

The Influence of Physical Work Environment and Job Satisfaction on the Work Motivation of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency

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A R T I C L E I N F O

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A B S T R A C T

This study looks at how the physical work environment and job satisfaction affect the work motivation of ASN teachers in West Bandung Regency, both on their own and together. The study used descriptive and associative methods and focused on quantitative data. Data was gathered by giving questionnaires to 32 ASN teachers at SMA Negeri 1 ZQZ in West Bandung Regency and was analyzed using validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, and coefficient of determination, all done with the help of SPSS version 25. The findings indicated that the physical work environment met the good standard, job satisfaction was at a satisfied level, and work motivation was high. To some extent, the physical work environment had a positive impact on work motivation. At the same time, the physical work environment and how satisfied the teachers are with their jobs affect their motivation to work at SMA Negeri ZQZ in West Bandung Regency. This means having a good physical work environment and feeling satisfied with their jobs will help make ASN teachers at SMA Negeri ZQZ in West Bandung Regency more motivated to work.

INTRODUCTION

Education plays a key part in shaping the skills and knowledge of a country's people. Getting good education depends a lot on teachers who do their jobs as the law says. According to Law of the Republic of Indonesia Number 14 of 2005, Article 35 paragraph (1), teachers are mainly responsible for teaching, checking students' progress, guiding and managing students, and doing other tasks that help education run smoothly. The place where people work is a key part of the organization's overall environment. That's why the physical work environment plays a key role in every job, helping to ensure that all tasks can be done as well as possible (Saefullah, 2022). This study also matches the findings of Az-zahra and Prabowo (2025) regarding how the physical work environment affects work motivation. The physical work environment in a partial context tends to have a positive effect on work motivation, and this effect can be quite significant.

Mangkunegara (2017) says that teachers will be happy with their job if the parts of their work and the parts of themselves that they have are helpful to them. On the other hand, if these parts do not support them, then the teachers will feel unhappy. According to Cahya (2024), besides having good teaching skills, a teacher's motivation to carry out activities also has a big impact on how well students learn. Work motivation is the energy that pushes someone to take action and try to reach a particular goal. A teacher's motivation plays a major role in deciding how good the learning process is in schools. Teachers who are very motivated in their work usually show a lot of excitement about teaching, they are strict but fair, they come up with new and interesting ideas, and they are very dedicated to doing their job properly. A teacher being late is one of the first signs that their motivation to work is starting to drop. When people are often late, it shows they are not as motivated, which can make teachers less excited about doing their job. According to the information given by the teachers who are currently working, here is the data on how late ASN teachers are arriving at SMA Negeri 1 ZQZ in West Bandung Regency:

Table 1. Data on Lateness of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency, January 2025-October 2025

DELAY DATA		
NO	MONTH	LATE
1	January	12
2	February	22
3	March	7
4	April	16
5	May	17
6	June	34
7	July	19
8	August	24
9	September	19
10	October	33
Amount		203

DELAY DATA		
NO	MONTH	LATE
Source:	Administrative Archives of State Senior High School 1 ZQZ, West Bandung Regency, Reprocessed, 2025	

Looking at Table 1 above, a high level of being late shows there is an issue with workers' motivation. The frequent delays suggest that some teachers still don't have a strong inner motivation to start their work activities properly. This condition shows that some teachers are still not fully motivated to do their jobs well, which means they aren't following work time rules properly.

The physical work environment plays an important role in the overall system of an organization. That is why it is very important in every job, helping to make sure that all tasks are done as well as possible (Saefullah, 2022).

