

THE INFLUENCE OF WORK ENVIRONMENT, CAREER DEVELOPMENT AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE

Sunimah

Gunung Jati Swadaya University, Cirebon

Email: ibusunimah9@gmail.com

Abstract

This research aims to determine the effect of the work environment, career development, and job satisfaction on employee performance. The population in this study are employees of PT. Surya Lestari Mandiri. The sampling technique in this study is proportionate stratified random sampling with a sample of 132 respondents. This research is quantitative. The data analysis techniques used are validity test analysis, reliability test, classical assumption test, regression analysis, and hypothesis test which are then processed using the help of IBM SPSS 26.0 for Windows software. The results showed that the work environment, career development, and job satisfaction had a positive and significant effect on employee performance at PT Surya Lestari Mandiri Cirebon.

Keywords: *Work Environment; Career Development; Job Satisfaction; and Employee Performance.*

Abstrak

Penelitian ini bertujuan untuk menentukan efek lingkungan kerja, pengembangan karir, dan kepuasan kerja terhadap kinerja karyawan Populasi dalam penelitian ini adalah karyawan PT Surya Lestari Mandiri Teknik pengambilan sampel dalam penelitian ini adalah proporsional stratified random sampling dengan sampel sebanyak 132 responden Penelitian ini bersifat kuantitatif Teknik analisis data yang digunakan adalah analisis uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi, dan uji hipotesis yang kemudian diolah dengan bantuan perangkat lunak IBM SPSS 260 untuk Windows Hasil penelitian menunjukkan bahwa lingkungan kerja, pengembangan karir, dan kepuasan kerja memiliki efek positif dan signifikan terhadap kinerja karyawan di PT Surya Lestari Mandiri Cirebon.

Kata kunci: *Lingkungan Kerja; Pengembangan Karir; Kepuasan Kerja; dan Kinerja Karyawan.*

INTRODUCTION

Current competition in the era of globalization in business development and competition between companies is currently getting tighter, every company is competing to dominate the market and improve the company's image, where all companies from time to time always create new innovations for the development of their company. This will have an impact on the development of company performance, business competition and change. Human resources are one of the important factors in a company. Therefore, human resources must be managed as optimally as possible in order to increase effectiveness and efficiency. So it can be said that human resources have an important role in a company, because the company's progress depends on human resources. The importance of human resources in a company is to be able to develop the company more advanced and maximize the achievement of company targets, by driving existing performance, so ways are needed to improve performance so that employees are willing to use skills or abilities optimally in carrying out work in the company. Employee performance can be seen from quantity and quality based on the responsibilities they are given. All companies expect every employee to have good quality work so that it is easier for the company to achieve its desired goals and make the company more developed and more advanced. If the employees in the company, namely its human resources, can function effectively, the company will continue to operate effectively. In other words, the continuity of a company is determined by employee performance. Therefore, every company needs to pay attention to the performance of its employees. PT Surya Lestari Mandiri located JL. Karanggetas, Cirebon City is one of the many retail companies established to meet the daily needs of the local community.

Employee performance has a close relationship to work achievement and is related to the company's success. In this research, researchers found data regarding the achievement of PT Surya Lestari Mandiri Cirebon's sales targets in the 2019-2021 period which can be seen in the table below:

