



## The Importance Of Communication, Leader Member Exchange (LMX), Work Environment On Job Satisfaction Of State Civil Apparatus Purwakarta District, Cilegon City

**Deni Sumantri**

Master of Management Student, Faculty of Economics and Business, Serang Raya  
University, Indonesia

Faculty of Economics and Business, Serang Raya University, Indonesia

[denisumantri233@gmail.com](mailto:denisumantri233@gmail.com)

**Abstract.** *This research aims to find out whether communication, Leader Member Exchange, and Work Environment influence job satisfaction of the State Civil Apparatus in Purwakarta District, Cilegon City. This research was conducted using quantitative research methods. The sample selection technique taken was the Slovin method with an error rate of 10%. Respondents came from Purwakarta District, Cilegon City with a total of 62 respondents. Data was collected using a questionnaire distributed directly to respondents, and analyzed using SPSS version 25. The statistical methods used were normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, hypothesis test, coefficient of determination test. The research results show that there is a significant influence between communication, Leader Member Exchange (LMX), work environment on job satisfaction partially, and there is a significant influence on communication, leader members exchange and work environment simultaneously on job satisfaction. The limitations of this research are also influenced by factors from other variables outside the research model such as compensation and work life balance, work motivation and others. It is hoped that future research will discuss beyond these variables and different locations.*

**Keywords:** *Communication, Leader Member Exchange, Work Environment, Jobsatisfaction, ASN*

### 1. INTRODUCTION

Ability source Power man for fulfil not quite enough the answer was very decisive success or failure organization in fulfil needs and achieve objective. Satisfaction Work nature subjective Because every employees and apparatus State Civil has criteria satisfaction separately For measure level satisfaction in Work.

Communication Apparatus State Civilians must also pushed and made part important from company. Apparatus State civil servants and leaders You're welcome will experience deadlock in solution problem company If No There is adequate communication. Transfer action information from one person to another known as communication. Somebody will feel No satisfied If in Work if the idea is not absorbed or accepted.

Apart from good communication that can be done influence satisfaction work, with high LMX level, power Work will feel his needs towards supervision has been fulfilled, because leader they give attention special to they. They will develop a sense of comfort and acceptance in organization, as well as a sense of satisfaction as results from Work hard they, that will make they Work without tired For reach objective organization. As a result, they usually own level high commitment and strong desire For still stay and join with organization.

Environment Work is one of other variables that can impact on satisfaction Work besides its height LMX quality. Apparatus State Civil can Work with maximum when they being in the environment comfortable work that gives they feel safe. Apparatus Emotions State Civil can influenced by the environment Work. A Apparatus State Civil will more Possible For finish his duties and make use of them time in place Work If he satisfied with place Work. (Josiah 2019)

Questionnaire results introduction is carried out against 12 respondents in the Apparatus District Civil Service Purwakarta Cilegon City on variables satisfaction Work based on results have been processed by researchers Where  $n = 12$  employees, scale 1 to 5, score highest ( $5 \times 12 = 60$ ) and score lowest ( $1 \times 12 = 12$ ), so standard score ( $60/2 + 12 = 42$ ) Zikmund et al. (2010), can concluded that satisfaction Work Apparatus District Civil Service Purwakarta, Cilegon City there is value below standard on 2 indicators, namely indicator second with score 40 ie employee Still Not yet obtain appropriate salary with what has been done Apparatus State Civil Service and indicators ninth with score 39 ie occupation Apparatus State Civil Service does not in accordance with education and experience Work Apparatus State Civil.

In research conducted by Merta (2019) entitled Influence Communication and Industrial Relations Against Satisfaction Work employee at Fave Hotel Petitenget Regency Badung, Bali. state that findings study show connection significant positive between satisfaction Work employee with communication and industrial relations. Different with findings research conducted by Wakhyuni and Andika, (2019) entitled analysis abilities, communication and conflict Work to satisfaction Work Employees at PT. Mitha Sarana Niaga Say that satisfaction Work Employee No affected with separated by communications at PT. Mitha Sarana Niaga. Research the so that showing that communication Not yet capable give influence to satisfaction Work.

