

**THE INFLUENCE OF WORK ENVIRONMENT,
CAREER DEVELOPMENT AND K3
(OCCUPATIONAL SAFETY AND HEALTH) ON JOB
SATISFACTION IN PT. CIBITUNG DYNAPLAST
(DP04)**

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Abstract - This study aims to find out the influence of work environment, career development and k3 (occupational safety and health) on job satisfaction in PT. Cibitung Dynaplast (DP04).

The analytical method used in this research is descriptive statistics and uses quantitative shorting. Data management is processed using static software 22.00, with hypothesis testing using T test and F test. Cibitung Dynaplast (DP04). The sample was determined based on simple random sampling method, with the number of samples as many as 194 respondents. The data used in this study is primary data. Data collection techniques are using survey methods by observing directly and distributing questionnaires to respondents.

The results of this study prove that: (1) Work Environment (X1) partially affects job satisfaction (Y); (2) Career Development (X2) partially affects job satisfaction (Y); (3) K3 (Occupational Safety and Health) (X3) partially has no effect on job satisfaction (Y); (4) From the overall results of 3 free variables together indicates that there is a simultaneous influence on job satisfaction.

Keywords: Work Environment, Career Development, K3 (Occupational Safety and Health), and Job Satisfaction

I. INTRODUCTION

Labor is the determinant of a company's future progress or retreat. Without manpower, it is certain that the company cannot operate properly. Labor plays a very important role for the company in trying to achieve its goals. To achieve this goal, the workforce needs very serious attention from the company. The company was founded with the aim of making a profit. To realize these goals, of course, requires qualified and competent human resources. Employees who work with a high level of satisfaction will see their work as a very pleasant thing. When employees are satisfied, employees will be more enthusiastic in carrying out their duties and responsibilities. Job satisfaction can be achieved by paying attention to the company's work environment.

A work environment is a condition where it can be said to be safe, comfortable and pleasant and able to make the concentration of employees focused only on their work. Appreciation is given to employees in the form of promotions in order to obtain position positions according to success in realizing the company's goals. By obtaining promotions, employees are given the opportunity to develop careers that match the skills and abilities of employees in work in order to further develop.

Career development is where the employee process to carry out the plan to achieve the final goal. In career development employees are given training and re-education to develop knowledge, abilities and skills to develop more advanced. With the development of career can motivate employees to be more spirited to work and able to provide maximum work results to the company.

However, many companies are less concerned about K3 (Occupational Safety and Health) employees, resulting in work accidents and health problems in employees. If work accidents and health problems occur in employees, then the losers are not only those employees and their families, but the company is also very losers. The company must spend money on treatment or compensation, which should not be incurred in the event of work accidents and health problems in employees.

II. LITELATUR STUDY

2.1. Job Satisfaction

Priansa (2014: 291) states that job satisfaction is an employee's feelings towards his work, whether happy / like or unhappy / disliked as a result of employee interaction with his work environment or as a result of employee interaction with his work environment or as a perception of mental attitude, also as a result of employee's assessment of his work. Employees' feelings towards their work reflect their attitudes and behaviors at work.

2.2. How to Increase Job Satisfaction

Job satisfaction is useful for motivation, reducing feelings of stress, increasing organizational commitment, and so on. According to Kaswan (2012: 289) the following things can increase job satisfaction:

- A. Make work fun.
- B. Have a fair salary, allowances, and promotional opportunities.
- C. Tailor people to work according to their interests and skills.
- D. Designing work to be interesting and fun.

