

ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh lingkungan kerja fisik dan non fisik terhadap kepuasan kerja pegawai honorer, berdasarkan dugaan sementara bahwa kondisi lingkungan kerja mungkin menyebabkan rendahnya kepuasan kerja pegawai. Data dikumpulkan melalui kuesioner skala Likert dari 85 pegawai honorer di Dinas Pekerjaan Umum dan Perumahan Rakyat Provinsi Jambi, menggunakan metode kuantitatif dengan aplikasi *SmartPLS* versi 4.1.0.2 untuk pengujian data. Hasil penelitian menunjukkan bahwa lingkungan kerja fisik dan non fisik berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai.

Kata Kunci : Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik, Kepuasan kerja Pegawai.

ABSTRACT

This study aims to analyze the effect of physical and non-physical work environment on honorary employee satisfaction, based on the temporary assumption that work environment conditions may cause low employee satisfaction. Data were collected through a Likert scale questionnaire from 85 honorary employees at Dinas Pekerjaan Umum dan Perumahan Rakyat the Jambi Province, using quantitative methods with the SmartPLS version 4.1.0.2 application for data testing. The results showed that the physical and non-physical work environment had a positive and significant effect on employee satisfaction.

Keywords : *physical work environment, non-physical work environment, employee satisfaction*

