

***THE EFFECT OF PHYSICAL WORKING ENVIRONMENT,
PERSONAL EFFICIENCY, AND CAREER DEVELOPMENT ON
EMPLOYEE SATISFACTION IN LABOR, TRANSMIGRATION,
AND ENERGY SERVICES IN THE ADMINISTRATIVE CITY OF
JAKARTA UTARA***

By:

Adzqia Zahradiva Khanza Syavira

Abstract

This research is a quantitative study that aims to determine the effect of the physical work environment, self-efficacy, and career development on job satisfaction of employees of the North Jakarta City Administration of Manpower, Transmigration and Energy Sub-agency. This study used 38 respondents with permanent employee positions in the North Jakarta Administrative City Office of Manpower, Transmigration and Energy. Data collection was carried out through distributing questionnaires. The data analysis technique used is Partial Least Square (PLS) statistics, namely SmartPLS 4.0 through partial (T) and simultaneous (F) hypothesis testing. The results are (1) the physical work environment has a positive and significant effect on employee job satisfaction, (2) self-efficacy has a positive and significant effect on employee job satisfaction, (3) career development has a positive and significant effect on employee job satisfaction, and (4) the environment physical work, self-efficacy, and career development have a significant influence on the job satisfaction of employees at the North Jakarta Administrative City Manpower, Transmigration and Energy Sub-agency.

Keywords: Physical Work Environment, Self-Efficacy, Career Development, Job Satisfaction

**PENGARUH LINGKUNGAN KERJA FISIK, EFIKASI DIRI,
DAN PENGEMBANGAN KARIER TERHADAP KEPUASAN
KERJA KARYAWAN SUKU DINAS TENAGA KERJA,
TRANSMIGRASI, DAN ENERGI KOTA ADMINISTRASI
JAKARTA UTARA**

Oleh:

Adzqia Zahradiva Khanza Syavira

Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan mengetahui pengaruh lingkungan kerja fisik, efikasi diri, dan pengembangan karier terhadap kepuasan kerja karyawan Suku Dinas Tenaga Kerja, Transmigrasi, dan Energi Kota Administrasi Jakarta Utara. Penelitian ini memakai 38 responden dengan posisi karyawan tetap di Suku Dinas Tenaga Kerja, Transmigrasi, dan Energi Kota Administrasi Jakarta Utara. Pengumpulan data dilakukan melalui penyebaran kuesioner. Teknik analisis data yang digunakan yaitu statistik *Partial Least Square* (PLS) yaitu SmartPLS 4.0 melalui pengujian hipotesis secara parsial (T) dan simultan (F). Hasilnya yaitu (1) lingkungan kerja fisik berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, (2) efikasi diri berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, (3) pengembangan karier berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan, dan (4) lingkungan kerja fisik, efikasi diri, dan pengembangan karier memberikan pengaruh secara signifikan pada kepuasan kerja karyawannya di Suku Dinas Tenaga Kerja, Transmigrasi, dan Energi Kota Administrasi Jakarta Utara.

Kata kunci: Lingkungan Kerja Fisik, Efikasi Diri, Pengembangan Karier, Kepuasan Kerja