2.3. Factors Affecting Job Satisfaction

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Factors that affect job satisfaction, according to Mangkunegara (2015: 120) are:

- A. Employee factors, namely intelligence (IQ), special skills, age, gender, physical condition, education, work experience, working period, personality, emotions, way of thinking, perception, and attitude of work.
- B. Employment factors, namely job type, organizational structure, rank (group), position, quality, supervision, financial security, job promotion opportunities, social interaction, and employment relationships

2.4. Job Satisfaction Indicators

Indicators that determine job satisfaction according to Robbins (2015: 181 – 182) are:

- A. Mentally challenging work
Employees tend to prefer jobs that give them to use their skills and abilities and offer a variety of freedom tasks, and feedback. Overly challenging work will create boredom, but too much challenging work will create frustration and feelings of failure. In conditions of moderate challenges, most employees will experience pleasure and satisfaction.
- B. Supporting working conditions
Employees care about a good environment for personal comfort and to make it easier to do good tasks. Studies – studies prove that employees prefer safe, harmless and hassle-free surroundings. In addition, most employees prefer to work close to home, in clean and relatively modern facilities, and with adequate tools.
- C. Salary or proper wages
Employees want a wage system and promotional policies that they perceive as fair and in line with their expectations. When wages are seen as fair based on job demands, individual skill levels, and community wage standards, satisfaction will most likely result. Promotion provides opportunities for personal growth, more responsibility, and improved social status. Therefore, individuals who perceive that promotional decisions are made fairly, most likely employees will experience satisfaction in their work.
- D. Conformity of personality to work
Holland's theory of "personality conformity – occupation" concludes that a high match between an employee's personality and occupancy will result in a more satisfied individual. People with the same personality type as their work are more likely to succeed in their work, so they will also get high satisfaction.
- E. Supporting colleagues
For most employees, work also fills the need for social interaction. Therefore, it is not surprising that having a friendly and supportive colleague will lead to increased job satisfaction. Superior behavior is also the main determinant of satisfaction.

2.5. Understanding The Work Enviroment

The work environment is everything that is around the workers and that can affect him in carrying out the tasks charged, such as cleanliness, music, lighting and others (Sunyoto, 2013: 43).

2.6. Benefits of the Work Enviroment

A good work environment can trigger productivity and job satisfaction of employees. Siagian (2014: 103) states that the benefits of the work environment is to create work passion, so that

productivity and work performance increase, in addition the work environment can also affect employee job satisfaction. Job satisfaction arises as a result of the existing work situation in the company. The satisfaction of the work reflects the employee's feelings about being happy or unhappy, comfortable or uncomfortable with the company's work environment

2.7. Factors Affecting the Work Environment

According to Cokroaminoto (2012: 54) there are several factors that can affect the working environment conditions associated with the ability of employees, including:

A. Lighting / light at work

Light or lighting is very beneficial for employees in order to get safety and smooth work. Therefore, it is necessary to note the presence of bright but not dazzling lighting. The light is less clear, so the work will be slow, many experience mistakes, and ultimately lead to less efficient in carrying out the work, making the organization's goals difficult to achieve.

B. Temperature / air temperature at work

Under normal circumstances, each member of the human body has a different temperature. The human body always strives to maintain a normal state with a perfect body system, so that it can adjust to changes that occur outside the body, the temperature level gives a different influence. The situation is not absolutely applicable to every employee, because the adaptability of each employee differs depending on the area of how the employee can live.

C. Humidity at work

Humidity is associated or influenced by air temperature, and together between temperature, humidity, air speed, movement and radiation. A situation with very hot air temperature and high humidity causes massive heat confinement from the body due to evaporation system.

D. Air circulation at work

Oxygen is a gas needed by living things by maintaining survival, namely for metabolic processes. The main source of fresh air is the presence of plants around the workplace. With enough oxygen around the workplace coupled with psychological influences due to the presence of plants around the workplace will provide coolness and freshness in the body. The feeling of cool and fresh during work will help accelerate the recovery of the body due to tired work.

E. Noise at work

Long-term noise interferes with work composure, impairs hearing, and causes communication errors. Because work requires concentration, noise should be avoided so that the implementation of work can be done efficiently so that work productivity increases.

