

Effect of Work Environment and Organization Culture to Work Satisfaction in Pt. Sarana Agro Nusantara Medan

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Abstract: Basically job satisfaction is individual. Each employee will have different levels of satisfaction in accordance with the system and values that apply to that employee. This is due to the differences of each employee. Employees who get a good job satisfaction usually have a record of attendance, work turnover, and job performance is good compared with employees who do not get job satisfaction. In the research used data collection technique that is questionnaire, whereas technique of data analysis used is method of multiple regression analysis. Based on the partial test results obtained t-value of 4.264 while t-table of 1.997 and has a significant figure of 0.004 <0.05. Means Ho rejected (Ha accepted), this shows that there is a significant positive influence between the work environments on job satisfaction at PT. Sarana Agro Nusantara Medan. In addition the partial test results obtained t-value of 30.011 while t-table of 1.997 and has a significant number of 0.000 <0.05. Means Ho rejected (Ha accepted), this shows that organizational culture has a significant influence on Job Satisfaction at PT. Sarana Agro Nusantara Medan. Furthermore, simultaneous test results obtained by the test results F-value with F-value 607.211 > F-table 3.136 with the result of significant probability value 0.000 <0.05, then Ho is rejected and (Ha accepted), thus indicating there is a significant positive influence simultaneously work environment and organizational culture against job satisfaction at PT. Sarana Agro Nusantara Medan.

Keywords: Work Environment, Organizational Culture and Job Satisfaction.

INTRODUCTION

Basically job satisfaction is individual. Each employee will have different levels of satisfaction in accordance with the system and values that apply to that employee. Job satisfaction is an important consideration for employees to be loyal and stick to a company. Creating employee job satisfaction is not easy because job satisfaction can be created if the variables that influence it can be accommodated well and accepted by all employees within an organization or company, for it is important in paying attention to job satisfaction in order to give the expected work. Job satisfaction there are some aspects seen by a person and his work, ie salary received, safety conditions, and career health, social relationships in the work situation, recognition of its existence, the value of instrumental and work for other aspects of life, for individuals as well as the social role of the working group to the community. The factors that affect job satisfaction are psychological factors, social factors, physical factors and financial factors.

Work environment is one of the factors that affect job satisfaction. Work environment is a component that is very important for employees in

doing work activities. A conducive working environment provides a sense of security and allows employees to work optimally. Work environment can affect employees emotionally. If the employee enjoys the working environment in which he works then the employee will feel at his place of work, so the working time is used effectively. Working environment conditions are said to be good if humans can carry out their activities optimally, healthy, safe and comfortable. Work environment mismatch can be seen with the condition of the company environment that is less conducive that look narrow and hot air so that affect employee job satisfaction.

Another factor that can affect employee job satisfaction is organizational culture. Organizational culture consists of basic assumptions learned both as a result of solving problems arising in the process of adjustment to the environment, as well as the result of solving problems arising from within the organization, among the organizational units associated with integration. Culture arises as a result of learning together from members of the organization in order to survive. In the company are often found employees who are very tired of work, feel uncomfortable, disliked or

disappointed with the job, and have other negative feelings. Types of employees like this view that the work they do as a burden, coercion and if can try to avoid it. This employee is basically dissatisfied with his job.

PT. Sarana Agro Nusantara (Persero) Medan is a Freight Forwarding Company that has facilities and services such as: Tank for palm oil and its fractions and sugar drops, warehousing services for rubber, tea, chocolate, coffee and tobacco commodities as well as expedition handling services import export documents. The phenomenon that occurs in companies related to the work environment is partly a less conducive corporate environment that is visible from the workplace is not comfortable and narrow, hot temperatures cause work atmosphere is less good so that employees still feel less satisfied with its performance. Problems relating to organizational culture that is still there are employees who do not understand the organizational culture that is applied by the company, especially the lack of work ethics and attitudes of some employees in carrying out the work given and there are still employees who pay less attention to the work with detail and do things that are at risk and acting at will that is still a culture within the company. Sources of other problems faced in the company come from job satisfaction there are still employees who are not satisfied with the work done.