Questionnaire results introduction variable communication obtain results can concluded that communication Apparatus District Civil Service Purwakarta, Cilegon City there is value below standard on 2 indicators, namely indicator fifth with score 39 ie employee Still Not yet Good in communicate with colleague Work in finish related problems with projects being worked on and indicators sixth with score 37 ie Still not enough its effectiveness collaborate between colleague Work from department or different teams in finish projectyang being worked on.

And based on results interview for communication variables carried out by the author in the Apparatus District Civil Service Purwakarta, Cilegon City was discovered problem namely: “for problem communications in the District Purwakarta, Cilegon City that's the most still

exists error communication for miscommunication especially For superior we come from from other services in the environment government". So in conclusion Still there is a miscommunication or error communication between superiors and subordinates in convey duties and responsibilities the answer is in the District Purwakarta, Cilegon City. Difference language and culture, because Subdistrict Purwakarta, Cilegon City own Apparatus State Civil from background different backs, and this can cause difficulty in communicate between Apparatus State Civil Service in sub-districts and departments in the environment Cilegon City government. Difference language and culture can cause misunderstanding and making collaboration difficult especially for superior those who come from from the Cilegon City Government Service.

On results findings research conducted by Eşitti and Kasap (2019) said that LMX has impact positive and significant to satisfaction Work Apparatus State Civil Service, as shown by research This will happen if LMX is high. Apart from that, research by Zulfa (2021) found that harmonious relationship between superiors and subordinates as well as connection each other believe impact significant to satisfaction Work. However matter This contradictory with findings Erika's research (2021) states that the LMX does not influential to satisfaction Work. These results show that LMX has not succeed increase satisfaction Work.

Questionnaire results introduction to variables Leader Member Exchange earns possible results concluded that Leader Member Exchange in the District Purwakarta, Cilegon City there is value below standards on 3 indicators, namely indicator four with score 41 ie Superior no defend subordinates in front of others if I confess error, indicator fifth with score 40 ie subordinate No willing do ordered work his superior if work the No not quite enough answer subordinate his.

And based on results interview for variable leader member exchange carried out by the author on Apparatus District Civil Service Purwakarta, Cilegon City was discovered problem namely : "Boss not enough protect subordinate from more superior tall about moderate problem subordinate face it and let it go subordinate face the problem the Alone".

Research by Ignatius Soni Kurniawan, Mila Dwi Nurohmah. (2022) entitled Influence justice organization, compensation, environment work, and motivation intrinsic to satisfaction Work. Findings study This show that related variables with compensation and environment Work influential positive and significant to satisfaction Work. However, this is different from the research findings of Apriyani and Iriyanto (2020) which found that job satisfaction at Art Industries Boyolali was not influenced by the work environment. This insignificant result is due to the fact that most of the company's employees live nearby or where they work, so

working conditions do not affect employee job satisfaction. As a result, this shows that job satisfaction is not directly influenced by the work environment.

Questionnaire results introduction to variables environment Work obtain possible results concluded that Environment work in the District Purwakarta, Cilegon City there is value below standard on 1 indicator, ie indicator second with score 40 ie temperature the environment is too tall so that make no comfortable.

Based on results from observations made writer to Apparatus State Civil Service environment work in the District Purwakarta Cilegon City, writer find Still exists to No satisfaction Apparatus Civil State caused factor environment Work that is factor temperature or temperature in the environment Work Subdistrict Purwakarta, Cilegon City still very high so that make employees No comfortable specifically For Apparatus Field civil servants working in the room open. From the results The variety of research and problems found in Purwakarta District, Cilegon City means researchers are interested in combining these three variables to study job satisfaction simultaneously. Based on the background above, researchers are encouraged to raise this problem in the form of research with the title: " The Importance Of Communication, Leader Member Exchange (LMX), Work Environment On Job Satisfaction Of State Civil Apparatus Purwakarta District, Cilegon City”

