

Work Motivation, Compensation, and Work Environment for Part Time Student Job Satisfaction with Gender as a Control Variable

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Abstract : *This research aims to see whether work motivation, compensation, and work environment have an influence on employee satisfaction. The objects of this research are students who are working part-time in Semarang. Data collection was carried out by literature study and distributing questionnaires to 16 universities in Semarang with 138 respondents getting answers. The data analysis methods used in this research include descriptive analysis, normality test, heteroscedasticity test, multiple linear regression analysis, and coefficient of determination test (R^2). The device or application used to analyze data in this research is SPSS version 26 software. The results of this research show that the work motivation variable does not have a significant influence on employee satisfaction, the compensation variable shows a significant positive influence on employee satisfaction, and the work environment variable also shows a significant and positive influence on employee satisfaction.*

Keywords: *Work Motivation, Compensation, Work Environment, Employee Satisfaction.*

INTRODUCTION

Exacting a high level of science to develop a mindset that aims to achieve a high level of achievement and finish the study on time is the main task of a student. But these days not very few of the students have fallen into the world of careers, whether to meet their personal needs, as to pay for college, help family economy, looking for a new experience, channel hobbies and filling free time or just to increase their pocket money. Moreover, the living costs of out-of-town students are also not small, so they have to live as economically as possible and even work to meet their daily needs (Dewantara, 2020).

Over time, various kinds of expenses increasing and getting more complex. At this time, students must have higher independence, especially when the necessities of life increase. Many students who live far from their parents are faced with the task of wise in managing funds given every month. Students are required to look for additional income to meet the needs of their college that is increasing. Studying while working is no longer a strange thing to do and only done by students who are not financially able only, because in reality, pocket money given by parents is not enough to meet daily needs (Pertiwi, 2019).

By knowing what factors an impact on employee satisfaction can have, part-time workers focus on improving these factors internally. Seeing the satisfaction of part-time workers has a big impact on students who are working part-time, because quite a few companies doubt it (Amira, 2018). According to Sinambela (2020), internal factors of job satisfaction include various important aspects, such as comfortable and safe workspace

conditions, providing a sense of financial security and higher motivation. Meanwhile, the opportunity to develop job skills through training and professional development gives employees a sense of accomplishment and enhances their ability to contribute better to the company. As for external factors, this includes various elements that are outside the company's direct control, such as labor market conditions. The labor market includes aspects such as the level of competition for jobs, the availability of positions that match employee skills and qualifications, and industry trends that influence labor demand and supply. These external factors can influence employee job satisfaction in significant ways, for example, when a competitive labor market can provide more opportunities for employees to find jobs that are better or more in line with their expectations. In addition, economic stability and government regulations regarding labor are also part of the external factors that can have an impact on job satisfaction. By paying attention to these two types of factors, companies can create a more satisfying and productive work environment for part-time employees, which in turn can increase their loyalty and work performance. This increase in job satisfaction not only benefits employees, but also provides long-term benefits for companies in terms of retention and operational efficiency. This satisfaction factor can influence employee work productivity in a company. This research aims to analyze the influence of work motivation on part-time employee satisfaction, the influence of compensation on part-time employee satisfaction, and the influence of the work environment on part-time employee satisfaction.

Job satisfaction is an emotional condition where employees feel a positive or negative response to their work. This reflects a person's emotional feelings towards their work, which can be seen through the positive attitudes shown by employees towards their tasks and the work environment as a whole (Yoevita et al., 2022). Job satisfaction is one of the main indicators of individual success at work, which is achieved by maintaining the relationship between oneself and the work environment, which consists of internal and external satisfaction. Someone who shows a positive response to their tasks usually feels satisfied with their work. On the other hand, someone who tends to show a negative response to their tasks is usually dissatisfied with the work they are carrying out (Amira, 2018).

Several previous researchers conducted by Ardianti et al., (2018) stated that work motivation has a significant and positive effect on job satisfaction, according to findings revealed by Rahmawati et al., (2020) showing that work motivation has a significant effect on satisfaction. employee work. Meanwhile, research results from Nadapdap et al., (2022) state that increasing motivation does not affect job satisfaction in employees, so it can be interpreted that work motivation has an insignificant but positive effect on job satisfaction.

