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The Effect Of Training And Non-Physical Work Environment On Employee Job Satisfaction At The Grand Sahid Jaya Hotel Jakarta

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ABSTRACT
The purpose of this study was to determine the effect of training and the non-physical work environment on employee job satisfaction at the Grand Sahid Jaya Hotel, Jakarta, both partially and simultaneously. The research method used in this study was quantitative. The population used in this study were employees of the Grand Sahid Jaya Hotel, Jakarta. The sampling technique used was probability sampling, and the sample size was determined using the Slovin formula, resulting in 109 employees as respondents. The data collection method used in this study was primary data. The primary data collected were the answers from the 109 respondents. The results of this study indicate that training has a partial and significant effect on employee job satisfaction at the Grand Sahid Jaya Hotel, Jakarta, as evidenced by the calculated t-value > t-table (3.545 > 1.982), further supported by a significant value < 0.05 (0.001 < 0.05). The non-physical work environment has a partial and significant effect on employee job satisfaction at the Grand Sahid Jaya Hotel, Jakarta, as evidenced by the calculated t-value > t-table (2.716 > 1.982), and is also supported by a sig. < 0.05 (0.008 < 0.05). Training and the non-physical work environment simultaneously influence employee job satisfaction at the Grand Sahid Jaya Hotel, Jakarta, as evidenced by the calculated F-value > F-table (18,468 > 3,082), and is supported by a sig. < 0.05 (0.000 < 0.05).

Keywords: *Training, Non-Physical Work Environment, Employee Job Satisfaction*

INTRODUCTION
Human resource management (HRM) plays a crucial role in achieving organizational goals in the dynamic and changing era of globalization. In this context, a philosophical foundation is crucial for understanding how different approaches to HRM can influence organizational practices and policies. Various schools of thought, such as positivism, which emphasizes data analysis and measurable outcomes, and interpretivism, which emphasizes social and cultural context, offer diverse perspectives on HRM. By understanding these philosophical foundations, organizations can formulate strategies that are more appropriate and responsive to employee needs and market demands.

Furthermore, the application of various philosophical foundations in HR management can contribute to the creation of a more inclusive and productive work

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environment. For example, a humanistic approach that prioritizes employee well-being can improve individual motivation and performance. Conversely, a more mechanistic approach can accelerate efficiency but may neglect the well-being aspect. Therefore, this study aims to explore and analyze various philosophical foundations in HR management and their implications for effective management practices, in order to generate applicable recommendations for improving organizational effectiveness.

As one of Indonesia's leading five-star hotels, Grand Sahid Jaya Jakarta faces challenges in managing qualified and competitive human resources (HR) in the hospitality industry. In this context, a normative foundation is crucial for establishing ethical guidelines and standards that guide interactions between management and employees. Principles such as fairness, transparency, and respect for employee rights are not only moral obligations but also factors that can improve employee motivation and performance. By implementing these principles, the hotel is expected to create a positive work environment, which in turn will enhance guest satisfaction and the hotel's reputation.

At the Grand Sahid Jaya Hotel, training and a non-physical work environment are important aspects of human resource management. The company regularly holds training programs to improve employee competency and create a conducive work environment through good communication, harmonious working relationships, and support from superiors and coworkers. This practice is in line with Law Number 13 of 2003 concerning Manpower as amended by Law Number 6 of 2023 concerning Job Creation, which emphasizes the importance of competency development and the protection of workers' rights in employment relationships. Therefore, training and a good non-physical work environment are expected to increase employee job satisfaction. This study aims to analyze the effect of training and a non-physical work environment on employee job satisfaction at the Grand Sahid Jaya Hotel.

Hotel Grand Sahid Jaya Jakarta is a five-star hotel located in the heart of Indonesia's capital. Known for its solid reputation in the hospitality industry, the hotel offers a luxurious stay and high-quality service. Established in 1974, the hotel features over 400 elegantly designed rooms, complemented by a variety of modern amenities, including a fitness center, swimming pool, and spa.