Table 1. PT Surya Mandiri Lestari Sales Target

Month	Part	2019			2020			2021		
		Target	Realization	%	Target	Realization	%	Target	Realization	%
January	Market	IDR 2,250,000,000	IDR 2,102,550,000	93%	IDR 2,000,000,000	IDR 1,784,560,000	89%	IDR 2,000,000,000	IDR 1,638,490,000	82%
	Fashion	IDR 1,750,000,000	IDR 1,472,305,000	84%	IDR 1,300,000,000	IDR 1,054,300,000	81%	IDR 1,100,000,000	IDR 983,840,000	89%
February	Market	IDR 2,250,000,000	IDR 2,200,450,550	98%	IDR 2,000,000,000	IDR 1,720,123,000	86%	IDR 1,800,000,000	IDR 1,139,660,000	63%
	Fashion	IDR 1,750,000,000	IDR 1,740,000,000	99%	IDR 1,300,000,000	IDR 1,095,000,000	84%	IDR 1,050,000,000	IDR 671,458,000	64%
March	Market	IDR 2,350,000,000	IDR 2,148,500,000	91%	IDR 2,100,000,000	IDR 1,556,680,000	74%	IDR 1,950,000,000	IDR 1,595,230,000	82%
	Fashion	IDR 2,000,000,000	IDR 1,958,000,000	98%	IDR 1,000,000,000	IDR 756,230,000	76%	IDR 1,150,000,000	IDR 820,000,000	71%
April	Market	IDR 2,450,000,000	IDR 2,395,600,000	98%	IDR 1,650,000,000	IDR 1,010,365,500	61%	IDR 2,000,000,000	IDR 1,469,045,750	73%
	Fashion	IDR 2,000,000,000	IDR 2,070,000,000	104%	IDR 900,000,000	IDR 489,653,000	54%	IDR 1,200,000,000	IDR 794,231,000	66%
May	Market	IDR 2,400,000,000	IDR 2,405,000,000	100%	IDR 1,350,000,000	IDR 785,063,000	58%	IDR 2,000,000,000	IDR 1,423,100,000	71%
	Fashion	IDR 1,900,000,000	IDR 1,842,328,000	97%	IDR 1,000,000,000	IDR 559,603,300	56%	IDR 1,200,000,000	IDR 903,000,000	75%
June	Market	IDR 2,300,000,000	IDR 2,154,200,000	94%	IDR 1,350,000,000	IDR 787,560,000	58%	IDR 2,000,000,000	IDR 1,560,354,000	78%
	Fashion	IDR 1,900,000,000	IDR 1,496,350,000	79%	IDR 1,000,000,000	IDR 585,477,000	59%	IDR 1,200,000,000	IDR 806,300,000	67%
July	Market	IDR 2,300,000,000	IDR 2,056,980,000	89%	IDR 1,750,000,000	IDR 1,059,630,000	61%	IDR 1,800,000,000	IDR 1,200,700,000	67%
	Fashion	IDR 1,750,000,000	IDR 1,689,250,000	97%	IDR 1,100,000,000	IDR 603,000,000	55%	IDR 1,050,000,000	IDR 923,695,000	88%
August	Market	IDR 2,200,000,000	IDR 1,986,350,000	90%	IDR 2,000,000,000	IDR 1,260,398,500	63%	IDR 1,800,000,000	IDR 1,506,987,450	84%
	Fashion	IDR 1,750,000,000	IDR 1,623,452,000	93%	IDR 1,000,000,000	IDR 680,336,000	68%	IDR 1,050,000,000	IDR 900,500,360	86%
September	Market	IDR 2,300,000,000	IDR 2,236,580,050	97%	IDR 2,100,000,000	IDR 1,400,365,500	67%	IDR 2,100,000,000	IDR 1,720,666,200	82%
	Fashion	IDR 1,750,000,000	IDR 1,700,235,000	97%	IDR 1,200,000,000	IDR 720,330,050	60%	IDR 1,230,000,000	IDR 1,158,600,000	94%
October	Market	IDR 2,300,000,000	IDR 2,289,654,450	100%	IDR 2,100,000,000	IDR 1,400,543,000	67%	IDR 2,100,000,000	IDR 1,802,036,000	86%
	Fashion	IDR 1,750,000,000	IDR 1,753,400,500	100%	IDR 1,200,000,000	IDR 812,580,000	68%	IDR 1,230,000,000	IDR 1,124,256,900	91%
November	Market	IDR 2,200,000,000	IDR 2,004,590,000	91%	IDR 2,000,000,000	IDR 1,330,452,000	67%	IDR 2,000,000,000	IDR 1,856,980,000	93%
	Fashion	IDR 1,550,000,000	IDR 1,487,560,000	96%	IDR 1,010,000,000	IDR 654,272,000	65%	IDR 1,000,000,000	IDR 942,588,000	94%
December	Market	IDR 2,300,000,000	IDR 1,986,350,000	86%	IDR 2,000,000,000	IDR 1,661,877,000	83%	IDR 2,000,000,000	IDR 1,598,600,000	80%
	Fashion	IDR 1,750,000,000	IDR 1,436,980,000	82%	IDR 1,300,000,000	IDR 1,142,550,000	88%	IDR 1,000,000,000	IDR 813,600,000	81%
Average		IDR 2,050,000,000	IDR 1,926,527,731	94%	IDR 1,487,916,667	IDR 1,037,956,202	70%	IDR 1,542,083,333	IDR 1,223,079,944	79%