F. Mechanical vibrations at work

Mechanical vibrations in general are very disruptive to the body because of its irregularity, both irregular in intensity and frequency the greatest disturbance is found in a device in the body there when the frequency of nature is resonant with the frequency of mechanical vibrations.

G. Bad smell at work

The presence of odors around the workplace can interfere with the concentration of work, and the constant smell can affect the sensitivity of smell. The proper use of "air conditioners" is one of the ways that can be used to eliminate odors that interfere around the workplace.

H. Color order at work

In reality the color scheme can not be separated with the arrangement of decorations. This is understandable because color has a great influence on feelings. The nature and influence of color sometimes - sometimes cause a sense of calm, sadness, and others - because in the nature of color can stimulate human feelings.

I. Decoration at work

Decoration has to do with good color layout, therefore the decoration is not only related to the work space but also related to how to arrange the layout, color layout, fixtures, and others to work.

J. Music at work

According to the roots, music whose tone is soft according to the atmosphere, time and place can awaken and stimulate employees to work.

K. Workplace security

One of the efforts to maintain security in the workplace, can take advantage of the manpower of satua security officers.

2.8. Work Environment Indicators

Every company certainly has a way to support for the success and progress of the company. According to Sunyoto (2012: 44) there are several indicators related to the work environment, namely:

A. Employee Relations

Good employee relationships are very important to be applied in a company because the success or not of a company requires hard work from everyone who is in it and certainly in it is required a harmonious relationship.

B. Noise Level

Noise is a sound that is not desired by the ear. undesirable, because especially the sound can disturb the peace of work, damage hearing, and cause mis communication in the work.

C. Work Regulations

Work regulations are rules made in writing by the company, which contain the terms of employment and the company's code of conduct.

D. Lighting

Lighting greatly influences humans to see objects clearly quickly without causing errors. Poor lighting can cause the eyes to become tired quickly and result in mental weakness and cause eye damage. So it can interfere in the work.

E. Air Circulation

Good air circulation is needed in the metabolic processes of the body and health.

F. Security

Security is a situation that describes a state of peace, not feeling afraid, agitated, or restless about something in their environment.

2.9. Understanding Career Development

Widodo (2015: 53) states that career development is a series of lifelong activities that contribute to the exploration, stabilization, success and fulfillment of a person's career.

2.10. Career Development Objectives

According to Mangkunegara (2015: 77 – 78) career development goals are:

- A. Assist in achieving individual and corporate goals.
- B. Show the relationship of employee welfare relationship.
- C. Help employees realize their potential abilities.
- D. Strengthen the relationship between employees and the company.
- E. Prove social responsibility.
- F. Help strengthen the implementation of the company's program.
- G. Reduce turnover and employee costs.
- H. Reduces professional and managerial wear.
- I. Encourage analysis of all employees.
- J. Increase the thought temperature of a long time distance

2.11. Career Development Benefits

The benefits of career development are for employees and organizations or companies. For employees, the career development he gets opens the opportunity for him to work better in doing work. For organizations or companies, the benefits obtained are improving employee performance and can increase the potentials to achieve the goals of the company.

2.12. Forms of career Development

According to Nitisemito (2016: 74) career development can be divided into:

- A. Coaching from the leadership
Leaders are people who have the task of directing and guiding subordinates and able to obtain the support of subordinates so as to move to achieve the company's goals.
- B. Education and training
Education and training is an effort to develop human resources, especially to develop intellectual abilities and human personality.
- C. Promotion
Promotion in human resource management can be interpreted as the progress of an employee on a better task, viewed from the point of greater responsibility, dignity or higher status, better proficiency and especially additional payment of wages or salaries.
- D. Mutation
Mutation or transfer is the activity to move employees from a job to another that is considered level or parallel.

2.13. Factors Affecting Career Development

According to Rivai (2013: 278) the factors that influence career development are as follows:

- A. Work achievement
Job Performance is the most important component to improve and develop an employee's career. Career progress depends largely on good work and ethical achievements. By knowing the results of their performance, employees can measure their opportunities for career development. Assumptions of good performance will underlie all career development activities. When performance is sub standar then ignoring efforts towards career development is usually the simplest career goal can not be achieved. Career progression generally lies in performance and achievement.