Based on the findings from the pre-survey, which included observations and interviews with multiple teachers, it was shown that there was a physical work environment issue at SMA Negeri 1 ZQZ, West Bandung Regency on December 11, 2025, as described below:

1. The condition of the classroom is not well maintained, marked by the appearance of *black mold* in several corners of the room and damage to the classroom door with a rotten door surface.
2. The condition of the classroom is not equipped with fan facilities, with the number of students ranging from 40-50 people in one class, and the lack of air ventilation which causes air exchange to not run well, so that the room temperature becomes hot and stuffy during the learning process.
3. Poor hygiene, characterized by scattered trash, creates a shabby appearance and reflects low standards of cleanliness and tidiness in the physical work environment.
4. The condition of the teachers' room is not well organized, characterized by the placement of work desks that are close together between teachers, thus limiting movement and reducing comfort in carrying out professional activities.

According to Mangkunegara (2017), teachers will feel satisfied with their work if aspects of their work and self support them, and vice versa, if these aspects do not support them, teachers will feel dissatisfied. High levels of absenteeism indicate teacher dissatisfaction.

Table 2 Absence Data of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency, January 2025-October 2025

ABSENCE DATA		
NO	MONTH	PERMISSION
1	January	42
2	February	41
3	March	38
4	April	19
5	May	24

6	June	18
7	July	28
8	August	17
9	September	42
10	October	29
	Amount	298

Source: Administrative Archives of SMA Negeri 1 ZQZ, West Bandung Regency, Reprocessed, 2025

The high number of absences shown in Table 2 because of permission creates a misleading view of how much teaching and learning is affected. This shows that on some days, teachers are not at school and not doing their teaching jobs as planned. Teachers are supposed to attend and do their job as per the set teaching hours, but in reality, some teachers still don't take part in teaching and learning activities.

This study aimed to find out what ASN teachers at SMA Negeri 1 ZQZ in West Bandung Regency think about their physical work environment, how satisfied they are with their jobs, and what motivates them to work. This study also wants to find out how the physical work environment and job satisfaction affect the work motivation of ASN teachers at SMA Negeri 1 ZQZ in West Bandung Regency, both individually and together.

THEORETICAL REVIEW

Physical Work Environment

According to **Sedarmayati (2009)** the work environment refers to all the tools, equipment, and materials a person encounters, the surrounding environment where a person works, the work methods used, and work arrangements whether carried out individually or in groups. According to **Nitisemito (2013)** the work environment includes everything around employees that can affect their ability to carry out the tasks assigned to them, such as the presence of air conditioning (AC), adequate lighting, and other similar factors. Meanwhile, according to **Sukanto and Indroyo (2018)** the physical work environment includes everything around workers that can directly affect their performance in the workplace. Includes lighting, temperature settings, noise levels in the workplace, cleanliness in the workplace, and the arrangement of safety measures in the workplace. The physical work environment is all the physical conditions that exist around the workplace, such as lighting, cleanliness, room temperature, security, and other factors that can affect employee comfort, health, and performance both directly and indirectly. According to **Sedarmayati (2011)**, several factors that can influence the formation of a work environment are: lighting, temperature, humidity, air circulation, noise, vibration, smells, color scheme, decoration, music and security.

Job satisfaction

According to **Sutrisno (2009)**, job satisfaction is an employee's attitude toward work related to work situations, cooperation between employees, rewards received in work, and matters concerning physical and psychological

factors. Meanwhile, according to **Robbins (2015)** , it is a positive feeling about work, resulting from an evaluation of its characteristics. According to **Serdamayanti (2017)** , job satisfaction is how people perceive work and its aspects. Job satisfaction is a positive emotional state that comes from an individual's evaluation of their work, which includes working conditions, relationships with coworkers, rewards received, and various physical and psychological aspects. According to **Mangkunegara (2017)**, there are factors related to work. with job satisfaction, are as follows: *turnover*, absenteeism rate, age, job level and size of the company organization.

Work motivation

According to **Serdamayanti (2017)** , work motivation is the force that drives a person to take action or not, which essentially exists internally and externally, positive or negative, to direct it, highly dependent on the toughness of the leader. Meanwhile, according to **Sutrisno (2009)**, work motivation is the willingness to exert high levels of effort to achieve organizational goals. According to **Emron (2010)** , work motivation is a desire within a person that causes the person to act, people act for one reason, namely to achieve goals. Work motivation is an internal drive that arouses a person's enthusiasm to act, strive, and work optimally in order to achieve the desired goals, and is greatly influenced by personal factors and leadership support. According to **Hasibuan (2020)** , there are factors that can influence intrinsic motivation, namely: the work itself, success, recognition, responsibility, and development of self-potential.

