# The Effect Of Training And Work Environment On The Level Of Job Satisfaction Of Cleaners At Global Prima Schools

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***Abstract:****Human resources are one of the resources that exist in a company in addition to other resources such as capital, materials, and machines. Abundant resources if not followed by the competence of human resources will be useless because they cannot be managed and utilized properly. The purpose of this study is to analyze the Effect of Training and Work Environment on the Level of Job Satisfaction of Janitors in Global Prima Schools. The research approach used in this study is a quantitative research method. The population that will be used in this study is the janitor of Sekolah Global Prima which is 34 people. Data collection resulted in questionnaires and in-person interviews. Test validity using Confirmatory Factor Analysis. Reliability test with Cronbach alpha > 0.70. The data analysis used in this study is a multiple regression analysis model, Coefficient of determination (R2), Test F, and Test t. The results of the t-test of the training variable, obtained t-count (6,775) > t-table (1.69) and the probability value (0.002) < 0.05 then H1 received means that there is an influence of training on satisfaction. Variable work environment, obtained t-count (5.114) > t-table (1.69) and probability value (0.006) < 0.05, then H2 accepted means that there is an influence of the work environment on job satisfaction. In conclusion, the coefficient of determination test of 82.2% of the variation in the dependent variable of job satisfaction of cleaners at Sekolah Global Prima which can be explained by the variation in independent variables of training and the remaining work environment of 17.8% (100%-82.2%) is explained by other variables that were not studied in this study, such as compensation, leadership style, and salary.*

***Keywords:****training, work environment, satisfaction, cleaners.*

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## I. INTRODUCTION

The company is currently trying to identify innovative compensation strategies that are directly related to improving organizational performance (Harlina &Bachri, 2019), especially on the factor of quality human resources with appropriate qualifications (J &Prayuda, 2020). Human resources are one of the resources that exist in a company in addition to other resources such as capital, materials, and machinery (Supatmi et al., 2012); (Efendi, 2017). Abundant resources if not followed by human resource competencies will become useless because they cannot be managed and utilized properly (Lengkana & Husain, 2022). Therefore, organizations or companies are required to plan and develop the quality of human resources continuously (Zeke et al., 2021).

One of the programs to build quality human resources is an employee development program through training (Andriana et al., 2018). This program can improve the ability of employees owned by the company so that it can help the company achieve company goals and be able to support the company's competitiveness on an ongoing basis (Novitasari et al., 2012); (Slameto et al., 2017); (Handayani, 2019). The work environment has an important meaning in influencing performance (Nabawi, 2019) ;(Pioh & Alum, 2016). A good work environment will provide a sense of comfort to employees in carrying out their work. Research conducted by Wokas, (2022) states that the improvement in employee performance is partially influenced by the work environment (Wokas et al., 2022); (Ardianti et al., 2018). According to Supatmi (2012), states that the work environment plays an important role for employees in the workplace that can affect their performance (Supatmi et al., 2012).

Based on the background description above, the author is interested in conducting research with the title "The Effect of Training and Work Environment on the Level of Job Satisfaction of Cleaners at Global Prima Schools".

## II. LITERATURE REVIEW

Training is a short-term educational process using systematic and organized procedures by which people, in addition to managers, learn knowledge and skills to achieve certain goals). Training is a process that includes a series of actions (efforts) that are carried out deliberately in the form of providing assistance to the workforce carried out by coaching professionals in a time aimed at improving the work ability of participants in certain fields of work in order to increase effectiveness and productivity in an organization (Zeke et al., 2021). The training method means the accuracy of the way of delivery used during the training. Training that is inseparable from the development of abilities, the measurement of clear goals, and the change of attitudes can be applied with several choices of methods according to the training environment.

The work environment is everything that exists around the workers and that can affect him in carrying out the tasks charged. The work environment is a very important component part when employees carry out work activities. By paying attention to a good work environment or creating working conditions that are able to provide motivation to work, it will have an influence on the excitement or enthusiasm of employees at work. A conducive work environment provides a sense of security and allows employees to be able to work optimally. Job Satisfaction is a positive feeling of an employee that affects the work or work situation (Fattah, 2017). According to Bahri, 2018 job satisfaction is the result of employees' perceptions of how well their work provides what is considered important.

## III. RESEARCH METHODS

The research approach used in this study is a quantitative research method. The population that will be used in this study is the janitor of Sekolah Global Prima which is 34 people. Data collection resulted in questionnaires and in-person interviews. Test validity using Confirmatory Factor Analysis. Reliability test with Cronbach alpha > 0.70. The data analysis used in this study is a multiple regression analysis model, Coefficient of determination (R2), Test F, and Test t.