Source: HRD PT. Surya Mandiri Lestari, 2022

Based on Table 1 regarding PT Surya Mandiri Lestari's sales targets, it can be seen that achieving the 100% sales target only occurred in 2019, namely in May in the Market section and in October in the Market and Fashion sections. As for the 2020-2021 period, everything has not reached the targets that have been set. Failure to achieve the set targets can be caused by several factors, both internal and external to the company. From the company's external side, it cannot be denied that the Covid 19 pandemic and the implementation of social distancing, especially at the peak of the pandemic in 2020, were major factors in the low sales achievements. As for the company internally, employee performance is suspected to have contributed to the failure to achieve company targets. The following is a table containing employee performance assessment data carried out by management rights PT Surya Lestari Mandiri in the 2019-2021 period:

Table 2. PT Surya Lestari Mandiri Employee Performance Assessment for the 2019-2021 Period

No.	Performance Elements	Average value					
		2019		2020		2021	
		Mark	Category	Mark	Category	Mark	Category
1.	Faithfulness	86	Good	78	Enough	75	Enough
2.	Work performance	75	Enough	82	Good	75	Enough
3.	Responsibility	78	Enough	80	Good	73	Enough
4.	Obedience	78	Enough	76	Enough	71	Enough
5.	Honesty	83	Good	74	Enough	70	Enough
6.	Cooperation	88	Good	76	Enough	71	Enough
Amount		488		466		434	
Average		81.3	Good	77.7	Enough	72.5	Enough

Source: PT. Surya Lestari Mandiri, 2022

Based on the data shown in Table 2 regarding the performance assessment of PT Lestari Mandiri employees, it is known that the highest employee performance assessment lies in the employee cooperation indicator which has an assessment of 88, while the lowest value lies in the honesty indicator which only has an assessment of 70. However, The work results shown by the employee are still not what the company expects. With the targets set by the company management, it is known that none of the indicators assessed have achieved the targets set. Employees not working optimally can result in company performance that is also not optimal. Therefore, it is necessary to identify what factors trigger it. It is believed that the work environment can be one of the factors that influences employee performance. When the work environment is good, comfortable, safe, and conducive, it will enable employees to be more focused and optimal in completing their work. Survey results at PT. Surya Lestari Mandiri, researchers found that work spaces still use fans so that when the weather is hot, employees still feel hot. Apart from that, there are still several parts of the workspace where the lighting is still not bright enough and the placement of items is not neat.

Another factor that can influence employee performance is career development, where internal human resource development that is carried out well will provide better results than recruiting new employees. Research conducted by(Sunarsi et al., 2020) shows that career development can have a positive and significant influence on employee performance, this is confirmed by the opinion(Anoraga, 2018) which states that it is said that 3 out of 5 employees dream of their career continuing to grow rapidly, their income getting bigger, their socio-economic position getting higher and more stable, their inner self-feeling satisfied because they have succeeded in realizing their identity. Too many employees will “resign from their jobs” if there is no management attention to appropriate career advancement(Flippo, 2018). The career development of employees at PT Surya Lestari Mandiri is determined based on employee competency and length of service, and adjusted to existing position vacancies. This means that even employees who have high competence need a long time to advance their career path. Moreover, in the process, usually determining the name of the employee whose career will be promoted is still based on a submission from the SPV (Supervisor) or direct superior of the department concerned where in that department there is a vacancy, then the SPV (Supervisor) submits the name chosen to fill the vacancy to his superior. In this case, the division manager asks for approval for the appointment. If approved, the manager recommends to the HRD department that a decision letter for appointment be made. In general, this condition cannot be separated from the elements of seniority and personal closeness. The following is data on job promotions at PT Surya Lestari Mandiri in the 2021 period:

Table 3. Position Promotion at PT. Surya Lestari Mandiri for the 2021 period

Month	Sectional Position Promotion						total
	Market		Fashion		Warehouse		
	Position	Amount	Position	Amount	Position	Amount	
January	Cashier	1	Cashier	2	SPV	1	4
February							
March	SPV	1					1
April			SPV	1			1
May							
June							
July							
August							
September							
October	Cashier	1			SPV	1	2
November							
December			Cashier	1			1
Total		3		4		2	9

