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The Influence of Human Resource Management and Work Environment on Employee Performance Through Work Satisfaction as an Intervention Variable at the Development Planning Research and Development Agency of Mojokerto City

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Abstract: The purpose of this study is to analyze and determine the Influence of Human Resource Management and Work Environment on Employee Performance Through Job Satisfaction as an Intervening Variable at the Development Planning Research and Development Agency of Mojokerto City. This study uses census sampling with a sample size of 65 people.

The results of this study found that human resource management has a positive and insignificant effect with a probability value of $0.007 < 0.05$ on employee performance at the BappedaLitbang Office of Mojokerto City. It is proven that the work environment has a positive and significant effect with a probability value of $0.006 < 0.05$ on employee performance at the BappedaLitbang Office of Mojokerto City. It is proven that human resource management has a positive and insignificant effect with a probability value of $0.060 \geq 0.05$ on employee job satisfaction at the BappedaLitbang Office of Mojokerto City. It is proven that the work environment has a positive and significant effect with a probability value of $0.000 < 0.05$ on employee job satisfaction at the BappedaLitbang Office of Mojokerto City. It is proven that employee job satisfaction has a positive and insignificant effect with a probability value of $0.148 \geq 0.05$ on employee performance at the BappedaLitbang Office of Mojokerto City. Mojokerto. It is proven that work culture has a positive and insignificant effect with a probability value of $0.211 \geq 0.05$ on employee performance through employee work discipline at the BappedaLitbang Office of Mojokerto City. It is proven that work motivation has a positive and insignificant effect with a probability value of $0.252 \geq 0.05$ on employee performance through employee work discipline at the BappedaLitbang Office of Mojokerto City.

Keyword: Human Resource Management, Work Environment, Employee Performance, Job Satisfaction

INTRODUCTION

The Mojokerto City Development Planning, Research, and Development Agency continues to play an active role in encouraging the development and progress of this city. With a focus on thorough planning, in-depth research, and sustainable development, this agency is the backbone in creating a sustainable development strategy. In recent years, the Mojokerto City Development Planning, Research, and Development Agency has taken a central role in formulating medium-term and long-term development plans. Through careful studies and collaboration with various related parties, they have succeeded in identifying the potential and challenges faced by this city. Not only focusing on planning, this agency has also been active in conducting research that supports the right decision-making. With careful data analysis, they are able to provide the information needed for stakeholders in taking strategic steps. This of course must be balanced with improving employee performance within the Mojokerto City Development Planning, Research, and Development Agency.

Efforts to improve employee performance are implementing good human resource management, work environment and also employee job satisfaction. According to Dessler, G. (2000), human resources are a process to obtain, train, assess, compensate, and organize relations, health and safety, and issues of justice owned by workers in the organization. Human resource management is a field of management that focuses on the staffing function in the management process. Staffing activities include determining the qualifications of prospective workers, conducting recruitment, candidate selection, organizing training and development, conducting performance evaluations, and providing compensation to workers. The phenomenon that occurs in the Mojokerto City Development Planning, Research, and Development Agency in terms of human resource management is about the lack of improvement in the quality of employee work due to the educational background of employees. In addition, the completion of tasks given to employees is not on time in their work, so that there is a lot of work piling up. Employees are still not responsible for their work which sometimes still accuses each other and overlaps work.

Improving the performance of employees of the Mojokerto City Development Planning, Research, and Development Agency to achieve the work results that have been set by the company, one of which is through human resource management, and improving the work environment so that the comfort of the company's employees can be maintained and the company's goals can be achieved effectively and efficiently. The decline in employee performance can be overcome by paying attention to the work environment, namely the work atmosphere so that it is maintained so that employee enthusiasm increases. Therefore, in maintaining performance so that it is embedded in employees, it is necessary to pay attention to the level of completion. This can be controlled through a data table of employee absence recapitulation reports that occur each year.

Based on the description mentioned in the background, the author wants to conduct a study entitled The Influence of Human Resource Management and Work Environment on Employee Performance Through Job Satisfaction as an Intervening Variable at the Mojokerto City Development Planning, Research, and Development Agency

METHOD

This type of research is quantitative research. This research is an observational study conducted on a number of objects according to their actual conditions, without any interval from the researcher. This research design uses a cross-sectional method approach. With a population of

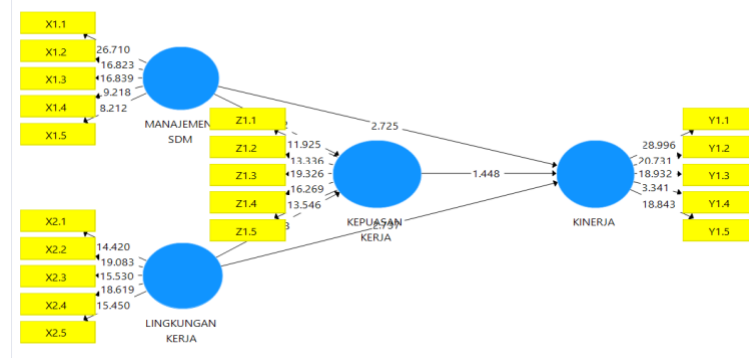
65people. The census sampling technique means that all populations are used as samples in the study.