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- B. Exposure
Managers or superiors obtain this introduction primarily through performance, and employee achievement, written reports, oral presentations, committee work and hours spent.
- C. Network work
A network of work means gaining exposure outside the company. Includes personal and professional contacts. The network will be very beneficial for employees, especially in the development of their careers.
- D. Loyalty to the organization
Low loyalty levels are common among college graduates, most recently due to expectations of being too high for the company where they first worked, often causing disappointment. The same is the case with professional groups where their first loyalty is reserved for the profession. To overcome this while reducing the level of employee exit (turn over) companies usually "buy" employee loyalty with salaries, high allowances, conduct effective HR practices such as planning and career development.
- E. Advisors and sponsors
The presence of mentors and sponsors will help employees in developing their careers. The supervisor will give advice or advice to the employee in his/her career development efforts, the supervisor comes from the company's internal. Mentor is someone within the company who creates opportunities for career development.
- F. Opportunities to grow
Employees should be given the opportunity to improve their skills, for example through trainings, courses, and continuing their education. This will give employees the opportunity to grow and develop according to their career plans.

2.14. Career Development Indicators

According to Rivai (2015: 97) there are several indicators of career development are as follows:

- A. Career needs
Assist employees in adjusting their own internal career needs.
- B. Training
Improving the ability or skills of employees in the field of operations.
- C. Fair treatment in career
Provide equal opportunities in career to employees to develop themselves.
- D. Career information
Provide information on career needs needed to know the possible positions that employees can achieve to develop their career.
- E. Promotion
Provide greater recognition, position, and service rewards to high-achieving employees.
- F. Mutation
Moving and placing employees in positions based on employees' work performance.
- G. Workforce development
Providing education and training programs for employees increases their potential.

2.15. Understanding K3 (Occupational Safety and Health)

Mathias and Jackson (2012: 113) state that work health is a condition that refers to physical, mental and emotional stability in general. Healthy individuals are individuals free from illnesses, injuries as well as emotional mental problems that can interfere with activity. The health element is closely related to the work and work environment, which can directly or indirectly affect efficiency and productivity.

2.16. Efforts to Improve K3 ((Occupational Safety and Health)

The efforts needed to improve occupational safety and health according to Mangkunegara (2017: 162) are as follows:

- A. Prevent and reduce fire accidents and blasting.
- B. Provide personal protection equipment for employees who work in environments that use hazardous equipment.
- C. Regulate temperature, humidity, air hygiene, use of working room colors, lighting that is quite bright and soothing, and prevent noise.
- D. Prevent and provide treatment against the onset of disease.
- E. Maintaining cleanliness and order, as well as harmony of the work environment.
- F. Creating a work atmosphere that excites the spirit of employee work.

2.17. K3 Indicators (Occupational Safety and Health)

According to Mangkunegara (2011: 90) there are several indicators of occupational safety and health, namely :

- A. The state of the workplace.
 - 1) The preparation and storage of dangerous goods is not taken into account security.
 - 2) Overcrowded and overcrowded workspaces
- B. Air settings.
 - 1) Bad change of air in the workspace (dirty, dusty, and bad-smelling workspace).
 - 2) Unconditioned air temperature setting.
- C. Lighting settings.
 - 1) Improper setting and use of light sources.
 - 2) The workspace is less light, dim - dim.
- D. Use of work equipment.
 - 1) Security of work equipment that is outdated or damaged.
 - 2) Use of machines, electronic devices without good safety.
- E. The physical and mental condition of the employee.
 - 1) Damage to the senses, unstable stamina of employees.

