

## The Influence Of Organizational Climate, Training, And Compensation On Employee Job Satisfaction In The Dgt Regional Office, North Sumatra

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### Abstract:

This exploration expects to determine the impact of an authoritative environment, prepare and pay somewhat, and at the same time, fulfill representative work at the DJP North Sumatra I Provincial Office. The examination was led at the North Sumatra I DJP Provincial Office Jalan Sukamulia No. 17A Medan, with a population of 145 individuals and an exploration test of 59 individuals. Information assortment was completed through meetings, polls and documentation. The information examination procedure utilized was a different relapse investigation involving the IMB Measurements for Item and Administration Arrangement (SPSS) PC program adaptation 24. In light of the aftereffects of the examination, it was found that the authoritative environment affected work fulfillment for representatives of the North Sumatra Local Office of DJP I. This was upheld by the consequences of the examination,  $t \text{ count} < t \text{-table}$  ( $0.955 < 2.004$ ) at  $n = 59$  at the 95% importance level. Preparing affects the work fulfillment of representatives of the North Sumatra Provincial Directorate General Office I; this is upheld by the examination of  $t \text{ count} > t \text{-table}$  ( $2.662 > 2.004$ ) at  $n = 59$  at an importance level of 95%. Pay significantly affects the work fulfillment of representatives at the North Sumatra Local Directorate General Office I; this is upheld by the examination of  $t \text{ count} > t \text{-table}$  ( $3.655 > 2.004$ ) at  $n = 59$  with an importance level of 95%.  $F \text{-count esteem} > F \text{ table}$  ( $18.016 > 2.78$ ) This expresses that together (differently), there is a positive and huge impact of the hierarchical environment, preparing and pay on the work fulfillment of representatives of the North Sumatra Provincial Office of DJP.

**Keywords** Organizational Climate, Training, Compensation, Job Satisfaction

## Introduction

HR are assets that have reasons, sentiments, abilities, information, support and representatives that can be created for the organization. Work fulfillment is an inclination that backs or doesn't uphold a representative who is connected with his work or his condition. The issue that then, at that point, emerges is the means by which to create work fulfillment in representatives so representatives can create ideal work. Representatives who are happy with their work will continuously deliver work and administration that are as per the objectives and goals set by the association. As indicated by (Larasati et al., 2017), work fulfillment is an overall mentality towards an individual's work, which shows the contrast between the quantity of grants they get and the sum they accept. Representatives who are happy with their work are glad to go about their responsibilities and endeavor to consistently work on their capacities and abilities, while representatives who are disappointed with their work will more often than not consider work to be dreary and exhausting, so they will take care of their responsibilities hesitantly and randomly. Representatives who have a blissful outlook on their circumstances in the workplace will have two effects from these sentiments: the first is expanded inspiration to work better, and the second is an immediate or circuitous effect as an expansion in the worker's work results (Tranggono & Kartika, 2008). In light of this statement, it is possible to draw the conclusion that, in order for any business to keep its dependable human resources, job satisfaction is one of the factors that should be prioritized as a policy priority.

Endeavors to increment representative work fulfillment by focusing on the authoritative environment. Hierarchical environment is the human climate wherein representatives take care of their responsibilities and this environment is impacted by all that occurs in the association. Representative work fulfillment will be understood on the off chance that in doing their work the worker is upheld by a decent hierarchical environment and a solid hierarchical culture. Since hierarchical environment incredibly impacts worker work fulfillment inside the organization, it very well may be seen that the authoritative environment that emerges inside the association is the primary component that decides and impacts representative perspectives and occupation fulfillment. Because the values of each individual must be known by the company so that they can be used to assess employees, organizational climate becomes an important element in an organization because it can provide values, attitudes, and increase employee job satisfaction in achieving the organization. potential and set their qualities in accordance with the prevailing upsides of the association. (Pasaribu & Indrawati, 2016) directed research entitled The Impact of Hierarchical Environment and Nature of Work Life on the Presentation of Bali Area Social Assistance Representatives. The examination results showed that hierarchical environment affected the exhibition of representatives at the Bali Area Social Assistance.