Then, according to research by Puspitawati et al., (2020) regarding "The influence of compensation on job stress and employee job satisfaction" it was stated to be significant, so that compensation has a positive and significant effect on job satisfaction. However, research results from Munasip (2019) say that compensation can also have a negative and significant impact on employee job satisfaction. Meanwhile, research results from Saputra (2022) show that compensation has a negative and insignificant effect on job satisfaction. Then also Rahmawati et al., (2020) stated that there is a significant relationship between the work environment and employee job satisfaction. Meanwhile, the results of research by Imam & Rismawati (2022) showed that the work environment had no significant effect and had a negative relationship on job satisfaction.

Based on the research gap above, we can conclude that the research results have various results found in relation to various elements that influence employee job satisfaction. Therefore, it is recommended to continue research to explore whether work motivation has an impact on part-time employee satisfaction, the influence of salary on part-time employee satisfaction, and the influence of the work environment on part-time employee satisfaction.

LITERATURE REVIEW

Part Time

Stated in Law no. 13 of 2013 articles 77 and 85 that working hours should not exceed 40 hours a week. However, according to Barling and Gallagher in Amira (2018), part-time work occurs when an employee does not work full time for the company, but only a few hours each day. Thus, if someone works for 8 hours every day or around 40 hours per week, then part-time workers usually work less than 30 or 35 hours a week, or around 5 hours per day.

Employee Satisfaction

Employee job satisfaction reflects how people or employees feel about their work. Employees will feel happier in carrying out their work if they receive support from various favorable situations, where they can develop their skills. Job satisfaction reflects a person's usual behavior towards their work, which describes the lack of uniformity between the wages employees receive for their work and the estimated wages believed by the employees themselves (Imam & Rismawati (2022). Indicators of employee job satisfaction include: meeting basic employee needs, fulfilling expectations employees, fulfilling employee desires (Irma & Yusuf, 2020).

The Influence of Work Motivation on Employee Satisfaction

Work motivation is a driving force for someone to carry out special activities. Therefore, motivation is often explained as an element that orients a person's actions. When an employee has certain desires, the urge to take specific actions arises to fulfill those desires. The needs of each individual vary, and these differences arise from the mental processes that humans have. The motivation to take action to take advantage of something that happens is also different from these different attitudes (Ardianti et al., 2018).

Work motivation is one element that has a significant impact on job satisfaction. Employees who have a high level of motivation generally show great enthusiasm and responsibility in completing their work. On the other hand, employees who are less motivated in carrying out their work tend to face difficulties in working effectively and often lack responsibility, even though they may have good operational skills. Imam & Rismawati (2022) state that there are three indicators of motivation, namely: The drive to achieve success, the drive to achieve power, the drive to affiliate.

The results of research by Imam & Rismawati (2022) stated and proven that motivation has a significant impact on the level of employee job satisfaction. The value of the motivation variable shows a positive relationship, indicating that increasing motivation is correlated with increasing employee job satisfaction. According to findings from Haryono & Sulisty (2020). work motivation plays a positive and significant role in influencing employee satisfaction. The human need to work often arises from the urge to fulfill their needs. So, companies need to understand the needs, expectations, talents and skills of employees, and plan for their future. If companies can understand these aspects, employee position management can be carried out more precisely, creating a productive work environment. Employees who feel satisfied tend to make maximum contributions to their duties and responsibilities, so that ultimately they can improve employee performance.

H1: Work Motivation has a significant and positive effect on Employee Satisfaction.

The Influence of Compensation on Employee Satisfaction

Job satisfaction is closely related to the salary aspect, which is often the main hope of employees. An appropriate illustration of this relationship is that salary has the potential to create a more optimal level of job satisfaction. A high level of job satisfaction can be achieved if the expectations and needs of employees in the scope of work are met, including in terms of work compensation (Munasip, 2019). Employees who work for a company

definitely need compensation or rewards. Employees expect adequate and fair wages. A well-managed compensation system influences employee morale in terms of work productivity. Compensation is defined as monetary income, and direct and indirect goods that represent the rewards received by the company (Saputra, 2022). Compensation can also be interpreted as a form of reward that employees receive based on their performance and aims to improve employee welfare and productivity. Compensation plays an important role in determining how and why individuals choose to work for one organization over another. Compensation describes how valuable the work performed by employees is. Employee stability is one of the goals of the compensation system. Employee stability can be easily achieved through the provision of compensation, as long as employees are confident that the compensation provided by the company is based on the principles of fairness, appropriateness and external consistency. The more attractive the compensation factor, the less likely an employee will leave the organization (Ingsih et al., 2022). Indicators of compensation are wages or salaries, incentives and allowances (Puspitawati, & Atmaja, 2020).