III. RESEARCH METHODS

The strategy used in this research is The Associative Strategy. Associative Strategies are used because these strategies are suitable for answering research questions that use more than 2 (two) variables. According to Sugiyono (2013: 55) this research strategy is associative, namely research that aims to find out the influence or also the relationship of two or more variables. In this study to find out the effect of work environment on job satisfaction, career development on job satisfaction, and K3 (Occupational Safety and Health) on job satisfaction in PT. Cibitung Dynaplast. The approach used in this research is quantitative approach. Data retrieval techniques in this study are

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using questionnaires. The data collection instrument used in this study was by using questionnaires (questionnaires).

3.1. Population and Sample

According to Sugiyono (2017: 80) the population is a generalization area consisting of objects or subjects that have certain qualities and characteristics set by researchers to be studied and then drawn conclusions.

According to Sugiyono (2017: 81) the sample is part of the number and characteristics possessed by the population. So it can be said that this sample is a representative part of the entire population.

The criteria of samples taken in this study are using simple random sampling techniques. It is said to be simple because sampling members of the population is done randomly, regardless of the strata in the population. The number of research samples used, determined by the Slovin formula. According to Anwar Sanusi (2017: 101) Slovin, inserting an element of leniency due to sampling errors that can still be tolerated. The formula is used as follows:

Source : Anwar Sanusi (2017: 101)

Using the calculation of the Slovin formula, the number of samples used in this study was as many as 194 employees of PT. Cibitung Dynaplast.

3.2. Data Collection Methods

Primary data is data obtained or collected by researchers directly from the main data source (Sugiyono, 2014: 131).

Data collection techniques used, namely Questionnaire Method. Questionnaire is a data collection technique that is done by giving a set of questions or written statements to respondents to answer them (Sugiyono, 2017: 142).

3.3. Operasional Variables

Variable operationalization is required to determine the types and indicators of the related variables in the study. This study used 2 (two) types of variables, namely free variables and bound variables.

3.4. Data Analysis Methods

The data collected from the questionnaire is compiled, then processed using a static software program in the form of SPSS 22.0. Descriptive statistical analysis is a statistical analysis used to analyze data, by describing or describing the data that has been collected. Research conducted on this population (without being sampled) will obviously use descriptive statistics in its analysis.

IV. RESEARCH RESULTS AND DISCUSSIONS

4.1. Data Quality Test Results

The data validity test is used to measure whether or not valid for each statement that makes up the research variable. This validity test uses pearson correlation with the help of SPSS 22.

The following is a test of the validity of the Work Environment variable (X1)

Table 4.4
Variable Validity Test Results (X1)

Statement (X ₁)	R Calculate	R Table	Description
P1	0,6310	0,1409	Valid
P2	0,6460	0,1409	Valid
P3	0,6140	0,1409	Valid
P4	0,6430	0,1409	Valid
P5	0,6600	0,1409	Valid
P6	0,6700	0,1409	Valid
P7	0,7110	0,1409	Valid

Source : Data processed SPSS 22 (2020)

The following is a test of the validity of career development variables (X2)

Table 4.5
Variable Validity Test Results (X2)

Statement (X ₂)	R Calculate	R Table	Description
P1	0,5950	0,1409	Valid
P2	0,7750	0,1409	Valid
P3	0,7910	0,1409	Valid
P4	0,5720	0,1409	Valid
P5	0,5320	0,1409	Valid
P6	0,7060	0,1409	Valid
P7	0,7490	0,1409	Valid
P8	0,7190	0,1409	Valid

Source : Data processed SPSS 22 (2020)

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The following is a test of the validity of Occupational Safety and Health variables (X3)

Table 4.6
Variable Validity Test Results (X3)

Statement (X3)	R Calculate	R Table	Description
P1	0,6860	0,1409	Valid
P2	0,7530	0,1409	Valid
P3	0,5400	0,1409	Valid
P4	0,5480	0,1409	Valid
P5	0,2970	0,1409	Valid
P6	0,6740	0,1409	Valid
P7	0,7020	0,1409	Valid
P8	0,7080	0,1409	Valid
P9	0,4210	0,1409	Valid

