

**THE INFLUENCE OF JOB STRESS AND WORK ENVIRONMENT ON
JOB SATISFACTION AT MONITORING SECTION KOMISI
PENYARAN INDONESIA PUSAT**

Widya Parimita
Faculty of Economics University of Jakarta
Email: widya_parimita@yahoo.com

Annissa Kus Aryani
Faculty of Economics University of Jakarta
Email: annissakus@gmail.com

Agung AWS Waspodo
Faculty of Economics University of Jakarta
Email: awaspodo@gmail.com

ABSTRACT

The purpose of this research is: 1) To know the description of job stress, work environment, job satisfaction at monitoring section KPIP, 2) To determine whether there is influence of job stress on job satisfaction monitoring section KPIP, 3) To determine whether there is influence of work environment on job satisfaction monitoring section KPIP, 4) To determine whether there is an influence of job stress and work environment on job satisfaction monitoring section. This research is taken 64 employees in monitoring section KPIP of data collection used survey method by distributing questionnaires, which are then processed using SPSS 21.0. The research using descriptive and explanatory analysis. The results of regression indicates that there is significant influence between job stress on job satisfaction, there is significant influence between work environment on job satisfaction. Job stress and work environment simultaneously influence and significant to job satisfaction.

Keywords : Job Stress, Work Environment, Job Satisfaction.

Preliminary

Human Resources has an important role in a company, because the Human Resources effect on all activities that are in a company in particular to achieve a common goal. In the absence of the Human Resources Further resources will not be helpful in achieving the company's goals. For the achievement of corporate objectives, it is important for companies to maintain the attention of Human Resources employee job satisfaction.

KPIP is a state institutions in charge of ensuring they receive proper and correct information in accordance with the rights manusia. Based results of interviews conducted by researchers with the Expert monitoring section on October 9, 2015, researchers got the data release of employees who can be seen in Table 1.

Table 1.
Employees out in the monitoring section KPIP years 2013-2014

Year	Employees Out
2013	3 people
2014	6 people

Source : Data processed by the researcher, 2015

In addition to the data out of employees, researchers also got the data absence of employees in the monitoring in 2015 which can be seen in Table 2.

Table 2.
Employees Absence Monitoring Section 2015

Month	Total Absence
March	3 people
April	5 people
May	6 people
June	8 people
July	11 people
August	15 people
September	18 people

Source : Data processed by the researcher, 2015

Based on the above data, it can be seen that the increase of the rate of discharge of the employee and the employee's absence. This may indicate that their job satisfaction is low in monitoring section KPIP. Researchers also distributing questionnaires at the time of pre-research. This is done to determine what the causes of low employee satisfaction monitoring section. Results of pre-research can be seen in Table 3.

Table 3.
The Results of Pre-Research

Factor	Percentage of Pre Research
Compentation	40%
Job stress	70%
Motivation	35%
Culture	30%
Leadership	45%
Emotional Intelligence	20%
Environment	65%
Satisfaction	80%
Position	40%

Source : Data processed by the researcher, 2015

Based on the above table, the results of pre-research to 30 employees out of the total 76 employees of the Indonesian Broadcasting Commission Monitoring Centre, researchers got the result that there are two of the strongest factors causing low job satisfaction. The first factor is the stress of work with the presentation of 70% and the second factor is the work environment with a percentage of 65%.

The first factor to be considered an effect on job satisfaction is job stress. From interviews, investigators received information that the work performed is watching the broadcast content for 6 hours continuously without a break. Such work includes monotonous. Works as it makes employees feel bored, and boredom that high will cause pressure that causes job stress which in turn creates dissatisfaction in work.

Monitoring employee to do the job required to use the headset for 6 hours a day, it would make the ears pain and not infrequently they feel a headache. Not only wrestle with their main task is to monitor the contents of the broadcast, every day, they also have to recapitulate the results of the analysis of broadcast material that they buat. Hal it certainly adds to the workload of employees.

The second factor to be considered is the effect on job satisfaction in the work environment kerja. Problem of environment monitoring section KPIP lies in the limited workspace layout pemantauan. Layout that are less convenient, where the distance between the employee adjacent to each other so that the space is

difficult. The unavailability of a special room for monitoring section causes the noise from another employee that makes the employee a hard time concentrating. In the Monitoring section also infrequent communication and collaboration between employees because each employee focus only watching the event is assigned to stiap employees.