From previous research conducted by Puspitawati & Atmaja (2020), it was proven that compensation plays a significant role in increasing job satisfaction. This means that workers are likely to experience higher levels of job satisfaction when they receive appropriate compensation. Along with the findings in research by Ikhsan et al., (2019), which shows that compensation has a positive and significant impact on employee job satisfaction. This research confirms that the greater the compensation received, the higher the level of job satisfaction felt by employees, and vice versa.

H2: Compensation has a significant and positive effect on Employee Satisfaction

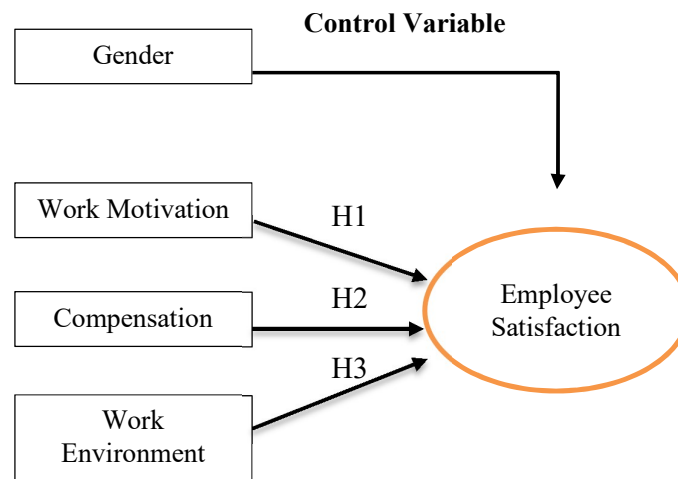
The Influence of Work Environment on Employee Satisfaction

The work environment is an area or employee area where employees carry out their duties. This work area should be conducive to comfort and safety so that worker performance is maximized. The work environment can create a work atmosphere where harmonious relationships are formed between employees and leaders and vice versa. A good work atmosphere helps employees feel like they belong to their workplace. A good work environment can create joy among employees in carrying out their duties, which will result in good work results. The state of the work environment in the organization is a very crucial thing for management to pay attention to, because the work environment affects its employees (Agung et al., 2019).

From research by Irma & Yusuf (2020), increasing achieving job satisfaction can be achieved by creating a positive and comfortable work environment. This situation will provide employees with a feeling of happiness, comfort and satisfaction in the organization. A satisfying work atmosphere can reduce the level of stress and fatigue felt by employees, which in turn improves their performance. The importance of a good work space becomes less meaningful without being supported by a conducive work environment. According to Sedarmayanti in Irma & Yusuf (2020) work environment indicators consist of: lighting, space for movement, and work relationships.

Based on research results from Irma & Yusuf (2020), it is proven that there is a significant impact between the Work Environment and Employee Job Satisfaction. In line with the results of research from Yuliantini & Santoso (2020) which states that the work environment has a positive and significant effect on employee job satisfaction. It was also stated that paying attention to the work environment in an organization can increase employee job satisfaction. Because appropriate space and a harmonious working atmosphere can create a good work environment, it is therefore necessary to check space availability periodically and create moments of togetherness to strengthen ties to support employee work.

H3: Work Environment has a significant and positive effect on Employee Satisfaction



Framework 1.

RESEARCH METHODS

The population in this study is infinite, which means the number of the population studied is unknown. The population in this research are part-time working students in Semarang. Based on basic considerations from sample calculations according to Roscoe (1982), it was decided to take a sample with a minimum reference of 120 respondents from the 12 existing indicators. In this study, a number-based approach or quantitative method was used. Data collection through questionnaires resulted in 184 samples. However, because there were several samples that did not meet criteria such as working hours limits and respondents who had not or were not currently pursuing higher education, the data was disqualified to only 138 data. So the data obtained was collected through distributing questionnaires to 138 students working part time or working less than 5 hours a day. Questions/statements regarding the respondent's identity are designed in a questionnaire format which is a combination of semi-open and closed questionnaires. Five answer options include: Strongly Agree (SS) with a rating of 5, Agree (S) with a rating of 4, Neutral (N) with a rating of 3, Disagree (TS) with a rating of 2, and Strongly Disagree (STS) with a rating of 1 given on each question item/closed statement. The data analysis methods used in this study include descriptive analysis, normality test, heteroscedasticity test, multiple linear regression analysis, and coefficient of determination (R^2) test. The device or application used to carry out data analysis in this study is SPSS version 26 software.

