

The Environmental Relationships And Team Cooperation To Effectiveness Job Satisfaction

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Abstract:

Work Environment and Teamwork in increasing the job satisfaction of Tutoring lecturers in Serpong with quantitative descriptive methods, the analysis refers to the job satisfaction of the lecturers. The instrument used in data collection was a questionnaire. The results of this study indicate that the relationship between work environment and job satisfaction is very significant, the relationship between teamwork and job satisfaction is significant and finally, the relationship between work environment and teamwork collectively on lecturer job satisfaction has a regression line equation. can test correctively. Therefore, this correlation must be maintained and developed to achieve a better relationship so that it provides benefits for teachers and institutions, because there are more and better relationships, so that job satisfaction is higher.

Keywords: Satisfaction, Environment, Team Work

A. Introduction

Job satisfaction is an attitude that arises based on an assessment of the situation where he works. This job satisfaction also reflects a person's feelings about his job. This happens because there are many people in the organization because each of them has different characteristics, attitudes, desires, personalities and interests. A mature group puts forward their willingness and ability to raise existing disputes to the surface so that they can be discussed and provide a greater possibility of resolution.

There are many kinds of conflicts that have implications and if not handled properly will continue to stress and pressure felt by employees and ultimately will cause employee productivity and job satisfaction to decrease. In response to this, the work environment as a determinant in an organization is the most important thing in determining the policy of an organizational condition or in other words, the progression of an organization is strongly influenced by its work environment. Based on intensive interviews conducted by researchers with teachers in the Duren Sawit area, East Jakarta, the teacher's dissatisfaction is mostly caused by the teaching staff. Various factors include meeting needs or insufficient financial, social relations, personality, values, ethics, work environment, cooperation team, work motivation and others.

So that the work environment should be as optimal as possible to create a good work environment. The work environment can be defined as everything that is around the workers and can affect them in carrying out their assigned duties. Other matters encountered in the workplace are as follows: 1). There is the implementation of school policy rules that are not approved by the teacher, 2). The existence of an unbalanced distribution of sustenance, this is related to the division of labor where there are different funds between fellow teachers, 3). Workplaces that have the potential, both from sound, facilities and infrastructure which are directly or indirectly related to the work of teachers are the cause of one's comfort and inconvenience to work. A good work environment accompanied by good teamwork can also affect job satisfaction. Whereas strong teamwork acts as a source of support, comfort, advice and assistance to individual members. A team is a group of energetic people who build and form collaborations in order to get the highest quality results.

Job Satisfaction Job satisfaction is a positive thing in improving the quality of work in every place where people work, so that the comfort and level of work quality can be measured by knowing how satisfied a person is in his job. In job satisfaction theory Locke gives a comprehensive definition of job satisfaction as involving cognitive, affective and evaluative reactions or attitudes and states it is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience. job satisfaction is a result of employees' perception of how well their job provides those things that are viewed as important, (Luthan, 2006).

Locke in Luthan (2006) provides a comprehensive definition of job satisfaction as involving cognitive, affective and evaluative reactions or attitudes and states it is "a pleasant or positive emotional state resulting from an assessment of work or work experience. Job satisfaction is the result of perceptions. employees for how well their job provides the things that are considered important.

Robbins (2007) states that job satisfaction is a positive feeling about one's job which is the result of an evaluation of its characteristics. According to Kinicki, which explains the job satisfaction that (Job satisfaction is an affective or emotional response to various aspects of a person's job).

Sopiah (2008) various theories and approaches that need to know how to measure job satisfaction, there are several ways to measure job satisfaction including: Using the Job description index scale, Using the Minnesota job satisfaction questionnaire and Measurements based on facial expressions.

Greenberg and Baron (2013) show that there are three ways to measure job satisfaction, namely: rating scales and questionnaires, rating scales and questionnaires are the most commonly used approaches to measuring job satisfaction using a questionnaire in which a rating scale is specifically prepared. Using this method, people answer questions that allow them to report their reactions to their work.

Based on the description of the toeri above, what is meant by teacher job satisfaction is an act of feeling happy about someone's work resulting from an assessment of his job. with indicators: (1) Pleasure at work, (2) A sense of respect, (3) A sense of belonging, (4) Enthusiastic

at work, (5) Enjoying work. Caldwell was quoted by Ndaraha (1970), that the environment is the whole that surrounds, including those that are surrounded, namely the humans concerned, the environment functions as a resource that can be divided into (1) natural environment which functions as natural resources. The carrying capacity of natural resources has decreased to near zero or is increasingly limited; (2) the human environment which functions as a human resource; and (3) an artificial environment that functions as an artificial resource. Mullin (2005) there are several factors related to the work environment, namely as follows: Form of task, physical arrangement, communication, and technology.