## **2. LITERATURE REVIEW**

### **Job Satisfaction**

Satisfaction Work is feeling satisfied or the sense of accomplishment gained a Apparatus State Civil from his job. Satisfaction Work This is results from causal assessment somebody reach mark his job or fulfil need basically as well as help in determine, to what extent a person like or No like his job. According to Hasibuan in Fajari (2021:28) satisfaction Work is attitude emotional joy and love his job. Attitude This reflected by work morale, discipline and achievement Work. Whereas according to Mangkunegara in Fajari (2021:28) satisfaction Work is something supportive feelings or No support self related employees with his job nor with condition himself. Satisfaction Work is attitude positive to his job nor condition distributed personally to his behavior in Work so that make enhancement in Work. The more tall level satisfaction Work so the more positive his feelings about work, and vice versa (Fajari 2021:28). Next (Siagian, 2018:100) Satisfaction Work is attitude general somebody to his job. It means in a way general can formulated that someone who has a sense of satisfaction to his job will have positive attitude to organization Where He work. On the other hand, people don't satisfied to his job whatever factors reason dissatisfaction That like for example low incentives, boring

work, conditions less work satisfying and so on. Will tend to behave negative to organization Where He Work. The implications for management is that the more many people feel satisfaction which results in attitudes positive to organization, tasks giving motivation Work relatively become the more easy. On the contrary If the more many people feel No satisfied Because tend displays negative attitudes and behavior.

Dimensions and indicators used writer based on theory according to Robbins and Judge in Fajari (2021:31), stated sthat fill occupation somebody is own satisfying elements among them Wages or wages, Promotions, Coworkers, Supervision

### **Communication**

Etymologically, according to its origin, the term communication comes from the Latin communication, which means the same meaning, namely the same meaning regarding one thing. Meanwhile, in terms of terminology, communication means the process of conveying a statement by one person to another person. Pradigmatically, communication is the process of conveying a message by someone to another person to inform or change attitudes, opinions or behavior, either directly orally or indirectly through the media. Communication is a two-way process that gives the person communicating the opportunity to respond and also convey messages. According to Denny in Merta et al (2019). Communication can be defined as the conveyance of information between two or more people which also includes the exchange of information between humans and machines. Communication in organizations can be seen from the perspective of interpersonal communication and organizational communication. According to Umar in Merta et al (2019). Communication is the sending and receiving of messages or news between two or more people so that the message can be understood. Communication is also a process of transferring understanding in the form of ideas or information from one person to another. Apart from that, communication is defined as the process of conveying information or sending it from one person to another (Rivai and Mulyadi in Merta et al. 2019). According to Robbins and Judge in Merta et al (2019), communication in the work environment is the process of sending and receiving messages between individuals in an organization with the aim of achieving organizational goals. Work communication involves three important elements, namely the sender of the message (communicator), the recipient of the message (communicant), and the communication context. Work communication can occur in various forms, such as verbal, written and non-verbal, and involves various parties such as superiors, subordinates and co-workers at all levels of the organizational hierarchy. The purpose of work communication is to facilitate coordination, collaboration, and work effectiveness within the organization. Similarly, the opinion according to Effendy (2018:6) states that:

"Communication is the act of transferring human ideas which is called communication. From this understanding it can be concluded that communication is the process of conveying messages through symbols or symbols which can cause effects in the form of behavior carried out with a certain attitude.

Dimensions and indicators internal communication Work according to According to Robbins and Judge in Mileandry (2021) ie dimensions communication in the environment Work or indicator indicator is as following : Communication to direction bottom, Communications to direction top, Lateral Communication.

