# Factors That Influence Teacher Job Satisfaction At The Nurrahman Hakim Araha Foundation

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**ABSTRACT**

This study intends to analyze the following: 1) The Nurrahman Hakim araha Foundation's Work Environment Effect on Teacher Job Satisfaction; 2) The Nurrahman Hakim araha Foundation's Motivation Effect on Teacher Job Satisfaction; 3) The Nurrahman Hakim araha Foundation's Organizational Culture Effect on Teacher Job Satisfaction; and 4) The Nurrahman Hakim araha Foundation's Work Environment, Motivation, and Organizational Culture Together Effect on Teacher Job Satisfaction. Research of this kind is quantitative in nature. Forty teachers from the Nurrahman Hakim Araha Foundation made up the study's sample. In this study, a questionnaire was employed as the data gathering method. methods for analyzing data that make use of multiple and simple linear regression. There is a known 83.6% influence from the Work Environment Research results on Job Satisfaction. According to research findings, motivation has an 82% influence on job satisfaction. According to research findings, organizational culture has an 85% influence on job satisfaction. Meanwhile, the Nurrahman Hakim Araha Foundation's research on the effects of work environment, motivation, and organizational culture on teacher job satisfaction has found that these factors have an 88.3% influence. This study demonstrates how the Nurrahman Hakim Araha Foundation's teacher job satisfaction is impacted by the work environment, motivation, and organizational culture.

**Keywords**: Motivation, Work Environment, Job Satisfaction, and Organizational Culture

***ABSTRAK***

*Penelitian ini bertujuan untuk menganalisis hal-hal berikut: 1) Pengaruh Lingkungan Kerja Yayasan Nurrahman Hakim Araha terhadap Kepuasan Kerja Guru; 2) Pengaruh Motivasi Yayasan Nurrahman Hakim Araha terhadap Kepuasan Kerja Guru; 3) Pengaruh Budaya Organisasi Yayasan Nurrahman Hakim Araha terhadap Kepuasan Kerja Guru; dan 4) Pengaruh Bersama Lingkungan Kerja, Motivasi, dan Budaya Organisasi Yayasan Nurrahman Hakim Araha terhadap Kepuasan Kerja Guru. Penelitian semacam ini bersifat kuantitatif. Empat puluh guru dari Yayasan Nurrahman Hakim Araha menjadi sampel penelitian. Dalam penelitian ini, kuesioner digunakan sebagai metode pengumpulan data. Metode untuk menganalisis data yang menggunakan regresi linier berganda dan sederhana. Ada pengaruh yang diketahui sebesar 83,6% dari hasil Penelitian Lingkungan Kerja terhadap Kepuasan Kerja. Menurut temuan penelitian, motivasi memiliki pengaruh sebesar 82% terhadap kepuasan kerja. Menurut temuan penelitian, budaya organisasi memiliki pengaruh sebesar 85% terhadap kepuasan kerja. Sementara itu,*

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*penelitian Yayasan Nurrahman Hakim Araha tentang pengaruh lingkungan kerja, motivasi, dan budaya organisasi terhadap kepuasan kerja guru menemukan bahwa faktor-faktor tersebut memiliki pengaruh sebesar 88,3%. Penelitian ini menunjukkan bagaimana kepuasan kerja guru Yayasan Nurrahman Hakim Araha dipengaruhi oleh lingkungan kerja, motivasi, dan budaya organisasi.*

***Kata kunci**: Motivasi, Lingkungan Kerja, Kepuasan Kerja, dan Budaya Organisasi*



## INTRODUCTION

Indonesian education is still ranked 67th out of 203 countries in the world, according to data from the wordltop.20.org page. This indicates that Indonesia needs to improve its education system, and one way to do so is by giving more consideration to the performance of teachers who are change agents. Teachers' performance is impacted by both internal and external elements. One of the internal aspects influencing a teacher's performance is the teacher's own sense of job satisfaction. Work satisfaction does not always develop on its own. Nevertheless, a person's motivation at work, the current work environment, and the ways in which a workplace culture can be comforting and beneficial can all have an impact on whether or not they ultimately feel content at work.

As stated by Mardiana in Wasiman (2023), the workplace is the setting in which workers carry out their regular tasks. According to research by Esther (2018), work environment variables have a positive and significant effect on job satisfaction in employees at the South Nias Regency Small and Medium Enterprises Labor and Cooperative Office. This suggests that a person's perception of their level of job satisfaction is influenced by the circumstances and environment in which they work.

