

The Effect of the Work Environment on Job Satisfaction through Burnout

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ABSTRACT

The industrial sector is increasingly competitive, resulting in companies needing competent Human Resources (HR). The company must consider all HR needs to satisfy employees at work. Some things that need to be considered by the company are the company's work environment and the level of employee burnout. The aims of this study were 1) to determine the effect of the work environment on employee job satisfaction, 2) to determine the effect of burnout on employee job satisfaction, and 3) to determine the effect of the work environment on burnout and 4) to determine the effect of the work environment on job satisfaction through burnout. The population in this study is all manufacturing employees in Indonesia. Sampling was carried out using a non-probability technique, namely convenience sampling. Primary data was obtained by distributing closed-question questionnaires using a Likert scale. The analytical method used is Structural Equation Modeling (SEM) with the Partial Least Square (PLS) approach. The results showed that LK had an effect on KK and burnout. Burnout significantly affects KK, and LK affects KK through burnout.

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1. INTRODUCTION

Indonesia is a country that recognizes the importance of its manufacturing sector to the overall economy. The many different kinds of corporations in Indonesia's automobile, food and beverage, textile, electrical, medicinal, and other industries are housed in the country's many industrial areas. There will be intense rivalry between companies as a result. To stay in business and thrive in today's market, companies must consider internal and exterior variables more.

Due to rising competition levels in the manufacturing industry, businesses today need to invest in highly skilled Human Resources departments (HR). Companies should address human resources concerns to keep workers happy and productive. The business should be concerned about issues such as the working conditions and the number of tired workers. Workers are content with their jobs in many ways, from the financial to the intellectual, and they do their best work when they feel like comprehending what they're doing (Keles and Findikli, 2016). The morale and dedication of workers can be boosted by fostering an environment where they feel appreciated at work (Ardianti et al., 2018).

The situations and circumstances of the workplace can lead to exhaustion (burnout), making it more difficult for workers to control their emotions and, ultimately, their job happiness (Tumbel, 2017). Workers experiencing fatigue are less likely to take pride in their job because they are more likely to gripe, lose their temper more efficiently, and have a negative outlook.

A hostile work atmosphere can lead to discontent with one's employment, compounding the effects of exhaustion. A pleasant workplace creates the perception that workers can focus on their job without distraction and helps keep workers from getting tired. In addition, when workers' minds are healthy, they can better concentrate on their tasks.

According to Nabawi's (2019) research, workplace factors significantly affect job happiness. Similarly, Ardianti et al. (2018) found that workplace factors greatly influenced employee happiness. According to the above, the writers believe that the working conditions can affect the workers' contentment. Therefore, researchers will examine "The Influence of the Work Environment on Job Satisfaction through Burnout."

The aims of this study were 1) to determine the effect of the Work Environment on Job Satisfaction, 2) to determine the effect of burnout on Job Satisfaction, 3) to determine the effect of the Work Environment on burnout, and 4) to determine the effect of the Work Environment on Job Satisfaction through burnout.

2. RESEARCH METHOD

Everyone who works in production in Indonesia is included in the sample. Convenience sampling is an example of a non-probabilistic method of sampling. Questionnaires with Likert-scaled closed inquiries are disseminated to the general populace to collect raw data. The Structural Equation Modeling (SEM) and Partial Least Square (PLS) approaches are utilized in the analysis strategy.

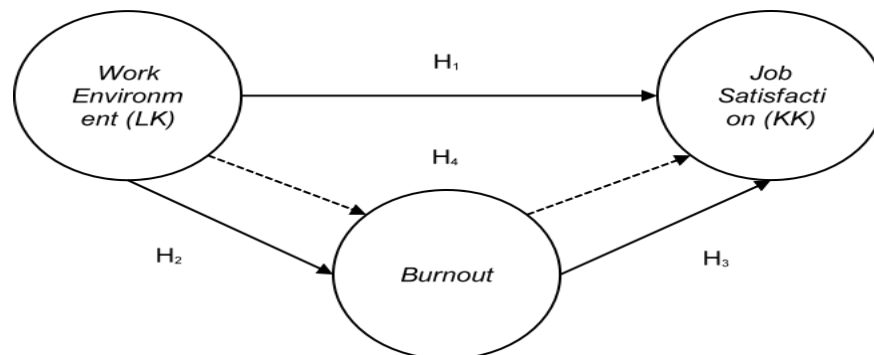


Figure 1. Initial Research Model

Information:

H1: The LK influences KK

H2: The LK affects burnout

H3: Burnout affects KK

H4: The LK affects KK through burnout

3. RESULTS AND DISCUSSIONS

3.1 Results

Researchers frequently use SmartPLS software for analyzing raw data—the factors of work environment, job satisfaction, and burnout. The PLS Method is shown in Figure 2.

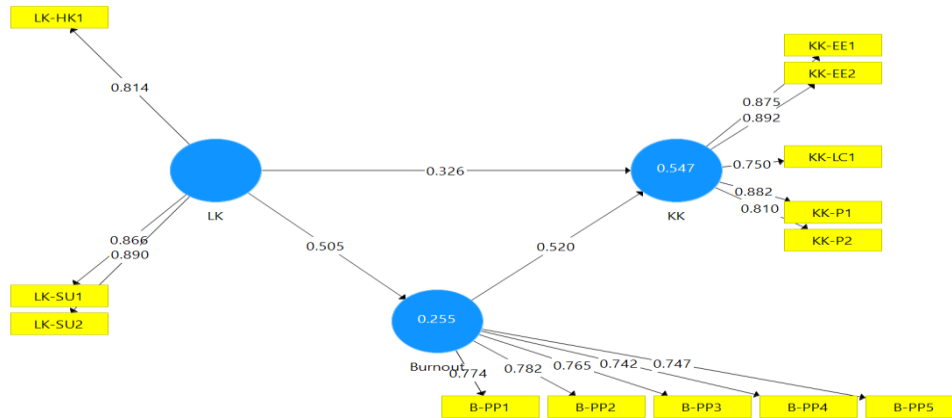


Figure 2. PLS Algorithm

The results of the PLS Algorithm in Figure 2 shows that there are five indicators of the KK variable that have a factor weight of more than 0.7, namely KK-EE1 (0.875), KK-EE2 (0.892), KK-LC1 (0.750), KK-P1 (0.882), and KK-P2 (0.810). There are three indicators for the LK variable with factor weights above 0.7, namely LK-HK1 (0.814), LK-SU1 (0.866), and LK-SU2 (0.890). There are five indicators of burnout variables that have a factor weight of more than 0.7, namely B-PP1 (0.774), B-PP2 (0.782), B-PP3 (0.765), B-PP4 (0.742), and B-PP5 (0.747). In Table 1, there are the results of the PLS Algorithm.

Table 1. PLS Algorithm

Criteria	Results	Critical Value	Model Evaluation
Convergent Validity	KK (lowest = 0,750) LK (lowest = 0,814) Burnout (lowest = 0,742)	$\geq 0,7$	Good
Discriminant Validity	KK (lowest = 0,750) LK (lowest = 0,814) Burnout (lowest = 0,742)	\geq in contrast to another build variable to which it could be connected	Good
Composite Reliability	KK = 0,925 LK = 0,892 Burnout = 0,874	$\geq 0,7$	Good

The PLS Method creates convergent validity, discriminant validity, and composite reliability, but also a coefficient of determination, in this case, $R^2 = 0.255$ and KK 0.547. Since LK can account for 25.5% of the variance in Burnout, and LK and Burnout can account for 54.7% of the variance in KK, we can conclude that these two factors are the most likely explanations for KK.

Bootstrapping was used to verify the theory by the research team. The resulting bootstrapping data is displayed in Figure 3.

