in job satisfaction namely;

- a. Job satisfaction is an emotional response to the work situation hence that job satisfaction can be seen and suspected.
- b. Job satisfaction is often demanded according to how well the results achieved meet or exceed expectations. For example, if an organization member feels that they are working too hard than others in a department but receive fewer awards then they may have a negative attitude to the company. co-workers and they are not satisfied. and vice versa.
- c. Job satisfaction represents a related attitude over the years. Luthans (2005) states that there are a number of factors that affect job satisfaction. The main things in remembering the most important dimensions are salary, job itself, promotion, supervision, working group and working conditions.

Dimensions of Job Satisfaction

Nelson and Quick (2006) revealed that job satisfaction is influenced by 5 specific dimensions of the job ie salary, job itself, promotion opportunity, supervision and co-worker.

1. Salary: the amount of wages earned and the extent to which this may be regarded as appropriate than others in the organization. Employees view salary as a reflection of how management views their contribution to the company.
2. Promotion is a factor that relates to the presence or absence of opportunities to obtain career enhancement during work. This opportunity has a different effect on job satisfaction.
3. Supervise is a superior ability to provide technical assistance and behavior support to subordinates who experience problems in the job.
4. Coworkers are tools where coworkers are smart and support socially is a factor associated with the relationship between employees and atsananya and with other employees both the same and different types of work.

2. Work Environment

Work environment is the social, psychological, and physical life within the company that affects workers in performing their duties. Human life can not be separated from the various circumstances surrounding environment, between humans and the environment there is a very close relationship. In this case, people will always try to adapt to various circumstances surrounding environment. Similarly, when doing work, employees as human beings can not be separated from various circumstances around where they work, namely the work environment. During the work, every employee will interact with the various conditions contained in the work environment.

The work environment is something that exists around the workers and that affects itself in carrying out the tasks charged (Nitisemito, 1992: 25). Furthermore, according Sedarmayanti (2001: 1) work environment is a whole tool tools and materials encountered, the environment surrounding where a person works, methods of work, and arrangement of work both as individuals and as a group.

According to Schultz & Schultz (2006) the work environment is defined as a condition relating to the characteristics of the place of work to the behavior and attitude of employees where it is related to the occurrence of psychological changes due to things experienced in the work or in certain circumstances that should continue to be noticed by organizations that include work boredom, monotonous work and fatigue.

In the opinion of Sedarmayanti (2001: 12) who said that a working environment condition can be said well if humans can run an activity optimally, healthy, safe and comfortable. The suitability of the impact work environment can be seen over long periods of time, and also further from poor work environments may demand more labor and time and do not support the efficient design of work systems.

Based on the theory and concept of work environment as described above, it can be concluded that the work environment is something that always exist around the area of employees / workers, whether it includes the physical environment, or included into the non-physical environment and the network in in working relationships in an organization that can affect the spirit of employees / workers in completing the work that has been assigned.

Work environment conditions are said to be good or appropriate if humans can carry out activities optimally, healthy, safe, and comfortable. The suitability of the working environment can be seen as a result in the long term furthermore poor working environments may demand more labor and time and do not support the efficient design of work systems (Sedarmayanti, 2001: 12).

According to Bambang (1991: 122), the work environment is one of the factors that affect the performance of an employee. An employee who works in a work environment that supports her to work optimally will produce good performance, on the contrary if an employee working in an inadequate work environment and not support to work optimally will make the relevant employee become lazy, tired so that performance the employee will be low.

From some opinions above can be concluded that the work environment is everything that is around employees at work, whether physical or non-physical, direct or indirect, which can affect him and his work while working.

Type of work environment

Broadly speaking, the type of work environment is divided into two, namely (Sedarmayanti, 2001: 21):

Physical Work Environment; Physical work environment are all physical circumstances that exist around the workplace that can affect employees either directly or indirectly. The physical work environment can be divided into two categories:

- a. Work environment directly related to employees such as work centers, chairs, tables, and so forth.
- b. An intermediary environment or common environment can also be called a work environment that affects the human condition such as temperatur, humidity, air circulation, lighting, noise, mechanical vibration, odor, color and others.