The Relationship Between Physical Work Environment and Job Satisfaction on Work Motivation of ASN Teachers at SMA 1 ZQZ, West Bandung Regency

Previous research conducted by **Meyna & Kasmiruddin (2024)**, **Charisyani et al. (2024)** and **Cahya et al. (2024)** showed that a conducive physical work environment, including cleanliness, comfort, safety, and adequate work facilities, can increase work motivation. Furthermore, research by **Hastuti et al. (2024)** and **Suyono et al. (2021)** explains that job satisfaction has a positive influence on work motivation, where individuals who feel satisfied with their jobs tend to have higher work enthusiasm and drive. **Hasbullah's research & Rubiawan (2024)**, **Dirwan et al. (2024)** also showed that work motivation is influenced by the work environment and factors related to job satisfaction. Overall, this study presents the general finding that the physical work environment and job satisfaction play a significant role in enhancing work motivation. This finding is supported by **Az-zahra and Prabowo (2025)**, who state that the physical work environment and job satisfaction jointly exert a positive influence on teachers' work motivation; this indicates that better physical work environment conditions and higher levels of job satisfaction lead to increased work motivation among teachers.

Thus, the following is the hypothesis put forward in this study:

- H1: The work environment has a positive influence on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency.

- H2: Job satisfaction has a positive effect on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency.
- H3: Work environment and job satisfaction influence the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency.

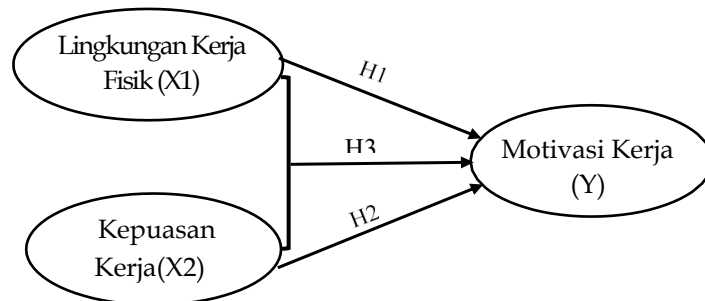


Figure 1. Research Paradigm

METHODOLOGY

This study uses quantitative research methods. The data analysis methods used are quantitative descriptive analysis and quantitative associative analysis. The people who took part in this study were teachers who were classified as State Civil Apparatus (ASN), working actively during the year of the study and performing their professional tasks in the same workplace, resulting in a total of 32 participants. The data was collected by giving out questionnaires. Data was measured using a semantic differential scale, and the data processing was done with the SPSS version 25 software. The research tool was checked for validity by comparing the *r* count to the *r* table value; if the *r* count is higher, it is considered valid. It was also tested for reliability by checking if the alpha value is greater than 0.06, which means it is reliable. Then, a classical assumption test was conducted, which included checking for normality using the Kolmogorov-Smirnov test, testing for multicollinearity with VIF less than 10 and tolerance higher than 0.100, and checking for heteroscedasticity using the Gleser test. The data was analyzed using multiple linear regression, the coefficient of determination, and hypothesis testing. This multiple linear regression analysis aims to examine the influence of two independent variables on a single dependent variable. Furthermore, the coefficient of determination is used to measure the magnitude of the independent variables' contribution, while the t-test and F-test are employed to determine their partial and simultaneous effects.