Information that has been described above, according to research conducted by Jahanzeb (2010) which concluded that the effect of work stress and job satisfaction. The same is also described by Tukimin (2014) that the work stress a significant negative effect on job satisfaction.

Another study conducted by Arofah (2012), which explains that the influence of positive and significant correlation between compensation, kahlian, and working environment on job satisfaction. With a conducive working environment, the job satisfaction will be maintained.

Formulation of the problem

1. How the image of job stress, work environment, job satisfaction monitoring section KPIP?
2. Whether job stress affect job satisfaction monitoring section KPIP ?
3. Whether work environment affect job satisfaction monitoring section KPIP ?
4. Whether job stress and work environment together against job satisfaction monitoring section KPIP ?

Research purposes

1. To know how the image of work stress, work environment and job satisfaction experienced by employees of the Monitoring KPIP
2. To determine whether the effect of work stress on employee job satisfaction monitoring section KPIP
3. To determine whether the work environment influence job satisfaction monitoring section KPIP
4. To determine whether the stress of work and the work environment influence job satisfaction monitoring section KPIP

THEORY REVIEW

Job Satisfaction

Job satisfaction according to Hani (2014: 193) "job satisfaction is an emotional state that is favorable or unfavorable to which employees view their job" similar .Pendapat according Fathoni (2006: 128) "job satisfaction is the emotional attitude of fun and loves his job".

Another opinion by Badeni (2013: 43) "real job satisfaction is a person's attitude towards work which can be either positive or negative attitude, satisfied or dissatisfied". It can be concluded that job satisfaction is feeling happy about one's work as a result of the positive assessment work. This study uses the dimensions of the work itself, pay, promotion, supervision, and co-workers.

Job Stress

Definition of job stress, according Luthans (2009: 145) "job stress is an adaptive response to the external situation which resulted in deviations of physical, psychological, and behavior for members of the organization".

According to Robbins (2007: 85) "job stress is a condition that suppresses a person's mental state in achieving an occasion in which to achieve this occasion there are no restrictions or obstructions" other . Opini by Rival (2011: 880) "job stress is a state of tension creating physical and psychological imbalance, affecting the emotions, thought processes, and conditions of an employee ".

According Suwatno and Priansa (2011: 37) "Job stress is a condition in which there is one or several factors at work that interacts with workers and disturb the physiological and behavioral".

Based on the above definition of occupational stress, it can be concluded that job stress is a response to stressful situations a person's physical and psychological in pekerjaannya. Job stress in this experiment using the external dimension of the organization, organizations, individuals, and groups.

Work Environment

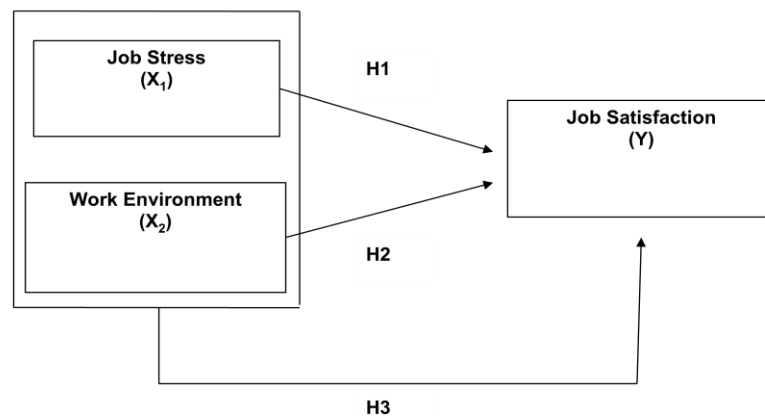
Work environment according to Komaruddin (2001: 17) "work environment is the social, psychological and physical within the organization that affect the workers in performing their duties" other .Pendapat according

Mangkunagara (2005: 105) "work environment are all aspects of the physical work, psychological work and work rules that may affect job satisfaction and productivity gains ".

According Septianto (2012: 20) "work environment is everything that exists around employees work and which dapat mempengaruhi himself in carrying out the tasks assigned" similar .Pendapat according to Gods and Subowo (2005: 86) the working environment is an environment where employees work, while the working condition is a condition in which the employee works ".

It concluded that it can be concluded that the working environment is everything that is around employees at work, in the form of physical and non-physical that could affect him in performing the tasks assigned. The working environment in this study using physical and non-physical dimensions.