As a hotel frequently chosen for business events and conferences, Grand Sahid Jaya also features spacious meeting rooms equipped with the latest technology. The hotel caters to a wide range of guests, from domestic to international travelers, as well as companies holding events or seminars.

Employee job satisfaction is a measure of how satisfied employees are with their jobs, including their roles and the organization. Employee satisfaction can be influenced by various factors, such as: Compensation, Growth opportunities, Job stability, and Job prospects.

Facing increasingly fierce competition in the hospitality industry, Hotel Grand Sahid Jaya recognizes that the key to its success lies in the quality of its human resources. Skilled and experienced employees not only improve operational efficiency but also play a crucial role in providing satisfactory service to guests. Therefore, the hotel's management places great emphasis on employee training and development.

Employee job satisfaction is a primary focus, as satisfied employees tend to be more productive and loyal to the company. By improving job satisfaction, the hotel hopes to reduce employee turnover, which can be a burden on operations. Hotel Grand Sahid Jaya also implements a recognition and reward system for high-performing employees, which motivates them to continue performing well.

Through these strategies, Hotel Grand Sahid Jaya Jakarta strives not only to meet guest expectations but also to build a strong and qualified team of employees. By focusing on human resource development, the hotel strives to remain competitive in a dynamic and ever-changing industry. Ultimately, guest satisfaction and business success are the primary goals achieved through investment in employees and a positive work environment.

Good teamwork is also crucial. Front office employees, for example, must be able to collaborate with other staff to ensure the check-in and check-out processes run smoothly and efficiently.

Employees who are satisfied with their work tend to be more motivated and demonstrate a high level of commitment and loyalty to the company. At the Grand Sahid Jaya Hotel, a recognition program for high-performing employees also helps foster this motivation. For example, employees who receive a monthly award will feel appreciated and encouraged to continue performing at their best.

Furthermore, customer service must be exceptional. Hotel employees are expected to meet customer needs and expectations in a friendly and professional manner. For example, if a guest requests information about local attractions, staff should provide accurate information and help plan their visit.

RESEARCH METHODS

This study uses an associative research method. According to Sugiyono (2020: 36), "associative research aims to determine the influence or relationship between two or more variables." Thus, this associative research can build a theory that functions to explain, predict, and control a phenomenon. Using a quantitative research approach,

Still according to Sugiyono (2020: 35), that "by using a quantitative research approach, it can be interpreted as a research method based on the philosophy of positivism, used to research certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative or statistical with the aim of testing the established hypothesis".

Furthermore, according to Sujarweni (2020: 39), "quantitative research is a type of research that produces findings that can be achieved (obtained) using statistical procedures or other means of quantification (measurement)." Thus, this study uses a quantitative method with an empirical study approach that aims to test the effect of training and the non-physical work environment on employee job satisfaction.

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RESEARCH RESULT

4.6 Data Analysis Test

4.6.1 Validity Test

According to the existing research results, with a sample size (n) of 109, the degrees of freedom (df) are n – 2 = 109 – 2 = 107, with a significance level (alpha) of 0.05. The results obtained show a value of *r tabel* of 0.1882. If the calculated r value is higher than rtable and positive, it can be concluded that the statement or indicator item can be considered valid (Ghozali, 2015:53).

Table 4.8

Validity Test Results

Variables	Item	Corrected Item-Total Correlation	r_{table}	Note
Training	X1.1	0.503	0.1882	Valid
	X1.2	0.640		Valid
	X1.3	0.559		Valid
	X1.4	0.519		Valid
	X1.5	0.396		Valid
	X1.6	0.506		Valid
	X1.7	0.516		Valid
	X1.8	0.535		Valid
	X1.9	0.653		Valid
	X1.10	0.590		Valid
Non-Physical Work Environment	X2.1	0.502	0.1882	Valid
	X2.2	0.586		Valid
	X2.3	0.258		Valid
	X2.4	0.616		Valid
	X2.5	0.522		Valid
	X2.6	0.479		Valid
	X2.7	0.386		Valid
	X2.8	0.585		Valid
	X2.9	0.493		Valid
	X2.10	0.456		Valid
Employee Job Satisfaction	Y.1	0.645	0.1882	Valid
	Y.2	0.380		Valid
	Y.3	0.628		Valid
	Y.4	0.398		Valid
	Y.5	0.656		Valid
	Y.6	0.687		Valid
	Y.7	0.386		Valid

