

# Analysis of Salary, Working Conditions, and Coworkers on Employee Job Satisfaction at Pt AlvaMountindo Medan

Rizal Ahmad

Faculty of Social Sciences, Management Studies Program, Universitas Pembangunan Panca Budi

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**ABSTRACT**

This study aims to find out how the influence of Salary (X1), Working Conditions (X2), and Coworkers (X3) on Job Satisfaction (Y) of employees of PT Alva Mountindo Medan. The population in this study were all employees of PT Alva Mountindo, totaling 94 employees. The number of samples taken by the population is 94 respondents. This research was conducted from December 2020 to February 2021. This study uses quantitative data processed by SPSS version 25.0 with multiple linear regression models. Sources of data come from respondents who were collected through questionnaires. The results showed that salary, working conditions, and colleagues had a positive and significant effect on PT Alva Mountindo's job satisfaction both partially and simultaneously. The salary variable is the most dominant variable influencing employee job satisfaction. 72.3% of employee job satisfaction can be explained and obtained from salary, working conditions, and co-workers, while the rest is from other factors. Employee job satisfaction has a very strong relationship to salary, working conditions, and colleagues.

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**Corresponding Author:**

Rizal Ahmad,

Management Studies Program,

Universitas Pembangunan Panca Budi,

Jl. Gatot Subroto No.km, Simpang Tj., Kec. Medan Sunggal, Kota Medan, Sumatera Utara 20122.

Email: rizalahmad180471@gmail.com

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**1. Introduction**

Human resources are a factor that greatly determines the progress of an organization. Every organization is managed and filled by humans. Without people, the organization does not exist. Challenges, opportunities, and achievements in organizational management are formed from problems related to humans. Every human being is different from one another both physically and psychologically. Of course, these differences must receive attention so that every human being can maximize the potential he has. The goals of a company can be achieved if the workforce owned is productive and excels at work. To create a productive and accomplished workforce, companies must provide appropriate feedback. High achievement can not be separated from the factor of job satisfaction. Job satisfaction is an interesting and important issue, because it is proven to be useful bigr both for the benefit of individuals, industry and society.

Hasibuan (2019) suggests that "job satisfaction is a pleasant emotional attitude and loves his job". This attitude is reflected by work morale, discipline, and work performance. Factors affecting job satisfaction put forward by Hasibuan (2019), namely "fair and proper remuneration, proper placement according to expertise, the severity of the work, the atmosphere and work environment, equipment that supports the implementation of work, the attitude of the leader in his leadership , the nature of the work is monotonous or not".

Rivai (2018) explains that, "salary is remuneration in the form of money received by employees as a consequence of their position as employees who contribute and think about achieving company goals". Likewise, the company expects work performance from employees through this remuneration. If the remuneration is considered fair and appropriate, then satisfaction will be obtained.

Sedarmayanti (2011) defines "working conditions are all physical conditions that exist around the workplace that can affect employees either directly or indirectly". Employees also like a workplace that is close to their home or easy to reach by public transportation because this makes it easy for them to go to and from work. Yuwono and Khazar (2012) stated that "colleagues are work groups that support each other in facilitating the completion of tasks". Employees who feel the need for social interaction can be met will lead to a sense of pleasure at work.

PT Alva Mountindo is a company located in the city of Medan, Medan Sunggal subdistrict, which is engaged in the consumer goods sector or the distribution of goods needed by consumers. During the pre-research period, the distributor company which had been operating since September 1997 already had 13 suppliers, including PT. Two Rabbits, PT. Macrosentra, PT. Kao Indonesia, Giziplus, PT. Panjta Artha Niaga, PT. Pandurasa Kharisma, PT. Austasia Food, PT. Santosa Agrindo (Santori), PT. TongGarden, PT. Bogasari, PT. Dairyfood Internusa, PT Bakels Indonesia and PT. CocomasIndonesia.

HasThe results of observations and interviews with PT Alva Mountindo indicate that there is a problem with employee job satisfaction. This can be seen from employees who complain indicating that employees do not like and love their current jobs. PT Alva Mountindo's employees receive salaries that do not match their efforts at work. PT Alva Mountindo employees are disturbed by noise at work, and PT Alva Mountindo employees have coworkers whonokcant create a harmonious working atmosphere.