Training is the next thing that can affect how happy employees are in their jobs. Preparing is an interaction completed by representatives to take care of business as per organizational principles. Preparing is a work to work on representatives' capacities in doing the errands they have been given so representatives become more gifted and ready to do the obligations framed by the association. This implies that a representative preparation program is a course of showing specific information and abilities so workers become more talented and fit and have better mentalities. Through preparation, representatives are helped in completing existing work, can work on workers' vocations, and assist with fostering their obligations later on. Preparing is supposed to be significant since, in such a case that there is no preparation, the organization's improvement won't go true to form. More employees will have good skills and be satisfied with their work if training is provided more frequently. (Archia & Rozak, 2022) led research entitled The impact of administration, preparing and strengthening on the work fulfillment of Semarang City Natural Help representatives. The outcomes of this exploration were that preparation significantly affected the work fulfillment of Semarang City Ecological Help representatives.

## Literature Review / State-of-Arts / Research Background

Another component that can impact worker fulfillment is pay. According to (Riyadi, 2011), compensation is money, direct goods, or indirect income that employees receive in exchange for their services. An adequate compensation system should be in place for a business unit or organization with a higher degree of environmental uncertainty, particularly in terms of employee work motivation. With sufficient pay and expanded inspiration that is completed effectively, a representative will be propelled to do the work relegated to him and attempt to defeat the issues that happen. In the long run, compensation that is properly managed or implemented can be strategic for the company and can be used to achieve and maintain a productive work spirit. Then again, the wrong administration of remuneration can bring about elevated degrees of representative turnover in the association, increase worker indiscipline, trigger numerous worker objections, increase work disappointment, low

work efficiency and the execution of brilliant plans that are not entirely settled. At the West Lampung Regency Food Security Service, (Bisdari et al., 2018) conducted research titled The Effect of Compensation on Job Satisfaction. The outcomes acquired in this exploration were that pay significantly affected work fulfillment at the West Lampung Rule Food Security Administration.

As per (Afandi, 2016), work fulfillment is an uplifting outlook from laborers, including sentiments and conduct towards their work through surveying one's work as a feeling of appreciation for accomplishing one of the significant work values. Job satisfaction reflects a person's feelings about their work, as defined by (Jufrizen & Sitorus, 2021). Job satisfaction is an emotional state that is either pleasant or unpleasant at work (Jaya & Rahayu, 2023) job satisfaction is a person's general attitude toward their work as the difference between what a worker gets and what they think they should get.

As per (Jaya & Rahayu, 2023), a hierarchical environment is a progression of depictions of hierarchical qualities that separate an association from different associations, which prompts the impression of every part of the association. (Saputra et al., 2021), the work environment's organizational climate can be measured and has both direct and indirect effects on employees and the work they do there.

According to (Wiliandari, 2014), training is a methodical and organized short-term educational process in which non-managerial employees learn technical knowledge and skills for specific purposes. As per (Sakta, n.d.), preparing is a work to further develop representative work execution (execution) in their present place of employment or in another work they will hold soon.

As per (Ermawati & Barlian, 2020), the meaning of pay is all types of compensation or prizes that stream to workers and emerge from their business. As per (Zulfikar, 2018), pay is all that representatives get as remuneration for their work. Pay programs are additionally significant for organizations since they mirror the association's endeavors to hold HR. As per (Adinata, 2011), remuneration is what a representative or worker gets as a trade-off for the work they do.

## Methodology

The author uses quantitative research in this study because the collected data will be numerical. The figures acquired will be broken down further in the information examination (Sugiyono, 2016). This exploration comprises three factors: a specific hierarchical environment, preparation and remuneration as autonomous factors, and worker work fulfillment as the dependent variable. The information assortment procedure in this exploration is a poll. The survey was picked as the information assortment strategy in this exploration. A survey is a rundown of composed questions that have been formed beforehand, and this poll is the very thing to which the respondent will reply (Machali, 2021). The poll was picked on the grounds that it is a productive information assortment component to find out precisely what is required and how to gauge research factors. The scale utilized in this examination is the Likert scale. In this situation, the respondent just responded by offering a specific imprint on the elective responses. In this exploration, the information examination procedure utilized is different straight relapse examination and utilization apparatuses as the SPSS program. SPSS (Measurable Bundle for Sociologies) is a PC program used to examine information with factual examination. The SPSS utilized in this exploration is SPSS variant 24 (Riadi, 2019).