Variables	Item	Corrected Item-Total Correlation	r_{table}	Note
	Y.8	0.240		Valid
	Y.9	0.419		Valid
	Y.10	0.544		Valid

Source: Processed by the author using SPSS version 26

Based on Table 4.8, it appears that all calculated r-values exceed the table r-value. Thus, it can be concluded that each statement in this research instrument is valid and suitable for use as a data collection tool.

4.6.2 Reliability Test

An indicator or factor is considered consistent if it produces a Cronbach Alpha value that exceeds 0.60 according to Ghozali's research (2014:98).

Table 4.9

Reliability Test Results

Variables	*Cronbach's Alpha*	Information
Training (X1)	0.731	Reliable
Non-Physical Work Environment (X2)	0.648	Reliable
Employee Job Satisfaction (Y)	0.675	Reliable

Source: Processed by the author using SPSS version 26

Based on the reliability test results in Table 4.9, all variables used in this study were declared reliable. The Training variable (X1) has a Cronbach's Alpha value of 0.731, the Non-Physical Work Environment variable (X2) has a value of 0.648, and the Employee Job Satisfaction variable (Y) has a value of 0.675. Because all Cronbach's Alpha values are above 0.60, this research instrument can be considered reliable and suitable for use in research.

4.7 Classical Assumption Test

4.7.1 Normality Test

If the KS test results show a significance value greater than 0.05, it can be concluded that the data is normally distributed, so the null hypothesis is accepted. Findings from the Kolmogorov-Smirnov test also show a similar trend.

Table 4.10

Kolmogorov – Smirnov Test Method Results

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One-Sample Kolmogorov-SmirnovTest

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		109
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.75584651
Most Extreme Differences	Absolute	.058
	Positive	.043
	Negative	-.058
Test Statistic		.058
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Based on the results of the normality test using the Kolmogorov-Smirnov method in Table 4.10, the Asymp. Sig. (2-tailed) value of 0.200 indicates that the value is greater than the 0.05 significance level. This indicates that the residual data in this study is normally distributed. Thus, the normality assumption is met, so that statistical analysis requiring normally distributed data can be continued.

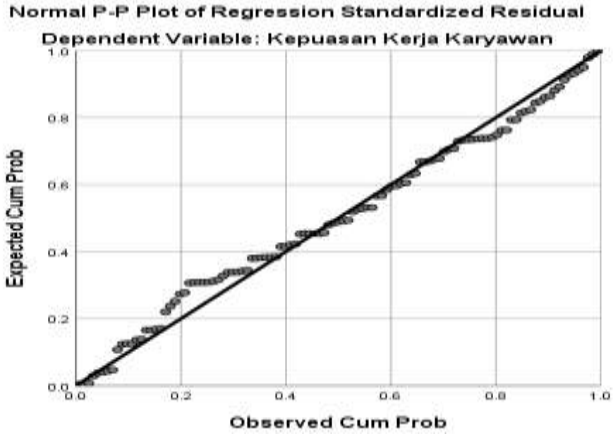


Figure 4.2

Multi Normality P-P Plot Test

Source: Processed by the author using SPSS version 26

Based on the illustration in Figure 4.2, which shows the results of the normality test using the PP Plot method, it can be seen that the data points are distributed around the diagonal line and follow the pattern of the line. This indicates that the residual data in this study is normally distributed. Thus, the assumption of normality is met,

and the data is suitable for use in regression analysis.

