



Analysis of Work Environment, Training and Job Promotion on Employee Job Satisfaction of PT JNE Express Medan Main Branch

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Abstract: This research was conducted at PT JNE Express Main Branch Medan with the aim of analyzing the influence of the work environment, job training and job promotion on employee job satisfaction. The population is employees working in the company as many as 55 outbound employees with sampling with saturated samples so that the number of research samples is 55 respondents. The type of data used is primary data and the data source used is secondary data, data collection techniques using literature studies, surveys and observations. Data analysis techniques are multiple linear regression, classical assumption tests and hypothesis tests. The results of the study are that the work environment, job training and job promotion partially and simultaneously have a significant effect on employee job satisfaction in the company. There is a strong correlation between the work environment, job training and job promotion with employee job satisfaction in the company. Employee job satisfaction in the company can be explained by the work environment, job training and job promotion by 52.4% and the remaining 47.6%% can be explained by other variables not studied.

Keywords: Work Environment, Job Training, Job Promotion, Job Satisfaction

Introduction

Employees are one of the important assets for a company to achieve the goals that have been set by the company at the beginning of the establishment of the business. On the other hand, employees play an important role in carrying out the tasks that have been set by the company in accordance with the organization structure and job description that has been outlined so that each employee will know the duties and responsibilities that must be done and to whom to report the work that has been done. For this reason, employees must be taken care of and retained as best as possible by the leadership to maintain the existence of employees who can provide benefits and contribute to the company's progress in the future.

Employees who have different backgrounds from different aspects such as age, education, work experience, social status, economy and so on will determine their mindset and perspective on the company so that every employee who works in the company expects satisfaction where he works. Each employee also has a different view from each other regarding the desired job satisfaction so that this satisfaction will provide enthusiasm and

motivation for work in employees when doing their duties given by their superiors and those who are responsible for them.

Usually there are many factors that affect employee job satisfaction in the company so that these factors can come from internal employees or external factors. According to (Sedarmayanti, 2019) , the factors that can affect job satisfaction in employees include the work environment, training and job promotion. The work environment is an important part of the company where this work environment will be used by employees when performing tasks given by their superiors so that if the company's work environment is able to provide a sense of comfort and make employees stay longer in the workspace, this will be able to provide job satisfaction to employees. With the support of an adequate work environment, it is hoped that each employee will be able to optimize their potential and ability to carry out their duties for the company's progress.

Changes in job satisfaction in an employee in the company can be determined to the extent to which the training provided by the company is to improve the knowledge and work skills of employees to become better in the future. For employees who receive targeted job training from the company in accordance with the needs and goals they want to achieve, this provides a positive view for employees that their existence is important for the company and is an important part of the company's success to achieve the company's main goals.

On the other hand, in addition to the work environment and training that can affect job satisfaction in the company, the existence of job promotions in the company also determines the extent of job satisfaction obtained by employees. Position promotion is one of the hopes for employees who have worked for a long time in the company so that this position promotion is the main goal for employees who want to advance their positions, salaries, facilities and duties as well as responsibilities. For employees who get a promotion from the company because they are able to advance the company from the results of their work so far, directly or indirectly employees will get job satisfaction in them so that the hard work that has been done and given by employees for the company provides optimal results and all of this is worth the desired target.

This research was conducted on JNE Medan as a courier company that has been operating for a long time and is widely known by the people of Medan. For employees who have worked in the company have known the work systems and procedures that apply in the company so that this employee has worked for a long time in the company because they are of the view that what is expected from the company can be given to them in meeting their needs. However, because employees who work in companies with many different divisions, each employee has different job satisfaction in themselves so that these differences will also determine work attitudes and behaviors while in the company when performing their duties and responsibilities.

Literature Review

Definition of Job Satisfaction

According to (Widodo, 2016) , job satisfaction is a pleasant psychological condition or feeling of an employee that is very subjective and highly dependent on the individual and

his work environment. Meanwhile (Priansa, 2018) , high job satisfaction will encourage the realization of organizational goals effectively. Meanwhile, low job satisfaction levels are a threat that will bring destruction or setbacks to organizations quickly or slowly.