## Case studies/experiments/ demonstrations/ application functionality

### Validity test

Instrument validity testing can be seen in the Corrected Item-Total Correlation column. If the correlation number obtained is greater than the critical number ( $r\text{-count} > r\text{-table}$ ), then the instrument is said to be valid. Based on the validity test, it can be concluded that all question items to measure each research variable are declared valid. The results of the variable validity test are as follows:

**Table 1. Variable Validity Test**

| Variable                    | Instrument |     | r-count | r-table | Description |
|-----------------------------|------------|-----|---------|---------|-------------|
| Organizational climate (X1) | 1)         | IO1 | 0.511   | 0.256   | Valid       |
|                             | 2)         | IO2 | 0.387   | 0.256   | Valid       |
|                             | 3)         | IO3 | 0.561   | 0.256   | Valid       |

|                               |     |       |       |       |       |
|-------------------------------|-----|-------|-------|-------|-------|
|                               | 4)  | IO4   | 0.678 | 0.256 | Valid |
|                               | 5)  | IO5   | 0.682 | 0.256 | Valid |
|                               | 6)  | IO6   | 0.468 | 0.256 | Valid |
|                               | 7)  | IO7   | 0.673 | 0.256 | Valid |
|                               | 8)  | IO8   | 0.523 | 0.256 | Valid |
|                               | 9)  | IO9   | 0.782 | 0.256 | Valid |
|                               | 10) | IO10  | 0.630 | 0.256 | Valid |
| Training (X2)                 | 1)  | P1    | 0.464 | 0.256 | Valid |
|                               | 2)  | P2    | 0.432 | 0.256 | Valid |
|                               | 3)  | P3    | 0.553 | 0.256 | Valid |
|                               | 4)  | P4    | 0.664 | 0.256 | Valid |
|                               | 5)  | P5    | 0.605 | 0.256 | Valid |
|                               | 6)  | P6    | 0.732 | 0.256 | Valid |
|                               | 7)  | P7    | 0.675 | 0.256 | Valid |
|                               | 8)  | P8    | 0.747 | 0.256 | Valid |
|                               | 9)  | P9    | 0.526 | 0.256 | Valid |
|                               | 10) | P10   | 0.625 | 0.256 | Valid |
| Compensation (X3)             | 1)  | K1    | 0.520 | 0.256 | Valid |
|                               | 2)  | K2    | 0.307 | 0.256 | Valid |
|                               | 3)  | K3    | 0.633 | 0.256 | Valid |
|                               | 4)  | K4    | 0.787 | 0.256 | Valid |
|                               | 5)  | K5    | 0.642 | 0.256 | Valid |
|                               | 6)  | K6    | 0.682 | 0.256 | Valid |
|                               | 7)  | K7    | 0.702 | 0.256 | Valid |
|                               | 8)  | K8    | 0.375 | 0.256 | Valid |
|                               | 9)  | K9    | 0.757 | 0.256 | Valid |
|                               | 10) | K10   | 0.750 | 0.256 | Valid |
| Employee job satisfaction (Y) | 1)  | KKP1  | 0.507 | 0.256 | Valid |
|                               | 2)  | KKP2  | 0.422 | 0.256 | Valid |
|                               | 3)  | KKP3  | 0.659 | 0.256 | Valid |
|                               | 4)  | KKP4  | 0.759 | 0.256 | Valid |
|                               | 5)  | KKP5  | 0.688 | 0.256 | Valid |
|                               | 6)  | KKP6  | 0.692 | 0.256 | Valid |
|                               | 7)  | KKP7  | 0.768 | 0.256 | Valid |
|                               | 8)  | KKP8  | 0.671 | 0.256 | Valid |
|                               | 9)  | KKP9  | 0.571 | 0.256 | Valid |
|                               | 10) | KKP10 | 0.587 | 0.256 | Valid |

### Reliability Test

In the wake of completing a legitimacy test, the next stage is to do an information dependability test to see if the instrument is solid by checking the Cronbach's alpha. Unwavering quality testing is completed to see if the estimating gadget utilized is reliable and stays reliable, assuming the estimation is rehashed. If the Cronbach's alpha of a questionnaire is greater than 0.6, it is considered reliable. This shows that the examination information is solid.

**Table 2. Variable Reliability Test**

| Variabel                    | Cronbach's Alpha | Limits Reliability | Description |
|-----------------------------|------------------|--------------------|-------------|
| Organizational climate (X1) | 0.736            | 0.6                | Reliabel    |
| Training (X2)               | 0.748            | 0.6                | Reliabel    |
| Compensation (X3)           | 0.742            | 0.6                | Reliabel    |

|                               |       |     |          |
|-------------------------------|-------|-----|----------|
| Employee job satisfaction (Y) | 0.741 | 0.6 | Reliabel |
|-------------------------------|-------|-----|----------|

From the table information above, it tends to be seen that the aftereffects of the dependability test estimation show that Cronbach's alpha in every section of the variable is more prominent than 0.6 (unwavering quality cutoff), so it very well may be expressed that the instrument is dependable.