Source: PT. Surya Lestari Mandiri, 2022

Based on table 3 regarding job promotions, it is known that there are job promotions in three sections of PT Surya Lestari Mandiri in 2021, namely the Market Section, there are 3 people who get job promotions, namely as SPV and Cashier, in the Fashion Section there are 4 people who get job promotions, namely the SPV position. and Cashier, as well as in the Warehouse Section there were 2 people who received promotions to the SPV position. This condition can be concluded that employees of PT Surya Lestari Mandiri can develop their careers, although it depends on the vacancies in existing positions and seniority which is prioritized. Apart from the work environment and career development, employee job satisfaction can also be a factor that can create optimal work results. Every employee who works hopes to get satisfaction from their place of work, this job satisfaction can influence the performance that the company hopes for (Dewi et al., 2018). Employee job satisfaction at P 3T. Surya Lestari Mandiri based on several interviews conducted by the author, it is known that in terms of compensation the following data is obtained:

Table 4 Forms of Compensation at PT. Surya Lestari Mandiri

No.	Form of Compensation Given	Information	
		There is	No
1	Salary (UMR)	√	
2	Incentive	√	
3	Transportation		√
4	Education		√
5	Health insurance	√	
6	Employment Insurance	√	
7	Bonuses and awards (rewards)		√

Source: HRD Surya Cirebon Department Store, 2021

Based on table 4 regarding the forms of compensation provided by PT Surya Lestari Mandiri, the forms of compensation that the company does not provide to its employees include bonuses and awards which are usually given at the end of each year but since the pandemic have been eliminated. This makes employees feel dissatisfied and hope that the company will bring them back to encourage their enthusiasm for work. The purpose of this research is to determine the influence of work environment variables, career development, and job satisfaction on employee performance. It is hoped that the results of this research can be a reference for future researchers in the field of performance

management and can be used as consideration for company leaders in efforts to improve employee performance.

Work environment

The work environment is an important thing in a company because it concerns several aspects within the company, such as the physical and non-physical environment. If the work environment is clean and comfortable, employees will feel at home and happy in carrying out all their work activities. According to (Diah Indriani Suwondo, 2015) The physical work environment is all physical conditions found around the workplace that affect employees either directly or indirectly. Meanwhile, in the non-physical work environment, all situations that occur are related to superiors and co-workers or relationships with subordinates. Sedarmayanti (2011:2) defines the work environment as all the tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as an individual and as a group. Sutrisno (2017:118) defines the work environment as the entire work facilities and infrastructure around employees who are doing work which can influence the implementation of work.

There are 2 (two) dimensions of the work environment according to (Diah Indriani Suwondo, 2015) There are two dimensions of the work environment, namely: 1) Physical work environment, 2) Non-physical work environment. According to Sedarmayanti (2011:26) the dimensions of the work environment are: Physical environment, (2) Intermediary environment. Meanwhile, Sunyoto (2016:44) stated that the work environment consists of 6 (six) factors that influence it, namely: (1) Relationships employees, (2) Levelnoise, (3) Lighting, (4) Work regulations, (5) Air circulation, (6) Security.

Career development

Employee career development needs to be managed well so that employee performance is expected to increase and minimize employee disloyalty to the company/organization. Gomes in Handoko, D, S & Rambe, M, F (2018:33) defines career development as outcomes that originate from interactions between individual careers and institutional (organizational) career management processes. Busro (2018:275) defines career development as a continuous process that individuals go through through personal efforts in order to realize their career planning goals which are adapted to organizational conditions." Meanwhile, according to Zainal (2015:212) career development is the process of increasing individual work abilities which is achieved in order to achieve the desired career.

There are 2 (two) dimensions of career development according to Gomes in Handoko, D, S & Rambe, M, F (2018:33), namely: 1) Career Planning, 2) Career Management. Busro (2018:281) states that the dimensions of career development are as follows: 1) Career clarity, 2) Self-development, 3) Improving the quality of performance. Zainal (2015:219) mentions the dimensions of career development, namely 1) Equal treatment for careers, 2) Supervision, 3) Awareness of opportunities, 4) Employee interest, and 5) Career satisfaction.