4.7.2 Multicollinearity Test

If there is no significant relationship between each dependent variable (usually less than 0.10), then it indicates the absence of multicollinearity. Common thresholds used to indicate the absence of multicollinearity are when tolerance > 0.10 or VIF < 10 (Ghozali, 2014:105-106). The results of the multicollinearity test imply the same thing:

Table 4.11

Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	10.784	4.104		2.628	.010		
	Pelatihan	.329	.093	.335	3.545	.001	.783	1.277
	Lingkungan Kerja Non Fisik	.319	.118	.257	2.716	.008	.783	1.277

a. Dependent Variable: Kepuasan Kerja Karyawan

Source: Processed by the author using SPSS version 26

Based on the data in table 4.11, it is concluded that the tolerance value for both training and non-physical work environment variables is 0.783, which is far > from 0.10, and the VIF value is 1.277, which is < from 10. Thus, it can be concluded that there is no indication of multicollinearity in the two variables, and the regression model used is considered valid and can be applied to create a regression equation.

4.7.3 Heteroscedasticity Test

The heteroscedasticity test is performed to identify any inequality in residual variance between observations in a regression model. A good regression model should meet the homoscedasticity assumption, which is a condition where the residual variance is constant across all prediction levels.

In this study, heteroscedasticity testing was carried out through scatter plot analysis by mapping the predicted value of the dependent variable (ZPRED) against the standardized residual value (SRESID), so that the residual distribution pattern can be observed visually.

a. If the distribution of points shows a certain pattern, for example forming a wavy trend or systematically rising and falling, then this indicates the potential for heteroscedasticity in the model.
b. On the other hand, if the points are spread randomly around the value 0 on the Y axis without forming a clear pattern, it can be concluded that heteroscedasticity does not occur.

The output results from the heteroscedasticity test can be presented as follows:

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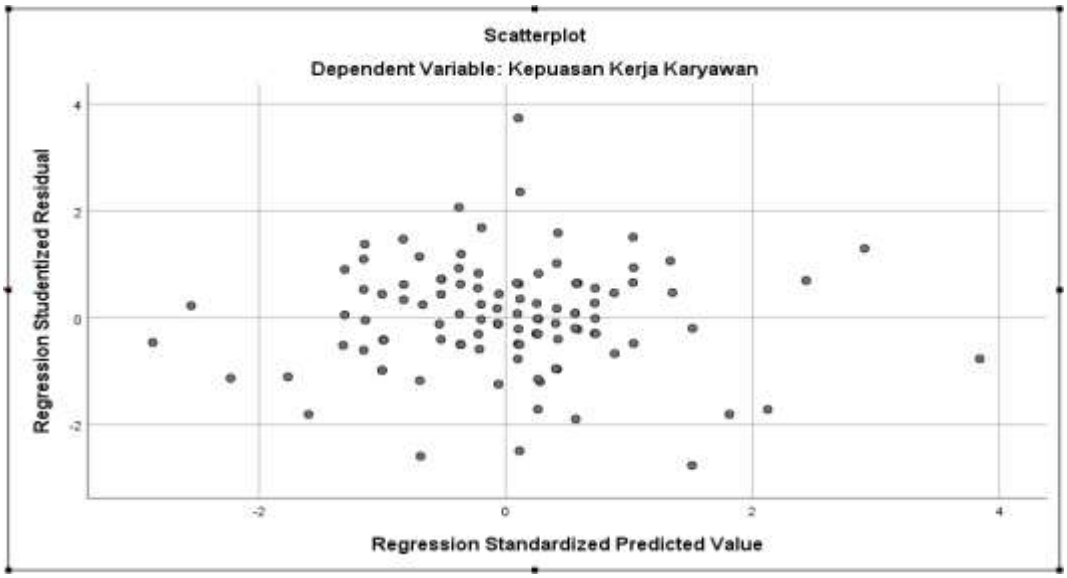


Figure 4.3

Heteroscedasticity Test Results

Source: Processed by the author using SPSS version 26

Based on the information displayed in Figure 4.3, the points on the scatterplot appear to be randomly distributed without forming any systematic pattern. This indicates that the regression model does not exhibit any significant heteroscedasticity. Therefore, the regression model used can be considered to meet the necessary assumptions and is suitable for implementation in further analysis.

