

**PENGARUH MOTIVASI KERJA DAN LINGKUNGAN KERJA
TERHADAP KEPUASAN KERJA KARYAWAN DIVISI YAKULT
LADY PT. YAKULT INDONESIA PERSADA CABANG BALI 3 DI
KECAMATAN SERIRIT**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh (1) motivasi kerja terhadap kepuasan kerja (2) lingkungan kerja terhadap kepuasan kerja (3) motivasi kerja dan lingkungan kerja terhadap kepuasan kerja. Subjek dari penelitian ini artinya karyawan divisi Yakult Lady, menggunakan jumlah populasi sebanyak 30 orang sedangkan objek penelitian ini artinya motivasi kerja, lingkungan kerja, serta kepuasan kerja. Rancangan penelitian yg digunakan merupakan penelitian kuantitatif kausal. Teknik pengumpulan data pada penelitian ini yaitu menggunakan kuisioner, selanjutnya data dianalisis menggunakan analisis regresi linier berganda. Hasil penelitian membagikan bahwa (1) motivasi kerja berpengaruh positif serta signifikan terhadap kepuasan kerja karyawan *Yakult Lady* (2) lingkungan kerja berpengaruh positif serta signifikan terhadap kepuasan kerja karyawan divisi *Yakult Lady* (3) motivasi kerja serta lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan divisi *Yakult Lady* PT. Yakult Indonesia Persada Cabang Bali 3 di Kecamatan Seririt.

Kata Kunci: kepuasan kerja, lingkungan kerja, dan motivasi kerja.

ABSTRACT

This study aims to examine the effect of (1) work motivation on job satisfaction (2) work environment on job satisfaction (3) work motivation and work environment on job satisfaction. The subject of this study means that employees of the Yakult Lady, using a population of 30 people, while the object of this research means work motivation, work environment, and job satisfaction. The research design used is causal quantitative research. The data collection technique in this study was using a questionnaire, then the data was analyzed using multiple linear regression analysis. The results of the study share that (1) work motivation has a positive and significant effect on job satisfaction of employees of the Yakult Lady division (2) the work environment has a positive and significant effect on job satisfaction of employees of the Yakult Lady division (3) work motivation and work environment have a positive and significant effect on job satisfaction of employees of the *Yakult Lady* division of PT. Yakult Indonesia Persada Bali Branch 3 in Seririt District.

Keywords: job satisfaction, work environment, and work motivation.