## IV. RESULTS AND DISCUSSIONS

In research at Sekolah Global Prima, the independent variable observed was the work environment (X) while the mediation variable was Training (Z) and the dependent variable was Job satisfaction (Y).

**Table 1. Descriptive Statistics**

| Variabel | N | Minimum | Maximum | Mean | Std.Deviation |
|----------|---|---------|---------|------|---------------|
| Training | 34 | 18.00 | 42.00 | 29.11 | 8.45 |
| Working environment | 34 | 15.00 | 35.00 | 22.01 | 7.11 |
| Job satisfaction | 34 | 18.00 | 42.00 | 30.44 | 8.83 |
| ValidN(listwise) | 34 | | | | |

Source: 2022 Research Results (SPSS Processed Data)

From Table 1, the results of the descriptive statistic analysis for the variables Training (Z), Working environment (X), and Job satisfaction (Y) can be seen. In Table IV.1, it is known that the Training (Z) variable with a sample of 34 respondents had an average of 29.11 minimum values of 18.00, and a maximum of 42.00 with a standard deviation of 8.45. The Working Environment (X) variable with a sample of 34 respondents had an average of 22.01, a minimum value of 15.00, and a maximum of 35.00 with a standard deviation of 7.11. The Job satisfaction (Y) variable with a sample of 34 respondents had an average of 30.44, a minimum value of 18.00, and a maximum of 42.00 with a standard deviation of 8.83.

Hypothesis testing used in the study is to use multiple linear regression analysis. The regression model used is as follows:

**Table 2. MultipleLinear Regression Test Results**

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------|-----------|------|------|------|
| | B | Std.Error | Beta | | |
| 1 (Constant) | 5.256 | 2.089 | | 2.234 | .019 |
| Training | .542 | .087 | .510 | 5.772 | .000 |
| Working environment | .420 | .098 | .402 | 4.076 | .002 |

Source: 2022 Research Results (SPSS Processed Data)

**Job satisfactionPetugas kebersihan= 5.158+ 0.527Training+ 0.415Working environment.**

The meaning of the multiple linear regression equation above is:

a.  A constant of 5,256 states that if the Training and Working environment are absent or constant then the Job satisfaction of janitors at the Global Prima School is 5,256 units.
b.  Training regression coefficient of 0.542 and positive value, this states that every increase in Training 1 unit will increase the Job satisfaction of cleaners at The Global Prima School
c.  Working environment regression coefficient of 0.420 and positive value, this states that every increase in Working environment 1 unit will cause an increase in job satisfaction of cleaners at The Prima Global School.

The determination coefficient (R2) is used to measure how far the model's ability to explain the variation of the dependent variable is, where the value of R2 ranges from 0<R2<1. The greater the value of the coefficient of determination, the better the ability of the variant of the free variable to describe the bound variable.

**Table 3. Coefficient of Determination Test Results**

| Model | R | RSquare | AdjustedR Square | Std.ErroroftheEstimate |
|---|---|---|---|---|
| | .883a | .822 | . 822 | 5.22554 |

Source: Primary data processing results (QUESTIONNAIRE SPSS 2022)

The results of the Coefficient of Determination Test obtained an Adjusted R square value of 0.822 this means that 82.2% of the variation in the dependent variable Job satisfaction of janitors at The Global Prima School which can be explained by the variation of independent variables Training and Working environment the remaining 17.8% (100%-82.2%) is explained by other variables that were not studied in this study, such as compensation, leadership style, and salary.

**Table 4. F-Test Results**

| Model | | Sum ofSquares | Df | MeanSquare | F | Sig |
|---|---|---|---|---|---|---|
| 1 | Regresion | 377,769 | 2 | 177,801 | 30.442 | ,012a |
| | Residual | 402,890 | 134 | 3,441 | | |
| | Total | 882,452 | 134 | | | |

Source: Primary data processing results (QUESTIONNAIRE SPSS 2022)

From the table above, it can be seen that the calculated F value is 74.044 with a probability of 0.001, because the probability is smaller than 0.05, the regression model can be used to predict the job satisfaction of the cleaner. This can also be seen from the Fhitung (74,044) > Ftabel (3.30), then H3 is accepted which means that the variables of Training and Working environment affect the Job satisfaction of cleaners at the Global Prima School.