Descriptive analysis is used to look at and explain how people answered each question in the study. The table below helps figure out the standards for people's opinions when doing a descriptive analysis:

Table 3 Respondents' Attitude Criteria Regarding Work Environment Variables, Job Satisfaction, and Work Motivation

INTERVAL	PHYSICAL WORK ENVIRONMENT	JOB SATISFACTION	WORK MOTIVATION
1.00 – 1.80	Very bad	Very Dissatisfied	Very Low
1.81 – 2.60	Bad	Not satisfied	Low
2.61 – 3.40	Enough	Enough	Currently

3.41 – 4.20	Good	Satisfied	Tall
4.21 – 5.00	Very good	Very satisfied	Very high

To determine the extent of the influence of the physical work environment and job satisfaction on work motivation, we partially used the multiple regression analysis method, while simultaneously using the coefficient of determination. For associative analysis, use the following guidelines for interpreting the coefficient of determination:

Table 4. Guidelines for Providing Interpretation of the Coefficient of Determination

COEFFICIENT INTERVAL	LEVEL OF INFLUENCE
$\leq 4\%$	Very Low Influence
5%-16.99%	Influence Low
17%-49.99%	Moderate Influence
50%-80.99%	Strong Influence
$\geq 81\%$	Very Strong Influence

Results of the Validity Test

Validity test results For every variables , namely environment Work physical (X1), satisfaction work (X2), and motivation work (Y), shows that all statement items declared valid. This is based on the calculated r value being greater than the table r value. (0.349), so that all research instruments meet the validity criteria and are suitable for use in research.

Table 5. Validity Test Results

Questionnaire No.	X1- r count	X2- r count	Y r count	r table	CONCLUSION
1.	0.662	0.877	0.678	0.349	Valid
2.	0.651	0.823	0.708	0.349	Valid
3.	0.746	0.740	0.724	0.349	Valid
4.	0.512	0.647	0.493	0.349	Valid
5.	0.685	0.925	0.733	0.349	Valid
6.	0.644	0.940	0.586	0.349	Valid
7.	0.629		0.791	0.349	Valid
8.	0.669		0.836	0.349	Valid
9.	0.588		0.734	0.349	Valid
10.	0.729		0.863	0.349	Valid
11.	0.695			0.349	Valid
12.	0.504			0.349	Valid
13.	0.521			0.349	Valid

Results of the Reliability Test

The following table presents the results of the reliability test for each variable:

Table 6. Reliability Test Results

VARIABLES	CRONBACH'S ALPHA	PROVISION	INFORMATION
X1	0.874	0.60	Reliable
X2	0.908	0.60	Reliable
Y	0.879	0.60	Reliable

All variables in the table above are declared reliable because each has a Cronbach's Alpha value greater than 0.60.

Results of the Classical Assumption Test

Before conducting multiple linear regression analysis, several assumptions must be met. These assumptions include:

1. Normality Test

Based on the results of the normality test, the variables of physical work environment and job satisfaction on work motivation have a significance value (Sig.) of $0.200 > 0.05$. These results show that the data in study This normally distributed .

2. Multicollinearity Test

Based on the results of the multicollinearity test on the variables of physical work environment and job satisfaction on work motivation, no symptoms of multicollinearity were found. This is indicated by the Tolerance value of $0.277 > 0.10$ and the Variance Inflation Factor (VIF) value of $3.613 < 10$. Thus, it can be concluded that there is no high correlation between the independent variables in the regression model or there is no problem of multicollinearity.

3. Heteroscedasticity Test

Based on the results of the heteroscedasticity test, no symptoms of heteroscedasticity were found in the data on the influence of the physical work environment and job satisfaction on work motivation. The physical work environment variable has a significance value of 0.822, while the job satisfaction variable has a significance value of 0.239. Both significance values are greater than 0.05, so it can be concluded that the residual variance is constant or homogeneous in each observation. Thus, it can be concluded that the regression model is free from symptoms of heteroscedasticity.