## 2. Research Method

### 2.1 Research Approach

This research is a quantitative study using an associative approach that aims to measure or determine the relationship between two or more variablessec objective to social phenomena. In general, in carrying out measurements, each social phenomenon is described in several problem components, variables and indicators. Sugiyono (2013) explains "quantitative research methods are used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative/statistical in nature with the aim of testing established hypotheses.

### 2.2 Research Location and Time

This research is located at PT Alva Mountindo, Jl. TB Simatupang (Areca Baris) Gg. Chalk No. 28 Medan. The research was conducted from December 2020 to February 2021, for more details can be seen in the following table:

**Table 1.** Schedule of the Research Process

No.	Activity	Month year		
		December 2020	January 2021	February 2021
1	Submission of Research Titles	■		
2	Initial Observations		■	
3	Research Proposal Writing		■	
4	Revision of Research Proposal		■	
5	Questionnaire Dissemination		■	
6	Research Data Processing		■	
7	Preparation of Research Reports		■	
8	Research Report			■

### 2.3 Data collection technique

Techik data collection in this study are as follows:

#### a. Oreserve

Observation is an activity of observing situations and conditions followed by sequential recording. Researchers made observations before carrying out data collection. This is done as a material consideration for compiling a research study.

#### b. Questionnaire

Medata collection method by making a list of questions or statements in the form of a questionnaire addressed to respondents. Researchers provide questions or statements to respondents where answers to each question or statement have been provided, then respondents are free to provide an answer according to the alternative answers that have been prepared.

## 2.4 Documentation

Documentation conducted by researchers in this study to collect data needed in research. The data is in the form of books, archives, documents, written numbers and pictures in the form of reports and information that can support research

## 3 Results And Discussions

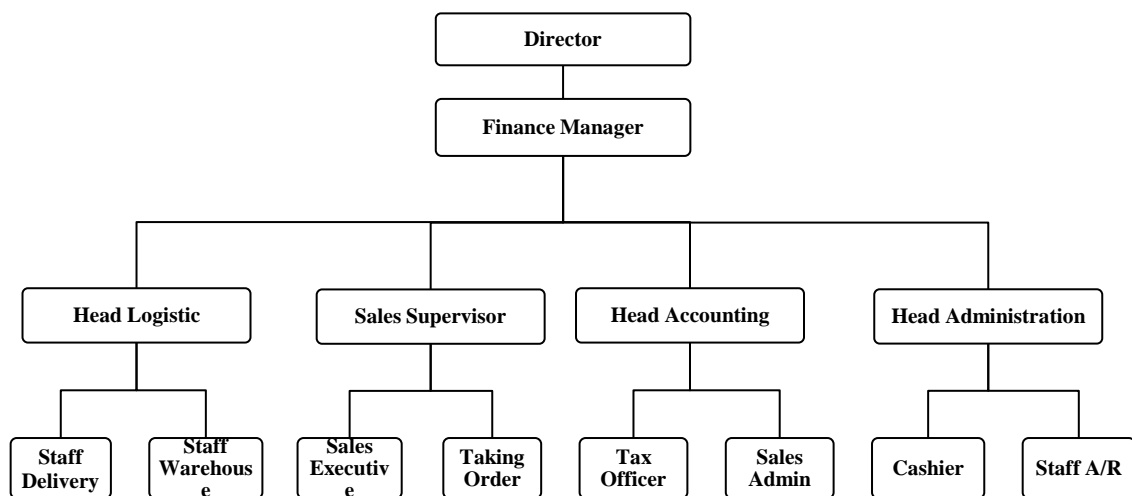
### 3.1 Research result

PT Alva Mountindo was established on August 23, 1997, and started operating on September 18, 1997. After obtaining a trading business license (SIUP) with number 0870/02.13/PM/IX/1997, on September 17, 1997, issued by the Ministry of distribution. Previously this company was located on Jl. Captain Muslim No.22 DD-EE Medan, North Sumatra with an area of 300m<sup>2</sup>. However, due to the growing development of this company, the area has insufficient capacity for the company's activities to operate. So in the middle of 2005, precisely on May 21 2005, PT Alva Mountindo moved to Jl. TB Simatupang Gg. Kapur Kelurahan Lalang No.28 Medan 20127 North Sumatra with an area of 1200m<sup>2</sup>

PT Alva Mountindo is a company engaged in the distribution of goods needed by consumers. At first this company only distributed products from the mayora group for the West Medan area. However, in line with the company's rapid growth rate, in 2003 the company added its product distribution by distributing Morin and Astaguna Wisesa products to all areas of the city of Medan.