According to (Sedarmayanti, 2019) , job satisfaction is someone who calculates the difference between what should be and the reality that is felt, so that if the satisfaction obtained exceeds what is desired, people will be more satisfied. Meanwhile (Hartatik, 2018), that job satisfaction is one of the important psychological aspects that reflects a person's feelings towards their work. Individuals will feel satisfied with the compatibility between their abilities, skills and expectations with the job they are facing.

Definition of Work Environment

According to (Nurfarohim and Irawan, 2021), it is explained that the physical work environment is all physical conditions around the workplace that can affect employees both directly and indirectly. Meanwhile, the non-physical work environment is all the circumstances that occur related to work relationships, both relationships with superiors and relationships with fellow colleagues, or relationships with subordinates. Meanwhile, (Dhyan et al., 2021), stated that the work environment is everything that exists around workers and that can influence them in carrying out the tasks they are charged with, such as cleanliness, music, lighting, and others.

According to (Satriawati, et al., 2023), the work environment is defined as all the work facilities and infrastructure around employees that are able to influence the implementation of work, starting from the workplace itself, facilities, work aids, cleanliness, lighting, tranquility, and work relationships with people in the place. Meanwhile, according to (Munica and Dwiarti, 2024), it is explained that the working environment or conditions refer to all aspects of physical, psychological, and work regulations that are able to affect the level of job satisfaction.

Definition of Exercise

According to (Widodo, 2016), explaining that training is a part of education that concerns the learning process to acquire and improve skills outside the applicable education system, in a relatively short time, and by using methods that prioritize practice rather than theory. Meanwhile (Sinambela, 2019), argues that training is a systematic process of changing employee behavior to achieve organizational goals, which is related to the skills and ability of employees to carry out their current work. Training has a current orientation and helps employees to achieve certain skills and abilities in order to succeed in carrying out their jobs.

According to (Priansa, 2017), explaining that training is a systematic and planned effort to change or develop knowledge/skills/attitudes through learning experiences in order to increase the effectiveness of the performance of activities or various activities. According to (Hartatik, 2018), it is explained that training is any effort to improve the performance of workers in a certain job that is their responsibility.

Definition of Position Promotion

According to (Satriawati, et al., 2023), it is explained that a promotion means a transfer of authority and responsibility to a higher position in an organization followed by greater obligations, rights, status, and income. According to (Hendry, et al., 2022), it is explained that a position promotion is a change in a position or job title from a lower level to a higher level. This change will usually be followed by an increase in a person's responsibilities, rights and social status.

According to (Syahrudin, 2020), explaining that a position promotion is being moved from one position to another position that is higher than the previous one. Promotion is generally carried out as a form of respect for the results of work that lead to a person's work achievements. According to (Munica and Dwiarti, 2024), it is explained that promotion is the promotion of an employee's position from a previous position to a higher position. Job promotions have the potential to affect a person's job satisfaction. This is a change in the work position, where a person's position rises to a higher level, so that work responsibilities also increase along with the increase in income.

Methodology

Research Approach

In this study, the research approach used is quantitative and associative. According to (Priyastama, 2020), quantitative research is a research method using numbers and statistics in the collection and analysis of measurable data. Meanwhile, qualitative research is more investigative to produce data that cannot be obtained through statistical procedures. According to (Sugiyono, 2019), explaining associative research is research that proves and finds a relationship between two or more variables. In this study, the author wants to explain the influence of independent variables, namely work environment, training and job promotion on dependent variables, namely job satisfaction.

Population and Sample

According to (Sudaryono, 2016), it is argued that population is a generalization area consisting of objects or subjects that have certain qualities and characteristics that are applied by the author to be studied and then conclusions are drawn. In this study, the population is 55 *outbound* employees who work in the company. While a sample is a set of data taken from the population. The research sampling method uses random samples with saturated samples so that the number of research samples used is 55 respondents.