Benefits of the work environment

According to Ishak and Tanjung (2003), the benefits of working environment is to create a passion for work, so that productivity and job performance increases. Meanwhile, the benefits of working with motivated people are that work can be done properly, which means that the work is done according to the correct standards and on a specified time scale. Her work performance will be monitored by the individual concerned, and will not result in too much supervision and the fighting spirit will be high.

In the work environment around workers / employees, both physical and non-physical work environment there is certainly a benefit that can be felt by employees and workers. And as according Isaac and Tanjung (2003) about the benefits of the work environment means that, the benefits of the work environment is to create a passion for work, so that productivity and job performance increases.

3. Pressure Work

Formally, stress is an adaptive response, linked by individual psychological characteristics and or processes, which is a consequence of any external action, situation, or event that places special psychological and / or physical demands on a person. Work stress is stress due to an imbalance between the characteristics of the employee's personality with the

characteristics of his job aspects and can occur in all working conditions. Quick and Quick (1984) categorize the types of stress into two, namely:

- a. Eustress, which results from a response to stress that is healthy, positive, and constructive. These include the well-being of individuals as well as organizations associated with growth, flexibility, adaptability, and high levels of performance.
- b. Distress, which results from a response to stress that is unhealthy, negative, and destructive. These include individual and organizational consequences such as cardiovascular disease and high absenteeism, associated with illness, decline, and death.

Stressors are stressful environmental factors. In other words, a stressor is a prerequisite for experiencing a stress response. The picture above shows the four main types of stressors:

1. Individual level
2. Group level
3. Level of organization
4. Outside the organization (Organizational Extra)

The perceived stress reflects an individual's overall perception of how various stressors affect his life. Perceptions of these stressors are an important component in the stress process because people interpret the same stressors differently. Theorists claim that stress has psychological consequences or results related to attitudes, keprilakuan, cognitive, and physical health. A large research body supports the negative impacts of stress that are felt on many aspects of our lives. Stress relates negatively to job satisfaction, organizational commitment, positive emotions, and performance that are positively related to the level of rotation caused by fatigue.

People do not experience the same level of stress or show similar results for a certain type of stressors. For example, the type of stress experienced in the workplace varies according to occupation and gender. Stressors for low control are higher in lower-level clerical jobs than in professional occupations, and interpersonal conflict is a greater source of stress for women than for men. Perceived control is also a significant moderator of the stress process. People feel lower levels of stress and experience more supportive consequences when they believe they can control the stressors that affect their lives.

Beehr and Franz (quoted Tarupolo, 2002: 17), define work stress as a process that causes people to feel pain, discomfort or tension due to a particular job, workplace or work situation. Stress is a condition of tension that affects the emotions, thinking processes and conditions of a person. If a person / employee experiencing stress that is too big then it will be able to disrupt the ability of a person / employee to face the environment and the work to be done (Handoko 1997: 200)

According to Anoraga (2001: 108), work stress is a form of a person's response, both physically and mentally to a change in the environment that is perceived as disturbing and leads himself threatened. Gibson *et al* (1996: 339), states that job stress is an adjustment response mediated by individual differences and/or psychological processes which are a consequence of any external action (environment), situation, or event that establishes psychological demand and / or physical excessive to someone.

Category of work stress

In general, a person experiencing stress on the job will display symptoms that include 3 aspects, namely: Physiological, Psychological and Behavior. (Robbins, 2003, pp. 800-802):

1. Physiological has an indicator that is: there are changes in the body's metabolism, increased heart rate and breath rate, increased blood pressure, the onset of headaches and cause heart attacks.
2. Psychological have indicator that is: there is dissatisfaction of work relationship, tense, anxiety, anxiety, irritability, boredom and often delay work.
3. Behavior has an indicator that is: there are changes in productivity, absenteeism in work schedules, changes in appetite, increased consumption of cigarettes and alcohol, talking with rapid intonation, easily restless and insomnia.

4. Organizational Commitment

According to Cherington (2000) in Hikmah (2005) organizational commitment as personal value, which sometimes refers as a loyal attitude to the company. Robbins (2003) suggests organizational commitment is one attitude that reflects feelings of likes or dislikes of the organization where work.