At the time this research was conducted, PT Alva Mountindo already had 13 suppliers, including PT. Two Rabbits, PT. Macrosentra, PT. Kao Indonesia, Giziplus, PT. Panjta Artha Niaga, PT. Pandurasa Kharisma, PT. Austasia Food, PT. Santosa Agrindo (Santori), PT. TongGarden, PT. Bogasari, PT. Dairyfood Internusa, PT Bakels Indonesia and PT. Cocomas Indonesia.

### 3.2 Organizational Structure of PT. Infomedia



**Figure 1.** Organizational Structure of PT Alva Mountindo

### 3.3 Description of Respondents Characteristics

The characteristics of the respondents were obtained through the results of a questionnaire that had been filled out by 94 respondents. The characteristics of the respondents which will be described below reflect how the condition of the respondents studied includes gender, age, education, years of service, marital status and honorarium which are presented in table 2, table 3, table 4, table 5, table 6 and table 8.

#### a. Characteristics of Respondents Based on Gender\

Characteristics of respondents based on gender can be seen in Table 2 below

**Table 2. Gender**

		<i>frequency</i>	<i>percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Valid	Man	56	59,6	59,6	59,6
	Wanita	38	40,4	40,4	100,0
	<b>Total</b>	94	100,0	100,0	

Based on table 2 shows that of the 94 respondents the highest were male respondents, namely 56 respondents (59.6%), this table illustrates that there are more male employees than female employees working at PT Alva Mountindo.

b. Characteristics of Respondents Based on Age

Characteristics of respondents based on age can be seen in Table 3 below

**Table 3. Age**

		<i>frequency</i>	<i>percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Valid	20 - 25 Years	25	26,6	26,6	26,6
	26 - 30 Years	28	29,8	29,8	56,4
	31 - 35 Years	17	18,1	18,1	74,5
	36 - 40 Years	13	13,8	13,8	88,3
	41 - 45 Years	8	8,5	8,5	96,8
	> 45 Years	3	3,2	3,2	100,0
	<b>Total</b>	94	100,0	100,0	

Based on Table 3 shows that of the 94 respondents the highest were those aged 26-30 years, namely 28 respondents (29.8%). This table illustrates that employees who work at PT Alva Mountindo aged 26-30 years are the most dominant employees.

c. Characteristics of Respondents Based on Education

The characteristics of respondents based on education can be seen in Table 4 below

**Table 4. Education**

		<i>frequency</i>	<i>percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Valid	SMA/SMK	58	61,7	61,7	61,7
	D3	20	21,3	21,3	83,0
	S1	16	17,0	17,0	100,0
	<b>Total</b>	94	100,0	100,0	

Based on Table 4. shows that of the 94 respondents the highest was the respondent with the last high school/vocational school education, namely 58 respondents (61.7%). most dominant.

d. Characteristics of Respondents Based on Working Period

Characteristics of respondents based on years of service can be seen in Table 5 below:

**Table 5. Working Period**

		<i>frequency</i>	<i>percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Valid	12 years old	44	46,8	46,8	46,8
	3 - 4 Years	21	22,3	22,3	69,1
	5 - 6 Years	11	11,7	11,7	83,0
	7 - 8 Years	9	9,6	9,6	90,4
	> 8 Years	9	9,6	9,6	100,0
	<b>Total</b>	94	100,0	100,0	

Based on Table 5 shows that of the 94 respondents the highest were respondents who had worked for 1-2 years, namely 44 respondents (46.8%). This table illustrates that employees who worked at PT Alva Mountindo who had worked for 1-2 years being the most dominant employee.

### 3.4 Description of Research Variables

This research consists of 3 (three) independent variables namely salary, working conditions and co-workers as well as 1 (one) dependent variable namely job satisfaction employee. In distributing the questionnaire, each statement item for each variable must be filled in by 94 respondents. The description of the respondents in this study can be seen in the results of the descriptive analysis in the form of a frequency table. The following is a table that contains the average rating for each question item.