LITERATURE REVIEW

Basically that someone in the work will feel comfortable and loyal to the company if in work gained job satisfaction in accordance with what is desired. Especially in the Company's job satisfaction manufacturing is highly coveted by all parties, because in manufacturing company's activities starting from the procurement of raw materials to become finished goods full of challenges both psychologically and physically. Job satisfaction itself actually has meaning for a worker? There are two words of satisfaction and work. Satisfaction is a feeling experienced by a person, where what is expected to be fulfilled or even what is received exceeds what is expected, while work is one's effort to achieve the goal by earning income or compensation from its contribution to the place of work.

Dole and Schroeder [1]; Job satisfaction can be defined as individual feelings and reactions to the work environment, whereas according to Testa [2] and Locke [3]; Job satisfaction is a joy or positive emotional statement resulting from the assessment of one's work or work experiences. Igalens and Roussel [4]; Job satisfaction may be a pleasurable aritive emotional state resulting from the appraisal of one's job or job experiences. In the statement it means that job satisfaction is a positive or pleasurable emotional state resulting from a mocking of one's work or work experiences.

Elements of job satisfaction: (1) relationship with colleagues; (2) relationship with head of department; (3) ability and efficiency of head of department; (4) hours of work; (5) opportunity to use initiative; (6) Promotion prospects; (7) salary; (8); job security; (9) actual work undertaken; (10) overall job satisfaction. Linz Research [5]; said that positively attitudes toward work there is a positive relationship with job satisfaction. Basically the more positive work attitude the greater the job satisfaction, for that various indicators of job satisfaction need to get special attention so that workers can improve its performance. In general, a person is satisfied with his job because of his success and obtained a fair trial from his boss.

In everyday life a person will not be separated from the environment. His environment will shape a person's personality and that personality leads to positive attitudes and behaviors, of course, to be supported by a recognized norm of his truth and adhered to as a guide in acting. Basically human or someone who is in organizational life trying to determine and form something that can accommodate the interests of all parties, so that in carrying out its activities do not clash with the various attitudes and behavior of each individual. Something that is meant is none other than the culture in which individuals reside, such as values, beliefs, assumptions, expectations and so on.

Glaser *et al.* [6]; Organizational culture is often depicted in a shared sense. Patterns of beliefs, symbols, rituals and myths that evolve over time and serve as the glue that unifies the organization. Various forms of organization or company, of course, has a different culture is reasonable because the environment is different organizations such as service companies, manufacturing and trading.

Hofstede [7]; Culture is a variety of interactions of the characteristics of habits that affect groups of people in their environment. According to Beach [8]; Culture is at the core of what's important in the organization. Such activities give orders and restrictions as well as describe something done and not done that governs the behavior of members. So the culture contains what may or may not be done so it can be said as a guide used to run the activities of the organization. Basically corporate organizational culture is a tool to unite every person that perform activities together. Kreitner and Kinicki [9]; suggests that the culture of organization is a social glue that remembers members of the organization. It seems that for a different characteristic or personality between one person and another can be incorporated into an organizational strength, it is necessary to have social pruning. Bliss [10] argues that within the culture there is an agreement that refers to a system of meaning

collectively, embraced by members of the organization in distinguishing one organization with another. Another case with Robbins [11]; organizational culture is a shared perception shared by members of the organization, and is a system of shared meanings.

Given the organizational culture is a consensus with members in an organization or company that facilitate the birth of a wider agreement for the benefit of individuals. The virtue of organizational culture is the control and direction in shaping the attitudes and behaviors of people who engage themselves in an organization's activities. Individuals and groups of people will not be separated by the culture of the organization and in general they will be influenced by the diversity of existing resources as a stimulus to act

The forms of culture emerging in working groups in companies come from a variety of sources, among others: from the stratification of the social class of the origin of the laborer-laborer, from the technical sources and the type of work, the company's own psychological climate created by employers, directors and managers behind the labor-growing culture of workers in informal small groups. We were all born of human beings and then grew up by social upbringing with culture environment. Since cultures always process plural nation, tradition and religion are indispensably diverse.

Molenaar [12], Kotter and Heskett [13]; Culture has full power, affects individuals and their performance even in the work environment. Buchanan and Huczyski[14]; elements of organizational or

corporate culture are values, beliefs, opinions, attitudes and norms.