Research Data Collection Techniques

The following are the data collection techniques in this study, namely:

- a. Literature study, which is the collection of data obtained through literature, reading books, papers, scientific journals related to the problem being researched, namely work environment, training, job promotion and job satisfaction.

- b. *Survey*, which is the collection of data obtained by giving questionnaires to employees who work in the company and are willing to provide answers related to the variables being studied.
- c. Observation, namely data collection is carried out by making direct observations on research objects that are active in the company.

Data Analysis Techniques

In this study, the author used multiple linear regression analysis, classical assumption test and hypothesis test. The author uses statistical data processing, namely the SPSS version 22 program to process the tabulation data of respondents' answers.

Result and Discussion

Overview of PT JNE Express Main Branch Medan

Established on November 26, 1990, PT Tiki Jalur Nugraha Ekakurir or JNE started its business activities centered on handling customs/import activities of goods/documents and their delivery from abroad to Indonesia. PT Tiki Jalur Nugraha Ekakurir or commonly known as JNE is one of the largest freight forwarding companies in Indonesia, thanks to its network and distribution area coverage that covers more than 83,000 destination points including districts, villages, and outer islands, with sales outlets totaling more than 8,000 points.

Data Quality Test Results

Work Environment Validity Test Results

The following can be presented the results of validity testing for work environment variables, namely:

Table 1. Work Environment Validity Test Results

Variabel	Item Kuesioner	Corrected Item-Total Correlation		Simpulan
		rhitung	rtabel	
Lingkungan Kerja	Lingkungan kerja_1	.693	.260	Valid
	Lingkungan kerja_2	.464		Valid
	Lingkungan kerja_3	.546		Valid
	Lingkungan kerja_4	.563		Valid
	Lingkungan kerja_5	.362		Valid
	Lingkungan kerja_6	.523		Valid

sumber: data diolah SPSS, 2024

Table 1., shows that all questionnaire items in the work environment variable in the company have 6 statements of the calculation coefficient value > the table (0.260), so it is concluded that the questionnaire items in the work environment variable can be declared valid. This reflects that the work environment is very important and meaningful for employees to be used to perform the tasks that are their responsibilities in order to be expected to provide optimal work results.

Results of Job Training Validity Test

The following can present the results of validity testing for job training variables, namely:

Table 2. Results of Job Training Validity Test

Variabel	Item Kuesioner	Corrected Item-Total Correlation		Simpulan
		rhitung	rtabel	
Pelatihan kerja	Pelatihan kerja_1	.378	.260	Valid
	Pelatihan kerja_2	.488		Valid
	Pelatihan kerja_3	.395		Valid
	Pelatihan kerja_4	.359		Valid
	Pelatihan kerja_5	.331		Valid
	Pelatihan kerja_6	.376		Valid
	Pelatihan kerja_7	.488		Valid

sumber: data diolah SPSS, 2024

Table 2., shows that all questionnaire items in the job training variable in the company have 7 statements of the calculation coefficient value > the table (0.260), so it is concluded that the questionnaire items in the job training variable can be declared valid. This reflects that job training needs to be provided to employees in an equitable, fair and transparent manner in accordance with the company's needs and the goals it wants to achieve. With continuous and targeted training, employees' job knowledge and work skills will increase and are expected to complete important tasks related to the company's continuity in the future.