### **Leader Member Exchange (LMX)**

According to Lyden and Maslyn in Manurung (2022) Leader Member Exchange is behavior leader or related subordinates with work, appreciate Skills and knowledge, loyalty to One each other and like One between each other leaders and subordinates. According to Robbins & Judge in Manurung (2022) Exchange leader-member (leader member exchange theory) is something supporting theory attitudes of leaders with Apparatus Civil His country and beyond group of officers Civil State with internal status group that will own ranking more performance high, and satisfaction more work tall. Graen and Cashman in Manurung (2022) said that Leader Member Exchange (LMX) is a process where happen two- way communication between leaders and employees in build connection with Good together Apparatus Civil His country. According to Morrow in Manurung (2022), leader member exchange (LMX) is enhancement quality good relationship between superiors and apparatus The State Civil Service will do it capable increase dual performance party. Leader Member Exchange is a two- way relationship occurs between Apparatus State Civil with leader, leader member exchange has difference with leadership transactional. Leader transactional according to Burn in Manurung (2022) is method leader motivate followers with show interest Alone. Connection leadership transactional based on exchange or agreement between leaders and apparatus Which State Civil Service? will produce rewards or punishments direct if target or desired goal leader achieved or no achieved. Definition of Leader member exchange as follows Robbins opinion, quoted in Oktavianda & Iqbal (2018:6), that at the beginning history interaction between a leader and one member certain, leader in a way implicit categorize follower the as "in-group" or "out- group" and that connection sort of That relatively stable for long time. In the in-group, subordinates more trusted and earned attention in larger portion big from boss and get rights specifically, Robbins, in Oktavianda & Iqbal (2018:6). Subordinate in out- groups only get A little the time given by the leader is small the control exerted by the

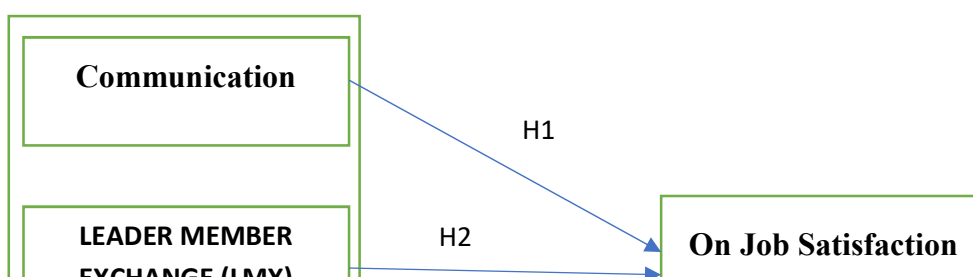
leader and the relationship leader with out-group based connection formal authority according to Robbins, in Oktavianda & Iqbal (2018:6).

Based on results expert presentations on can concluded that the leader member exchange as connection superiors and subordinates to each other influence One The same other. Leader member exchange is also interpreted as a relationship model that describes that each member is there in something group Work grouped in accordance with quality exchange social they with leaders. According to Liden and Maslyn in Manurung (2022), indicator LMX shared becomes 4 i.e Affect, Loyalty, Contribution, Professional Respect

### **Work Environment**

Environment Work is all something that is around the workers who can influence himself in operate the tasks he carries out. Environment Work is something that exists in the environment of workers who can influence himself in operate task like temperature, humidity, ventilation, lighting, noise, cleanliness place working, and adequate or or not tools equipment work (Afandi, 2018). According to Siagian (2018), environment Work can defined as something composed environment from condition physical and psychological place work, as well connection between member organizations involved in activity Work. Environment Work covers various elements, such as equipment, facilities and infrastructure, atmosphere work, interpersonal relationships, norms and values, and structure organization. Temporary according to Mangkunegara in Nabawi (2019) Environment Work can interpreted as whole tool tools encountered, environment surroundings Where a worker, method it works, as influence it works Good as individual nor as group. This is also supported by Wursanto in Nabawi (2019) which defines environment Work as all something related physically and psychologically direct nor No direct influential to employee. Additionally, according to Siagian (2018) environment Work is environment Where employee do his job daily. From several opinion above, yes said that environment Work is all something that 's around Apparatus State Civil Service at the time works, both that concerns physically and psychologically direct nor no direct can influence himself in operate tasks and work daily.

According to Siagian (2018), environment work at the company divided to in two dimensions, namely: Environment Work Physical (building place work, Equipment adequate work, facilities, availability means transport) and Environment Non- Physical Work (Relationships colleague Work level, Relationship superior with Apparatus State Civil, Inter-collaboration Apparatus State Civil)



### Figure 1 Research Model

#### Research Hypothesis

Hypothesis is answer temporary to formulation problem research (Sugiyono, 2017). It said temporary, because the answer given new based on relevant theory, yet based on facts empirically obtained through data collection.