Organizational commitment is the attitude of employees who are interested in the goals, values and objectives of the organization indicated by the acceptance of individual values and goals of the organization and have the desire to affiliate with the organization and willingness to work hard for the organization so that makes individuals feel at home and still want to survive in the organization achieving organizational goals and sustainability. Organizational commitment is revealed by the scale of organizational commitment. The aspect of commitment is expressed through the aspects of Schultz and Schultz (2000): (1) acceptance of organizational values and goals (2) willingness to strive for the organization and (3) having a desire to affiliate with the organization.

Meyer and Allen (2000) suggest three components of organizational commitment:

- a. Affective Commitment, occurs when employees want to be part of the organization because of the emotional attachment or feel has the same value with the organization
- b. Continuance Commitment, ie the willingness of individuals to remain in the organization because they do not find other jobs or due to certain economic rewards,
- c. Normative Commitment, arising from the values of employees. Employees survive as members of the organization because there is an awareness that being committed to the organization is the right thing to do.

According to Mathis and Jackson (2000) in Sopiah (2008) gives the definition, "Organizational commitment is the degree to which the organization believes in and accept organizational goals and desire to remain with the organization." (Organizational commitment is the degree to which employees believe and accept organizational goals and will remain or will not leave the organization).

According to Mowday (1982) in Sopiah (2008) Commitment of work as another term of organizational commitment. Organizational commitment is an important behavioral

dimension that can be used to assess the propensity of

employees to survive as members of the organization. Organizational commitment is a relatively strong identification and involvement of an organization. Organizational commitment is the desire of members of the organization to maintain its membership in the organization and is willing to strive for the achievement of organizational goals. According to Lincoln (2000) in Sopiah, (2008), organizational commitment includes the pride of members, loyalty of members, and the willingness of members to the organization.

Form of organizational commitment

Commitment according to Kanter (1986) in Sopiah (2008: 158), is:

1. Continuous commitment, namely commitment related to dedication of members in organizational life and produce people who are willing to sacrifice and invest in the organization;
2. Integrated commitment, ie commitment of members to the organization as a result of social relationships with other members within the organization. This is because employees believe that organizational norms are useful norms;
3. Commitment control, namely the commitment of members on the norms of member organizations that provide the desired behavior. The organization's norms can contribute to the behavior it wants.

Factors affecting organizational commitment

Januarti, (2006: 15) suggests organizational commitment,

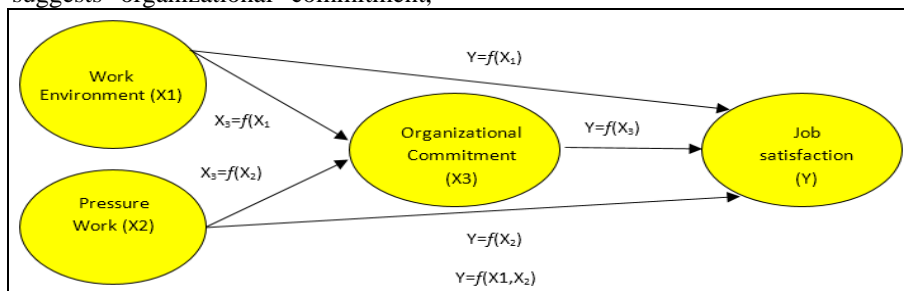


Fig 1: Design of research model

Population and Sample

Population is a generalization region consisting of objects/ subjects that have a certain quantity and characteristics set by researchers to be studied and then drawn conclusions (Sugiyono, 2005). The sample is the pull of a portion of the population to represent the entire population, (Surakhmad, 2000).

The samples used by the authors in this study were company employees. The total number of employees is 105 people. The number of employees is entirely involved in this study. So the sampling is using saturated sample method.

Data collection technique

To obtain a concrete and objective data must be held research on the problems studied, while the steps that researchers took in the collection of data are:

a. Primary data

Primary data is data obtained directly from the object of

awakened when each individual develops three interconnected attitudes toward the organization and/or profession: Identification ie understanding or appreciation of organizational goals Involment is feeling involved in a job or feeling that the job is fun, and loyalty is the feeling that the organization is a place of work and a place to live.

