

# **PENGARUH GAYA KEPEMIMPINAN TRANSFORMASIONAL, LINGKUNGAN KERJA FISIK, DAN LINGKUNGAN KERJA NON FISIK TERHADAP KEPUASAN KERJA KARYAWAN DI PT. POS INDONESIA PERSERO**

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh gaya kepemimpinan transformasional, lingkungan kerja fisik, dan lingkungan kerja non fisik terhadap kepuasan kerja karyawan. Penelitian ini dilakukan di PT. Pos Indonesia Persero Pusat Yogyakarta dengan mengumpulkan data dan menyebar kuesioner. Jumlah populasi penelitian yaitu 63 dan diambil 40 sampel dengan teknik *purposive sampling*. Analisis yang digunakan uji validitas, reliabilitas, asumsi klasik, regresi linear berganda, koefisien determinan, uji t, dan uji F. Hasil penelitian ini menunjukkan bahwa secara parsial gaya kepemimpinan transformasional berpengaruh terhadap kepuasan kerja, lingkungan kerja fisik berpengaruh terhadap kepuasan kerja, sedangkan lingkungan kerja non fisik tidak berpengaruh terhadap kepuasan kerja. Secara bersamaan atau simultan gaya kepemimpinan transformasional, lingkungan kerja fisik, dan lingkungan kerja non fisik berpengaruh signifikan terhadap kepuasan kerja.

**Kata Kunci :** Gaya Kepemimpinan Transformasional, Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik, Kepuasan Kerja.

# ***INFLUENCE OF TRANSFORMATIONAL LEADERSHIP STYLE, PHYSICAL WORK ENVIRONMENT, AND NON PHYSICAL WORK ENVIRONMENT TO EMPLOYEE SATISFACTION AT PT. POS INDONESIA PERSERO***

## **ABSTRACT**

*This study aims to determine the effect of transformational leadership style, physical work environment, and non-physical work environment on employee job satisfaction. This research was conducted at PT. Pos Indonesia Persero Yogyakarta Center by collecting data and distributing questionnaires. The study population was 63 and 40 samples were taken with purposive sampling technique. The analysis used tests of validity, reliability, classic assumptions, multiple linear regression, determinant coefficients, t test, and F test. The results of this study indicate that partially transformational leadership style affects job satisfaction, physical work environment influences job satisfaction, while non-physical work environment does not affect job satisfaction. Simultaneously transformational leadership style, physical work environment, and non-physical work environment have a significant effect on job satisfaction.*

**Keywords:** *Transformational Leadership Style, Physical Work Environment, Non-Physical Work Environment, Job Satisfaction.*