Results of the Validity Test of Position Promotion

The following can be presented as the results of validity testing for position promotion variables, namely:

Table 3. Results of the Validity Test of Position Promotion

Variabel	Item Kuesioner	Corrected Item-Total Correlation		Simpulan
		rhitung	rtabel	
Promosi jabatan	Promosi jabatan_1	.649	.260	Valid
	Promosi jabatan_2	.730		Valid
	Promosi jabatan_3	.281		Valid
	Promosi jabatan_4	.787		Valid
	Promosi jabatan_5	.477		Valid
	Promosi jabatan_6	.679		Valid
	Promosi jabatan_7	.684		Valid
	Promosi jabatan_8	.751		Valid

sumber: data diolah SPSS, 2024

Table 3., shows that all questionnaire items in the position promotion variable in the company have 8 statements of the calculation coefficient value > the table (0.260), so it is concluded that the questionnaire items in the position promotion variable can be declared valid. This reflects that job promotion is the goal and target of employees in order to advance and develop. Employees who get the opportunity to be promoted from their superiors will

give themselves a job satisfaction that the employee's hard work for the company's progress produces results that are in accordance with employee expectations.

Job Satisfaction Validity Test Results

The following can be presented the results of validity testing for job satisfaction variables, namely:

Table 4. Job Satisfaction Validity Test Results

Variabel	Item Kuesioner	<i>Corrected Item-Total Correlation</i>		Simpulan
		rhitung	rtabel	
	Kepuasan kerja_1	.680		Valid
	Kepuasan kerja_2	.728		Valid
	Kepuasan kerja_3	.768		Valid
	Kepuasan kerja_4	.625		Valid
Kepuasan kerja	Kepuasan kerja_5	.672	.260	Valid
	Kepuasan kerja_6	.524		Valid
	Kepuasan kerja_7	.663		Valid
	Kepuasan kerja_8	.447		Valid
	Kepuasan kerja_9	.648		Valid
	Kepuasan kerja_10	.629		Valid

sumber: data diolah SPSS, 2024

Table 4., shows that all questionnaire items on the job satisfaction variable in the company have 10 statements of the value of the calculation coefficient $>$ the table (0.260), so it is concluded that the questionnaire items on the job satisfaction variable can be declared valid. This reflects that job satisfaction is the expectation of all employees who work in the company. Employees who get job satisfaction will try to work better and maximally so that in the future they can realize their dreams and hopes come true.

Reliability Test Results

The following can be presented the results of reliability testing for the variables of work environment, job training, job promotion and job satisfaction, namely:

Table 5. Reliability Test Results

<i>Reliability statistics</i>			
Variabel	<i>Cronbach's Alpha</i>	<i>Nilai koefisien standar</i>	Simpulan
Lingkungan kerja_X1	.770		Reliabel
Pelatihan kerja_X2	.694		Reliabel
Promosi jabatan_X3	.871	0,6	Reliabel
Kepuasan kerja_Y	.895		Reliabel

sumber: data diolah SPSS, 2024

Table 5., shows that for the variables of work environment, job training, job promotion and job satisfaction have Cronbach's Alpha $>$ 0.6 so it is concluded that the variable used is reliable. This means that the majority of respondents gave relatively stable and consistent average answers between questionnaires and each other in each research variable.

Results of the Classic Assumption Test

Normality Test Results

The following can be presented the results of the normality test from the tabulation of respondents' answers, namely:

a. Kolmogorov Smirnov Test *Method*

Table 6. Kolmogorov Smirnov Test Results

One Sample Kolmogorov Smirnov Test		Unstandardized Residual
N		55
Normal Parameters	Mean	.0000000
	Std Deviation	4.68606884
Most Extreme Differences	Absolute	.048
	Positive	.033
	Negative	-.048
Kolmogorov Smirnov Z		.359
Asymp.Sig. (2-tailed)		.846

sumber: data diolah SPSS, 2024

Table 6., above shows that the results of Kolmogorov Smirnov's test have a significance value (Asymp. Sig.2-tailed) is 0.846 so that the significance value is $0.846 > 0.05$, then it is concluded that the residual value is distributed normally and meets the assumption of normality.