H1: Suspected communication influential positive to Satisfaction Work on Apparatus District Civil Service Purwakarta, Cilegon City.

H2: Suspected Leader Member Exchange (LMX) influential positive to Satisfaction Work on Apparatus District Civil Service Purwakarta, Cilegon City.

H3: Suspected environment Work influential positive to Satisfaction Work on Apparatus District Civil Service Purwakarta, Cilegon City.

H4: Suspected Communication, Leader Member Exchange and environment Work influential positive in a way together to Satisfaction Work on Apparatus District Civil Service Purwakarta, Cilegon City.

### 3. METHODS

The type of research used in this research is quantitative. The population in this study was the State Civil Apparatus, Purwakarta District, Cilegon City, totaling 160 State Civil Apparatus. The basis for determining the sample was the Slovin method with an error rate of 10%, so a sample of 62 respondents was obtained. The sampling technique in this research is random sampling technique. The statistical methods used are normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, hypothesis test, coefficient of determination test.

### 4. RESULTS

#### *Data analysis*



**Normality test**

Normality test aim for test is in the regression model, variable use or residual have normal distribution or No. Good regression model is own normal data distribution or close to normal. Normality test results in study This can Look at the Kolmogorov Smirnov values below This :

**Table 1 Normality Test Results**

		<b>One- Sample Kolmogorov-Smirnov Test</b>			
		COMMUNI CATION	LMX	WORK ENVIRONM ENT	JOB SATISFACT ION
		62	62	62	62
Normal Parameters <sup>a, b</sup>	Mean	24.02	30.10	38.37	40.00
	Std. Deviatio n	3,331	4,363	5,478	5,144
	Most Extreme Differences	Absolute Positive Negative	.163 .163 -.138	.128 .128 -.078	.148 .148 -.107
Test Statistic		.163	.128	.148	.155
Asymp. Sig. (2-tailed)		.065	.243	.120	,091
Points Probability		,000	,000	,000	,000

*Source : Research data processed (SPSS Version 25.00)*

Based on normality test results with Kolmogorov -Smirnov in table 1, shows sig (2-tailed) value on the variable Communication (X1) is 0.065, variable *Leader Member Exchange* (X2) is 0.120, variable Environment Work (X3) of 0.243 and Satisfaction Work (Y) is 0.091. So that can concluded that data is used in study said normally distributed because mark its significance more big from 0.05.

**Multicollinearity Test**

The recommended value is a tolerance value >0.10 and a VIF value <10.

**Table 2 Multicollinearity Test Results**

		Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Unstandardized Coefficients Beta	t	Sig.	Collinearity Statistics	
		B	Std. Error				Tolerance	VIF
1	(Constant)	8,044	3,875		2,076	0.042		
	Communication	0.436	0.187	0.282	2,331	0.023	0.534	1,871
	LMX	0.359	0.124	0.305	2,895	0.005	0.709	1,410

Work environment	0.278	0.119	0.296	2,347	0.022	0.492	2,031
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a. Dependent Variable : Job\_Satisfaction

Source : Research data processed (SPSS Version 25.00)

Based on the results of the data multicollinearity test in table 2, it can be explained as follows: Communication variable (X1) tolerance value  $0.534 > 0.10$  VIF  $1,871 < 10$ . Refers to the basic taking decision in the multicollinearity test, it can concluded that on the variable communication (X1) no happen symptom multicollinearity in regression models. *Leader variable* members exchange (X2) tolerance value  $0.709 > 0.10$  VIF  $1.410 < 10$ . Refers to the basics taking decision in the multicollinearity test, it can concluded that on the variable *leader member exchange* (X2) does not happen symptom multicollinearity in regression models.

Variable Environment Work (X3) tolerance value  $0.492 > 0.10$  VIF  $2.031 < 10$ . Refers to basic taking decision in the multicollinearity test, it can concluded that on the variable Environment Work No happen symptom multicollinearity in regression models.