Source : Data processed SPSS 22 (2020)

The following is a validity test of Job Satisfaction (Y)

Table 4.7
Variable Validity Test Result (Y)

Statement I'm not going to say that.	R Calculate	R Table	Description
P1	0,5630	0,1409	Valid
P2	0,6670	0,1409	Valid
P3	0,5140	0,1409	Valid
P4	0,8080	0,1409	Valid
P5	0,7920	0,1409	Valid
P6	0,8170	0,1409	Valid

Source : Data processed SPSS 22 (2020)

4.2. Reliability Test

Reliability Test is used to measure a questionnaire that is an indicator of each variable. A questionnaire can be said to be reliable if a person's answer to a statement is consistent. For reliability testing the Cronbach's Alpha method is used. A variable can be said to be reliable if it provides the coefficient value of Cronbach's Alpha > 0.600.

Table 4.8
Research Reliabel Testing Results

Variable	Cronbach's Alpha Item	Cronbach's Alpha Item	Description
X1	0,762	0,600	Reliabel
X2	0,834	0,600	Reliabel
X3	0,770	0,600	Reliabel
Y	0,777	0,600	Reliabel

Source : Data processed SPSS 22 (2020)

V. CONCLUSION AND SUGGESTIONS

5.1. Conclusion

After the author conducted research on the Influence of Work Environment, Career Development, and K3 (Occupational Safety and Health) on employee job satisfaction at PT. Dynaplast Cibitung (DP04), using SPSS version 22.0 and hypothesis testing from this research, the author concluded that:

1. In the variable work environment the most dominant indicator affecting the work environment is "Communication between employees has been well established while carrying out work" obtained the highest score of 599. So that it can be concluded that the better communication between employees in the work environment, will have a good impact on employee job satisfaction at PT. Cibitung Dynaplast (DP04).
2. In career development variables the most dominant indicator affecting career development is "The Company provides equal opportunities in choosing its career both to male and female employees" obtaining the highest score of 583. So it can be concluded that the higher the company provides opportunities for employees in developing careers, it will have a good impact on job satisfaction at PT. Cibitung Dynaplast (DP04).
3. In occupational safety and health variables the most dominant indicator affects occupational safety and health, namely "The Company records all work accidents that occur" obtains the lowest value of 542 so that it can be concluded that the lower the company's feedback to employees regarding the data collection of work accidents, it will have a bad impact on job satisfaction on PT. Cibitung Dynaplast (DP04).
4. In the variable job satisfaction indicators that most dominantly affect job satisfaction are "I always strive to be able to complete the work in achieving goals in accordance with what is assigned by the company" obtained the highest score of 594. So it can be concluded that the higher the company provides a sense of comfort in the work environment and rewards

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to employees, it will have a good impact on job satisfaction at PT. Cibitung Dynaplast (DP04).

5.2. Suggestions

Based on the discussion and conclusions that have been explained before, suggestions can be obtained as follows:

1. Based on the results of the questionnaire in statement no. 3, on the Work Environment variable "There is no annoying sound in my workspace so it does not affect work activities", with the lowest score of 527. Researchers suggest that pt. Dynaplast Cibitung (DP04) pays more attention to the condition of sound disturbance in the employee's office, in order to work properly.
2. Based on the results of the questionnaire in statement no. 2, on the Variable Career Development "The Company provides training - training related to career development to employees", with the lowest score of 536. Researchers suggest that pt. Dynaplast Cibitung (DP04) to provide training to employees, in order to improve their careers.
3. Based on the results of the questionnaire in statement no. 2, on the variable K3 (Occupational Safety and Health) "The Company records all work accidents that occur", with the lowest score of 542. Researchers suggest that pt. Dynaplast Cibitung (DP04) pays more attention to the level of work accidents that have occurred in employee performance.

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