

ABSTRACT

***INFLUENCE OF NON PHYSICAL WORK ENVIRONMENT
AND COMMITMENT ON JOB SATISFACTION***

(Research on Non-Manager Employees of PT Access Nusa Karya Infratek Bandung)

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The purpose of this research is to find out and analyze how the non-physical work environment is at PT Access Nusa Karya Infratek Bandung, how commitment is at PT Access Nusa Karya Infratek Bandung and how job satisfaction is at PT Access Nusa Karya Infratek Bandung and how the non-physical work environment is influenced by work commitment to job satisfaction both partially and simultaneously at PT Access Nusa Karya Infratek Bandung. Using a quantitative approach, this research data was collected from 100 non-manager employees. This research uses a survey method. The data analysis used is descriptive analysis and quantitative analysis with the analytical tool used in the form of path analysis. The results of this research show that partially there is a positive and significant influence of the non-physical work environment on job satisfaction, there is a positive and significant influence of work commitment on job satisfaction, as well as simultaneously the research results show that there is a significant influence of the non-physical work environment and work commitment on job satisfaction non-manager employees. This means that employee job satisfaction can be achieved with a good non-physical work environment accompanied by high work commitment from each employee. Therefore, it is important for companies to always pay attention to non-physical work environment factors and the work commitment of each employee in order to increase employee job satisfaction.

Keywords: Non Physical Work Environment, Work Commitment, Job Satisfaction.