### Heteroscedasticity Test

also possible to detect whether there is a heteroscedasticity problem or not done with use method correlation Glejser. Test this can seen in table 3 as following :

**Table 3 Heteroscedasticity Test Results**

Model	Unstandardized Coefficients		Unstandardized Coefficients	t	Sig.
	B	Std. Error			
1 (Constant)	7.272	2.521		2.885	0.005
Komunikasi	-0.077	0.122	-0.109	-0.633	0.529
LMX	-0.140	0.081	-0.259	-1.733	0.088
Work environment	0.034	0.077	0.080	0.445	0.658

a. Dependent Variable : Job\_Satisfaction

Source: Research data processed (SPSS Version 25.00)

Based on the table above, it can be seen that significance variable communication, leader member exchange and environment Work more-big of 0.05 then can concluded There is no heteroscedasticity problem

### Multiple Linear Regression Analysis

In regression analysis the influencing variables called an independent variable (variable independent) and influencing variables called the dependent variable (variable bound):

**Table 4 Results of Multiple Linear Regression Analysis**

	Model	Unstandardized Coefficients		Unstandardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,044	3,875		2,076	0.042
	Communication	0.436	0.187	0.282	2,331	0.023
	LMX	0.359	0.124	0.305	2,895	0.005
	Work environment	0.278	0.119	0.296	2,347	0.022

a. Dependent Variable : Job\_Satisfaction

*Source : Research data processed (SPSS Version 25.00)*

**Equality Regression Lienary:**

$$Y = 8.044 + 0.436X_1 + 0.359X_2 + 0.278X_3$$

Based on results in the analysis model multiple linear regression table 4 can be explained as follows: The constant value obtained is 8.044 states that If No There is increase mark from variable communication organization, then mark satisfaction (Y) will still. Coefficient value regression variable communication (X1) of 0.436 states that every happen addition or increase of 1 score on the variable communication will give addition the job satisfaction value is 0.436. The constant value obtained is 8.044 that If No There is increase mark from variable *leader member exchange*, then mark satisfaction (Y) will still. Coefficient value regression variable *leader member exchange* (X2) of 0.359 states that every happen addition or increase of 1 score on the variable *leader member exchange* will give addition the job satisfaction value is 0.359. The constant value obtained is 8.044 that If No There is increase mark from variable environment work, then mark satisfaction (Y) will still. Coefficient value regression variable environment work (X3) of 0.278 states that every happen addition or increase of 1 score on the variable environment Work will give addition the job satisfaction value is 0.278.

**Coefficient of Determination**

Coefficient determination (R2) is used for see mark influence variable free to variable bound. With thought in study This writer want to see connection mark between variable communication (X1), leader member exchange variable (X2) and variables environment work (X3) on job satisfaction (Y), among respondents in Purwakarta District, Cilegon City. Following are the results obtained:

**Table 5 Determination Test Results Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.738 <sup>a</sup>	0.545	0.521	3.55914

a. Predictors : (Constant), Work\_Environment, Leader\_Member\_Exchange, Communication

Source : Research data processed (SPSS Version 25.00)

Based on the results of the determination test in table 5 above show that mark determination (R Square) of variables environment work, Leader Member Exchange and environment Work to variable satisfaction work (Y) is 0.545, which means that contribution influence communication, leader member exchange and environment Work to satisfaction work (Y) is 54.5% and the remaining 45.5% explained by other variables outside the research model like compensation, *work life balance*, *work motivation* and others.

### Hypothesis Test (t test)

Following This results processing t test data in study :

**Table 6 Partial Test Results (t Test)**

Model		Unstandardized Coefficients		Unstandardized Coefficients Beta	t	Sig.
		B	Std. Error			
		1	(Constant)			
	Communication	0.436	0.187	0.282	2,331	0.023
	LMX	0.359	0.124	0.305	2,895	0.005
	Work environment	0.278	0.119	0.296	2,347	0.022

a. Dependent Variable : Job\_Satisfaction

Source : Research data processed (SPSS Version 25.00)

Based on t test results in table 6 above writer can explain as following :