b. P-Plot Chart Method

Normal P-P Plot of Regression Standardized Residual

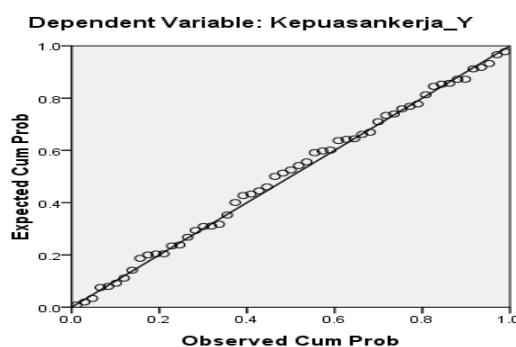


Figure 1. Results of the normality test of the P-Plot graph method

The figure above shows that the points in the regression model are evenly distributed and along the diagonal line of the DNA are close together, so it can be concluded that the data is normally distributed and meets the assumption of normality.

c. Histogram Chart Method

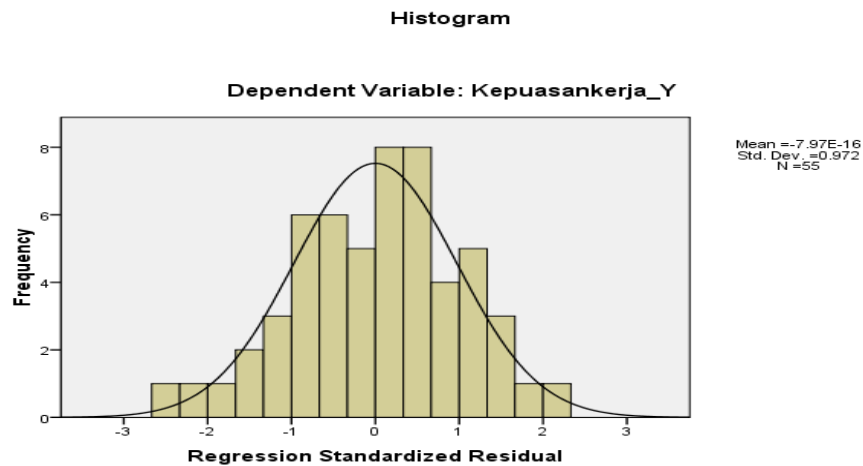


Figure 2. Normality test results of the Histogram method

The figure above shows that the lines in the regression model form a curved bell line along the Y axis, so it can be concluded that the data is normally distributed and meets the assumption of normality.

Multicollinearity Test Results

The following can be presented the results of the multicollinearity test from the tabulation processing of respondents' answers, namely:

Table 7. Multicollinearity Test Results

Variabel	<i>Coefficients</i>	
	<i>Collinearity Statistics</i>	
	<i>Tolerance</i>	<i>VIF</i>
Lingkungan kerja_X1	.854	1.171
Pelatihan kerja_X2	.767	1.303
Promosi jabatan_X3	.765	1.307

sumber: data diolah SPSS, 2024

Table 7., shows that for the variables of work environment, job training and job promotion, it has a tolerance value of > 0.1 and a VIF value of < 10 , so it can be concluded that the regression model above does not have a multicollinearity symptom which means that there is no correlation with each other between independent variables.

Heteroscedasticity Test Results

The following can be presented the results of heteroscedasticity testing from the tabulation processing of respondents' answers, namely:

a. Glejser Method

The following is the result of tabulation processing of respondents' answers using the Glejser method as follows:

Table 8. Glacier Test Results

Model	Coefficients ^a			t	Sig.
	Unstandardized		Standardized		
	Coefficients		Coefficients		
B	Std. Error	Beta			
1 (Constant)	6.258	4.287		1.460	.150
Lingkungan kerja_X1	-.132	.137	-.144	-.969	.337
Pelatihan kerja_X2	.102	.142	.112	-.719	.476
Promosi jabatan_X3	.118	.096	.193	1.232	.224

a. Dependent Variable: Abs_res

Sumber: data diolah SPSS, 2024

Table 8., it can be conveyed that for the variables of work environment (value sig. 0.357), job training (sig. 0.476) and position promotion (value sig. 0.224), so that the independent variable has a significant value >0.05 , it can be concluded that the regression model does not have heteroscedasticity symptoms, meaning that there are no disturbing variables in this study.