4.7.4 Autocorrelation Test

The purpose of the autocorrelation test is to check for the presence of autocorrelation in a linear regression model, and the Durbin-Watson test method can be used to do this. When the model is free from autocorrelation, this is in accordance with the theory proposed by Algifari (2015:88).

Table 4.12

Autocorrelation Test Using Durbin - Watson (DW test)

Criteria	Information
<1,000	There is a Relationship
1,100-1,550	Without Drawing Conclusions
1,550-2,460	No Correlation
2,460-2,900	Without Drawing Conclusions
>2,900	There is a Relationship

Source: Algifari (2015:88)

The autocorrelation output results using SPSS are as follows:

Table 4.13

Autocorrelation Test Results

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.488[a]	.238	.223	3.454	2.048

a. Predictors: (Constant), Lingkungan Kerja Non Fisik, Pelatihan

b. Dependent Variable: Kepuasan Kerja Karyawan

Source: Processed by the author using SPSS version 26

Referring to the data presented in Table 4.13, the Durbin-Watson value of 2.048 indicates that the regression model does not exhibit autocorrelation. Therefore, it can be concluded that the test results indicate no autocorrelation problems in the analyzed model.

4.7.5 Simple Linear Regression Test

The results of the simple linear regression test conducted on the independent and dependent variables are shown below.

a. Training for Employee Job Satisfaction

The following data shows the results of a simple linear regression test on the training style variable against the employee job satisfaction variable.

Table 4.14

Simple Regression of Training on Employee Job Satisfaction

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	18.445	3.070		6.009	.000
	Pelatihan	.446	.084	.455	5.282	.000

a. Dependent Variable: Kepuasan Kerja Karyawan

Source: Processed by the author using SPSS version 26

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The following regression equation is obtained from the regression calculations shown above:

Y = 18.445 + 0.446X1

The conclusion from the regression results above is as follows:

1) The constant value of 18.445 indicates that employee job satisfaction (Y) already has a value of 18.445 points when the training variable (X1) is not present.
2) With a regression coefficient of 0.446 for training (X1), it shows that every 1 point change in the training variable (X1) will cause a change in employee job satisfaction (Y) to increase by 0.446 points, as long as it remains constant.

b. Non-Physical Work Environment on Employee Job Satisfaction

The following table shows the results of a simple linear regression test of non-physical work environment variables on employee job satisfaction variables:

Table 4.15

Simple Regression of Non-Physical Work Environment on Employee Job Satisfaction

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	15.418	4.095		3.765	.000
	Lingkungan Kerja Non Fisik	.514	.110	.413	4.690	.000

a. Dependent Variable: Kepuasan Kerja Karyawan

Source: Processed by the author using SPSS version 26

The following regression equation can be obtained from the regression calculations shown in the table:

Y = 15.418 + 0.514X2

From the regression equation, the following can be concluded:

1) The constant value of 15.418 shows that the employee job satisfaction value (Y) already has a value of 15.418 points if the non-physical work environment variable (X2) does not exist.
2) With a regression coefficient of non-physical work environment (X2) of 0.514, it shows that every 1 point change in the non-physical work environment (X2) will cause a change in employee job satisfaction (Y) of 0.514 points, as long as it remains constant.

4.7.6 Multiple Linear Regression Test

In the context of multiple linear regression equations using two independent variables, the situation can be explained as follows:

$Y = a + b_1X_1 + b_2X_2$

Based on this equation, Y can be identified as the predicted variable, while b0 reflects a fixed value, and b1 and b2 represent independent variables (Priyanto, 2016:56).