RESULTS AND DISCUSSION

Construct Reliability and Validity

Matrix	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extract...	Copy to Clipboard:
	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (...)	
KEPUASAN KERJA	0.888	0.890	0.918	0.690	
KINERJA	0.894	0.903	0.924	0.710	
LINGKUNGAN KERJA	0.908	0.909	0.931	0.731	
MANAJEMEN SDM	0.915	0.921	0.936	0.746	

The table above shows that the correlation between each indicator and the total construct score of each variable shows significant results, and shows that $r \text{ count} > r \text{ table}$. So it can be concluded that all question items are declared valid. The recapitulation of the results of the reliability measurements in the table above shows that the five variables have an alpha value > 0.7 , as can be seen from the Rho A value, thus the research instrument is suitable for use in data collection.



Path Coefficients

Mean, STDEV, T-Values, P...	Confidence Intervals	Confidence Intervals Bias ...	Samples	Copy to Clipboard:	Excel Format	R Format
	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	
KEPUASAN KERJA -> KINERJA	0.246	0.297	0.170	1.448	0.148	
LINGKUNGAN KERJA -> KEPUASAN KERJA	0.714	0.718	0.124	5.768	0.000	
LINGKUNGAN KERJA -> KINERJA	0.465	0.430	0.170	2.737	0.006	
MANAJEMEN SDM -> KEPUASAN KERJA	0.251	0.242	0.133	1.882	0.060	
MANAJEMEN SDM -> KINERJA	0.314	0.292	0.115	2.725	0.007	

Specific Indirect Effects

Mean, STDEV, T-Values, P...	Confidence Intervals	Confidence Intervals Bias ...	Samples	Copy to Clipboard:	Excel Format	R Format
	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (...)	P Values	
LINGKUNGAN KERJA -> KEPUASAN KERJA -> KINERJA	0.176	0.217	0.141	1.252	0.211	
MANAJEMEN SDM -> KEPUASAN KERJA -> KINERJA	0.062	0.071	0.054	1.146	0.252	

DISCUSSION

H1: It is proven that human resource management has a positive and insignificant effect with a probability value of $0.007 \leq 0.05$ on employee performance at the Bappeda Litbang Office of Mojokerto City.

H2: It is proven that the work environment has a positive and significant effect with a probability value of $0.006 \leq 0.05$ on employee performance at the Bappeda Litbang Office of Mojokerto City.

H3: It is proven that human resource management has a positive and insignificant effect with a probability value of $0.060 \geq 0.05$ on employee job satisfaction at the Bappeda Litbang Office of Mojokerto City.

H4: It is proven that the work environment has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on employee job satisfaction at the Bappeda Litbang Office of Mojokerto City.

H5: It is proven that employee job satisfaction has a positive and insignificant effect with a probability value of $0.148 \geq 0.05$ on employee performance at the Bappeda Litbang Office of Mojokerto City.

H6: It is proven that work culture has a positive and insignificant effect with a probability value of $0.211 \geq 0.05$ on employee performance through employee work discipline at the Bappeda Litbang Office of Mojokerto City.

H7: It is proven that work motivation has a positive and insignificant effect with a probability value of $0.252 \geq 0.05$ on employee performance through employee work discipline at the Bappeda Litbang Office of Mojokerto City.

CONCLUSION

- 1 Human Resource Management Has A Positive And Insignificant Effect With A Probability Value Of $0.007 \leq 0.05$ On Employee Performance At The BappedaLitbang Office Of Mojokerto City.
- 2 Work Environment Has A Positive And Significant Effect With A Probability Value Of $0.006 \leq 0.05$ On Employee Performance At The BappedaLitbang Office Of Mojokerto City.
- 3 Human Resource Management Has A Positive And Insignificant Effect With A Probability Value Of $0.060 \geq 0.05$ On Employee Job Satisfaction At The BappedaLitbang Office Of Mojokerto City.
- 4 Work Environment Has A Positive And Significant Effect With A Probability Value Of $0.000 \leq 0.05$ On Employee Job Satisfaction At The BappedaLitbang Office Of Mojokerto City.
- 5 Employee Job Satisfaction Has A Positive And Insignificant Effect With A Probability Value Of $0.148 \geq 0.05$ On Employee Performance At The BappedaLitbang Office Of Mojokerto City.
- 6 Work Culture Has A Positive And Insignificant Effect With A Probability Value Of $0.211 \geq 0.05$ On Employee Performance Through Employee Work Discipline At The BappedaLitbang Office Of Mojokerto City.
- 7 Work Motivation Has A Positive And Insignificant Effect With A Probability Value Of $0.252 \geq 0.05$ On Employee Performance Through Employee Work Discipline At The BappedaLitbang Office Of Mojokerto City.

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