Model Research



Picture 1. Research Model

Source : Data processed researchers , 2015

Hypothesis

Hypothesis 1 (H₁)

H₀ : Job stress has no effect on employee job satisfaction monitoring section KPIP.

H_a : Job stress affects job satisfaction monitoring section KPIP.

Hypothesis 2 (H₂)

Ho : Work environment has no effect on employee job satisfaction monitoring section KPIP.

Ha : Work environment affects job satisfaction monitoring section KPIP.

Hypothesis 3 (H₃)

Ho : Job Stress and work environment together no effect on employee job satisfaction monitoring section KPIP.

Ha : Job Stress and work environment together influence on employee job satisfaction monitoring section KPIP.

RESEARCH METHODS

Research using descriptive and explanatory research. Data used in this study derived from primary data obtained through interviews and questionnaires, while the secondary data as the number of employees obtained by researchers through KPIP. The sampling method using simple random sampling. The samples used in this study were 64 respondents from a total population of 76 employees using the formula slovin in Umar (2008: 65) as follows:

$$n = \frac{N}{1 + Ne^2}$$

Description:

n = sample size

N = Size of population

e = 5 % leeway carefully situations due to lack of sampling error that can be tolerated

Then the sample size is :

$$\begin{aligned} n &= \frac{76}{1 + 76 (0.05)^2} \\ &= 63.8 (64) \end{aligned}$$

Instruments Test

Validity test

Validity test is used to measure whether or not a valid questionnaire. The instrument used was a questionnaire was tested in 30 respondents KPIP employee monitoring. Test the validity of this is done by comparing the value r_{count} and r_{table} for each item whose mother statement. If the value $r_{count} > r_{table}$ then point the instrument is said to be Valid. The method used in testing the validity of using the approach productmoment correlation with the provisions of the validity of the instrument when $r_{count} > r_{table}$ at $N = 64$. Thus obtained value of $0.361 r_{table}$

Table 4. Test Results Validity

Variable	The number of items before being tested	The number of items is invalid	Number of valid items
Job Stress	11	0	11
Work Environment	8	0	8
Job Satisfaction	11	0	11

Source : Data processed by the researcher, 2015

Based on Table 4, test result validity performed on variable job stress, working environment and job satisfaction generate value r_{count} each instrument is greater than r_{table} , so it can be inferred see that the whole point statement in the variable is valid for all instrument has qualified value $r_{count} > 0.361 r_{table}$

Test of Reliability

Reliability test in the questionnaire this study using the technique of Cronbach 's Alpha, which shows the value of the coefficient of reliability to measure the magnitude of the positive value of the variable. If the value of Cronbach 's Alpha > 0.6 ; then the instrument can be said to be reliable whereas if the value of Cronbach 's Alpha < 0.6 ; the research instrument is said to be unreliable. Reliability test results for each variable can be seen in Table 5.

Table 5. Reliability Test Results

No	Variable	Alpha	Description
1	Job Stress (X_1)	0.921	Reliabel
2	Work Environment (X_2)	0.705	Reliabel
3	Job Satisfaction (Y)	0.837	Reliabel

Source : Data processed by the researcher, 2015

In Table 5, the reliability test results for each variable by using the technique of Cronbach's Alpha, seen the value of Cronbach's Alpha > 0.6 ; to work stress variable (0.921), work environment (0.705), and job satisfaction (0.837). Thus, the instrument of the three variables declared reliable because Cronbach's Alpha values greater than 0.6

Descriptive Analysis

Description of the data is the result of processing raw data variable research is intended to provide a general overview of the spread and distribution data. The data is the result of this study were obtained through questionnaires distributed to the sample is 52 employees of PT Lion Superindo Tangerang

Classic Assumption Test

Normality test

Normality test is useful to determine whether the independent variables and the dependent variable in this study both normal distribution, near normal or not. Priyatno (2010 : 71) explains the normality test is used to measure the ordinal scale data, interval and ratio. If the analysis use parametric method, then the normality requirements must be met, that the data came from a normal distribution. Test for normality in this study using the Kolmogorov - Smirnov test and is said to be normal if the residual value that is normally distributed probability of significance > 0.05 .

Linearity test

According Priyatno (2010 : 73), linearity test aims to determine whether the two variables have a linear relationship or not significantly. Linearity test is usually used as a prerequisite in the analysis of correlation or linear regression. Testing can be done with software Statistical Product and Service Solutions (SPSS), using a test for linearity at the level of significance 0,05. Criteria in the linearity test is a two variables is said to have a linear relationship if the significance (linearity) of less than 0.05 Priyatno (2010: 73).