Organizational culture, according to Widyaningrum in Widyaningrum & Mahmudah (2019), is the set of values that direct human resources in fulfilling their responsibilities and acting in a certain way inside an organization. According to research by Suryati et al., (2022), organizational culture has a significant impact on teacher job satisfaction at the Prajnamitra Maitreya Foundation Pekanbaru. This finding is consistent with the idea that an individual's level of job satisfaction is influenced by factors other than work environment and motivation, such as the culture adopted in an organization or agency.

In Yunita et al. (2024), Handoko defines job satisfaction as an emotional state that an employee experiences when they look at their work, either positively or negatively. According to Bakotic in Hanafi et al. (2022), an organization with satisfied employees tends to be more productive when compared to firms whose employees do not feel content at work. Job satisfaction has a significant influence in determining an individual's productivity at work. When someone pays attention to their job satisfaction, they will always feel happy, enjoy their work, and have a lot of energy.

Aspects of justice and appropriateness in the pay that an individual receives in relation to their performance contribution are also included in the concept of job satisfaction. The Nurrahman Hakim Araha Foundation pays teachers differently, which results in lower levels of job satisfaction. Teachers' lack of job satisfaction can be seen from their royalty to the Foundation, as can be seen from the range of teacher tenure in Table 1 below. When compensation is provided properly, people tend to be more enthusiastic at work and can encourage someone to be royal.

**Table 1: Nurrahman Hakim Araha Foundation Teachers' Years of Service**

| **Length of service** | | |
|---|---|---|
| **Years** | **Number of teachers** | **Persentase** |
| <1 years | 18 | 45% |
| 1- 3 years | 20 | 50% |
| > 4 years | 2 | 5% |
| **Total** | **40** | **100%** |

It is evident from the above chart that instructors with tenures of 1-3 years and less than a year make up the majority of the faculty at the Nurrahman Hakim Araha Foundation. Teachers at the Nurrahman Hakim Araha Foundation with more than four years of experience, however, are a minority.

As can be seen from the explanation above, an individual's level of job satisfaction is determined by a number of factors, including his motivation at work, the environment in which he works, and the ways in which a culture that is practiced and accepted influences an individual's ability to find job satisfaction.

According to Sedarmayanti in Rusdiana & Yuliati (2021), a person's work environment encompasses their entire toolkit and materials, the surroundings in which they operate, their work techniques, and their arrangements for working both individually and in groups.

In the meantime, Noviani et al. (2024) assert that the physical, social, and psychological aspects of a workplace have an impact on worker productivity and performance.

Rusdiana & Yuliati (2021) cite Sedarmayanti as saying that the following are the markers of the work environment:

1. Luminance
2. The temperature
3. of the air Sounds
4. Color usage
5. Necessitates
6. movement space Capacity to Work
7. Relationships between employees and other employees

In Taruh (2020), Umar claims that motivation is what propels someone to take action.

According to Syahyuti in Asteria & Nurkholis (2021), motivation, on the other hand, is the supply of a driving force for someone to perform their task properly.

Syahyuti, as cited in Zahara et al. (2023), proposes that the following are examples of motivation indicators: motivation to reach objectives Workplace zeal dynamism and originality Feeling of accountability

1. motivation to reach objectives
2. Workplace zeal
3. dynamism
4. and originality Feeling of accountability

Organizational culture, according to Zain-Ul-Abidin in H.Erwin et al., (2023), is a collection of shared values, beliefs, customs, and working practices that affect an organization's members' behavior.

According to Robbins and Judge in Ivonne A.V (2024), organizational culture, on the other hand, is a set of shared meanings that members acquire and use to set an organization apart from others..

According to Robbins Latifah in E.T. Natalia (2023), indicators of organizational culture include:

1. Creativity
2. Paying close attention to details
3. Goal-oriented
4. Individual orientation

According to Andrew J. DuBrin in Narulita (2024), job satisfaction is the degree of enjoyment or contentment one feels while working.

In the meantime, Wibowo in Robby et al. (2023) defines job satisfaction as a general attitude toward one's employment that demonstrates the discrepancy between the quantity of rewards employees believe they should receive and the number of awards they actually receive.

**METHODS**

The methods utilized to gather research data are called data collecting techniques. The core data utilized in this study were gathered via delivering questionnaires to respondents. The questionnaire used in this study is closed, meaning that respondents are only required

to select one of the available responses. In addition, secondary data—that is, data sourced from the organization being studied—is employed. There were forty responders in the study's sample.

This study employed multiple linear regression analysis to ascertain the impact of Work Environment, Motivation, and Organizational Culture on Job Satisfaction. The model derived from the findings of the regression analysis is supported by the F test. The t test is used to examine each variable's impact on the dependent variable separately. The coefficient of determination (R2) test is used to determine how much the independent variable can explain the dependent variable.