Table 4.16

Multiple Linear Regression Test Results Table

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	10.784	4.104		2.628	.010
	Pelatihan	.329	.093	.335	3.545	.001
	Lingkungan Kerja Non Fisik	.319	.118	.257	2.716	.008

a. Dependent Variable: Kepuasan Kerja Karyawan

Source: Processed by the author using SPSS version 26

Based on the data in table 4.16 in the Unstandardized coefficients section, we can construct a functional equation similar to the following:

$Y=a+b_1X_1+b_2X_2$

$Y= 10.784 + 0.329\ X_1 + 0.319\ X_2$

Explanation:

a. With the constant value a remaining at 10.784, it can be concluded that if the training variables (X1) and non-physical work environment (X2) remain constant or do not change, then employee job satisfaction (Y) will have a value of 10.784 units.

b. With a coefficient of 0.329, it can be concluded that a one unit increase in the training variable (X1) will have an impact on increasing employee job satisfaction (Y) by 0.329 units.

c. With a coefficient value (b2) of 0.319, it can be concluded that when the Non-Physical Work Environment (X2) increases by one unit, employee job satisfaction (Y) will also increase by 0.319 units.

4.7.7 Hypothesis Testing

1. Hypothesis Test t

It is stated that in this test, we examine the extent to which a single independent variable explains the variation in the dependent variable. The significance level used is α = 0.05. The next step is to find the t-value using the established guidelines:

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N = 109 Number of Samples
α = 5% Significant Level
dk = n-2 Degrees of Freedom
dk = 109 - 2 = 107
$ttabel$ (α, dk)

$ttabel$ (5%, 107) = 1.982 (based on t table)

Table 4.17

Partial Test Results (t)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	10.784	4.104		2.628	.010
	Pelatihan	.329	.093	.335	3.545	.001
	Lingkungan Kerja Non Fisik	.319	.118	.257	2.716	.008

a. Dependent Variable: Kepuasan Kerja Karyawan

Source: Processed by the author using SPSS version 26

Based on the data in table 4.17, it can be concluded that the t-count for Training (X1), Non-Physical Work Environment (X2), and Employee Job Satisfaction (Y) has been recorded as:

a. The significant impact of Training (X1) on Employee Job Satisfaction (Y) has been proven with a significant value of 0.001, smaller than the significance of 0.05, indicating a significant positive influence of Training (X1) on Employee Job Satisfaction (Y).
b. The Non-Physical Work Environment variable (X2) has a significance value of 0.008, less than 0.05, indicating a significant positive influence of the Non-Physical Work Environment (X2) on Employee Job Satisfaction (Y).

Based on the data above, the training variable shows a calculated t value of 3.545 with a significance level of 0.001, while the t table value is 1.982. Because the

calculated t is greater than the t table (3.545 > 1.982) and the significance level is smaller than 0.05 (0.001 < 0.05), it can be interpreted that individual training has a significant effect on employee job satisfaction.

Based on the data above, the non-physical work environment variable has a calculated t value of 2.716 with a significance level of 0.008, and a t table value of 1.982. Because the value of the non-physical work environment is greater than the t table value (2.716 > 1.982) and its significance is less than 0.05 (0.008 < 0.05), the conclusion remains the same that the non-physical environment has a partial significant influence on employee job satisfaction.