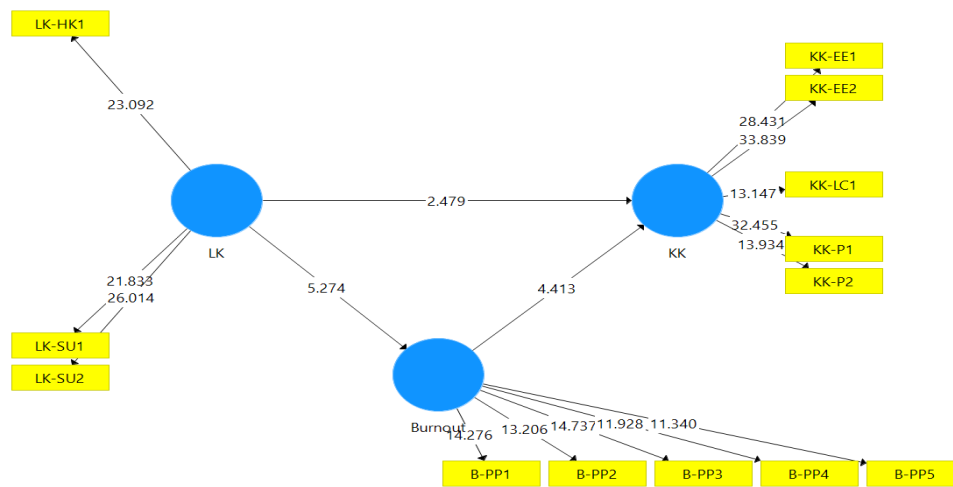


Figure 3. Bootstrapping Results

The outcomes of the scaling procedure are summarized in Table 3. A substantial connection exists between LK and KK. With a value of 2.479, the T-statistic is lower than the t-table at = 5%, which would yield a value of 1.96. The orientation of this favorable association is indicated by the loading number of 0.326. To believe H1 is to assert that LK influences KK.

There is a strong link between LK and burnout. The t-Statistic number is 5.274, higher than the t-table for a significance level of 5%, which is 1.96. When the weight is positive, as in this case (0.505), the orientation of the connection is also positive. Consequently, H2 is accepted; that is, LK mitigates the effects of burnout.

To a large extent, burnout and KK go hand in hand. A t-table with a significance level of 5% yields a value of 1.96, so the actual value of 4.413 is more significant. A weight of 0.520 shows a favorable trend in the association. Therefore, H3 can be accepted, which states that burnout has a beneficial impact on KK.

There is an essential connection between LK, burnout, and KK. T = 3.574 (more significant than t-table with = 5% of 1.96). Since the weight is positive at 0.262, the orientation of the connection is also positive. If we believe H4, we'd agree that LK improves KK by increasing the likelihood of burnout.

Table 3. Bootstrapping Results

Path	Loading	T-Statistics	Significance (α=5%)
WE -> JS	0,326	2,479	0,013 (significant)
WE -> Burnout	0,505	5,274	0,000 (significant)
Burnout -> JS	0,520	4,413	0,000 (significant)
WE -> Burnout -> JS	0,262	3,574	0,029 (significant)

3.2 Discussions

Accepting Hypotheses 1, 2, 3, and 4 is based on data analysis that uses sampling methods. The impact of LK on KK is substantial and beneficial. This finding concurs with those of Ardianti et al. (2018) and Astuti and Iverizkinawati (2018), who found that LK significantly affects KK.

There is a substantial and beneficial effect of LK on burnout. This study agrees with Pradana et al. (2019) findings, which found that a high-quality LK can lessen feelings of burnout.

Burnout affects KK. This is consistent with Malino et al. (2020) findings that Burnout has a beneficial and significant impact on KK.

Substantially and beneficially, LK affects KK via burnout. This study confirms the findings of Luthfiana et al. (2021), which found that LK affects KK through burnout.

4. CONCLUSION

According to research findings, all missed hypotheses have influence and are significant—LK influence and essential to KK and burnout. Burnout influences KK. LK affects KK through burnout. However, all four have relatively low R square values. Therefore, it is crucial to conduct similar research by changing more suitable indicators or adding the number of respondents.

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