The independent variable (X) in this research involves work motivation as (X1) with 3 indicators, namely the drive to achieve success, the drive to achieve power, the drive to affiliate. Compensation is a variable (X2) with 4 indicators, namely wages, incentives and allowances. Work Environment as a variable (X3) with 3 indicators, namely lighting, space for movement, and work relationships. Meanwhile, the dependent variable (Y) in this research is Employee Job Satisfaction with 3 indicators, namely meeting employee basic needs, meeting employee expectations, and fulfilling employee desires.

The respondents of this research were students from 16 universities in Semarang and received answers from 138 samples. The universities consist of Dian Nuswantoro University, Semarang State University, Diponegoro University, Semarang University, UIN Walisongo, Soegijapranata Catholic University, College of Economics, Semarang State Polytechnic, Open University, Wahid Hasyim University, Sultan Agung Islamic University, AKI University, PGRI University, Muhammadiyah University, Stikubank University and

17 August 1945 University.

DATA ANALYSIS AND DISCUSSION

Descriptive Analysis

The use of descriptive analysis is to provide an overview or description of the data, so that it can be understood easily and is informative (Ardiansyah et al., 2020).

Table 1 Descriptive Analysis Results

	N	Minimum	Maximum	Mean	Std. Deviation
Work Motivation	138	7	15	12.25	1.763
Compensation	138	5	20	14.33	3.490
Work Environment	138	7	15	12.70	1.698
Employee Satisfaction	138	5	15	11.79	2.112
Valid N (listwise)	138				

Based on the table above the results of descriptive statistical tests, the conclusion is that the number of participants in this study reached 138 people. In the work motivation variable (X1), a min value of 7 was recorded, a max value of 15, and an average (mean) of 12.25 with a standard deviation of 1.763. The average of 12.25 on a scale of 7 to 15 has a relatively high value so it can be concluded that the level of work motivation among respondents is quite good. The compensation variable (X2) shows a min value of 5, a max value of 20, and an average (mean) of 14.33 with a standard deviation of 3.490. With an average of 14.33, it can be said that the level of compensation is generally at a fairly good level, although there are quite large variations. Meanwhile, the work environment variable (X3) recorded a min value of 7, a max value of 15, and an average (mean) of 12.70 with a standard deviation of 1.698. The average of 12.70 shows that in general, respondents have a positive perception of their work environment. For the employee satisfaction variable (Y), there is a min value of 5, a max value of 15, and an average (mean) of 11.79 with a standard deviation of 2.112. The average of 11.79 shows that in general, the level of employee satisfaction is at a fairly good level, although there is still room for improvement.

Table 2. Data Normality Test Result 138

		Unstandardized Residual	
N		138	
Normal Parameters ^{a,b}	Mean	.0000000	
	Std. Deviation	1.39528164	
Most Extreme Differences	Absolute	.100	
	Positive	.048	
	Negative	-.100	
Test Statistic		.100	
Asymp. Sig. (2-tailed)		.002 ^c	
Monte Carlo Sig. (2-tailed)	Sig.	.116 ^d	
	99% Confidence Interval	Lower Bound	.108
		Upper Bound	.125

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Based on 10000 sampled tables with starting seed 2000000.

Based on the table above, it can be seen that the Monte Carlo normality test with 138 data produces a significance value of >0.05 , namely 0.116. Thus, it can be concluded that the data distribution is normal.