Various actions performed by someone of course vary in the form of behavior. In the organization of cultural implementation is represented in the form of behavior means the behavior of individuals within the organization will be colored by the culture of the organization concerned. Individual behavior with regard to the actual action performed by a person can be interpreted that in doing one's actions will certainly not be separated from his behavior.

RESEARCH METHODS

The research approach used in this study is an associative method that aims to analyze the relationship of a variable with other variables. This research was conducted at PT. Sarana Agro Nusantara (Persero) Medan with the number of samples amounted to 58 people. Data collection techniques used questionnaires that have been through Test Validity and reliability test. The data collected were then analyzed using multiple linear regression, t-test, F-test and coefficient of determination by first considering the fulfillment of classical assumptions such as autocorrelation, multicollinearity and heterocedasticity.

FINDINGS AND DISCUSSIONS

Characteristics of Respondents

Respondents of this study include employees of PT. Sarana Agro Nusantara Medan consisting of several characteristics of both sex, age and education level.

Table-1: Characteristics of Respondents by Demographics

Demographic characteristic	Category	f	%
Age	< 20	5	8.62
	21 – 30	23	39.66
	> 30	30	51.72
Gender	Male	31	53.45
	Female	27	46.55
Educational Background	Senior High School	5	8.62
	Diploma	12	20.69
	Undergraduate	41	70.69

Of the 58 respondents, the number of respondents in the male sex group was 31 people (53.45%), and 27 women (46.55%) indicated more male majority sex frequency. the number of respondents in the age group <20 years 5 people (8.62%), 20-30 years 23 people (39.66%) and > 30 years 30 people (51.72%) this indicates the frequency of the majority aged > 30 years more than those aged <20 and 20-30 years. Of the 58 respondents who had the last formal education of senior high school were 5 people (7,6%), D3 as many as

12 people (20,69%), and undergraduate counted 41 people (70,69%) Postgraduate education more than other education level.

Description of Research Variables

Variable in this research consist of 3 variables that is work environment, organizational culture and job satisfaction. The description of each statement displays each respondent's answer option against each statement item given to the respondent.

Table-2: Score Question for Work Environments

Items	Strongly Agree		Agree		Less Agree		Disagree		Strongly Disagree	
	F	%	F	%	F	%	F	%	F	%
1	20	34,48	34	58,62	4	6,90	0	0	0	0
2	23	39,66	26	44,83	7	12,07	2	3,45	0	0
3	25	43,10	20	34,48	13	22,41	0	0	0	0
4	25	43,10	26	44,83	4	6,90	3	5,17	0	0
5	22	37,93	31	53,45	4	6,90	1	1,72	0	0
6	20	34,48	30	51,72	6	10,34	2	3,45	0	0
7	23	39,66	32	55,17	3	5,17	0	0	0	0
8	20	34,48	30	51,72	6	10,34	2	3,45	0	0
9	22	37,93	30	51,72	3	5,17	3	5,17	0	0
10	20	34,48	31	53,45	6	10,34	1	1,72	0	0
11	31	53,45	21	36,21	6	10,34	0	0	0	0
12	22	37,93	32	55,17	4	6,90	0	0	0	0
13	31	53,45	21	36,21	6	10,34	0	0	0	0

The result of tabulation of respondent's answer for work environment variable (X_1) can be seen in table 2 above. From the table above can be explained Respondent's answer about the lighting of the work environment and the room is good enough to facilitate me in completing the job, as many as 20 people (34.48%) answered strongly agree, 34 people (58.62%) agreed 4 people (6.90%) answered less agree. Respondents' answer about the light from the reflection of sunlight made me not satisfied doing the job, as many as 23 people (39.66%) answered strongly agree, 26 people (44.83%) answered agree, 7 people (12.07%) answered less agree, while 2 people (3.45%) answered disagree. Respondents' answer about the noise in the work environment made me not focus on doing the job, as many as 25 people (43.10%) answered strongly agree, 20 people (34.48%) answered agree, and as many as 13 people (22.41%) answered less agree, respondents' answers about co-workers in doing work does not cause noise that can interfere with my work, as many as 25 people (43.10%) answered strongly agree, 26 people 44.83%) answered agree, 4 people (6, 90%) answered less agree, and as many as 3 people (5.17%) answered disagree. Respondents answer about the temperature in the room very support me in the work, as many as 22 people (37.93%) answered strongly agree and 31 people (53.45%) answered agree, 4 people (6.90%) answered less agree while 1 (1.72%) responded disagree. Respondents' answer about good room ventilation made it easier to get the new air out so the room became fresh and can improve my morale in work, as many as 20 people (34,48%) answered strongly agree, 30 people (51,72%) agreed, 6 people (10,34%) answered less agree, while 2 people (3,45%) answered disagree. Respondents answer about the layout of the equipment work is right so that makes me