Job satisfaction

An employee's job satisfaction varies according to the value system that applies to him. Usually people will feel satisfied with the work that has been or is being carried out, if what is done is considered to have met expectations, in accordance with the purpose of the work. If someone desires something, it means that the person concerned has a hope and thus will be motivated to take action towards achieving that hope. If these expectations are met, satisfaction will be felt. Luthans (2015:243) defines that job satisfaction is a feeling of pleasure or the dissatisfaction felt by employees towards their work such as work atmosphere which includes the organizational climate, the relationship between superiors and subordinates, relationships with fellow employees, the leadership style that exists within the company. Robbins and Judge (2017: 170) define job satisfaction as a general attitude towards one's work as the difference between the amount of rewards a worker receives and the amount of rewards they believe they should receive. Whereas Rivai (2015:620) defines job satisfaction as an evaluation that describes a person's feelings of being happy or unhappy, satisfied or dissatisfied at work.

The dimensions commonly used to measure an employee's job satisfaction according to Stephen P. Robbins (2017:121), are: 1) Work itself, 2) Salary/Wages, 3) Promotion, 4) Supervision, and 5) Coworkers. The dimensions of job satisfaction according to Luthans (2015:243) are: 1) Work itself, 2) Salary, 3) Promotion opportunities, 4) Supervision, and 5) Colleagues. Meanwhile, according to Rivai (2015:721) the dimensions of job satisfaction are: 1) Intrinsic, and 2) Extrinsic.

Employee performance

Performance is an employee's ability to complete the work and responsibilities given to him. An employee's performance can be said to be successful if it meets the goals and targets set by the company. Apart from that, performance is one of the long-term success factors of an organization or company. Busro (2018:99) states that employee performance can be defined operationally as the work results produced, both in terms of quality and quantity of work and can be accounted for in accordance with their role in the organization or company, and accompanied by abilities, skills and skills in completing their work. Sinambela (2018:480) defines performance as a person's ability to carry out certain skills. Performance is very important because with this performance it will be known how far they are able to carry out the tasks assigned to them. Meanwhile, Sutrisno (2016: 172) defines performance as the result of employee work seen from the aspects of quality, quantity, working time and cooperation to achieve the goals set by the organization.

According to Busro (2018:89), performance dimensions consist of: 1) Work results, 2) Work behavior, and 3) Personal characteristics. Sinambela (2018:527) dimensions of performance are: 1) Quality of Work, and 2) Quantity of Work. Meanwhile, Sutrisno (2018:527), performance dimensions are: 1) Individual Factors, 2) Psychological Factors, and 3) Organizational Factors.

The Influence of the Work Environment on Employee Performance

To measure whether employee performance is good or not, it can be seen from the work environment, because a good and conducive work environment will indirectly improve employee performance which of course employees will be enthusiastic about working because they have a work environment that can have a positive impact on both the physical and non-physical work environment. in carrying out work operations. The physical work environment is everything that is around the employee or the completeness of the facilities that can support him in carrying out the work assigned to him, while the non-physical work environment is related to relationships between co-workers and relationships with superiors which are aimed at establishing good working relationships so that they can work together in achieving desired goal. Vice versa, if in a company the work environment is not good and not conducive, it will certainly reduce the performance of the employees themselves because the work environment does not support work operations. The work environment is a factor that is a parameter for employees to be able to work optimally because the work environment is a realistic portrait of the world of work which depicts the company will continue to develop and the effectiveness of the business will continue to increase. What is meant by a good and conducive work environment is that the complete work facilities provided by the company to employees, such as safety and comfort while working, can be met so that employee performance will be more effective and efficient.

In research(Siagian & Khair, 2018)proves that a good and conducive work environment can drive more optimal employee performance. The same thing in research.(Fernandon Reinhard Tjiabrata, 2017)shows that work environment variables have a significant effect on employee performance. Then in research(Kevin C. Tangkawarouw, 2019)The work environment has a significant positive effect on employee performance.

The Effect of Career Development on Employee Performance

Career development will provide benefits for companies and individuals. If the company manages employee career development well in accordance with employee career needs and interests, through planned career development programs, the company can improve employee performance so that they can stay and not leave the company. For employees themselves, career development can encourage their readiness to use existing career opportunities so that employees are enthusiastic and use opportunities for promotion/promotion in the company so that employees can improve their

performance.