Multicollinearity Test

Multicollinearity test situation where there is a linear relationship is perfect or nearly perfect between the independent variables in the regression model (Priyatno, 2010: 81). Multikolinieritas useful test to determine whether or not there is a linear relationship between the independent variables in the regression model. Multikolinieritas measure can be determined by looking indigo Variance Inflation Factor (VIF) in the regression model. If large $VIF < 5$ or close to 1 , it reflects no multicollinearity.

Heteroskedasticity Test

According Priyatno (2010:83), heteroscedasticity test is performed to determine whether in a regression model occurred inequality variant of residual a kepengamatan other observations. The method used in this research is the method of Spearman 's Rho test, which correlate the residual value (unstandardized residual) with each independent variable. If the significance of less than 0.0 , then there are problems heterokedastisitas.

Hypothesis testing

Test Multiple Linear Regression Equations

According Priyatno (2010 : 61), multiple linear regression analysis is a linear relationship between two or more independent variables with the dependent variable . This analysis to predict the value of the dependent variable when the independent variable values increase or decrease and to determine the direction of the relationship between independent variables with the dependent variable, whether each independent variable associated positive or negative (Priyatno , 2010: 61) . Model

Mathematically multiple linear regression equation of this study are :

$$Y' = a + b_1X_1 + b_2X_2$$

Description:

Y ' : The dependent variable

A : Constants

b₁ , b₂ , b₃ , b₄ , : regression coefficient

X1 : Independent Variable

X2 : The independent variable

F Test

According Priyatno (2010: 67), F test used to determine whether The independent variables simultaneously significant effect on the dependent variable. In this study, the F test was conducted to analyze the effect of job stress (X_1) and work environment (X_2) simultaneously on job satisfaction (Y).

Ho: Job stress and work environment environment together no effect on job satisfaction.

Ha: Job stress and work environment together have an effect on job satisfaction.

Terms:

1. Ho accepted if $F_{count} < F_{table}$ or significance value greater than 0.05.

2. Ho is rejected if $F_{count} > F_{table}$ or significance value less than 0.05.

Analysis of the coefficients of determination

According Priyatno (2010:66), the analysis of determination in linear regression is used to determine the percentage of donations influence of independent variables on the dependent variable simultaneously. This coefficient shows how much percentage of the variation of independent variables used in the model is able to explain the variation of the dependent variable (Priyatno, 2010:66).

RESULTS AND DISCUSSION

Descriptive Analysis

Table 6. Results Descriptive Analysis

	Job Stress	Work Environment	Job Satisfaction
Strongly Disagree	3,0%	17,0%	14,1%
Disagree	7,2%	32,6%	37,4%
Neutral	15,1%	30,3%	34,5%
Agree	44,5%	9,8%	6,3%
Strongly agree	30,3%	10,4%	8,0%

Source : Data processed by the researcher, 2015

In Table 6 can be seen the percentage of the answers given by the respondents who describe each variable. At work stress variables, it can be seen that the answers given by the respondents' answers dominated in the amount of 44.5% Agree and Strongly Agree with the percentage of 30.3%. This shows that work stress experienced by the respondents tend to be high. In the work environment, the results of the largest percentage comes from the answer Disagree ie by 32.6%, which indicates that the work environment uncomfortable. Furthermore, the results of job satisfaction variables largest percentage comes from the answer Disagree that is equal to 37.4% and 34.5% are neutral. It also indicates that job satisfaction experienced by respondents tend to be low.

Classical Assumption Test Results

Normality test

Table 7. Normality Test Result

One-Sample Kolmogorov-Smirnov Test				
		Job Satisfaction	Job Stress	Work Environment
N		64	64	64
Normal Parameters ^{a,b}	Mean	28.23	43.09	21.11
	Std. Deviation	5.433	6.840	4.553
Most Extreme Differences	Absolute	.107	.138	.096
	Positive	.107	.112	.096
	Negative	-.075	-.138	-.072
Kolmogorov-Smirnov Z		.856	1.104	.770
Asymp. Sig. (2-tailed)		.457	.174	.594

a. Test distribution is Normal.

b. Calculated from data.