**Table 6.** Rating Categories of Respondents' Average Answers

N0	Score Means	Criteria
1	0 – 1.9	Very Not Good
2	2 – 2.9	Not good
3	3 – 3.9	Pretty good
4	4 – 4.9	Well
5	5	Very good

The results of the descriptive analysis of each research variable can be seen in the discussion as follows:

a. Gaji (X1)

Varsalary label (X1) consists of 4 (four) indicators, namely salary levels (X1-1), compensation (X1-2), salary increase (X1-3) and payroll administration structure (X1-4). Complete description of respondents' responses to each indicator can be seen in the following tables.

**Table 7.** PenRespondents Value of Salary Level Indicator (X1-1), and Compensation (X2.1)

Answer Respondn	Salary word (X1.1)				compensation(X1.2)			
	Employee feel that the salary received meets their daily needs		Employee feel that the salary received is in accordance with the field of work		Employee get incentives with large amounts.		Employee get fair social security from the company	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Strongly Disagree	9	9,6	5	5,3	9	9,6	1	1,1
Don't agree	19	20,2	25	26,6	25	26,6	23	24,5
Neutral	9	9,6	14	14,9	11	11,7	21	22,3
Agree	53	56,4	48	51,1	46	48,9	46	48,9
Strongly agree	4	4,3	2	2,1	3	3,2	3	3,2
Total	94	100,0	94	100,0	94	100,0	94	100,0
<b>Means</b>	<b>3,26</b>		<b>3,18</b>		<b>4,02</b>		<b>3,59</b>	

The salary and compensation level indicators in table 7 are represented by 4 statement items (2 salary level items and 2 compensation items) as follows:

- For the item "employees feel that the salary they receive is sufficient to meet their daily needs", 53 respondents (56.4%) agreed, with an average score of 3.26 (good enough category). This data shows that the salary received by employees of PT Alva Mountindo is good enough to meet their daily needs.
  - For the item "employees feel that the salary they receive is in accordance with their field of work", as many as 48 respondents (51.1%) stated that they agreed, with an average value of 3.18 (good enough category). This data shows that the salaries received by employees of PT Alva Mountindo according to their fields are quite good.
  - For the item "employees get a large number of incentives", as many as 46 respondents (48.9%) agreed, with an average score of 3.10 (good enough category). This data shows that giving incentives to employees of PT Alva Mountindo is good enough.
  - For the item "employees get fair social security from the company", as many as 46 respondents (48.9%) agreed, with an average score of 3.29 (good enough category). This data shows that the provision of social security to employees of PT Alva Mountindo is good enough.
- b. Condwork content (X2)

Variabel working conditions (X2) consists of 6 (six) indicators, namely the level of noise in the workplace (X2-1), safety at work (X2-2), lighting that is not too dim and not too bright (X2-3), room temperature (X2-4), facilities are available as needed (X2-5) and decorations (X2-6). Complete description of respondents' responses to each indicator can be seen in the following tables

**Table 8.** Respondents' Assessment of Noise Level Indicators (X2-1), and Security (X2.2)

Answer Respondn	levelN Noise (X2-1)				Security (X2.2)			
	Employees feel that their workplace has been spared from the sound of machines or vehicles.		Employees are not bothered by noise in the workplace.		Employees are placed in a safe workplace.		Employees get information that is accountable	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Strongly Disagree	1	1,1	2	2,1	1	1,1	1	1,1
Don't agree	14	14,9	9	9,6	5	5,3	7	7,4
Neutral	22	23,4	26	27,7	20	21,3	31	33,0
Agree	56	59,6	55	58,5	65	69,1	52	55,3

Strongly agree	1	1,1	2	2,1	3	3,2	3	3,2
Total	94	100,0	94	100,0	94	100,0	94	100,0
<b>Means</b>	3.45		3.49		3.68		3.52	

indnoise level indicator, and safety in table 8 is represented by 4 statement items as follows:

- For the item "employees feel their workplace has been spared from the sound of machines or vehicles", as many as 56 respondents (59.6%) agreed, with an average score of 3.45 (good category). This data shows that in terms of avoiding noise in the workplace, PT Alva Mountindo has done it well.
- For the item "employees are not disturbed by noise at work", as many as 55 respondents (58.5%) agreed, with an average score of 3.49 (good category). This data shows that noise disturbance at PT Alva Mountindo's workplace has been handled properly.
- For the item "employees placed in a safe workplace", 65 respondents (69.1%) agreed, with an average score of 3.68 (good category). This data shows that safety at PT Alva Mountindo's workplace is good.
- For the item "employees get information for which there is accountability", as many as 52 respondents (55.3%) agreed, with an average score of 3.52 (good category). This data shows that accountability for information circulating at PT Alva Mountindo is good.

c. **Condwork content (X3)**

Varco-worker label (X3) consists of 4 (four) indicators, namely healthy competition (X3-1), employees respect each other (X3-2), creationpeople cooperate with each other in solving problems (X3-3) and the existing family atmosphere (X3-4). Full overview of responsesrespondn for each indicator can be seen in the following tables.