b. Scatterplot Chart Method

The following is the result of tabulating the respondents' answers using the Scatterplot method as follows:

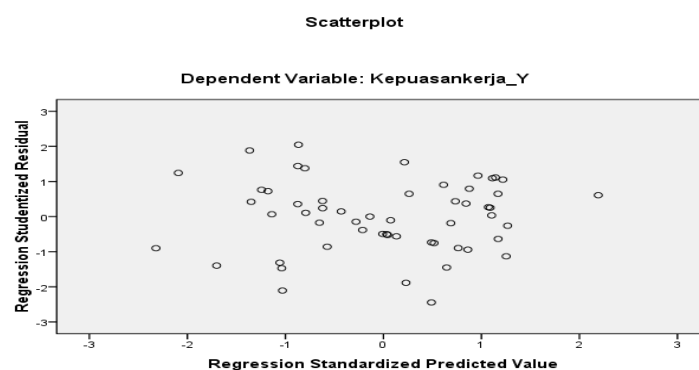


Figure 3. Results of Heteroscedasticity Test of Scatterplot Method

The figure above shows that the points contained in the regression model are unevenly distributed on the Y axis so that they do not form clear and irregular waves, so it can be concluded that the data is normally distributed and meets the assumption of normality.

Multiple Linear Regression

The following can be presented the results of multiple linear regression testing from the tabulation processing of respondents' answers, namely:

Table 9. Multiple Linear Regression Results

Model	Coefficients ^a			t	Sig.
	Unstandardized		Standardized		
	B	Std. Error	Beta		
1 (Constant)	23.223	7.447		3.118	.801
Lingkungan kerja_X1	.750	.237	.430	3.162	.007
Pelatihan kerja_X2	.265	.219	.179	2.749	.018
Promosi jabatan_X3	.198	.166	.163	1.895	.028

a. *Dependent Variable:* Kepuasan kerja_Y
 Sumber: data diolah SPSS, 2024

Table 9., above shows the results of multiple linear regression tests with the results namely: $Y = 23.223 - 0.750 X1 + 0.265 X2 + 0.198 X3$. The following is the description, namely:

- A value (contanta) of 23.223 and a positive value means that employee job satisfaction will increase by 23.223 assuming that the variables of work environment, job training and job promotion have a fixed coefficient value (zero).
- A work environment with a coefficient value of 0.750 and a positive value means that every increase in the value of one unit will increase employee job satisfaction by 0.750 (75%).
- Job training with a coefficient value of 0.265 and a positive value means that every increase in the value of one unit will increase employee job satisfaction by 0.265 (26.50%).
- Position promotions with a coefficient value of 0.198 and a positive value mean that every increase in the value of one unit will increase employee job satisfaction by 0.198 (19.80%).

Hypothesis Test Results

Partial Test Results (t-Test)

The following can be presented the results of partial testing of the tabulation of respondents' answers, namely:

Table 10. Partial Test Results

Model	Coefficients ^a		t	Sig.
	Standardized			
	Coefficients			
Beta				
1 (Constant)			3.118	.801
Lingkungan kerja_X1	.430		3.162	.007
Pelatihan kerja_X2	.179		2.749	.018
Promosi jabatan_X3	.163		1.895	.028

a. *Dependent Variable:* Kepuasan kerja_Y
 Sumber: data diolah SPSS, 2024

In this study, the number of research samples $n = 55$ so that $t_{table} = 1.673$ was obtained at sig 0.05. From table 10., the following can be described as follows:

- The work environment partially does not have a significant effect on employee job satisfaction at PT. JNE Express Main Branch Medan (t_{count} value $> t_{table}$, $3,162 > 1,673$ on sig. $0.007 < 0.05$), so the H1 research hypothesis was accepted.

