

**THE INFLUENCE OF WORK ENVIRONMENT,
WORK ENGAGEMENT, DISCIPLINE
AND INCENTIVES ON JOB SATISFACTION**
*(Census of Permanent Employees of
PT Pos Indonesia East Priangan)*

ABSTRACT

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This research aims to determine the influence of the work environment, work engagement, discipline and incentives on job satisfaction in permanent employees of PT. East Priangan Indonesian Post. The method used in this research is a survey method with a population studied of 212 respondents. The data collected is primary and secondary data. To carry out the analysis in this research, the successive interval method was used. Successive interval (MSI) method analysis was used to convert ordinal scale data into an interval scale. Data testing was carried out using path analysis. Based on the results of the research and discussion, the data conducted in this research shows that there is a positive and significant influence of the variables Work Environment, Work engagement, Discipline and Incentives on employee satisfaction with a value of 74.96%. This means that there is a unidirectional relationship between work environment, work engagement, discipline and incentives and employee satisfaction with employee satisfaction. Work environment, work engagement, discipline and incentives are very important individual characteristics as a reflection of a person's self-confidence to succeed in their work. The work environment, work engagement, discipline and incentives will regulate and carry out the necessary actions to direct the way individuals react to certain situations or conditions.

Keywords: Work environment, work engagement, discipline, incentives, job satisfaction