**Table 9.** Respondents' Assessment of Healthy Competition Indicators (X3-1), and Employees Mutual Respect (X3-2)

Answer Respondn	compehealthy content (X3-1)				Creationmutual respect (X3-2)			
	Employeeen have co-workers who don't put each other down and badmouth each other.		Employeeen strive as optimally as possible to obtain a certain position.		Employeeen having co-workers who respect each other so that employees are happy.		Employeeen work in an atmosphere where there is mutual respect among fellow employees.	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Strongly Disagree	1	1,1	1	1,1	0	0,0	0	0,0
Don't agree	11	11,7	6	6,4	7	7,4	6	6,4
Neutral	23	24,5	25	26,6	27	28,7	22	23,4
Agree	55	58,5	58	61,7	55	58,5	61	64,9
Strongly agree	4	4,3	4	4,3	5	5,3	5	5,3
Total	94	100,0	94	100,0	94	100,0	94	100,0
<b>Means</b>	<b>3.53</b>		<b>3.62</b>		<b>3.62</b>		<b>3.69</b>	

indHealthy competition and employee mutual respect in table 9 are represented by 4 statement items as follows:

- For the item "employees have colleagues who don't bring each other down and badmouth", as many as 55 respondents (58.5%) agreed, with an average score of 3.53 (good category). This data shows that the relationship between colleagues and employees of PT Alva Mountindo, which does not bring down and insult each other, has been well established.
- For the item "employees strive as optimally as possible to obtain a certain position", as many as 58 respondents (61.7%) agreed, with an average score of 3.62 (good category). This data shows that in obtaining certain positions, employees of PT Alva Mountindo have struggled well.
- For the item "employees have colleagues who respect each other so that employees are happy", as many as 55 respondents (58.5%) agreed, with an average value of 3.62 (good category). This data shows that the relationship between co-workers of PT Alva Mountindo employees who respect each other is good.
- For the item "employees work in an atmosphere where there is mutual respect among fellow employees", as many as 61 respondents (64.9%) agreed, with an average score of 3.69 (good category). This data shows that the atmosphere of mutual respect for PT Alva Mountindo's employees is good

d. **Tojob satisfaction (Y)**

VarJob satisfaction label (Y) consists of 4 (four) indicators, namely love of work (Y1), discipline (Y2), work morale (Y3) and work performance (Y4). A complete description of respondents' responses to each indicator can be seen in the following tables

**Table 10.** Respondents' Assessment of the Indicators of Loving Their Work (Y1), Discipline (Y2)

Answers Respondn	Mencsny on his job (Y1)				winklinen (Y2)			
	Employeeen feel happy with his current job.		Employeeen feel a sense of belonging towards his work.		Employeeen obey and comply with the regulations that apply in the company.		Employeeen always come to work on time.	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Strongly Disagree	4	4,3	2	2,1	1	1,1	4	4,3
Don't agree	12	12,8	9	9,6	16	17,0	10	10,6
Neutral	14	14,9	27	28,7	20	21,3	23	24,5
Agree	60	63,8	53	56,4	54	57,4	52	55,3
Strongly agree	4	4,3	3	3,2	3	3,2	5	5,3
Total	94	100,0	94	100,0	94	100,0	94	100,0
<b>Means</b>	<b>3.51</b>		<b>3.49</b>		<b>3.45</b>		<b>3.47</b>	

indikator loves his job, and discipline in table 10 is represented by 4 statement items as follows:

- For the item "employees feel happy with their current job", as many as 60 respondents (63.8%) agreed, with an average score of 3.51 (good category). This data shows that the feeling of pleasure for the work of PT Alva Mountindo employees is good.
- For the item "employees feel a sense of belonging to their work", as many as 53 respondents (56.4%) agreed, with an average score of 3.49 (good category). This data shows that the feeling of wanting to belong to the work of PT Alva Mountindo employees is good.
- For the item "employees obey and comply with the regulations that apply in the company", as many as 54 respondents (57.4%) stated that they agreed, with an average value of 3.45 (good category). This data shows that the compliance of PT Alva Mountindo employees with the regulations that apply in the company is good.
- For the item "employees always come to work on time", as many as 52 respondents (55.3%) agreed, with an average score of 3.47 (good category). This data shows that discipline in terms of timeliness of attendance of PT Alva Mountindo employees is good.