freely in work, as many as 23 people (39.66%) answered strongly agree, 32 people (55.17%) answered agree while 3 people (5.17%) answered less agree. Respondents answer about workplace room is appropriate and make me more comfortable in doing the job, as many as 20 people (34,48%) answered strongly agree, 30 people (51,72%) answer agreed and 6 people (10,34%) answer less agree and 2 people (3,45%) answered disagree. The respondent's answer about the bright color of the paint on the walls of the room made me more enthusiastic in working so that improve my work, as many as 22 people (37.93%) answered strongly agree, 30 people (51.72%) answered agree, 3 people (5, 17%) answered less agree and 3 people (5.17%) answered disagree. Respondents answer about the design of the room is neat and beautiful work environment is appropriate, so make me more active in work, as many as 20 people (34,48%) answered strongly agree, 31 people (53,45%) answered agree, 6 people (10, 34%) answered less agree, while as many as 1 person (1,72%) answered disagree. The respondent's answer about the security guarantee in the work environment made me comfortable in working, 31 people (53,45%) answered strongly agree, 21 people (36,21%) answered agree while 6 people (10,34%) answered less agree. Respondents' answers about the work environment have been felt safe, comfortable and pleasant for me, as many as 22 people (37,93%) answered strongly agree, as many as 32 people (55,17%) answered agree, while 4 people (6,90%) said no agree. Respondents' answers about the level of job security in this company are good, as many as 31 people (53,45%) answered strongly agree, 21 people (36,21%) answered agree; while 6 people (10,34%) answered less agrees.

Table-3: Score Question for Organizational Culture

Items	Strongly Agree		Agree		Less Agree		Disagree		Strongly Disagree	
	F	%	F	%	F	%	F	%	F	%
1	30	51,72	28	48,28	0	0	0	0	0	0
2	27	46,55	31	53,45	0	0	0	0	0	0
3	21	36,21	30	51,72	6	10,34	0	0	0	0
4	22	37,93	34	58,62	2	3,45	0	0	0	0
5	23	39,66	33	56,90	2	3,45	0	0	0	0
6	27	46,55	25	43,10	3	5,17	3	5,17	0	0
7	22	37,93	32	55,17	3	5,17	1	1,72	0	0
8	22	37,93	32	55,17	3	5,17	1	1,72	0	0
9	23	39,66	33	56,90	2	3,45	0	0	0	0
10	31	53,45	27	46,55	0	0	0	0	0	0
11	30	51,72	24	41,38	4	6,90	0	0	0	0
12	30	51,72	22	37,93	5	8,62	1	1,72	0	0
13	27	46,55	30	51,72	1	1,72	0	0	0	0
14	24	41,38	31	53,45	3	5,17	0	0	0	0
15	20	34,48	36	62,07	2	3,45	0	0	0	0
16	31	53,45	27	46,55	0	0	0	0	0	0
17	32	55,17	21	36,21	5	8,62	0	0	0	0
18	30	51,72	22	37,93	4	6,90	2	3,45	0	0
19	30	51,72	23	39,66	4	6,90	1	1,72	0	0