According to David (1997) in Sopiah, (2008: 163) suggests four factors that affect the commitment of employees to the organization, namely:

1. Personal factors, such as age, gender, level of education, work experience, personality, etc.;
2. Characteristics of the job, such as the scope of office, challenges, conflicts, roles, difficulty in the work, etc.;
3. Characteristics of structures, eg organizational size, organizational form (centralization / decentralization), union presence;
4. Work experience. Employee work experience is very influential on the level of commitment of employees in the organization.

Research Methods

Research Design

This research uses explanatory analysis approach. This means that each variable presented in the hypothesis will be observed through testing the causal relationship of independent variables to the dependent variable. Relationships between variables can be described in the form of path analysis) as follows:

research In this case the primary data obtained from field research that is data collection method used premises direct research on the object of research in question.

b. Secondary Data

Secondary data is data obtained indirectly from research object. In this case the secondary data obtained from the library research data collecting method that is done by studying and understanding books of literature of the author's work that can be justified theoretical basic.

Data Processing Technique

Questionnaires to be used in research, to produce a valid and reliable instrument first tested with validity and reliability test instrument. According Sugiyono (2007) "Validity is a condition that describes the level of the instrument concerned is able to measure what should be measured". While reliability is a value that shows the consistency of a measuring device in

measuring the same symptoms (Riduwan, 2003). By using a valid and reliable instrument, it is expected that the results will be valid and reliable.

1. Test Data Validity

Testing the validity of the instrument using the item analysis, which is to calculate the score of each item with the total score which is the number of each score item. The correlation coefficient used is Product Moment correlation coefficient.

2. Test Data Reliability

Looking for instrument reliability whose score is not 0-1, but

it is a range between several values, eg 0-10 or 0-100 or scales of 1-3, 1-5, or 1-7, and so on can use alpha coefficients (α) from Cronbach alpha.

Research result and discussion

Test validity of research

Work environment variables include 6 questions. The question was then submitted to 105 employees. Before analyzed further then the results of the questionnaire is seen the validity and reliability. Validity test results can be seen in the following table.

Table 1: Validity test results instrument variable work environment

Variable	Statement	R arithmetic	R table	Description
Work Environment (X1)	Question 1	0,827	0.1946	Valid
	Question 2	0,596	0.1946	Valid
	Question 3	0,596	0.1946	Valid
	Question 4	0,671	0.1946	Valid
	Question 5	0,696	0.1946	Valid
	Question 6	0,596	0.1946	Valid

Source: Primary Data, processed in 2017

The pressure work variables include 6 questions. The question was then submitted to 105 employees. Before further analyzed

the results of the questionnaire is seen the validity. Validity test results can be seen in the following table.

Table 2: Validity test results instrument variable pressure work

Variable	Statement	R arithmetic	R table	Description
Pressure Work (X2)	Question 1	0,822	0.1946	Valid
	Question 2	0,754	0.1946	Valid
	Question 3	0,819	0.1946	Valid
	Question 4	0,687	0.1946	Valid
	Question 5	0,705	0.1946	Valid
	Question 6	0,756	0.1946	Valid

Source: Primary Data, processed in 2017

The organizational commitment variable includes 6 questions. The question was then submitted to 105 employees. Before further analyzed the results of the questionnaire is seen the

validity. Validity test results can be seen in the following table.

Table 3: Validity test results instrument variable organizational commitment

Variable	Statement	R arithmetic	R table	Description
Organizational Commitment (X3)	Question 1	0,773	0.1946	Valid
	Question 2	0,607	0.1946	Valid
	Question 3	0,577	0.1946	Valid
	Question 4	0,555	0.1946	Valid
	Question 5	0,706	0.1946	Valid
	Question 6	0,514	0.1946	Valid

Source: Primary Data, processed in 2017

Job satisfaction variables include 9 questions. The question was then submitted to 105 employees. Before further analyzed

the results of the questionnaire is seen the validity. Validity test results can be seen in the following table.

