

ABSTRAK

Nama : Mutiara Lamuna
Program Studi : Manajemen
Judul : Pengaruh *Self-Efficacy*, Motivasi Kerja Dan Lingkungan Kerja Terhadap Kepuasan Kerja Tenaga Kesehatan Di Puskesmas Kandang

Penelitian ini bertujuan menganalisis pengaruh *self-efficacy*, motivasi kerja, dan lingkungan kerja terhadap kepuasan kerja tenaga kesehatan di Puskesmas Kandang, Kota Lhokseumawe. Menggunakan metode kuantitatif dengan teknik sampling jenuh (*sensus*), seluruh populasi nakes yang aktif berjumlah 58 orang dijadikan responden menggunakan kuesioner berskala Likert 5 tingkat yang diolah via SPSS V27. Hasil uji t secara parsial menunjukkan bahwa *self-efficacy* ($\text{sig.} = 0,521 > 0,05$) dan motivasi kerja ($\text{sig.} = 0,593 > 0,05$) tidak berpengaruh signifikan terhadap kepuasan kerja, sedangkan lingkungan kerja berpengaruh positif dan signifikan ($\text{sig.} = 0,000 < 0,05$). Secara simultan, model ini memiliki nilai $R^2 = 0,680$, yang berarti ketiga variabel tersebut mampu menjelaskan variasi kepuasan kerja sebesar 68,0%. Temuan ini mendukung Teori Dua Faktor Herzberg bahwa faktor higiene ekstrinsik (lingkungan kerja) merupakan prasyarat paling dominan dalam menentukan kepuasan kerja di instansi pelayanan publik, sehingga manajemen disarankan untuk fokus mengoptimalkan sarana prasarana fisik dan digital di lapangan.

Kata Kunci: *Self-Efficacy*, Motivasi Kerja, Lingkungan Kerja, Kepuasan Kerja, Tenaga Kesehatan.

ABSTRAK

Name : Mutiara Lamuna
Study Program : Management
Judul : *The Influence of Self-Efficacy, Work Motivation, and Work Environment on Job Satisfaction of Healthcare Workers at Puskesmas Kandang*

This study aims to analyze the effect of self-efficacy, work motivation, and work environment on the job satisfaction of healthcare workers at Puskesmas Kandang, Lhokseumawe City. Utilizing a quantitative approach with a total sampling technique (census), all 58 active healthcare workers were selected as respondents using a 5-point Likert scale questionnaire processed via SPSS V27. The partial t-test results revealed that self-efficacy ($\text{sig.} = 0.521 > 0.05$) and work motivation ($\text{sig.} = 0.593 > 0.05$) have no significant effect on job satisfaction, whereas the work environment has a positive and significant effect ($\text{sig.} = 0.000 < 0.05$). Simultaneously, the model yields an R Square value of 0.680, meaning these variables explain 68.0% of the variance in job satisfaction. These findings support Herzberg's Two-Factor Theory, confirming that extrinsic hygiene factors (work environment) are the most dominant prerequisites for job satisfaction in public services, suggesting that management should prioritize upgrading physical and digital operational facilities.

Keywords: *Self-Efficacy, Work Motivation, Work Environment, Job Satisfaction, Healthcare Workers.*