**Table 5. Test Results**

| Model | UnstandardizedCoefficients | | StandardizedCoefficients | t | Sig. |
|---|---|---|---|---|---|
| | B | Std.Error | Beta | | |
| (Constant) | 6.023 | 2.309 | | 2.104 | .020 |
| Training | .549 | .092 | .522 | 6.775 | .002 |
| Working environment | .502 | .112 | .442 | 5.114 | .006 |

Source: Primary data processing results (QUESTIONNAIRE SPSS 2022)

The value of t is determined to be significant 5% and the degree is free: df = n-k (df = number of samples and k = number of overall variables) i.e. df = 34-3 = 31. The calculated t-test performed is:

Two-way test then the ttable used is t 5% or t0.05 (31) = 1.69. From the results of the t test above, it can be concluded that for the Training variable, obtained t count (6,775) > ttabel (1.69) and probability value (0.002) < 0.05 then H1 is accepted means that there is an influence of Training on the Job satisfaction of janitors at The Global Prima School. Then for the Working environment variable, a calculation (5,114) > ttabel (1.69) and a probability value (0.006) < 0.05, then H2 is accepted means that there is an influence of working environment on job satisfaction officers  cleanliness at the Global Prima School.

**The Effect of Training on Job satisfaction Janitors**

The results of research conducted by researchers prove that there is an influence of Training on the Job satisfaction of cleaners at the Prima Global School. In line with the first hypothesis (H1). This can be seen from the results of the partial test (t-test) where the calculated value of the > t-table (6,775 > 1.69) and the significance value of 0.002 < 0.05. So the results of the study rejected H0 and accepted Ha.

The results of this study are in line with the results of Saputra's research (2017), from the Training calculation value (X2) of 3,952 with a significance of 0.000. The significance value of 0.000 < 0.05, then H0 is rejected, which means Training has a positive and significant effect on employee job satisfaction at the Bali Zoo and Conservation Center and Zoo. Training is a process by which people can achieve certain abilities to help achieve organizational goals. This process is related to various organizational goals, Training can be viewed narrowly as well as broadly. Narrowly, Training provides employees with specific and knowable knowledge and skills used in current jobs. More broadly referred to as development, which is in scope and focuses on individuals to achieve new abilities that are useful both for their current and future work (Saputra & Sudharma, 2017). Training for employees is a process of teaching certain knowledge and skills and attitudes so that employees are more skilled and able to carry out their responsibilities better, by standards. Supported by research by Supatmi (2012), which states Training has a direct effect on the job satisfaction of tested employees. This is evidenced by the results of regression tests where the probability (p) is less than 0.05 which means it is significant. This means that Training has a meaningful influence on employee job satisfaction. The magnitude of the path coefficient (beta) of 0.170 indicates that the effect of Training for BPR Nusamba Wlingi employees on employee Job satisfaction is positive. This means that Training efforts towards employees who receive a positive assessment will be a driving factor for the higher Job satisfaction of their employees (Supatmi et al., 2012).

**The Effect of Working Environment on Job satisfaction of Janitors.**

The results of the research conducted by researchers prove that there is an influence of the working environment on the job satisfaction of cleaners at The Prima Global School. In line with the first hypothesis (H2). This can be seen from the results of the partial test (t-test) where the t-count value > t table (5,114 > 1.69) and the significance value of 0.006 < 0.05 so the research results rejected H0 to receive Ha.

The results of this study are in line with the results of Saputra's research (2017), from the calculated value of the Work Environment (X3) of 3.115 with a significance of 0.002. The significance value of 0.002< 0.05, then H0 is rejected, which means that the Working environment has a positive and significant effect on employee job satisfaction at the Bali Zoo and Conservation Center and Zoo. The company must pay attention to the company's Working environment, both physical and non-physical Working environments to be maintained, where if the Working environment is good, employee Job satisfaction will be better as well (Saputra & Sudharma, 2017). Supported by Pioh's research (2016), the results showed that the Working environment had a positive and significant effect on the Job satisfaction of employee employees in the Sonder District Office. The results of the analysis obtained the Coefficient of Path (Beta) in the Coefficients table of 0.510 with a significance of 0.004. Because of the significant value of the < of 0.05 (0.004<0.05) it can be interpreted that the Working Environment (X2) variable has a significant positive influence on the Job satisfaction variable (Y1). A good working environment will provide personal comfort and can raise the morale of employees so that they can do their duties well. In addition, employees will be happier and more comfortable at work if the existing facilities are clean, not noisy, air exchange is quite good and adequate and relatively modern equipment. A good working environment, will affect job satisfaction felt by employees (Pioh & Tawas, 2016).

## V. CONCLUSION

Based on the results of the research and discussion that has been described in the previous chapter, the following conclusions can be drawn:

1. Partial testing of results shows that Training partially has a positive and significant effect on the Job satisfaction of cleaners at Sekolah Global Prima.
2. Partial testing of the results shows that the Working environment partially has a positive and significant effect on the job satisfaction of cleaners at The Global Prima School.
3. Simultaneous testing of results shows that Training and Working environment simultaneously have a positive and significant effect on the Job satisfaction of cleaners at Sekolah Global Prima.

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