- b. Job training partially does not have a significant effect on employee job satisfaction at PT. JNE Express Main Branch Medan (ttable > ttable calculation value, $2,749 > 1,673$ on sig. $0.018 < 0.05$), so that the H2 research hypothesis was accepted.
- c. Position promotion partially does not have a significant effect on employee job satisfaction at PT. JNE Express Main Branch Medan (tcount value > ttable, $1,895 > 1,673$ on sig. $0.028 < 0.05$), so that the H3 research hypothesis was accepted.

Simultaneous Test Results (F-Test)

The following can be presented as the results of simultaneous testing of the tabulation of respondents' answers, namely:

Table 11. Simultaneous Test Results

ANOVA ^b					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	283.946	3	94.649	15.809	.005 ^a
Residual	1185.799	51	23.251		
Total	1469.745	54			

a. Predictors: (Constant), Lingkungan kerja_X1, Pelatihan kerja_X2, Promosi jabatan_X3

b. Dependent Variable: Kepuasan kerja_Y

Sumber: data diolah SPSS, 2024

In this study, the number of samples $n = 55$, where the value of $df(1) = k - 1 = 4 - 1 = 3$ and the value of $df(2) = n - k = 55 - 4 = 51$, then $F_{table} = 2.786$ was obtained at sig.0.05. While the value of $F_{cal} = 15.809$ at sig.0.000. From the table above, it can be concluded that the work environment, job training and job promotion together have a significant effect on employee job satisfaction at PT. JNE Express main branch Medan ($F_{cal} > F_{table}$ value, $15,809 > 2,786$ on sig. $0.005 < 0.05$), so that the H4 research hypothesis was accepted.

Determination Coefficient (R2) Results

The following can be presented as the results of the determination coefficient test from the tabulation processing of respondents' answers, namely:

Table 12. Determination Coefficient (R2) Results

Model Summary ^b						
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics	
					R	F Change
1	.748 ^a	.559	.524	4.82193	.559	15.809

a. Predictors: (Constant), Lingkungan kerja_X1, Pelatihan kerja_X2, Promosi jabatan_X3

b. Dependent Variable: Kepuasan kerja_Y

Sumber: data diolah SPSS, 2024

Table 12., shows the value of the determination coefficient of $R = 0.748$, meaning that there is a strong correlation between the work environment, job training and job promotion and employee job satisfaction in the company. The *adjusted* value of $R^2 = 0.524$ means that the job satisfaction of employees in the company can be explained by the work environment,

job training and job promotion by 52.4% and the remaining 47.6%% can be explained by other variables that are not studied such as compensation, incentives, workload and so on

Discussion

The Effect of Work Environment on Employee Job Satisfaction at PT JNE Express Main Branch Medan

Based on the results of the statistical tests carried out, it can be conveyed that the work environment partially has a positive and significant effect on job satisfaction in the company (tcal>table value, 3,162>1,673 on sig. 0.007<0.05), so that the H1 research hypothesis is accepted. This shows that the work environment in the company is an important part needed by employees to perform tasks while in the company. With the support of a comfortable, clean work environment, good air circulation and appropriate workspace lighting, all of these things will help and facilitate employees to quickly perform and complete these tasks.

According to research by Munica and Dwiarti (2024) and Satriawati, et al. (2023), it can be concluded that the work environment in the company that meets employee expectations will be able to have a significant influence on job satisfaction in employees. Thus, there is relevance to the research conducted so that the work environment needs to be considered by leaders and provided with an adequate work environment so that all employees will feel comfortable and can stay longer in the workspace to focus and concentrate on completing tasks.

The Effect of Job Training on Employee Job Satisfaction at PT JNE Express Main Branch Medan

Based on the results of the statistical tests carried out, it can be conveyed that job training partially has a positive and significant effect on job satisfaction in the company (tcal>table value, 2,749>1,673 on sig. 0.018<0.05), so that the H2 research hypothesis is accepted. This shows that this job training is important for employees for the purpose of developing the quality of reliable and skilled human resources in performing and completing tasks given by superiors. By providing appropriate, effective and continuous training to employees, it is hoped that from the training employees will be able to improve their knowledge, skills and proficiency at work. Employees who are able to complete tasks become better and faster after attending the training provided by the company for the benefit and progress of the company and employees in the future.