2. Hypothesis Test F

Imam Ghozali (2018:98) The F-test is a statistical tool used to assess the joint impact of independent variables on the dependent variable. Significance is set at the α = 0.05 level.

n = 109 Number of Samples
α = 5% Significant Level
dk1 = k 1st Degree of Freedom
dk2 = n – k -1 2nd Degree of Freedom
dk2 = 109 – 2 - 1 = 106
F table (α, dk1, dk2)

F table (5%, 2, 106) = 3.082 (based on table f)

Table 4.18

F Test Results (Simultaneous)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	467.979	2	233.989	18.468	.000[b]
	Residual	1342.994	106	12.670		
	Total	1810.972	108			

a. Dependent Variable: Kepuasan Kerja Karyawan

b. Predictors: (Constant), Pelatihan, Lingkungan Kerja Non Fisik

Source: Processed by the author using SPSS version 26

Based on the data in table 4.18, it is concluded that there is a calculated F value of 18.468 and a significance level of 0.000. Because the calculated F is greater than the F table (18.468 > 3.082) and the significance value is lower than 0.05 (0.000 < 0.05), it can be concluded that the two independent variables, namely Training (X1) and Non-Physical Work Environment (X2), together have a significant effect on Employee Job Satisfaction (Y).

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4.7.8 Test of Coefficient of Determination

According to Ghozali (2018:97), the coefficient of determination (R^2) is a tool to measure the extent to which a model is able to explain variations in the dependent variable.

The coefficient of determination ranges from zero to one, reflecting how well the model describes the pattern of the dependent variable. Here's an example of a coefficient of determination result:

1) **Coefficient of Determination (R^2) of Training (X1) and Non-Physical Work Environment (X2) on Employee Job Satisfaction (Y)**

Table 4.19

Results of the Test of the Coefficient of Determination (R^2) of X1 and X2 Against Y

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.508[a]	.258	.244	3.559	1.491

a. Predictors: (Constant), Pelatihan, Lingkungan Kerja Non Fisik

b. Dependent Variable: Kepuasan Kerja Karyawan

Source: Processed by the author using SPSS version 26

Based on the data in Table 4.19, it is concluded that the combination of the Training (X1) and Non-Physical Work Environment (X2) variables has a 25.8% influence on Employee Job Satisfaction (Y). The remaining 74.2% is influenced by other variables not studied in this study.

DISCUSSION

This discussion aims to explain the results of the analysis regarding the influence of training (X1) and the non-physical work environment (X2) on employee job satisfaction (Y). The analysis was conducted both partially and simultaneously to provide a more comprehensive picture of the relationship between the variables in this study.

4.8.1 The Effect of Training on Employee Job Satisfaction

Based on the results of the t-test, the partial test results of the variables training shows a calculated t value of 3.545 with a significance level of 0.001, while the t table value is 1.659. Because the calculated t is greater than the t table (3.545 > 1.659) and the significance level is smaller than 0.05 (0.001 < 0.05), it can be interpreted that training partially has a positive and significant effect on employee job satisfaction at the Grand Sahid Jaya Hotel Jakarta.

Proven by the results of research conducted by Duwi Purwanto and Lili Sularmi (2026) in the journal of operational management vol.3, no.1, pp. 157-170 E-ISSN: 3047-7018 Pamulang University with the title "The effect of training and organizational

commitment on employee job satisfaction at PT Muhandas Permata Sarana South Jakarta" with the results of the training research having a positive and significant effect on employee job satisfaction with a calculated t value> t table (7.657> 1.990) and sig 0.000 <0.05.

4.8.2 The Influence of Non-Physical Work Environment on Employee Job Satisfaction

Based on the results of the t-test, the partial test results of the non-physical work environment variable have a calculated t-value of 2.716 with a significance level of 0.008, and a table t-value of 1.659. Because the calculated t-value is greater than the table t-value (2.716 > 1.659) and its significance is smaller than 0.05 (0.008 < 0.05), it can be concluded that the Non-Physical Work Environment partially has a positive and significant effect on Employee Job Satisfaction at the Grand Sahid Jaya Hotel Jakarta.

Similar to the research conducted by Dandi Aljunaid, Lisda L, Asi and Valentina Monoarfa (2025) in the scientific journal of management and business jambura vol.7, no.3, pp.1077-1084 E-ISNN: 2522-1616 with the title "The Influence of Non-Physical Work Environment on Employee Job Satisfaction at the Sipatana District Office, Gorontalo City" with the results of the study non-physical work environment has a positive and significant effect on employee job satisfaction with a calculated t value > t table (23.630 > 1.666) and sig 0.000 < 0.05.

