

THE RELATIONSHIP OF PSYCHOLOGICAL WELL-BEING AND PERCEPTIONS OF THE WORK ENVIRONMENT WITH SATISFACTION WORK FOR EMPLOYEES AT PT. SUZUKI INDOMOBIL MOTOR

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ABSTRACT

The aim of this research is to determine the relationship between psychological well-being and perceptions of the work environment and employee job satisfaction at PT. Suzuki Indomobil Motor. This research was motivated by employee problems at PT. Suzuki Indomobil Motor which is related to job satisfaction for each individual. Problems occur when an employee does not have good job satisfaction. If individuals do not have psychological well-being and perceptions of the work environment, this will have an impact on decreasing job satisfaction. The sample in this study consisted of 156 employees and used a simple random sampling technique. The research results show that the first hypothesis is that the coefficient of psychological well-being and employee job satisfaction is $r = 0.617$ with $p = 0.000$ ($p < 0.05$). Which means there is a positive and significant relationship between psychological well-being and employee job satisfaction, then the second hypothesis is $r = 0.518$ with $p = 0.000$ ($p < 0.05$) which means there is a positive relationship between perceptions of the work environment and employee job satisfaction, hypothesis thirdly, $R = 0.675$ with $p = 0.000$ ($p < 0.05$). This means that there is a positive and significant relationship between psychological well-being and perceptions of the work environment and job satisfaction among employees at PT. Suzuki Indomobil Motor.

Keywords: Psychological Well-being, Perception of the Work Environment, Job Satisfaction.