Table 4: Test results instrument validity variable job satisfaction

Variable	Statement	R arithmetic	R table	Description
Job Satisfaction (Y)	Question 1	0,534	0.1946	Valid
	Question 2	0,603	0.1946	Valid
	Question 3	0,484	0.1946	Valid
	Question 4	0,465	0.1946	Valid
	Question 5	0,577	0.1946	Valid
	Question 6	0,404	0.1946	Valid

	Question 7	0,450	0.1946	Valid
	Question 8	0,480	0.1946	Valid
	Question 9	0,497	0.1946	Valid

Source: Primary Data, processed in 2017

Based on Tables 1,2,3 and 4 it can be seen that all of the variable question items used (work environment, pressure work, organizational commitment and job satisfaction variables) result are valid.

Test Reliability

Test reliability to know the extent to which the measurement results are reliable and consistent. In Table the following test results note that all variables have alpha above 0.6 which means that all variables in this study reliable.

Table 5: Reliability test results instrument variable research

Variable	Cronbach Alpha (α)	Description
Work Environment (X1)	0,769	Reliable
Pressure Work (X2)	0,609	Reliable
Organizational Commitment (X3)	0,717	Reliable
Job Satisfaction (Y)	0,769	Reliable

Source: Primary Data, processed in 2017

Based on Table 5, cronbach alpha reliability test results can be seen that all existing statements form a reliable measure of work environment, pressure work, organizational commitment and job satisfaction variables form a reliable measure of each dimension.

Hypothesis Testing

The effect of work environment and pressure of work on job satisfaction

Linear analysis model can be seen based on calculation by using SPSS program as follows.

Table 6: Results of the first equation analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,053	1,528		4,615	,000
	Work Environment	,392	,063	,474	6,266	,000
	Pressure Work	,240	,048	,380	5,030	,000

a. Dependent Variable: Job Satisfaction

Source: Primary Data, processed in 2017

Based on Table 6, the simultaneous structural equations can be described as follows
 $Y = 0.474 X1 + 0.380 X2$

The value of F arithmetic can be obtained from the following table

Table 7: Value F calculate simultaneous equations

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	531,696	2	265,848	39,712	,000 ^b
	Residual	682,837	102	6,694		
	Total	1214,533	104			

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Work Environment, Pressure Work

Source: Primary Data, processed in 2017

Based on Table 7 it is known that the value of F arithmetic is 39.712 and the significance is 0.05. This value is less than 0.05. This means that the working environment variables and work pressure affect the job satisfaction simultaneously. The

magnitude of the influence of independent variables on the dependent variable can be seen from the r quadratic value as follows.

Table 8: The r value of the squared first regression model

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,662 ^a	,438	,427	2,58737	1,448

a. Predictors: (Constant), Work Environment, Pressure Work

b. Dependent Variable: Job Satisfaction

Source: Primary Data, processed in 2017

Based on Table 8 it is known that r square value of 0.438

means that the work environment and pressure work variables

affect job satisfaction of 43.8% while the rest is influenced by other variables not included in the equation model.

Analysis of the Effect of Work Environment on Partial Job

satisfaction

The results of the analysis of the effect of the work environment on the performance partially can be seen in the following table.

Table 9: Results of the second regression equation analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,139	1,556		6,516	,000
	Work Environment	,452	,068	,546	6,618	,000

a. Dependent Variable: Job Satisfaction

Source: Primary Data, processed in 2017

The structural equation of the data Table 9 can be seen as follows: $Y = 0.546X_1$

Based on Table 9, the results of the analysis note that the working environment coefficient of 0.546. The value of t is 6.618. Value significance of 0.00. This value of significance is

smaller than 0.05. This means that the working environment variables affect the job satisfaction partially. The amount of influence of the work environment on job satisfaction can be seen in the following table.

Table 10: The square r value of the second equation

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,546 ^a	,298	,292	2,87640

a. Predictors: (Constant), Work Environment

Source: Primary Data, processed in 2017

Based on Table 10 it can be seen r square value of 0.298. This means the influence of work environment variable to job satisfaction is 29,8% and the rest influenced by other variable not included into model equation.

Analysis of The Influence of Pressure of Work on Partial Job Satisfaction

The result of the analysis of the effect of work pressure on performance partially can be seen in the following table.