The result of tabulation of respondent's answer for organizational culture variable (X_2) can be seen in table 3 above. Respondents answer about me have a high initiative in carrying out the work, as many as 30 people (51.72%) answered strongly agree while as many as 28 people (48.28%) answered agree. Respondents' answers about me feel responsible for my mistakes and intend to improve myself continuously, as many as 27 people (46.55%) answered strongly agree while 31 people (53.45%) answered agree. Respondents answer about I dare to take risky action in working to advance company, as many as 21 people (36.21%) answered strongly agree, 30 people (51.72%) answered agree, while 6 people (10.34%) answered less agree. The respondent's answer about me always try to develop my ability and skill for company progress, as many as 22 people (37.93%) answered strongly agree, 34 people (58.62%) answered agree, 2 people (3.45%) answer less agree. Respondents' answers about me gave good guidance directives that need to be done, as many as 23 people (39.66%) answered strongly agree, as many as 33 people (56.90%) answered agree, while 2 people (3.45%) answered less agree. Respondents' answers about bosses often provide guidance on the standard of work, as many as 27 people (46.55%) answered strongly agree, 25 people (43.10%) answered agree, 3 people (5.17%) answered less agree and 3 people (5.17%) answered disagree. Respondents' answers about leaders have given direction for employees to work together to achieve the target company, as many as 22 people (37.93%) answered strongly agree, 32 people (55.17%) agreed and 3 people (5.17%) answered less agree, 1 person (1.72%)

answered disagree. Respondents' answers about leaders encouraged employees to work in a coordinated manner, as many as 22 people (37.93%) answered strongly agree, 32 people (55.17%) answered agree, 3 people (5.17%) answered less agree and 1 person (1.72%) responded disagree. The respondent answer about the boss always communicates to subordinates everything related to the effort of attainment of duties, as many as 23 people (39.66%) answered strongly agree, 33 people (56.90%) answered agree, while 2 people (3.45%) answered less agree. Respondents' answers about the boss motivate employees directly to improve performance, as many as 31 people (53.45%) answered strongly agree, while as many as 27 people (46.55%) answered agree. Respondents' answers about direct supervisors who controlled / supervised employees during work, as many as 30 people (51.72%) answered strongly agree, 24 people (41.38%) answered agree and 4 people (6.90%) answered less agree. Respondents' answers about employees have been directed and controlled directly by superiors in completing the work, as many as 30 people (51.72%) answered strongly agree, 22 people (37.93%) answered agree, 5 people (8.62%) answered less agreed and 1 person (1.72%) answered disagree. Respondents' answer about the company gave priority to employees who have a clear education and identity, as many as 27 people (46.55%) answered strongly agree, 30 people (51.72%) answered agree and 1 person (1.72%) answered less agree. Respondents' answers about the opportunity to get the job title given fairly to the employees who work well and good, as many as 24 people (41.38%) answered strongly agree, 31 people

(53.45%) answered agree, and 3 people (5.17 %) answered less agree. Respondents' answers regarding salary given equal to the job, as many as 20 people (34.48%) answered strongly agree, 36 people (62.07%) answered agree, while 2 people (3.45%) answered less agree. Respondent's answer about I appreciate and accepts with good criticism from boss or fellow employees, as many as 31 people (53.45 1%) answered strongly agree, while 27 people (46.55%) answered agree. Respondents' answers about disagreements often resulted in conflict, as many as 32 people (55.17%) answered strongly agree, 21 people (36.21%) answered

agree, and 5 people (8.62%) answered less agree. Respondents' answers about the work of the boss often communicate directly, as many as 30 people (51.72%) answered strongly agree, 22 people (37.93%) answered agree, 4 people (6.90%) answered less agree, while 2 people (3.45%) answered disagree. Respondents' answers about peer-to-peer communication can help complete the job well, as many as 30 people (51.72%) answered strongly agree, 23 people (39.66%) answered agree, 4 people (6.90%) answered less agree, 1 person (1.72%) answered disagree.

Table-4: Score Question For Job Satisfaction

Items	Strongly Agree		Agree		Less Agree		Disagree		Strongly Disagree	
	F	%	F	%	F	%	F	%	F	%
1	19	32,76	31	53,45	5	8,62	3	5,17	0	0
2	20	34,48	31	53,45	6	10,34	1	1,72	0	0
3	22	37,93	30	51,72	4	6,90	2	3,45	0	0
4	23	39,66	30	51,72	5	8,62	0	0	0	0
5	25	43,10	26	44,83	3	5,17	4	6,90	0	0
6	20	34,48	31	53,45	5	8,62	2	3,45	0	0
7	23	39,66	30	51,72	4	6,90	1	1,72	0	0
8	19	32,76	34	58,62	4	6,90	1	1,72	0	0
9	16	27,59	31	53,45	10	17,24	1	1,72	0	0
10	25	43,10	29	50,00	4	6,90	0	0	0	0
11	25	43,10	30	51,72	3	5,17	0	0	0	0
12	19	32,76	35	60,35	3	5,17	1	1,72	0	0
13	24	41,38	32	55,17	1	1,72	1	1,72	0	0