**First Hypothesis**, the significant value of the communication variable (X1) is 0.023, with mark tcount amounting to 2,331. Refers to the basics taking decision in the t test, if Sig value is more small from value 0.05 ( $0.023 < 0.05$ ), and value  $t_{count}$  more big from mark  $t_{table}$  ( $2.331. > 1.669$ ). So  $H_0$  is rejected and  $H_1$  is accepted which means variable communication (X1) has significant and impactful influence positive on the Job Satisfaction variable (Y). **Second Hypothesis**, the significant value of the *Leader Member Exchange* variable (X2) is 0.005, with mark tcount amounting to 2,895. Refers to the basics taking decision in the t test, if Sig value is more small from value 0.05 ( $0.005 < 0.05$ ), and value tcount more big from mark ttable ( $2,895. > 1,669$ ). So  $H_0$  is rejected and  $H_2$  is accepted which means variable *Leader Member Exchange* (X2) has significant and impactful influence positive on the Job Satisfaction variable (Y). **Third Hypothesis**, n significant value of the work environment variable (X3) is 0.022, with mark tcount amounting to 2,347. Refers to the basics taking decision in the t test, if Sig

value is more small from value 0.05 ( $0.022 < 0.05$ ), and value tcount more big from mark ttable ( $2,347. > 1,669$ ). So  $H_0$  is rejected and  $H_3$  is accepted which means variable Environment Work ( $X_3$ ) has significant and impactful influence positive to variable Satisfaction Work (Y).

### *Hypothesis Test (F test)*

Following This results process the F test data in study :

**Table 7 Simultaneous Test Results (F Test)**

ANOVA <sup>a</sup>					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	879,287	3	293,096	23,138	0,000 <sup>b</sup>
Residual	734,713	58	12,667		
Total	1614,000	61			

- a. Dependent Variable : Job\_Satisfaction  
 b. Predictors : (Constant), Work\_Environment, Leader\_Member\_Exchange, Communication

*Source : Research data processed (SPSS Version 25.00)*

Based on F test results in table 7 above The author can explain as follows: **Fourth Hypothesis**, the sig value of the F test results is 0.00, with mark Fcount amounting to 23,138. Refers to the basics taking decision in the F test, if Sig value is more small from value 0.05 ( $0.000 < 0.05$ ). So  $H_0$  is rejected and  $H_4$  is accepted which means communication variable ( $X_1$ ), leader members exchange ( $X_2$ ), and environment work ( $X_3$ ) has significant and impactful influence positive in a way simultaneous to variable Satisfaction Work (Y).

## **5. DISCUSSION**

Based on results of data analysis that has been done done previously so discussion in This research is as follows:

**The effect of communication on job satisfaction Apparatus State Civil Service, Purwakarta District, Cilegon City.** There is a significant influence between communication ( $X_1$ ) against satisfaction work (Y) in the District Purwakarta, Cilegon City in the t test, it can seen from results tcount communication is  $2,331 > 1,669$  ttable and value its significance is equal to  $0.023 < 0.05$ . So you can it is concluded that  $H_0$  is rejected and  $H_1$  is accepted, which means communication ( $X_1$ ) is influential positive and present significant influence on job satisfaction. The results of this study are in line with results research conducted by Mia Muthia ulfa and Rian surenda (2021), Asnawi (2020), I Ketut Merta et al. (2019) and Melianti (2018), who stated Communication influential positive and significant to satisfaction Work.

### **Influence *Leader Member Exchange* to satisfaction Work Apparatus District Civil Service Purwakarta, Cilegon City.**

There is a significant influence between *Leader Member Exchange* ( $X_2$ ) against satisfaction work (Y) in the District Purwakarta, Cilegon City in the t test, it can be seen from results tcount *Leader Member Exchange* is  $2,895 > 1,669$  ttable and value its significance is equal to  $0.005 < 0.05$ . So you can it is concluded that  $H_0$  is rejected and  $H_2$  accepted which means *Leader Member Exchange* ( $X_2$ ) is influential positive and present significant influence on job satisfaction. The results of this study are in line with results research conducted by Manurung (2022), Yosier et al (2019), and Gusti Ayu Manuati Dewi (2020) who stated *Leader Member Exchange* influential positive and significant to satisfaction Work.