## RESULTS AND DISCUSSION

**Table 2.** Multiple Linear Regression Analysis Results

| Model | | *Unstandardized Coefficients* | | *Standardized Coefficients* | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2,345 | 3,020 | | 0,777 | 0,442 |
| | Total X1 | 0,438 | 0,186 | 0,121 | 2,600 | 0,013 |
| | Total X2 | 0,118 | 0,168 | 0,397 | 0,631 | 0,532 |
| | Total X3 | 0,397 | 0,169 | 0,445 | 2,343 | 0,025 |

Data Processing 2024 is the source

Based on the data processing outcomes of multiple linear regression, as displayed in Table 2. The following function or equation can be used to arrange the relationship model containing these variables:

Y = a + b1X1 + b2X2 + b3X3

The work environment, motivation, and organizational culture with 40 responses are shown in the above table. The following is the known value of the multiple linear regression equation:

Y = 2,345 + 0,438 + 0,118 + 0,397

It is evident from the above equation that job satisfaction equals 2.345 units if the work environment, motivation, and organizational culture are all at zero. Job satisfaction will rise by 0.438 units if the work environment increases by one unit. Job satisfaction will rise by 0.118 for every unit increase in motivation and by 0.397 for every unit increase in organizational culture.

Test in Part (t Test)

To evaluate each independent variable's impact on the dependent variable separately, the t-test is utilized. Table 2 illustrates the results of partial hypothesis testing, which show that: a) The work environment at the Nurrahman Hakim Araha Foundation has a partially positive effect on teacher job satisfaction, with a t-hit value of 2.600 and a t-tab value of 1.685, meaning that t-hit> t-tab or 2.600> 1.685, and a significance level of 0.01 <0.05. b) motivation, which at the Nurrahman Hakim Araha Foundation has a t-hit value of 0.631 and a t-tab value of 1.685, meaning that t-hit < t-tab or 0.631 < 1.685, and a significance level of 0.01 < 0.05, indicates that motivation has a partially insignificant impact on teacher job satisfaction. c) organizational culture, which has a t-hit value of 2.343 and a t-tab value of 1.685, meaning that t-hit> t-tab or 2.343> 1.685, with a significance level of 0.01 <0.05, indicating that the Nurrahman Hakim Araha Foundation's organizational culture partially positively affects teacher job satisfaction.

Table 3's estimation findings show that, with a significance threshold of 0.05, the F-hit value is greater than the F-tab, which is 3.24 with numerator df = 2, denominator df = 40, and F-hit value of 90.305. Thus, at the Nurrahman Hakim Araha Foundation, the work

environment, motivation, and organizational culture all have a big impact on how satisfied teachers are with their jobs.

Concurrent Examination (F Test)

Tabel 3. ***Annova*** X1, X2, dan X3 pada Y

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 6382.635 | 3 | 2127.545 | 90.305 | .000[b] |
| | Residual | 848.140 | 36 | 23.559 | | |
| | Total | 7230.775 | 39 | | | |

Data Processing 2024 is the source

Determination Coefficient (R2)

When assessing the extent to which changes in the dependent variable (job satisfaction) can be explained by the independent variables (work environment, motivation, and organizational culture), the Coefficient of Determination (R2) is a helpful tool. More information is shown in table 4 below:

Tabel 4. Koefisien Determinasi

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | 0,940[a] | 0,883 | 0,873 | 4,854 |

Data Processing 2024 is the source

Table 4 provides information on the coefficient of determination (Adjusted R Square), which is 0.873 or 87.3%. This indicates that work environment characteristics, motivation, and organizational culture may account for or have an impact on 87.3% of the variables related to job satisfaction. While factors not covered in this study have an impact on the remaining 12.7%.

The work environment, according to Nitisemito in Martini (2023), is everything that is around people and has the potential to impact how well they carry out their responsibilities. Basically, a person's level of pleasure at work is influenced by their comfortable and sufficient work environment. A person is more focused and productive at work in a safe and pleasant workplace. The study's analysis reveals that respondents place importance on the work environment variable, as evidenced by their responses when asked about job satisfaction. This is also consistent with the findings of partial testing (t test) and regression analysis on job satisfaction variables, which demonstrate that the work environment at the Nurrahman Hakim Araha Foundation has a positive and significant value on teacher job satisfaction. According to research by W. Putri (2021), the workplace has a favorable and considerable impact on employees' job happiness.

Motivation, according to Rivai and Sagala Sulasmi (2020), is a collection of attitudes and values that persuade people to take specific actions in line with their personal objectives. A person's level of motivation is a crucial component of their work since it influences the quality of the work they produce. High motivation is a result of an individual's sense of job satisfaction. Based on the analysis of the study's data, respondents believe that the motivation component is significant.This is evident from the respondents' comments regarding work pressure. This is also related to the results of the regression analysis concerning the work performance variable, which indicate that motivation has a positive and significant effect on the work performance of the teacher in Yayasan Nurrahman Hakim Araha, but the motivation variable has no significance when the study is conducted in a parsimonious manner (uji t). Regarding this, research conducted by Lawren & Ekawati (2023) indicates that motivation has a positive and significant impact on work performance.