The Effect of Job Satisfaction on Employee Performance

Job satisfaction can determine high or low levels of employee performance. It is hoped that the level of job satisfaction can improve employee performance so that they can achieve the goals expected by the company in obtaining good work results.

The Influence of Work Environment, Career Development, and Job Satisfaction on Employee Performance

To be able to develop the potential of human resources in an organization/company, it is necessary to pay attention to the work environment, career development in the company and job satisfaction in employees. With a conducive work environment, it is hoped that employees will be more optimal and comfortable at work, so that their performance will also increase. Companies that provide good career development opportunities will enable employees to work diligently. This is because employees are motivated to get career development opportunities provided by the company. High employee job satisfaction will trigger employees to work optimally and loyally because they receive reciprocal compliance provided by the company. For this reason, companies must maintain the work environment, career development and job satisfaction of their employees because when employees work in a conducive environment, have good career development and have high job satisfaction, employees will feel comfortable at work which has an impact on high levels of employee performance. to provide the best for the development and smooth achievement of organizational/company goals.

Based on the framework of thought, it can be described in a conceptual framework as follows:

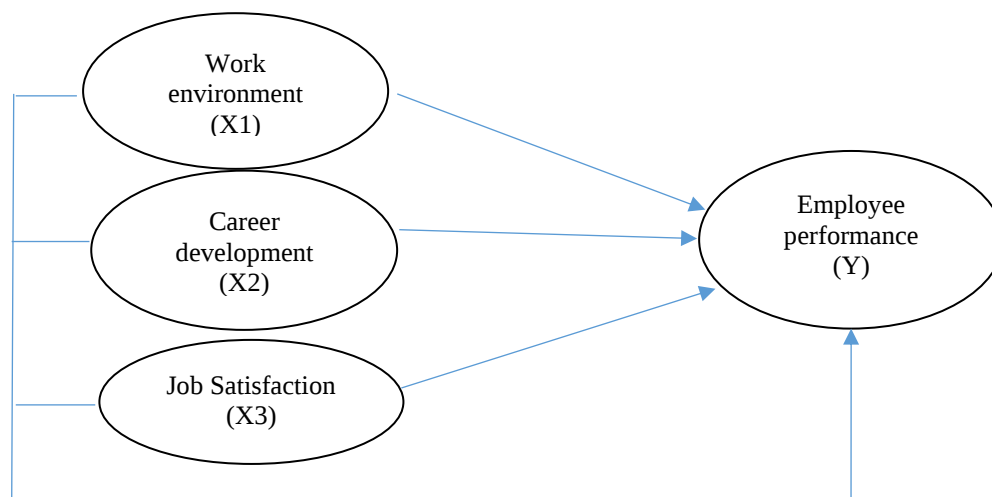


Figure 1. Framework of Thought

Hypothesis

Based on the framework that has been created, research hypotheses can be prepared as follows:

1. The work environment has a positive and significant effect on employee performance
2. Career development has a positive and significant effect on employee performance
3. Job satisfaction has a positive and significant effect on employee performance
4. The work environment, career development and job satisfaction together have a positive and significant effect on employee performance

RESEARCH METHODS

The research method used in this research is a quantitative research method because the hypothesis used will be tested using statistical tests. In this research, it consists of one dependent variable, namely employee performance and three independent variables, namely work environment, career development and job satisfaction.

Types of research

The type of research used is associative to determine the relationship between the independent variables, namely Work Environment (X1), Career Development (X2), and Job Satisfaction (X3) and the dependent variable, namely Employee Performance (Y). The dimensions used for work environment variables are: 1) Physical work environment, 2) Non-physical work environment. (Diah Indriani Suwondo, 2015). The dimensions used for the career development variable are: 1) Career Planning (Career Planning), 2) Career Management (Career Management). Gomes in Handoko, D, S & Rambe, M, F (2018:33). The dimensions used for job satisfaction are: 1) Work itself, 2) Salary, 3) Promotion opportunities, 4) Supervision, and 5) Co-workers. Luthans (2015:243). The dimensions used for employee performance variables are: 1) Work results, 2) Work behavior, and 3) Personal characteristics. Busro (2018:99).

Population and Sample

The population used in this research were employees at PT. Surya Lestari Mandiri, which has a minimum education level of high school graduates, totaling 132 employees. The sampling technique used proportionate stratified random sampling technique using the Slovin formula with a margin of error of 5% to obtain a sample size of 100 PT employees. Surya Lestari Mandiri will be used as respondents in this research.