Table 3. Results of Multiple Linear Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.271	1.091		2.999	.003
	Work Motivation X1	.044	.072	.037	.609	.544
	Compensation X2	.416	.037	.687	11.213	.000
	Work Environment X3	.159	.078	.128	2.044	.043

a. Dependent Variable: Y

From the table above, the output of the regression analysis shows that work motivation (X1) has no significant effect on employee satisfaction, with a coefficient value of 0.044 and a significance value of 0.544 (>0.05). Therefore, hypothesis 1 cannot be accepted. Meanwhile, the regression results for compensation (X2) show that there is a significant and positive influence, as seen from the coefficient value of 0.416 and the significance value of 0.000 (<0.05), so hypothesis 2 is accepted. Likewise, the regression results for the work environment (X3) show a significant and positive influence, with a coefficient value of 0.159 and a significance value of 0.043 (<0.05), so hypothesis 3 is accepted.

Based on table 3 above, the multiple linear regression analysis test on work motivation (X1) produces a significant value of >0.05 , namely 0.544. So it can be concluded that the data is not significant. Then, the data was processed again using control variables

on work motivation which focused on gender. Here are the results:

Table 4. Influence of Male Gender on Employee Satisfaction

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.973	2.770		3.601	.001
	Laki-laki	.138	.218	.102	.630	.533

a. Dependent Variable: Employee Satisfaction Laki-laki

Table 5. Influence of Female Gender on Employee Satisfaction

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.638	1.350		5.659	.000
	Perempuan	.346	.110	.305	3.135	.002

a. Dependent Variable: Employee Satisfaction Perempuan

The difference in the results of men and women, where men get a result of 0.533 (>0.05) and women get a result of 0.002 (<0.05). So it can be concluded that women have higher work motivation compared to men.

However, gender differences are not necessarily the only factor why work motivation does not have a significant effect on employee satisfaction. So the data processing was carried out again using other control variables, such as overall gender, working hours and employee salary, resulting in the following values:

Table 6. Effect of Gender, Working Hours, and Salary on Employee Satisfaction

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.946	1.052		8.504	.000
	Gender	.028	.382	.006	.072	.942
	Jam Kerja	-.024	.374	-.006	-.065	.948
	Besar Gaji	1.604	.428	.322	3.748	.000

a. Dependent Variable: Employee Satisfaction

From the table above, the overall gender value is 0.942 (> 0.05) and working hours is 0.948 (> 0.05), which means that these 2 variables do not have a significant effect on employee satisfaction. However, the amount of salary obtained produces a value of 0.000 (<0.05), so it can be concluded that only the amount of salary has a significant effect.

Coefficient of Determination Test (R²)

Table 7. Coefficient of Determination Test Results (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.751 ^a	.563	.554	1.411

a. Predictors: (Constant), X3, X1, X2

It is known from the table above that the Adjusted R Square value is 0.554, which can be concluded that the influence of the variables Work Motivation (X1), Compensation (X2), Work Environment (X3), on Employee Satisfaction (Y) is 55.4%

CONCLUSION

The study results show that work motivation does not have a significant impact on job satisfaction, with the presence of confounding factors related to gender, working hours and salary. This finding is in line with research by Ikhsan et al., (2019), which concluded that work motivation has no significant effect on job satisfaction. This means that even though employees have high work motivation, this does not necessarily increase their job satisfaction. Therefore, other strategies are needed to increase job satisfaction.

In contrast, the compensation variable shows a positive and significant impact on job satisfaction. This finding is consistent with research by Puspitawati & Atmaja (2020), which emphasizes that employees are more satisfied if they receive compensation that is fair and appropriate to their performance and workload. Thus, fairness in compensation is an important factor in increasing employee satisfaction.

Apart from that, work environment variables also have a positive and significant effect on job satisfaction. These results are in line with research by Saputra (2022), which confirms that a conducive work environment can increase employee comfort and satisfaction. Company support in creating a positive work environment can increase employee self-confidence and contribution to company goals.

This research shows that these three variables significantly influence employee satisfaction with an Adjusted R Square value of 55.4%. However, there are still 44.6% of other variables that have not been explained. Therefore, this research can be used as a guide for further studies to explore other variables that have the potential to influence employee job satisfaction.

SUGGESTION

Confounding factors related to gender differences indicate the need for further research to understand how gender influences the relationship between work motivation and job satisfaction. More in-depth studies can provide more specific insight into employee needs and expectations based on gender, so companies can design more appropriate and inclusive programs.

Considering that the results of this study do not yet show clear significance, it is recommended to carry out further research with a larger sample and more diverse methods. This can provide higher validity and ensure more accurate findings, so that they can serve as a more solid guide for future human resource management strategies.

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