Organizational culture, as defined by Sinambela and Sarton in E.T. Natalia (2023), is a set of values and standards of behavior that are acknowledged and comprehended by all members of the organization as the foundation for the rules of behavior that the organization enforces for all of its employees. A firm or agency should make sure that the cultural values it has chosen are sufficient to offer good value and a sense of comfort, or not, since a well-created workplace culture helps people to feel like they belong. Based on the study's analysis and respondents' job satisfaction responses, it appears that the organizational culture variable is significant to the respondents. This is also consistent with the findings of partial testing (t test) and regression analysis of organizational culture factors, which demonstrate that teacher job satisfaction at the Nurrahman Hakim Araha Foundation is positively and significantly impacted by the work environment. According to Nofitasari's research from 2021, corporate culture significantly and favorably affects job happiness.

Job happiness is influenced by the work environment, motivation, and organizational culture; higher job satisfaction is the result of a positive work environment, strong motivation, and an effective organizational culture. An individual will perform optimally and even generously for the organization or agency where he works when he effectively feels satisfied at work. Put another way, an individual's level of job satisfaction will develop if their work environment, motivation, and organizational culture all have an impact on Y (job satisfaction). The analysis of this study's data indicates that respondents value the variables of work environment, motivation, and organizational culture. This is evident from the respondents' responses to questions on these factors. This is also consistent with findings from simultaneous testing (F test) and regression analysis of variables related to the work environment, organizational culture, and motivation, which all have an impact on job satisfaction. Additionally consistent with research by Dethan et al. (2023) that finds motivation, organizational culture, and aspects of the work environment to be positively and significantly correlated with job satisfaction.

**CONCLUSION**

At the significance level of 0.01 <0.05, the work environment at the Nurrahman Hakim Araha Foundation partially positively affects teacher job satisfaction, according to the results of the t test of the work environment variable, which had a t-hit value of 2.600 and a t-tab value of 1.685. The findings of this investigation align with the findings of Nuraini Wahyu Putri's (2021) study, which indicates a noteworthy and affirmative correlation between job satisfaction and the work environment.

Hasil uji t variabel motivasi dengan nilai t-hit sebesar 0,631 dan nilai t-tab sebesar 1,685 sehingga t-hit < t-tab atau 0,631 < 1,685 dan tingkat signifikansi 0,01 < 0,05 yang berarti motivasi secara parsial tidak berpengaruh terhadap kepuasan kerja guru pada Yayasan Nurrahman Hakim Araha. Hasil penelitian ini sesuai dengan penelitian yang dilakukan oleh Shavira & Febrian (2023) menyatakan bahwa motivasi berpengaaruh positif dan signifikan terhadap kepuasan kerja.

The organizational culture variable's t-hit value was 2.343, while the t-tab value was 1.685. This indicates that the organizational culture variable has a partial positive effect on teacher job satisfaction at the Nurrahman Hakim Araha Foundation, with a significance level of 0.01 <0.05. The study's findings support those of Nofitasari's (2021) research, which found that organizational culture significantly and favorably affects job satisfaction.

The F test results concurrently display an F-hit value of 90.305 and an F-tab value of 3.24, indicating that F-hit is greater than F-tab. This indicates that teacher job satisfaction at the Nurrahman Hakim Araha Foundation is impacted either simultaneously or jointly by the work environment, motivation, and organizational culture. The study's findings support those of Dethan et al.'s (2023) investigation, which found that organizational culture, motivation, and aspects of the work environment all significantly and favorably affect job satisfaction.

The dependent variable (job satisfaction) is impacted by the influence of independent factors (work environment, motivation, and organizational culture), according to the coefficient of determination (R2) table. As of right now, the study's Adjusted R Square value is 0.873, or 87.3%, indicating that organizational culture, motivation, and work environment all significantly affect how satisfied teachers are with their jobs at the Nurrhaman Hakim Aaraha Foundation.

In the future, the Nurrahman Hakim Araha Foundation should focus more on how satisfied instructors are with their jobs. It is possible to raise the degree of job satisfaction among current instructors by offering incentives for their hard work, such as pay raises, promotions, and positions, as well as by creating precise standards for compensation calculations. In order to make teachers feel safer and more at ease at work and to boost teacher job satisfaction, the Nurrahman Hakim Araha Foundation must also install CCTV cameras, hire security guards, and increase the number of human resources already in place.



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