The respondent's answer to the job satisfaction variable (Y) that the respondent's answer about I have a sense of pride with this job, as many as 19 people (32.76%) answered strongly agree, the answer agreed that as many as 31 people (53.45%), who answered less agree as many as 5 people (8.62%) and who disagree 3 people (5.17%). Respondent's answer about my job condition in company is fun to be occupied, as many as 20 people (34.48%) answered strongly agree while answer bigger agree that is 31 people (53.45%), 6 person (10.34%) answer less agree and 1 person (1.72%) answered disagree. Respondents answer about me accept responsibility for work with pleasure, as many as 22 people (37.93%) answered strongly agree while the answer agreed bigger that is as many as 30 people (51.72%), 4 person (6.90% answered less agree and 2 people (3.45%) answered disagree. Respondents' answer about I have been working in accordance with the job description, as many as 23 people (39.66%) answered strongly agree, the answer agreed is greater that 30 people (51.72%) and 5 people (8.62%) answered less agree. Respondents' answers about the company so far actually apply the rules that apply to all employees, as many as 25 people (43.10%) answered strongly agree, 26 people (44.83%) answered agree, 3 people (5.17%) answered less agree and 4 people (6.90%) answered disagree. Respondents' answer about so far I

am satisfied with salary / wages received, as many as 20 people (34.48%) answered strongly agree, 31 people (53.45%) answered agree, 5 people (8.62%) answered less agree and 2 people (3.45%) answered disagree. The respondent's answer about the salary that I received at this time is in accordance with my job position, as many as 23 people (39.66%) answered strongly agree, 30 people (51.72%) agreed and 4 people (6.90%) answered less agreed and 1 person (1.72%) answered disagree. Respondents' answers about the salary received were able to meet the daily needs, as many as 19 people (32.76%) answered strongly agree, 34 people (58.62%) answered agree, 4 people (6.90%) answered less agree and 1 person (1.72%) answered disagree. Respondents' answers about the company always give awards to employees who excel, as many as 16 people (27.59%) answered strongly agree, 31 people (53.45%) answered agree, 10 people (17.24%) answered less agree and 1 person (1.72%) responded disagree. Respondent's answer about if there are employees who excel the company gives an opportunity for a higher position, as many as 25 people (43.10%) answered strongly agree, 29 people (50.00%) answered agree and 4 people (6.90% answered less agree. Respondents' answers about the relationship with fellow employees of both supervisory systems applied by the company to employees for this good and has been appropriate, as

many as 25 people (43.10%) answered strongly agree, 30 people (51.72%) answered agree, 3 people 5.17% answered less agree. Respondents' answers about the relationship between subordinates and supervisors have been good so far, as many as 19 people (32.76%) answered strongly agree, 35 people (60.35%) answered agree, 3 people (5.17%) answered less agree and 1 person (1.72%) answered disagree. Respondents' answer about work place during this rare conflict, as many as 24 people (41.38%) answered strongly agree, 32 people (55.17%) answered agree, 1 person (1.72%)

answered less agree and 1 person (1.72%) responded disagree.

Hypothesis Testing

To see the magnitude of influence and relationship between independent variables with dependent variable so that can be interpreted into equation model. The statistical test equipment used is Multiple Regression Test, t-test, F-test, and Coefficient of Determination.

Table-5: Regression Model Analysis Results

	Unstandardized Coefficients		T	Sig.
	B	Std. Error		
(Constant)	0.034	1.995	0.017	0.987
Work Environments	0.013	0.048	4.264	0.793
Organization Culture	0.675	0.023	30.011	0
R-Square = 0.957				
F-Value = 607.211				
Sig = 0.000				

The F-table value for n = 58 is 3.136 and its degree of validity (df) = n-k-1 = 58-2-1 = 55. Where N is the number of samples and k is the independent and bound variable. Based on the test results F-value in the above table there is a value F-value 607.211 > F-table 3.136 then seen with the result of significant probability value 0,000 <0,05, then Ho is rejected and (Ha accepted), while the value F-table based df = n-k-1 = 55 with a significant level of 5% is 3.136. From the calculation of SPSS above shows there is a significant positive influence simultaneously works environment and organizational culture on job satisfaction at PT. Sarana Agro Nusantara Medan.