### Hypothesis testing

Speculation testing utilizing the t test, to be specific by focusing on the determined t esteem from the relapse results to decide the impact of the free factor somewhat on the dependent variable with an importance level in this review utilizing alpha of 5% or 0.05. The p-value (in the Sig.) indicates the value of the calculated t test. segment) for every free factor; if the p-esteem is more modest than the predefined level of importance or the determined t (in the t section) is more prominent than the t table (determined from two-followed  $\alpha = 5\%$  df-k, k is the quantity of autonomous factors), then, at that point, the worth of the free factor to some degree fundamentally affects the dependent variable (as in  $H_a$  is acknowledged and  $H_o$  is dismissed; all in all, there is an impact between the autonomous factors on the subordinate variable). With  $df=n-k-1$  (in this study,  $df = 59 - 4 - 1 = 54$ ), a significant level of 5% is used to calculate the t table, resulting in a t table value of 2.004 that is shown in table 5.10 as follows:

**Table 3 Partial Test (t Test)**

#### Coefficients<sup>a</sup>

| Model |                 | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|-----------------|-----------------------------|------------|---------------------------|-------|------|
|       |                 | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)      | 10.395                      | 4.884      |                           | 2.128 | .038 |
|       | IklimOrganisasi | .107                        | .112       | .109                      | .955  | .344 |
|       | Pelatihan       | .314                        | .118       | .344                      | 2.662 | .010 |
|       | Kompensasi      | .357                        | .098       | .406                      | 3.655 | .001 |

a. Dependent Variable: KepuasanKerjaPegawai

### Hypothesis Testing with F Test

The aftereffects of the F test show that the autonomous factors mutually impact the dependent variable if the p-esteem (in the sig. section) is more modest than the predetermined degree of meaning (of 5%) or the determined F (in segment F) is more prominent than the F table. The F table is determined by  $df_1 = k-1$  and  $df_2 = n - k$ ; to be specific,  $df_1 = 4 - 1 = 3$  and  $df_2 = 59 - 4 = 55$ , with the goal that the F table worth is 2.78. In the mean time, the consequences of the F test with the assistance of the SPSS program should be visible in the table underneath:

**Table 4. Simultaneous Test Results (F Test)**

#### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 275.722        | 3  | 91.907      | 18.016 | .000 <sup>b</sup> |
|       | Residual   | 280.583        | 55 | 5.102       |        |                   |
|       | Total      | 556.305        | 58 |             |        |                   |

a. Dependent Variable: KepuasanKerjaPegawai

b. Predictors: (Constant), Kompensasi, IklimOrganisasi, Pelatihan

The regression model can be used to predict that organizational climate (X1), training (X2), and compensation (X3) as independent variables together (simultaneously) influence employee job satisfaction (Y). The calculated F is 18.016 at 5%, or 0.05, with a significance level of 0.000 because the probability value (0.000) is much smaller than 0.05. This is based on the F test, Anova test, or simultaneous test that was mentioned earlier. All in all, hierarchical environment (X1), preparation (X2), and remuneration (X3) all impact worker work fulfillment since  $F_{count} > F_{table}$ , to be specific,  $18.016 > 2.78$ . This intends that if the authoritative environment

(X1), preparation (X2), and pay (X3) are mutually carried out in the association, it will affect expanding representative work fulfillment (Y); alternately, if the hierarchical environment (X1), preparation (if X2), and remuneration (X3) are not executed together, it will affect diminishing worker work fulfillment (Y).

### **The Influence of Organizational Climate, Training and Compensation on Employee Job Satisfaction**

Based on the calculations, it can be concluded that the North Sumatra I DJP Regional Office's organizational climate, training, and compensation all have a positive and significant impact on employee job satisfaction. Hence, at the same time, the aftereffects of this exploration are as per the hypothesis, which expresses that the hierarchical environment, preparing and remuneration are vital for representative work fulfillment. The positive and critical impact of the hierarchical environment, preparing and pay carried out at the North Sumatra I Territorial Directorate General Office will increase representative work fulfillment. This implies that the hierarchical environment, preparing and pay play a significant part in expanding worker fulfillment. My boss always supervises me at work and regularly checks the results of his employees' work. I am happy with the frequent promotions that occur in the company. I am happy with the assessment for promotions based on employee achievements and work results. I feel happy because there are opportunities to be promoted. The leadership always provides direction to employees in every work so that all employees work with full discipline. If there are problems at work, I get moral support from fellow employees and motivation from superiors.