Source : Data processed by the researcher, 2015

Based on the analysis with SPSS normality test can be seen that with a test level of 5% ($\alpha = 0.05$) variables job satisfaction has a P-value (sig.) 0.457, Job stress variables have a P-value (sig.) 1,174, and work environment has a P-value (sig.) 0.594 above 0.05 so it can be concluded that all the variables normal

distribution that qualifies performed parametric statistical method of multiple linear regression analysis.

Linearity test

Table 8. Linearity Test Results

Variable	Significant Value
Job Stress * Job Satisfaction	0,000
Work Environment * Job Satisfaction	0,000

Source : Data processed by the researcher, 2015

From Table 8, each variable X has a significant value of the variable Job Stress (X_1) 0,000; and the Work Environment (X_2) 0,000 so it can be said that every variable X there is a linear relationship to Y because the value of significance value < 0.05 .

Test Multicollinearity

Table 9. Test Results Multicollinearity

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Job Stress	.913	1.096
	Work Environment	.913	1.096

a. Dependent Variable: Job Satisfaction

Source : Data processed by the researcher, 2015

Based on the test results multikolinearitas in Table 9 by using statistical data processing, an unknown number of VIF (Variance Inflation Factor) for the job stress and the work environment that is respectively 1,096.

Test Heteroskidastity

Table 10. Test Results Heteroskidastity

Correlations			Unstandardized Residual	Job Stress	Work Environment
Spearman's rho	Unstandardized Residual	Correlation Coefficient	1.000	.154	.111
		Sig. (2-tailed)	.	.224	.384
		N	64	64	64
	Job Stress	Correlation Coefficient	.154	1.000	-.174
		Sig. (2-tailed)	.224	.	.169
		N	64	64	64
	Work Environment	Correlation Coefficient	.111	-.174	1.000
		Sig. (2-tailed)	.384	.169	.
		N	64	64	64

Source : Data processed by the researcher, 2015

In Table 10, note the correlation between job stress with unstandardized residual generate significant value 0.224; the correlation between the work environment with unstandardized residuals generating value 0384. Thus, it can be concluded that the regression model did not reveal any heteroscedasticity problem, this is because the significance of the correlation value is greater than 0.05.

Results of Multiple Linear Regression

Table 11. Results of Multiple Linear Regression

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	47.627	3.626		13.134	.000
	Job Stress	-.450	.083	-.567	-5.414	.000

a. Dependent Variable: Job Satisfaction

Source : Data processed by the researcher, 2015

Table 11 shows the Job stress variable t has a value of -5414. t_{count} then compared with the value t_{table} are sought on $= 2 : \%5 = \alpha 2.5\%$ (test 2 sides) with degrees of freedom (df) $nk-1$ or $64-2-1$, wherein n is the number of samples and k is the number of independent variables. Based on these calculations, obtained t_{table} 1,998 thus $t_{count} < t_{table}$ as well as the significant value on job stress variables for 0000, thus more than 0.05. The conclusion that can be drawn, H_0 rejected and H_a accepted. Thus jobstress has a significant impact on job satisfaction.

Table 12
The Results Simple Linear Regression Equation

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	16.965	2.925		5.799	.000
	Work Environment	.534	.136	.447	3.940	.000

a. Dependent Variable: Job Satisfaction

Source : Data processed by the researcher, 2015

Table 12 shows the work environment has a t value of 3.940. T value is then compared with the value t table which sought $2,5= 2 : \%5 = \alpha$ pada% (test 2 sides) with degrees of freedom (df) $nk-1$ or $64-2-1$, where n is the number of samples and k is the number of independent variables. Based on these calculations, obtained t table of 1.998 thus $t_{count} > t_{table}$ as well as the significant value in the work environment of 0000, thereby smaller than 0.05. The conclusion that can be drawn, H_0 rejected and H_a accepted. Thus the work environment has a significant impact on job satisfaction.

Results of Multiple Linear Regression

Table 13. Results of Multiple Linear Regression

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	36.796	4.994		7.367	.000
	Job Stress	-.378	.082	-.476	-4.611	.000
	Work Environment	.366	.123	.307	2.973	.004

a. Dependent Variable: Job Satisfaction

Source : Data processed by the researcher, 2015

Hypothesis 1 (H₁)

Ho : Job stress has no effect on employee job satisfaction monitoring section KPIP.

Ha : Job stress affects job satisfaction monitoring section KPIP.

