

ABSTRACT

Quality human resources and employee loyalty are not necessarily able to do the job well. Employee job satisfaction towards the organization is a factor that can allow employees to provide the best for the company. The work environment is one of the factors employees can feel satisfied. Puskesmas Bojongsoang is a health care facility that organizes public health efforts by prioritizing promotive and preventive efforts, to achieve public health in its working area. Therefore, the condition or environment must be comfortable, clean and safe so that employees and patients are satisfied. The purpose of this research was to know and analyze the relationship of the work environment with employee job satisfaction at Puskesmas Bojongsoang Kabupaten Bandung.

This research uses descriptive analysis with quantitative methods. The sampling method using the saturation technique is with the number of respondents as many as 32 people who are permanent employees or employees of civil servants in Puskesmas Bojongsoang. The analysis technique used is Simple Regression Analysis using the help of the Windows SPSS 15.0 program. Data is collected through a survey deployment.

Based on the results of the analysis conducted by researchers on The Work Environment with Job Satisfaction of Puskesmas Bojongsoang employees obtained the results of a descriptive analysis of the variables of the Work Environment including into the category of Good and variable Job Satisfaction fall into the category of High. There was a positive and significant effect of the Work Environment variable on the Job Satisfaction variable of 53.2% and the remaining 46.9% was influenced by other factors not studied in this study. In conclusion, the work environment belongs to the category of good and job satisfaction belongs to the high category in Puskesmas Bojongsoang, there is a positive and significant relationship of work environment to job satisfaction.

Keyword: Employee Satisfaction, Human Resources, Work Environment