R-Square coefficient is used to measure the relationship between dependent variables with independent variables. The greater the correlation coefficient value indicates the closer relationship and vice versa. Based on result of regression analysis as a whole show R Square equal to 0,957 which mean that work environment variable and organizational culture can explain job satisfaction variable equal to 95,7%, show about 95,7% variable job satisfaction influenced by work environment and organizational culture, the rest of 4.3% influenced by other variables that are not examined.

In general, this study shows satisfactory results. The results of the description analysis show that the condition of respondents' assessment of these research variables in general has been good. This can be shown from the number of responders' high responses to the condition of each research variable. Explanation of each variable is explained as follows:

Effect of Work Environment on Job Satisfaction

Based on the results of the above research on the effect of Work Environment on Job Satisfaction at PT. Sarana Agro Nusantara Medan which states that t-value > t-table is 4,264 > 1,997 and t-value is in the rejection area Ho so Ho is rejected (Ha accepted), it states that Work Environment positively significant partially significant to Job Satisfaction at PT. Sarana Agro Nusantara Medan. This means that the Environment has a very important role in the measurement of Job Satisfaction. The work environment in the organization must be properly addressed and arranged in such a way that it can create a pleasant atmosphere which can further encourage morale in carrying out its work more and more and eventually increase production. Pleasant atmosphere such as a comfortable working environment, quiet working conditions and security within the company will create satisfaction in working.

Organizational Culture of Job Satisfaction

Based on the results of the above research on the influence of organizational culture on job satisfaction at PT. Sarana Agro Nusantara Medan which states that t-value > t-table is 30,011 > 1,997 and t-value is in Ha acceptance area so Ha is accepted (Ho is rejected), it is stated that organizational culture have a significant effect partially on job satisfaction at PT. Sarana Agro Nusantara Medan. This means that organizational culture has an important role when measuring the level of employee job satisfaction. Organizational culture affects the content of organizational competitive advantage, when all employees perceive objective factors equally so that it will form an organizational culture. The resulting culture can be a strong culture and a weak culture, and

then it will impact on employee performance and satisfaction.

Work Environment and Organizational Culture on Job Satisfaction

Regarding the influence between work environment and organizational culture on job satisfaction at PT. Sarana Agro Nusantara Medan in this research is clearly proven to have influence simultaneously. Based on the F test results obtained $F\text{-value} > F\text{-table}$ is $607,211 > 3.136$ with significant $0,000 < 0.05$ while the F-table value based on N with a significant level of 5%, $df = n - k - 1$ then $58 - 2 - 1 = 55$ is 3.136 Because F-value greater than F-table then H_0 is rejected (H_a accepted), meaning there is influence of work environment and organizational culture simultaneously to job satisfaction at PT. Sarana Agro Nusantara Medan. So in this case the results of research stating that the work environment and organizational culture affect the job satisfaction. It can be concluded that with a good working environment and good organizational culture can improve employee work satisfaction within the company.

CONCLUSIONS AND RECOMMENDATIONS

From the results of the analysis that has been discussed earlier, it can be concluded that there is a significant positive influence between the work environments on job satisfaction, organizational culture has a significant influence on Job Satisfaction at PT. Sarana Agro Nusantara Medan and there is a significant positive influence simultaneously work environment and organizational culture on job satisfaction at PT. Sarana Agro Nusantara Medan. Based on the above conclusions about work environment and organizational culture on job satisfaction at PT. Sarana Agro Nusantara Medan, then the Company should pay more attention to the work environment, with the work situation and work environment that is felt comfortable employee will trigger employee morale in work and employee performance increase so that employees can produce satisfactory job. Companies can adjust the organizational culture has been created with newly created organizational culture that can create a more conducive working atmosphere and in order to improve employee work satisfaction so that the company can achieve maximum goals as expected. More specifically for the company presumably the results of this research can be used as consideration to improve employee job satisfaction. The results of this study indicate a positive value, which means that the work environment and organizational culture must still be considered well because it will affect the performance and job satisfaction of an employee.

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