



The Effect of Quality of Work-Life, Training, and Organizational Climate on Job Satisfaction at PT. X's Plantation Company

Johannes Wijaya Sinaga^(✉), Iskadarini, and Rulianda Purnomo Wibowo

University of North Sumatera, Medan, Indonesia
johanneswijayaaainaga@gmail.com

Abstract. This paper examines the effect of quality of work-life, training, and organizational climate on Job Satisfaction. This research partially shows that the quality of work-life has a significant positive effect on job satisfaction at PT. X plantation company, training has a significant positive effect on job satisfaction at PT. X plantation company, and organizational climate has a significant positive effect on job satisfaction at PT. X plantation company. Simultaneously the quality of work-life, training, and organizational climate has a significant positive effect on job satisfaction at PT. X plantation company. PT. X plantation company needs to increase employee job satisfaction by improving the workers' quality of life and providing suitable training to create a good organizational climate. So that the productivity of PT. X will increase, and the satisfaction of the workers will also increase.

Keywords: Quality of work-life · training · organizational climate · job satisfaction · plantation

1 Introduction

Employees are individuals who work as one of the driving pillars of an organization or company. Employees have the potential to complete a specific task or job, which is manifested by physical and non-physical abilities [1]. Employees play a role in planning, implementing, and controlling activities within the company. The success or failure of activities in the company depends on the quality and performance of the employees. The reciprocal relationship between the company and employees takes place when the company demands employees to do their jobs. Furthermore, employees will demand compensation for their work. When carrying out their duties, employees also involve feelings, thoughts, and desires that affect their performance.

Quality of work life is different from job satisfaction. Quality of work-life refers to the need for satisfaction with social and financial resources that employees get from their work [1]. Employees' work lives will prosper if the needs of employees are met both from an understanding of the duties and work of employees and sufficient financial needs of the officers. However, the income gap between permanent and honorary employees working

in oil palm plantations still occurs. In addition, inequality related to understanding and organizational climate is also a different problem for these agencies.

The company also provides training for employees according to the needs of each employee. The training provided can encourage employees' productivity, in this case, PT. X requires special attention for the company to provide more in-depth training from technical cultivation, maintenance, pre-harvest, and post-harvest to integrated processing in the factory.

The organizational climate in each company is not the same in terms of treatment and management. Employees sometimes choose to be indifferent and do not work according to the focus and tasks assigned. However, the quality of life, both in terms of allowances and supplies, is optimized as well as possible. However, the organizational climate in Indonesia has a different atmosphere with an integrated management system. There are many disparities between forepersons, field employees, and higher management of the payroll system and their work operations.

The researchers' interest is piqued after reading the summary of the preceding context. They would like to conduct a study titled "The influence of quality of work-life, training, and organizational climate on job satisfaction at PT. X Plantation Company".

1.1 Research Problems

The researcher's research question can be expressed in the form: Is there a strong correlation between job satisfaction at PT. X and the quality of one's work life? Does PT. X's training program have a significant impact on employee happiness? In terms of job satisfaction, does the company's culture have an impact?

1.2 Quality Work of Life

Work-life quality is intended as a management philosophy to increase employee self-esteem, introduce changes in organizational culture, and improve employees' physical and emotional states. Human and company effectiveness, as well as a focus on involvement in problem-solving and decision-making, contribute to the quality of work life. It plays a critical role in the day-to-day operations of the business. It is important for leaders and subordinates to be able to agree on and carry out work activities in accordance with each other [2].

1.3 Training

Training is how people achieve specific abilities to achieve organizational goals [3]. Based on Alam [4], training consists of teaching new or current employees the fundamental skills required to do their professions. It is an effort to enhance the development of human capital in the workplace. Workers, both new and existing, are required to attend training due to the fact that job requirements are subject to change due to alterations inside the work environment, tactics, etc. Training generally alludes to a brief instructional process that employs methodical and organized techniques [5].

Employees in operational positions gain knowledge of specialized craftsmanship techniques and skills. Training can be defined as a method used to provide or improve

the skills needed to carry out current work, while education is more future-oriented and emphasizes increasing one's ability to understand and interpret knowledge [6]. It can also be said that training is more oriented to the current job to improve specific skills.

1.4 Organizational Climate

Organizational climate is an effective system to unite individual motivations according to goals and tasks within an organization [7]. An organizational climate is a human climate in which members of the organization do their jobs. The internal environment of the organisational context is a notion that defines the organizational climate, that members can feel when they are active so that organizational goals are achieved [8].

Two important aspects must be considered in the organizational climate, namely the workplace and treatment from management. Employees can feel a pleasant climate if they carry out something helpful, leading to self-benefit. Thus, an important role of organizational climate is its ability to create its goals [9].

1.5 Job Satisfaction

Job satisfaction is a favorable attitude toward person's job also as differences in the number of benefits received as well as the amount of benefits expected [10]. A number of factors influence job happiness, including difficult work, commensurate incentives, supportive working circumstances, helpful coworkers, and the compatibility between individual personalities and the nature of the work [7].