According to research by Wibowo (2022) and Tiara, et al. (2020), it can be concluded that job training provided to employees on a regular and continuous basis will have a significant influence on job satisfaction. With the pandemic, there is relevance to the research carried out so that this training is an important means and an effective and efficient human resource quality development program for employees to be more skilled, dexterous and proficient in working more optimally for the progress and continuity of the company in order to be able to survive and excel in competition.

The Effect of Position Promotion on Employee Job Satisfaction at PT JNE Express Main Branch Medan

Based on the results of the statistical tests carried out, it can be stated that position promotion partially has a positive and significant effect on job satisfaction in the company ($t_{cal} > t_{table}$ value, $1,895 > 1,673$ on sig. $0.028 < 0.05$), so that the H3 research hypothesis is accepted. This shows that employees who work in the company expect that in the future they can advance and develop through promotions. The promotion given by the leadership to him is a good opportunity for employees to work more optimally for the progress of the company. Employees who get the opportunity to be promoted from the leadership will get their own job satisfaction so that it will spur their enthusiasm and themselves to work even more optimally.

According to the research of Mantouw, et al. (2022) and Hendri, et al. (2022), it can be concluded that the promotion of positions given in accordance with the considerations and qualifications set will have a significant influence on employee job satisfaction. Thus, there is relevance to the research conducted and this reflects that the promotion of this position is the target and expectation of employees to be able to develop in the future. By obtaining a position promotion in accordance with employee expectations, this will further spur work spirit in employees and the job satisfaction obtained will be more optimal because they are able to work optimally for the progress of the company.

The Influence of Work Environment, Job Training, and Job Promotion on Employee Job Satisfaction at PT JNE Express Main Branch Medan

Based on the results of the statistical tests carried out, it can be stated that the work environment, job training and job promotion simultaneously have a positive and significant effect on job satisfaction in the company ($F_{cal} > F_{table}$ value, $15,809 > 2,786$ on sig. $0.005 < 0.05$), so that the H4 research hypothesis is accepted. This shows that job satisfaction that is the expectation of all employees working in the company can be fulfilled by the company, including providing a comfortable, clean and secure working environment while employees work. With the support of the work environment as expected by employees, employees will get satisfaction as expected from the company.

On the other hand, employees who have worked for a long time in the company expect to get satisfaction through job training that can provide added value for employees such as increasing knowledge, work skills, work methods and skills in the workplace so that all of this will make employees able to perform tasks well and optimal results so that job satisfaction in employees will be optimally increased.

According to research by Munica and Dwiarti (2024), Tiara, et al. (2020) and Wongkar, et al. (2018), it can be concluded that a comfortable work environment, effective and targeted job training, and the right job promotion for outstanding employees will be able to have a significant influence on employee job satisfaction. Thus there is relevance to the research conducted so that this will make employees more motivated at work because the job satisfaction expected from the company can be fulfilled properly. This will further provide

greater opportunities for employees to be more productive at work and provide optimal work results for the company's progress.

Conclusion

For the existing work environment in the company that has experienced a decline or inadequate changes, this must be immediately corrected quickly and responsively. This is intended so as not to interfere with the employee's activity at work and still be able to complete the task well.

For employees who do not receive job training from the company, they should be able to seek additional knowledge from there such as case studies, internships and others in connection with the implementation of duties.

Promotions that have not been obtained by employees while working in the company can be followed up by providing fair opportunities and objective and transparent considerations. This is intended so that there is no misunderstanding between colleagues.

Leaders should periodically monitor the extent of job satisfaction needed by employees in general. This is intended so that the company can meet job satisfaction as expected by employees in general.

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