### 3.5 Validity and Reliability Testing

#### a. Validity test

To find out the feasibility of the items in the questionnaire (questionnaire) that have been presented to the respondents, it is necessary to test the validity. If the validity of each question is greater (>) 0.30, then the question items are considered valid.

**Table 11.** Salary Validity Test (X1)

Item	STATEMENT	Corrected Item-Total correlationn	r <sub>critical</sub>	descriptionn
X1-1.1	Employeeen feel that the salary received meets their daily needs	0.860	0.300	Valid
X1-1.2	Employeeen feel that the salary received is in accordance with the field of work	0.909	0.300	Valid
X1-2.1	Employeeen get incentives with large amounts.	0.857	0.300	Valid
X1-2.2	Employeeen get fair social security from the company.	0.822	0.300	Valid
X1-3.1	Employeeen Get a raise every year on a regular basis.	0.601	0.300	Valid
X1-3.2	Employeeen get a salary increase as needed.	0.749	0.300	Valid
X1-4.1	Employeeen receive a salary according to his position.	0.880	0.300	Valid
X1-4.2	Employeeen receive a salary according to the level of education.	0.677	0.300	Valid

Hasil testing the validity of the salary variable (X1) Table 11 shows that all values of rcountg of each item statement is greater than 0.300. So based on the results of validity testing it can be concluded that all statement items used in the questionnaire proved to be valid and suitable for further testing.

#### b. Reliability Test

The second stage in the data quality test is the reliability test. The reliability test aims to determine the stability and consistency of the respondents in answering items related to the construct questions arranged in the form of a questionnaire. The reliability of a variable construct is said to be Reliable if it has a Cronbach's Alpha value greater (>) 0.60.

**Table 12.** Salary Reliability Test (X1)

<i>Reliability Statistics</i>	
<i>Cronbach's Alpha</i>	<i>N of Items</i>
0.943	8

The results of the test in Table 12 show that the resulting Cronbach's Alpha value is 0.943. This value is greater than 0.600 so that the test results state that it meets the requirements. It can be concluded that all statements on the salary variable (X1) are said to be reliable or reliable:

### 3.6 Discussion

#### a. Salary Effect Against Job Satisfaction

Based on various existing theories and previous research results, the researcher has proposed the H1 hypothesis which reads that: "Salary has a positive and significant effect on job satisfaction of employees of PT Alva Mountindo". While the results of this study explain that salary has a positive and significant effect on job satisfaction of employees of PT Alva Mountindo. This can be seen from the multiple linear regression analysis through the t-test which has a positive sign of 0.347 with a tcount of 5.789 with a ttable value of 1.987, it is known that the tcount > ttable and a significant value of 0.000 (sig < 0.05). This shows that the proposed H1 hypothesis is tested and can be accepted. The positive direction indicates that the salary increases, the employee's job satisfaction will increase, conversely if the salary decreases then employee job satisfaction will also decrease. In other words, when the salary which consists of salary levels, compensation, salary increases and payroll administration structure increases, employee job satisfaction will also increase. The results of this study support previous research conducted by Valeria Jovita (2018) and Nova Ariyani (2019) which showed that salary has a positive and significant effect on job satisfaction.

Hasil This research is in accordance with the objectives of the research conducted, namely to test and find out the effect of partial salary on employee job satisfaction at PT Alva Mountindo has been carried out. The results of this study have also answered the problems that exist in the identification of problem point number one, namely employees receiving salaries that are not in accordance with their position and life needs, so how to increase job satisfaction of employees of PT Alva Mountindo through salary has been answered.