### **Influence Environment Work to satisfaction Work Apparatus State Civil Service, Purwakarta District, Cilegon City.**

There is a significant influence between Environment work ( $X_3$ ) against satisfaction work (Y) in the District Purwakarta, Cilegon City in the t test, it can be seen from results tcount Environment Work is  $2,347 > 1,669$  ttable and value its significance is equal to  $0.022 < 0.05$ . So you can it is concluded that  $H_0$  is rejected and  $H_3$  accepted which means Environment Work ( $X_3$ ) has an effect positive and present significant influence on job satisfaction. The results of this study are in line with results research conducted by Dwi Puspitawati et al (2022), Mila Dwi Nurohmah (2022), and Lia Margaret Silalahi (2022) who stated Environment Work influential positive and significant to satisfaction Work.

### **Influence of Communication, Leader Member Exchange, and Environment Work to satisfaction Work Apparatus State Civil Service, Purwakarta District, Cilegon City.**

There is a significant influence between communication, leader member exchange and environment Work to satisfaction work (Y) in the District Purwakarta, Cilegon City in the F test, it can be seen from results fcount is 23,138 and value its significance is equal to  $0.000 < 0.05$ . So you can concluded that  $H_0$  is rejected and  $H_4$  accepted which means communication, leader member exchange and environment Work influential positive and present influence significant in a way simultaneous to satisfaction Work.

## 6. CONCLUSION

Study This done with objective for know How influence communication, leader member exchange and environment Work to satisfaction Work Apparatus District Civil Service Purwakarta, Cilegon City. Based on results research and discussions that have been carried out done so Several conclusions can be drawn including: There is a positive and significant influence between communication to satisfaction Work Apparatus State Civil Service in the District Purwakarta, Cilegon City. It means the more Good communication so will the better the job satisfaction. There is a positive and significant influence between Leader member exchange to satisfaction Work Apparatus State Civil Service in the District Purwakarta, Cilegon City. It means the more Good leader member exchange so will the better the job satisfaction. There is a positive and significant influence between environment Work to satisfaction Work Apparatus State Civil Service in the District Purwakarta, Cilegon City. It means the more Good environment Work so will the better the job satisfaction. There is a positive and significant influence between environment work, leader member exchange and environment Work in a way simultaneous to satisfaction Work Apparatus State Civil Service in the District Purwakarta, Cilegon City. It means the more good environment work, leader member exchange and environment Work in a way simultaneous so will the better the job satisfaction.

Suggestions from the results of this research can then be made Some suggestions that can be given are: Communication carried out in the sub-district Purwakarta, Cilegon City in a way whole Already ok, I will but For indicator communication toward lower specifically superior give bait come back to occupation subordinate Can further improved that is with always give bait come back to work that has been done by subordinates, Variable Leader Member Exchange in the District Purwakarta, Cilegon City in a way whole Already OK, I will but For indicator contribution special his about will Apparatus State Civil does work Apart from those in the jobdesk, they can be further improved. Work environment in Purwakarta District, Cilegon City in a way whole Already OK, I will but for indicator environment Work physique specifically happened noise on site place Work can be reduced with use ear plugs in place noisy. It is recommended for further research add other influencing variables to satisfaction Work like salary, motivation work, work life balance, placement Work. And recommended add variable intervening.

### **Limitation**

Limitations or limitations in this research lie in the research respondents. Researchers realize that research has many obstacles, one of the factors that becomes an obstacle in this research

is the research respondents. The result is that many ASNs were mutated during data collection. This resulted in a reduction in ASN working at the Purwakarta District Office, Cilegon City, which resulted in a reduction in the research sample. Limitations in this research also lie in the questions in the questionnaire. There is the word "and" in the questionnaire questions, where the statement sentence should be more detailed and easy for respondents to understand to be used in the questionnaire questions. The questions contained in the researcher's questionnaire were obtained by referring to the main research journal

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