Table 11. Results of the analysis of the third regression equation

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,789	1,055		14,025	,000
	Pressure Work	,296	,055	,471	5,412	,000

a. Dependent Variable: Job Satisfaction

Source: Primary Data, processed in 2017

The structural equation of the above data can be seen as follows: $Y = 0.365X_2$

Based on Table 11 it is known that the pressure work coefficient of .471. The value of t is 5,412. Value significance

of 0.00. This value of significance is smaller than 0.05. This means that the pressure work variable affects the job satisfaction of partially. The amount of influence of pressure work on job satisfaction can be seen in the following table.

Table 12: The r value of squared the third equation

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,471 ^a	,221	,214	3,03003

a. Predictors: (Constant), Pressure Work

Source: Primary Data, processed in 2017

Based on Table 12 it can be seen r square value of 0.221. This means that the influence of the pressure work variable on the job satisfaction is 22.1% and the rest influenced by other variables that are not included into the model equation.

Analysis of the effect of organizational commitment on partial job satisfaction

The results of the analysis of the effect of satisfaction on performance partially can be seen in the following table.

Table 13: Results of the analysis of the fourth regression equation

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,980	1,021		10,751	,000
	Organizational Commitment	,502	,054	,678	9,370	,000

a. Dependent Variable: Job Satisfaction

Source: Primary Data, processed in 2017

The structural equation of the above data can be seen as follows: $Y = 0.678X_3$

Based on Table 13, it is known that the coefficient of organizational commitment is 0.678. The value of t is 9,370. Value significance of 0.00. This value of significance is

smaller than 0.05. This means that the variable of organizational commitment affect the job satisfaction of partially. The amount of influence of organizational commitment to job satisfaction can be seen in the following table.

Table 14: The r value of squared the fourth equation

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,678 ^a	,460	,455	2,52305

a. Predictors: (Constant), Organizational Commitment

Source: Primary Data, processed in 2017

Based on Table 14 it can be seen r square value of 0.460. This means that the influence of organizational commitment

variable to job satisfaction is 46.0% and the rest is influenced by other variables not included in equation model.

Analysis of the effect of work environment on job satisfaction through organizational commitment

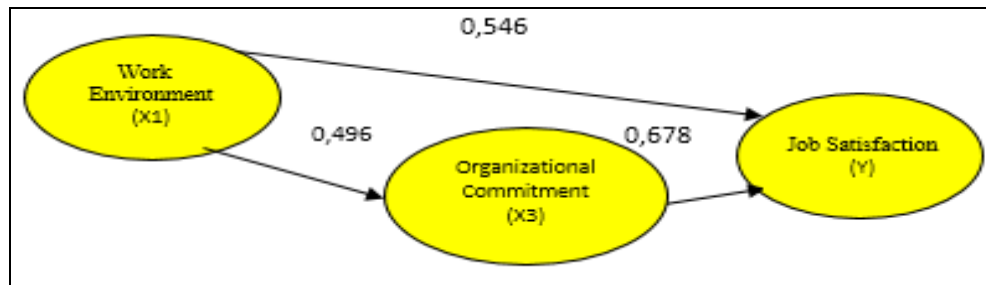


Fig 2: Analysis of influence of X1 line against Y Through X3

Coefficient of influence of work environment to job satisfaction through organizational commitment can be seen in

following table.

Table 15: Effect of Work Environment on Job satisfaction

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	6,057	2,177	2,782	,006
	Work Environment	,555	,096	,496	5,804

a. Dependent Variable: Organizational Commitment

Source: Primary Data, processed in 2017

Based on Figures 2 and 15, it can be seen that the influence of the work environment on job satisfaction is 0.546. The influence of work environment on the job satisfaction through organizational commitment is $0,496 \times 0,678 = 0,336$. In this

case the direct influence is greater than the indirect effect so that it can be said that the organizational commitment variable is not as intervening variable.