#### b. Effect of Working Conditions Against Job Satisfaction

Based on various existing theories and previous research results, the researcher has proposed the H2 hypothesis which reads that: "Working conditions have a positive and significant effect on job satisfaction of employees of PT Alva Mountindo". While the results of this study explain that working conditions have a positive and significant influence on job satisfaction of employees of PT Alva Mountindo. This can be seen from the multiple linear regression analysis through the t-test which has a positive sign of 0.143 with a tcount of 2.347 with a ttable value of 1.987, it is known that the tcount > ttable and a significant value of 0.021 (sig < 0.05). This shows that the proposed H2 hypothesis is tested and can be accepted. The positive direction indicates that working conditions improve, employee job satisfaction will increase, conversely if working conditions decrease, employee job satisfaction will also decrease. In other words, when the working conditions which consist of noise levels, security, lighting, room temperature, available facilities and decorations increase, employee job satisfaction will also increase. The results of this study support previous research conducted by Robert Deffie (2011), Andayani (2013), and Arcy Normayasari (2015) which showed that working conditions have a positive and significant effect on job satisfaction.

Hasil This research is in accordance with the objectives of the research conducted, namely to test and determine the effect of working conditions partially on the job satisfaction of PT Alva Mountindo employees. The results of this study have also answered the problems in the identification of problem point number two, namely employees are disturbed by noise at work, so how to increase job satisfaction of PT Alva Mountindo employees through working conditions has been answered.

#### c. Peer Influence Against Job Satisfaction

Based on various existing theories and previous research results, the researcher has proposed the H3 hypothesis which reads that: "Coworkers have a positive and significant effect on job satisfaction of PT Alva

Mountindo employees". While the results of this study explain that co-workers have a positive and significant influence on job satisfaction of employees of PT Alva Mountindo. This can be seen from the multiple linear regression analysis through the t-test which has a positive sign of 0.220 with a tcount of 2.022 with a ttable value of 1.987, it is known that the tcount > ttable and a significant value of 0.046 (sig < 0.05). This shows that the proposed hypothesis H3 is tested and can be accepted. A positive direction indicates that co-workers increase, employee job satisfaction will increase, conversely if co-workers decrease, employee job satisfaction will also decrease. In other words, when colleagues consist of healthy competition, employees respect each other, employees work together to solve problems and the existing family atmosphere increases, employee job satisfaction will also increase. The results of this study support previous research conducted by Andayani (2013). ), and Gunawan (2014), which shows that colleagues have a positive and significant influence on job satisfaction.

Hasil This research is in accordance with the objectives of the research conducted, namely to test and determine the effect of co-workers partially on PT Alva Mountindo employee job satisfaction. The results of this study have also answered the problems in the identification of problem point number three, that is, employees have co-workers who cannot create a harmonious work atmosphere, so how to increase PT Alva Mountindo employee job satisfaction through co-workers has been answered.

#### d. Influence Salary, Conditions Work and Coworkers on Job Satisfaction

Based on various existing theories and results of previous research, the researcher has proposed the H4 hypothesis which reads that: "Salary, working conditions and co-workers have a positive and significant effect on job satisfaction of employees of PT Alva Mountindo". While the results of this study explain that salary, working conditions and colleagues have a positive and significant simultaneous effect on job satisfaction of employees of PT Alva Mountindo. This can be seen from the multiple linear regression analysis through the F-test which is positive with an Fcount of 81.795 while the Ftable is 2.705 with a significant level of 0.000. This shows that the proposed H4 hypothesis is tested and can be accepted. The positive direction shows that every time there is an increase in salary,

Hasil This research is in accordance with the objectives of the research conducted, namely to test and determine the effect of salary, working conditions and co-workers simultaneously on the job satisfaction of PT Alva Mountindo employees. The results of this study have also resolved the problems that exist in problem identification, namely employees receiving salaries that are not in accordance with their position and life needs, employees are disturbed by noise at work, employees have colleagues who cannot create a harmonious work atmosphere and employees are bored and bored in carrying out their work routines, so how to increase the job satisfaction of employees of PT Alva Mountindo through salary, working conditions and colleagues has been answered

## 4 Conclusion

Based on the results of testing and data analysis that have been carried out, in this study several conclusions can be drawn as follows: Salary partially has a positive and significant effect on job satisfaction of employees of PT Alva Mountindo. Working conditions partially have a positive and significant effect on job satisfaction of employees of PT Alva Mountindo. Colleagues partially have a positive and significant effect on job satisfaction of employees of PT Alva Mountindo. Salary, working conditions and colleagues simultaneously have a positive effect and significant to the job satisfaction of employees of PT Alva Mountindo with Fcount of 81.795 and 0.000 significant

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