

ABSTRACT

**THE EFFECT OF WORK ENVIRONMENT AND MOTIVATION ON
EMPLOYEE JOB SATISFACTION AT THE INDONESIAN
EDUCATION AND PROFESSIONAL DEVELOPMENT INSTITUTE
(LP3I) LAMPUNG BRANCH**

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This study aims to determine the effect of the work environment and motivation on employee job satisfaction at the Indonesian Education and Professional Development Institute (LP3I) Lampung Branch. This research used a quantitative approach with an associative method. The population consisted of all employees at LP3I Lampung Branch, and the sampling technique applied was saturated sampling, in which all members of the population were used as samples. Data were collected through questionnaires that had been tested for validity and reliability. Data analysis was conducted using multiple linear regression assisted by SPSS software. The results showed that, partially, the work environment had a positive and significant effect on job satisfaction, indicating that a better work environment leads to higher levels of job satisfaction. Likewise, motivation had a positive and significant effect on job satisfaction, meaning that higher motivation levels can enhance employee satisfaction. Simultaneously, both the work environment and motivation significantly influence employee job satisfaction at LP3I Lampung Branch.

Keywords: Work Environment, Motivation, Job Satisfaction, LP3I Lampung