Analysis of the influence of employment pressure on job satisfaction through organizational commitment

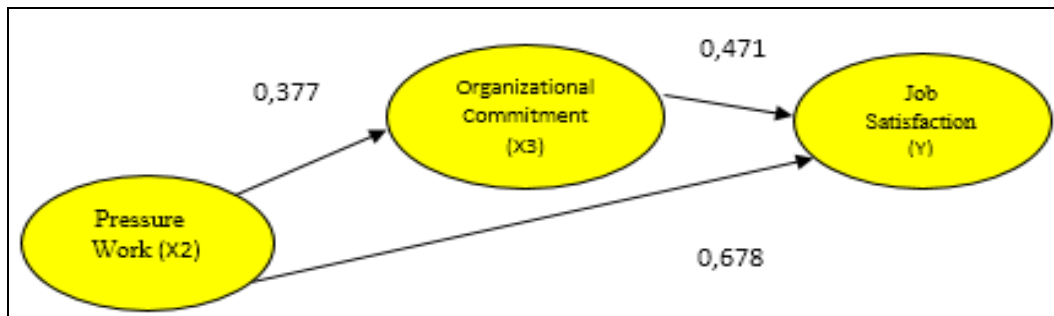


Fig 3: Path Analysis of Influence X2 Against Y Through X3

Table 16: The influence of pressure work on job satisfaction

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	12,556	1,494		8,402	,000
	Pressure Work	,321	,078	,377	4,134	,000

a. Dependent Variable: Organizational Commitment

Source: Primary Data, processed in 2017

Based on Figure 3 and Table 16 it can be seen that the direct effect of employment pressure on job satisfaction is 0.471. While the influence of work pressure on job satisfaction through organizational commitment is $0.377 \times 0.678 = 0.256$. In this case the direct influence is greater than the indirect effect so that it can be said that the organizational commitment variable is not as intervening variable.

Conclusions and Recommendations

Conclusion

Work environment and pressure work affect the job satisfaction simultaneously. The value of F arithmetic amounted to 39.712 and the significance of 0.05. This value is less than 0.05. The r square value of 43.8% means the work environment variables and pressure work affect the job satisfaction of 43.8% while the rest is influenced by other variables that are not included into the equation model.

Work environment variables affect the job satisfaction partially. The value of t is 6.618. Value significance of 0.00. This value of significance is smaller than 0.05. The value of r squared is 0.298. This means that the influence of work environment variable to the job satisfaction of 29, 8% and the rest influenced by other variable not included into equation model.

The pressure work variable has an effect on the partial job satisfaction. The value of t is 5,412. Value significance of 0.00. This value of significance is smaller than 0.05. The value of r squared is 0.221. This means that the influence of the pressure work variable on the job satisfaction 22.1% and the rest influenced by other variables that are not included into the equation model.

Organizational commitment variable has an effect on partial job satisfaction. The value of t is 9,370. Value significance of 0.00. This value of significance is smaller than 0.05. The value of r squared is 0.460. This means that the influence of organizational commitment variable to job satisfaction is 46.0% and the rest is influenced by other variables not included in equation model.

The influence of the working environment on job satisfaction is 0,546. The influence of the work environment on the job satisfaction through organizational commitment is $0.496 \times 0.678 = 0.336$. In this case the direct influence is greater than the indirect effect so that it can be said that the organizational commitment variable is not as intervening variable.

The direct effect of pressure work on job satisfaction is 0.471. While the influence of work pressure on job satisfaction through organizational commitment is $0.377 \times 0.678 = 0.256$. In this case the direct influence is greater than the indirect effect so that it can be said that the organizational

commitment variable is not as intervening variable.

Recommendations

Environment needs to be considered to improve employee performance. Organizations need to pay attention to the environment whether the environment is directly related to employees or not directly related. Environmental conditions cultivated to be conducive for employees so that employees can concentrate in completing daily tasks.

To improve employee performance also need to pay attention to work pressure felt by employee. Excessive or too small work pressures can damage working conditions. Pressure work can come from changes in the business environment, organizational and individual factors. Employees should be able to manage the pressure well so as not to interfere with the performance of employees in the work.

Organizational commitment also needs to be considered in improving employee performance. Organizational commitment can be enhanced through enhanced affective commitments such as having a sense of pride in the organization, a commitment to stay in organization and a normative commitment such as awareness to defend the organization.

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