According to Table 13, work stress variables have t value of -4.611. Tcount then compared with the value ttable are sought on $= 2 : \%5 = \alpha 2.5\%$ (test 2 sides) with degrees of freedom (df) $nk-1$ or $64-2-1$, wherein n is the number of samples and k is the number of independent variables. Based on these calculations, obtained ttable 1,998 thus $tcount < ttable$ as well as the significant value on job stress variables for 0000, thus more than 0.05. The conclusion that can be drawn, H₀ rejected and H_a diterima. Dengan thus work stress has a negative and significant effect on job satisfaction. This is similar to research conducted by I Gede in 2015 that job stress has a negative and significant impact on job satisfaction.

Hypothesis 2 (H₂)

Ho : Work environment has no effect on employee job satisfaction monitoring section KPIP.

Ha : Work environment affects job satisfaction monitoring section KPIP.

Table 13 also shows tcount for work environment for 2,973, as well as the significance value of 0.004. Haltersebut shows that $tcount > ttable$ and the significance value less than 0.05. That is, H₀ rejected and H_a accepted. Thus, there is a significant and positive influence between work on job satisfaction. This

is similar to research conducted by Wibowo in 2014 that the work environment has a positive and significant impact on job satisfaction.

Based on Table 13, β can be obtained by multiple linear regression equation for the third hypothesis as follows: $Y = 36.796 + -0.378X_1 + 0.366X_2$. Constants in the equation model of 36.796, this means that in the absence of independent variables, job satisfaction has reached 36.796. Furthermore, the regression coefficient of -0.378 and work stress are negative, this means that any increase in the value of work stress variable (X_1) is increased by one unit assuming the other variables constant, the job satisfaction variable (Y) will be decreased by -0.378 and the negative effect of work stress on employee job satisfaction.

Then the regression coefficients work environment variables (X_2) of 0.366 and is positive, it means that any increase in the value of work environment variables (X_2) is increased by one unit assuming the other variables constant, the variable job satisfaction (Y) will increase by 0.366 and the work environment positive effect on employee job satisfaction. It is similar to the research conducted by Tukimin in 2014 and Queentarin in 2012 that the stress of work and the work environment influence on job satisfaction.

Table 14. Results of F Test

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	756.722	2	378.361	20.929	.000 ^a
	Residual	1102.762	61	18.078		
	Total	1859.484	63			

a. Predictors: (Constant), LingkunganKerja X_2 , StresKerja X_1

b. Dependent Variable: KepuasanKerja Y

Source : Data processed by the researcher, 2015

Hypothesis 3 (H_3)

H_0 : Job Stress and work environment together no effect on employee job satisfaction monitoring section KPIP.

H_a : Job Stress and work environment together influence on employee job satisfaction monitoring section KPIP.

In Table 14. Calculate T obtained at 20.929. Calculate the F value is then compared with the value Ftable, who sought the 95% confidence level, dengan $\alpha = 5\%$ (the number of variable-1) or $3-1 = 2$, and df 2 (nk-1) or $64 - 2-1 = 61$. Based on these calculations, Fhitung (20.929) > F table (3.15) Significance of the F test of 0.000; thus less than 0.05. The conclusion that can be drawn is variable stress of work and the work environment affects jointly toward job satisfaction variables. This is similar to research conducted by Yoki in 2015 that the stress of work and working environment together effect on job satisfaction.

Determination Analysis Results

Determination analysis is needed to determine how large a percentage influence of independent variables on the dependent variable. Here are analysis result determination between the variables of job stress, work environment and job satisfaction.

Table 15. Results of Analysis of Determination

Model Summary				
Model	R	R Square	Adjusted Square	RStd. Error of the Estimate
1	.638 ^a	.407	.388	4.252

a. Predictors: (Constant), LingkunganKerja X₂, StresKerja X₁

Source : Data processed by the researcher, 2015

From Table 15 Adjusted R² value of 0,388 or (38.8%). It shows that 38.8% of job satisfaction explained by the stress of work and the working environment while the remaining 61.2% influenced or explained by other variables

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Conclusion Based on the results of research on "The Influence of Job Stress and Work Environment On Job Satisfaction at Monitoring Section KPIP", it can be concluded as follows: (1) Job stress has a negative and significant impact

on job satisfaction on employee monitoring KPIP. (2) The work environment has a positive and significant impact on job satisfaction on employee monitoring KPIP. (3) Job stress and work environment simultaneously effects on job satisfaction.