4.8.3 The Influence of Training and Non-Physical Work Environment on Employee Job Satisfaction

The results of simultaneous testing with the f test show that there is a calculated F value of 18.468 and a significance level of 0.000. The calculated F value is greater than the F table (18.468 > 3.082) and the significance value is lower than 0.05 (0.000 < 0.05) it can be concluded that the two independent variables, namely Training (X1) and Non-Physical Work Environment (X2), together have a significant influence on Employee Job Satisfaction (Y). And shows that R Square, which evaluates the level of determination coefficient, is 0.258, equivalent to 25.8%. Therefore, it can be concluded that the Training Variable (X1) and the Non-Physical Work Environment Variable (X2) contribute 25.8% to the Employee Job Satisfaction Variable (Y). Meanwhile, the remaining 74.2% is influenced by additional factors not examined in this study, such as motivation, discipline, compensation, and so on.

Proven by the results of research conducted by Dea Mutie Ruchmana, Sri Sundari & Cahyaningtyas Ria Uripi (2024), in the 2024 National Proceedings, Vol.3 No. 1, Abdurachman Saleh University Situbondo with the title "The Influence of Work Discipline, Non-Physical Work Environment, Work Motivation and Job Training on Employee Job Satisfaction at PT Patra Cahaya Kusuma Cilacap". The results of the

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study show that the non-physical work environment and job training have a positive and significant effect on employee job satisfaction with an F Test value of 17.517> 2.50.

CONCLUSION

Based on the findings and analysis of research conducted at the Grand Sahid Jaya Hotel Jakarta regarding the influence of training variables and non-physical work environments on employee job satisfaction, the following conclusions can be drawn:

1. Training (X1) has a positive and significant partial influence on Employee Job Satisfaction (Y) at the Grand Sahid Jaya Hotel Jakarta. This can be proven through the results of the linear regression test which has a regression equation value of Y = 18.445 + 0.446 X1, so it can be concluded that the constant value of 18.445 indicates that if training (X1) is zero, then Employee Job Satisfaction (Y) remains at 18.445. The regression coefficient of 0.446 indicates a unidirectional influence, meaning that every one-unit increase in training will increase satisfaction by 0.446. The t-test has a calculated t value of 3.545 and a 5% distribution table value of 1.982, so the calculated t value is 3.545> t table 1.982 with a sig. level of 0.001 <0.05. This means that training has a significant influence on employee job satisfaction.
2. Non-Physical Work Environment (X2) has a positive and significant partial influence on Employee Job Satisfaction (Y) at Hotel Grand Sahid Jaya Jakarta. Based on the results of the linear regression test, the regression equation value is Y = 15.418 + 0.514 X2, so it can be concluded that the constant value of 15.418 indicates that if the Non-Physical Work Environment (X2) is zero, then Employee Job Satisfaction (Y) will remain at 15.418. The regression coefficient of 0.514 indicates a unidirectional influence, meaning that every one-unit increase in the Non-Physical Work Environment will increase satisfaction by 0.514. The t-test has a calculated t value of 2.716> t table 1.982 with a sig. level of 0.008 <0.05. This means that the Non-Physical Work Environment has a significant influence on Employee Job Satisfaction.
3. Training and Non-Physical Work Environment simultaneously / together have a significant positive influence on Employee Job Satisfaction at the Grand Sahid Jaya Hotel Jakarta. This is proven through the results of multiple linear

regression tests having a regression equation value of Y = 10.784 + 0.329 X1 + 0.319 X2, it can be concluded that the constant value of 10.784 indicates that if the Training and Non-Physical Work Environment variables are zero, then Employee Job Satisfaction remains at 10.784. The F test obtained a calculated F value of 18.468 > F table 3.082 with a sig. level of 0.000 <0.05.

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