Technical Data Analysis

Data collection uses a questionnaire with a research instrument measurement scale using a Likert scale. The data analysis technique uses multiple linear analysis. The author uses computer tools with the SPSS 25.0 for Windows program in processing the data.

RESULT AND DISCUSSION

The Influence of the Work Environment on Employee Performance at PT. Surya Lestari Mandiri Cirebon.

Based on the research results, it is known that the work environment has a positive and significant influence on employee performance, this means that the work environment actually has an influence on employee performance conditions. A comfortable, safe and conducive work environment will be able to make employees work more focused, thereby helping them to do and complete their work well. Vice versa, a work environment that is uncomfortable, unsafe and less conducive will make it difficult for employees to concentrate or focus on their work, which can have a negative impact on their work results.

The results of this research are in line with the results of other studies including Ari Setiawan, M., & Indahingwati, A. (2018), Astuti, D. (2020), Budiyanto, A. (2021), Huda, K., & Sholeh, R. (2019), Trisna, A., & Guridno, E. (2021), who found that the work environment has a positive and significant effect on employee performance.

The Influence of Career Development on Employee Performance at PT. Surya Lestari Mandiri Cirebon

Based on the research results, it is known that career development has a positive and significant influence on employee performance, this means that career development actually has an influence on employee performance conditions. Good, transparent and fair management of career development will encourage employees to work well in the hope that they can obtain various career development opportunities provided by the company. Moreover, if career development opportunities are able to adapt to employee needs and goals, this will make employees perform better.

This condition is in line with research conducted by (Abraham Samuel and Bernhard Tewal (2018) which states that career development and training partially have a significant effect on the performance of PT Air Manado employees. Study (Sunarsi et al., 2020) the results of his research show that Career development has a significant effect on employee performance at PT. Brilliant Blessings in Jakarta. Research conducted by (Balbed & Sintaasih, 2019) where the research results show that the influence of career development on employee performance, where employee

performance can be improved by maintaining or increasing the career development of employees.

The Influence of Job Satisfaction on Employee Performance at PT. Surya Lestari Mandiri Cirebon

Based on the research results, it is known that job satisfaction has a positive and significant influence on employee performance, this means that job satisfaction actually has an influence on employee performance conditions. Employees who feel satisfied with their work, satisfied with the salary they receive, satisfied with the supervision and leadership of their leaders, and feel that their relationship with their co-workers is like family, will make employees have positive feelings and enthusiasm for work, making them more productive and high performing.

This condition is in line with research conducted by (Suryawan & Salsabilla, 2022) where the research results show that job satisfaction can influence employee performance. Research conducted by (Nabawi, 2019) where the title of the research is The Influence of the Work Environment, Job Satisfaction and Workload on Employee Performance. The research results show that job satisfaction partially influences employee performance. Research conducted by (Dewi et al., 2018) explained that there is a positive and significant influence of employee job satisfaction on employee performance in the sales force section of UD Surya Raditya Negara.

The Influence of Work Environment, Career Development, and Job Satisfaction on Employee Performance at PT. Surya Lestari Mandiri Cirebon

Based on the research results, it is known that the work environment, career development and employee job satisfaction are proven to have a positive and significant influence on employee performance. This means that the work environment, career development and employee job satisfaction together are able to contribute to employee performance. A good work environment and career development as well as high job satisfaction felt by employees will be able to make employees work better so that their performance will be good.

CONCLUSION

Based on the results of data analysis, the following conclusions can be drawn: 1). The work environment has a positive and significant influence on employee performance at PT. Surya Lestari Mandiri Cirebon. This means that the better the working environment conditions in the company, the better the employee performance in the company will be. 2). Career development has a positive and significant influence on employee performance at PT. Surya Lestari Mandiri Cirebon. This means that the better the career development provided by the company, the better the employee performance in the company will be. 3). Job satisfaction has a positive and significant influence on employee performance at PT. Surya Lestari Mandiri Cirebon. This means that the higher the job satisfaction felt by employees, the higher the employee performance in the company will be. 4). The work environment, career development and job satisfaction have a positive and significant effect on employee performance at PT. Surya Lestari Mandiri Cirebon. This means that a good work environment and career development as well as high job satisfaction will together be able to improve employee performance.

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