### **The Influence of Organizational Climate on Employee Job Satisfaction**

To some extent, the aftereffects of this study show that the hierarchical environment significantly affects worker work fulfillment at the North Sumatra Local Office of DJP I. This impact shows that the hierarchical environment isn't in accordance with worker work fulfillment; as such, the satisfaction of the authoritative environment won't affect representative work fulfillment. good/high. This impact shows that the authoritative environment doesn't play a significant part in expanding representative work fulfillment at the North Sumatra Local Directorate General Office I. This is obvious from the responses of respondents who on normal differ that they feel that the functioning air at the North Sumatra Territorial Directorate Office I is charming, I and bosses have great and lovely correspondence joins, inside the North Sumatra I Provincial Office of DJP it is clear in regards to the dispersion of responsibilities regarding work, the obligations given by the North Sumatra I DJP Local Office to me are extremely clear, the quality guidelines of the workplace where I work are now sufficient, the quality principles of the workplace where I work cause me to feel good working, the quality norms of working hours where I work are as per unofficial laws, the current work schedules are as per the quality principles of working hours where I work, I get a compensation that is as per the endeavors I make at work, my partners and I support each other to accomplish work objectives.

### **The Effect of Training on Employee Job Satisfaction**

To some degree, the consequences of this exploration show that preparation affects worker fulfillment. In other words, employee job satisfaction will be affected by training completion at the DJP North Sumatra I Regional Office. This shows that preparation is extremely fundamental and vital to be carried out at the DJP North Sumatra I Local Office. This is apparent from the responses of respondents who on normal concur that the educator's capabilities are as per the field of preparing dealt with, the preparation members have a similar work foundation, the material conveyed in the preparation is as per work necessities, the preparation technique is as per the preparation material conveyed, the preparation did is as per the preparation goals to be accomplished, the preparation did is as per the preparation focuses to be accomplished, the strategy for show in the preparation is proper as per the kind of preparing expected by the preparation members, the preparation material is as per my requirements, so it can uphold the work I do, subsequent to going to the preparation I'm ready to finish the work really and productively, the preparation held has clear and helpful targets.

### **The Effect of Compensation on Employee Job Satisfaction**

To some degree, the consequences of this examination show that remuneration affects representative work fulfillment at the North Sumatra Territorial Office of DJP I. The positive impact shows that the impact of remuneration is under a similar heading as representative work fulfillment. The significant influence demonstrates that compensation plays a significant role in increasing employee job satisfaction at the DJP North Sumatra Regional Office I. This is evident from the responses of respondents, who on average agree that the company



pays me a regular salary every month in accordance with the provisions; wages are paid to me in accordance with expectations; the salary I receive is in accordance with the burden and responsibilities; the company pays me a salary in accordance with my work competency; I always receive incentives every month; the incentives I receive are

## Conclusion

Hierarchical environment, preparing and remuneration all the while significantly affect worker work fulfillment at the DJP North Sumatra I Local Office. This is upheld by the consequences of the examination of  $F$  count  $> F$ -table ( $18.016 > 2.78$ ) at  $n = 59$  at an importance level of 95%. The hierarchical environment somewhat affects representative work fulfillment at the DJP North Sumatra I Provincial Office; this is upheld by the consequences of the  $t$  count  $< t$ -table examination ( $0.955 < 2.004$ ) at  $n = 59$  at an importance level of 95%. Preparing somewhat meaningfully affects worker work fulfillment at the DJP North Sumatra I Provincial Office; this is upheld by the consequences of the  $t$  count  $> t$ -table examination ( $2.662 > 2.004$ ) at  $n = 59$  at an importance level of 95%. Pay to some extent meaningfully affects worker work fulfillment at the DJP North Sumatra I Local Office; this is upheld by the consequences of the  $t$  count  $> t$ -table examination ( $3.655 > 2.004$ ) at  $n = 59$  at an importance level of 95%.

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