Suggestion

Based on the conclusion, some suggestions are put forward in the study are as follows: (1) This research can be carried out again by using other variables that allow to support the dependent variable of job satisfaction include: compensation, leadership style, motivation and organizational culture. (2) This research can be done again with different research objects with the same variable or by using different variables with the object / place the same study.

DAFTAR PUSTAKA

- Abdurrahmat, Fathoni. 2006. *Manajemen Sumber Daya Manusia*. Rineka Cipta.
- Badeni. 2013. *Kepemimpinan dan perilaku organisasi*. Alfabeta.
- Dewo, Subowo. 2005. *Manajemen Sumber Daya Manusia*. Jakarta: Salemba Empat.
- Fawzy, Azziza. 2012. Pengaruh Stres Kerja, Kepuasan Kerja dan Komitmen Karyawan Terhadap Intensi Meninggalkan Organisasi Pada PT. Marubeni Ray. *Jurnal Universitas Gunadarma*.
- Handoko, T Hani. 2014. *Manajemen Personalia dan Sumber Daya Manusia*. Yogyakarta: Penerbit BPFE.
- Hasibuan, Melayu SP. 2008. *Manajemen Sumber Daya Manusia*. Bumi Aksara.
- Kaswan. 2012. *Manajemen Sumber Daya Manusia*. Yogyakarta: Graha Ilmu.
- Luthans, Fred. 2009. *Perilaku Organisasi Diterjemahkan oleh Vivin Andhika Yuwono*. Yogyakarta: Andi Offset.
- Mukti wibowo DKK. 2014. Pengaruh Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan (Studi pada Karyawan PT. Telekomunikasi Indonesia Tbk. Kandatel Malang). *Jurnal Universitas Brawijaya*.
- Mangkunegara, A.A Anwar Prabu. 2001. *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosdakarya.

- Priyatno, Duwi. 2010. *Teknik Mudah dan Cepat Melakukan Analisis Data Penelitian dengan SPSS dan Tanya Jawab Ujian Pendadaran*. Jakarta: Gaya Media.
- Putri, Cahaya. 2015. Pengaruh Stres Kerja Dan Kualitas Kehidupan Kerja Terhadap Kepuasan Kerja Dan Kinerja Karyawan (Studi Pada Karyawan Non Medis Rsud Ibnu Sina Gresik). *Jurnal Administrasi Bisnis (JAB)*.
- Riadi, Edi. 2014. *Metode Statistika Parametrik dan Nonparametrik*. Jakarta: Pustaka Mandiri.
- Rivai, Veithzal., dan Jauvani. 2011. *Manajemen Sumber Daya Manusia untuk Perusahaan : Dari Teori ke Praktik*. Jakarta: Raja Grafindo Persada.
- Robert, N Lussier. 2010. *Human Relation Organization*. New York:McGraw-Hill.
- Robbins, Stephen P. 2005. *Perilaku Organisasi*. Jakarta: Indeks.
- Rumdiningsih.2011. Pengaruh Kepuasan dan Komitmen Organisasi Terhadap Turnover Intention Pada PT. Frisianflag Indonesia.*Skripsi*.Universitas Negeri Jakarta.
- Simamora, Henry. 2005. *Manajemen Sumber Daya Manusia*. Yogyakarta: STIE YKPN.
- Suwatno dan Priansa, D.J. 2011. *Manajemen SDM dalam Organisasi Publik dan Bisnis*, Bandung : Alfabeta.
- Sugiyono. 2005. *Memahami Penelitian Kualitatif*. Bandung: Alfabeta.
- Sopiah. 2008. *Perilaku Organizational*. Yogyakarta: Andi Offset.
- Setiawan, Tonny. 2012. *Manajemen Sumber Daya Manusia*. Jakarta: Platinum.
- Suwarto, F.X. 2010.*Perilaku Keorganisasian*. Yogyakarta: Universitas Atmajaya.
- Umar, Husein. 2008. *Metode Penelitian untuk Skripsi dan Tesis Bisnis*. Edisi Kedua. Jakarta: PT. Raja Grafindo Persada.
- Wilson, Bangun. 2012. *Manajemen Sumber Daya Manusia*. Jakarta: Erlangga.
- Wibowo. 2007. *Manajemen Kinerja*. Jakarta: Raja Grafindo Persada
- Yoky, Prayogo.2015. Analisis Pengaruh Lingkungan Kerja Dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Rsi Sultan Agung Semarang. *Skripsi Universitas Islam Negeri Semarang*.