

**THE EFFECT OF NON-PHYSICAL WORK ENVIRONMENT ON  
PERMANENT LECTURERS' JOB SATISFACTION (A STUDY ON THE  
FACULTY OF COMMUNICATION AND BUSINESS OF TELKOM  
UNIVERSITY BANDUNG)**

**ABSTRACT**

The purpose of this study was to determine the influence of non-physical work environment on job satisfaction lecturer of the Faculty of Communication and Business at the University of Telkom Bandung. The independent variable (X) of the study was non-physical work environment while the dependent variable (Y) is job satisfaction. Data obtained by distributing questionnaires, sampling technique uses the saturation. The analytical method used is a simple linear regression analysis method.

From the research results prove that the non-physical work environment by 38.8% have influence on job satisfaction lecturer of the Faculty of Communication and Business, University of Telkom Bandung and the remaining 61.2% is influenced by other factors that are not observed in this study. It can be said that there is a partial effect of non-physical work environment on permanent lecturers job satisfaction on the Faculty of Communication and Business, University of Telkom Bandung.

**Keywords : human resources, non-physical work environment, job satisfaction**