Cohen and Williamson (1988), in. Geovani, (2016) there are several environmental stress factors that affect a person at work so that they can experience psychological, physical or behavioral stress or disorders. Based on the description above, it is concluded that the work environment is a physical and psychological condition where a person works with the indicators: (1) Work comfort, (2) Harmonious relationships with other employees, (3) Complete work equipment, (4) Comfort room, (5) Completeness of Information technology tools, (6) Support from superiors, (7) The role of solidarity from peers. Teamwork An organization that is involved in Total Quality Management (TQM) will benefit from having effective teams at all levels. A team is two or more people who voluntarily work together to achieve quality results.

Schermerhon (2011: 389) states that Teamwork is Work Team is Occurs when group members work together in ways that utilize their skills well to accomplish a purpose. (Teamwork is an activity when group members work together in ways that inspire their skills well to achieve goals).

Dunlop and Zubkoff (1981) in Laksono (2005) describe a model and different, he determines 3 important groups in an organization that change, one of which depends on employees, managers and the work environment and the work community.

King in Goetsch and Davis (1994, pp 218-219) recommends 10 strategies which he calls the Ten Team Commandments to improve the performance of a team in order to achieve organizational goals, and as for the ten strategies: 1). Interdependence, 2). Expansion of tasks, 3). Alignment, 4). Common language, 5). Trust, 6). Leadership, 7). Problem solving skills, 8). Conflict handling skills, 9). Action, 10). Celebration. Based on the description of the theory above, what is meant by teamwork is a group of people who work together with clear objectives in providing good changes in their work, with indicators: (1) mutual trust, (2) openness, (3) willingness to share, (4) Enthusiasm in the Team, (5) Solidarity.

B. Method

This research is a survey method with a correlational approach to test the relationship between variables to be tested, namely: job satisfaction as the dependent variable (Y), work environment as the first independent variable (X1), and teamwork as the independent variable (X2). The research was conducted in tutoring in Serpong, the research data, the instruments in

this study were carried out by collecting and analyzing the data taken by means of random sampling with a sample of 60 teachers.

C. Discussion

The results of a simple correlation analysis between work environment and job satisfaction, obtained a correlation coefficient of 0.620 ($r_{y1} = 0.620$). The coefficient of determination (r^2_{y1}) is 0.385. This shows that 38.5%. The result of the calculation of the partial correlation coefficient shows $r_{y1.2}$ of 0.522. Thus, the correlation coefficient between job satisfaction (Y) and work environment (X1) proposed in this study is rejected, otherwise the alternative hypothesis is accepted. The result is a relationship between work environment (X1) and job satisfaction (Y). This is in line with the opinion of the theory of James L. Gibson which states that there is a relationship between work environment and results in job satisfaction.

The results of a simple correlation analysis between teamwork and job satisfaction can be obtained by a correlation coefficient of 0.577 ($r_{y2} = 0.577$). This value gives the sense that there is a relationship between teamwork and job satisfaction. The coefficient of determination is 0.333. This shows that 33.3% of the variations occur in job satisfaction. The result of the calculation of the partial correlation coefficient shows $r_{y2.1}$ of 0.459. Thus that the partial correlation coefficient between job satisfaction (Y) and teamwork (X2), zero proposed in this study is rejected, otherwise the alternative hypothesis is accepted. So that the result is a relationship between teamwork and job satisfaction (Y). This is in line with Kinicki's theory which describes in the chart that there is a relationship to teamwork supported by a group of work teams which results in job satisfaction.

The results of the multiple correlation analysis between work environment and teamwork with job satisfaction can be obtained by a multiple correlation coefficient of 0.717 ($r_{y.12} = 0.717$). This value gives the sense that there is a relationship between the work environment and teamwork together with job satisfaction. The coefficient of determination (r^2) is 0.514. This shows that 51.4% of the variations that occur in job satisfaction can be explained by the work environment and teamwork together with job satisfaction. The results above are in line with George & Brief (1996) who states in the form of a chart that there is a relationship between work environment and team collaboration with job satisfaction.

D. Conclusion

The implications are: 1) Increased job satisfaction will have implications for low and high morale, communication to survive in an institution, increased work quality, high loyalty which has an impact on increased performance and productivity; 2) The work environment will have a good impact if it is supported by the existence of human conditions who pay attention to the environment as an influence in their activities so that communication, supporting tools and physical arrangements can provide comfort to the teacher so that a harmonious relationship between teachers and colleagues can be created properly as a support from the work environment must be considered in order to produce a positive value for work results. 1). Efforts to improve the work environment in order to increase job satisfaction; 2). Efforts to

increase teamwork in order to increase job satisfaction; 3). Efforts to improve the work environment and teamwork together with job satisfaction. This indicates that job satisfaction will occur if the work environment is comfortable and the equipment is complete to make it easier to improve the quality of work. There is a positive relationship between work environment and job satisfaction. There is also a positive relationship between teamwork and job satisfaction. This indicates that teamwork results in job satisfaction if they always work together in completing every job and solidarity between colleagues who are always supported by active communication between other colleagues so that there is solidarity in a team. There is also a positive relationship between the work environment and teamwork with job satisfaction. Based on the regression equation, it can be concluded that an increase in one work environment value is followed by an increase in job satisfaction, if the work environment variable is in a constant state.

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