Job satisfaction as an employee's affective reaction by comparing the desired results so that the results are actual [11]. Job satisfaction is a pleasant emotion that manifests itself in a good outlook on one's employment, because of the perception of how well the work they do in fulfilling their various needs in life [8]. It is the ability or emotional reaction to numerous aspects of work that contributes to job satisfaction [12]. An employee perception of their work-life balance.

1.6 Hypothesis

To find any relationship between the influence of the quality of work-life, training, and organizational climate on job satisfaction at PT. X, it is necessary to use an empirical basis to develop the hypothesis. H1: It is suspected that work-life quality seems to have positive impact on job satisfaction at PT. X. H2: It is suspected that training seems to have positive impact on job satisfaction at PT. X. H3: It is suspected that organizational climate seems to have positive impact on job satisfaction at PT. X. H4: It is suspected that quality of work-life, training, and organizational climate seems to have positive impact on job satisfaction at PT. X.

2 Research Methods

When two or more variables have a strong correlation, this type of research can be used to show how the link between the two variables changes over time. This study is

descriptive research with a quantitative approach, namely projecting a reality that can be measured and the relationship between variables with a cause-and-effect relationship. Thus, the data in the study contained numbers, and the analysis was carried out using a statistical program. In order to understand and know the responses of respondents, the authors used field research techniques and questionnaires.

The population of this study was employees of PT. X. Random sampling was used by not giving equal opportunities for each to be a sample. To determine the sample in the study, the sample obtained was 88 employees of PT. X.

3 Results and Discussion

3.1 Multiple Linear Regression Analysis

The equation results from simple linear regression analysis are shown in Table 1.

$$Y = 0.676 + 0.594X_1 + 0.762X_2 + 0.833X_3 \quad (1)$$

The constant value = 0.676, indicating the amount of customer satisfaction is 0.676 when the service quality and product quality are equal to zero. The regression coefficient value of the quality of work-life is 0.594, indicating a change in the dependent variable based on the independent variable. These results show that an increase in the value of the quality of work-life by one unit increases job satisfaction by 0.594.

The value of the training regression coefficient is 0.762, indicating a change in the dependent variable based on the independent variable. These results show that an increase in the value of training by one unit increases job satisfaction by 0.762. Organizational climate regression coefficient value is 0.833, indicating a change in the dependent variable based on the independent variable. These results show that an increase in the value of the organizational climate by one unit can increase job satisfaction by 0.833.

Customer satisfaction is positively influenced by the work-life quality, training, and organizational atmosphere. In other words, the better service quality of shifa shop boutiques and the quality of their products will impact the higher satisfaction felt by customers.

Table 1. Multiple Linear Regression Results

Model	Unstandardized Coefficients	
	B	Std. Error
Constant	8.982	2.729
X1	-2.121	0.019
X2	0.370	0.206
X3	0.149	0.092

Table 2. Coefficient of Determination Test (R^2)

Model	R	R Square	Adjusted R Square
1	0.843	0.711	0.706

Table 3. F-Test Results

	t	Sig
(Constant)	0.615	0.539
X1	5.103	0.000
X2	5.213	0.000
X3	5.599	0,000

3.2 Coefficient of Determination Test (R^2)

Table 2 shows that the magnitude of the value (R) is 0.843. From the output, the coefficient of determination (R-squared) is 0.711 and the Adjusted R-squared is 0.706. A direct correlation between the independent and dependent variables can be deduced is 0.706 or 70.6%.

3.3 T-Test (Partial Test)

Variable of work-life quality had t-count value of (5.103) > t-table 1.980448 and significant (0.00) < 0.05. As a result, the quality of work-life variable has a beneficial impact on job satisfaction (Table 3).

Variable of training had t-count value of (5.213) > t-table 1.980448 and significant (0.00) < 0.05. As a result, the training variable partially has a positive impact effect on job satisfaction.

Variable of the organizational climate had t-count (5.599) > t-table 1.980448 and significant (0.000) < 0.05. As a result, the service quality and organizational climate variables partially have a positive impact on job satisfaction.

4 Conclusion

Work-life quality will be created well if the firm's ability to provide a good payroll system and pay attention to everything needed to increase productivity can increase employee job satisfaction. This gives the value of the quality of work-life a partially important impact on job satisfaction.

The company also provides training for employees according to the needs of each employee. The training provided can encourage employees' productivity, in this case, PT. X. Hence, the value of training partially has a important impact on job satisfaction.

Organizational climate results in a situation that shows a life that interacts with each other, giving rise to a sense of pleasure or displeasure with the field of work. Employees will be sure that they will be satisfied with creating a good organizational climate and maximum quality. The value of organizational climate partially has important impact on job satisfaction.

PT. X must always pay attention to employees and always understand what employees want to increase productivity. The provision of training will encourage the skills of each employee at work. Not only that, the skills and professionalism of employees will form an excellent organizational climate in order to create a sense of satisfaction for employees at work.

For PT. X, it is expected that other factors can be considered in influencing employee job satisfaction. Because 29.4% of factors are not mentioned except for the independent variables affecting job satisfaction of the employees of PT. X. Apart from the two independent variables in this study, in the future, it will be able to provide a maximum increase in employee job satisfaction and increase employee productivity.

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