RESULTS***Respondents' Responses to the Physical Work Environment of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency***

To find out which criteria the physical work environment at SMA Negeri 1 ZQZ, West Bandung Regency falls into, you can find out by calculating the total average in the following table:

Table 7. Total Average Respondent Responses Regarding Physical Work Environment Variables

SUB VARIABLES	AVERAGE	CRITERIA
Lighting	3.88	Bright
Air Comfort	3.52	Comfortable
Smells	3.43	Fragrant
Color Scheme	3.85	In accordance
Decor	3.63	Worthy
Security	4.10	Safe
TOTAL AVERAGE SCORE : $(3.88 + 3.52 + 3.43 + 3.85 + 3.63 + 4.10) / 6 = 3.73$		
CRITERIA: Good		

Source: Questionnaire, Reprocessed, 2026.

According to table 6, following the computation of the overall mean for each sub-variable concerning the physical work environment at SMA Negeri 1 ZQZ, West Bandung Regency, the overall average total score was 3.73, which is included in the good criteria.

Job Satisfaction of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency

To find out which criteria the job satisfaction of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency falls into, this can be determined by calculating the total average in the following table:

Table 8. Total Average Respondents' Responses Regarding Job Satisfaction Variables

SUB VARIABLES	AVERAGE	CRITERIA
Absenteeism Rate	3.95	Low
Employment Level	4.16	In accordance
Organization Size	4.04	Fluent
TOTAL AVERAGE SCORE : $(3.95 + 4.16 + 4.04) / 3 = 4.05$		
CRITERIA : Satisfied		

Source: Questionnaire, Reprocessed, 2026.

Based on table 8 above, after calculating the total average for each sub-variable of ASN teacher job satisfaction in SMA Negeri 1 ZQZ, West Bandung Regency, overall job satisfaction has an average of 4.05. From this average, it can be interpreted that the job satisfaction of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency is included in the satisfied criteria.

Work Motivation of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency

To find out which criteria the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency falls into, this can be determined by calculating the total average in the following table:

Table 9. Total Average Respondents' Responses Regarding Work Motivation Variables

SUB VARIABLES	AVERAGE	CRITERIA
The Job Itself	4.41	Very high
Success	3.97	Tall
Confession	3.21	Currently
Responsibility	4.45	Very high
Potential Development	4.34	Very high
TOTAL AVERAGE SCORE:	(4.41+3.97+3.21+4.45+4.34)/5= 4.07	
CRITERIA:	Tall	

Source: Questionnaire, Reprocessed, 2026.

Based on table 9 above, after calculating the total average for each sub-variable of ASN teacher work motivation at SMA Negeri 1 ZQZ, West Bandung Regency, the overall work motivation has an average of 4.07. From this average, it can be interpreted that the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency is included in the high criteria.

The Influence of Physical Work Environment and Job Satisfaction on Work Motivation of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency Partially

To determine the influence of the physical work environment and job satisfaction on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency partially, multiple linear regression analysis was conducted with reference to the regression coefficient value and the t-test results. The results of data processing using SPSS version 25 can be as follows:

Table 10. Multiple Linear Regression Results

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	3,496	2,670		1,310	.201
Physical Work Environment	.491	.215	.483	2,282	.030
Job satisfaction	.459	.279	.348	1,645	.111

a. Dependent Variable: Work Motivation

Source: SPSS 25 Output Results, Reprocessed, 2026.

Based on table 10, the results of the multiple linear regression analysis show the magnitude of the regression coefficients of each independent variable on work motivation. Furthermore, this table also serves as the basis for partial hypothesis testing (t-test) using significance values. The results of the multiple linear regression analysis are as follows:

$$Y = 3.496 + 0.491X_1 + 0.459X_2$$

- a. The Influence of the Physical Work Environment on the Work Motivation of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency

The regression coefficient of the physical work environment variable is positive at 0.491 with a significance value of $0.030 < 0.05$. These results indicate that the physical work environment has a positive effect on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency. A positive regression coefficient indicates a unidirectional relationship, meaning that the better the physical work environment, the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency will also increase. Conversely, if the physical work environment decreases, the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency tends to decrease.

- b. The Influence of Job Satisfaction on the Work Motivation of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency

The regression coefficient of the job satisfaction variable is positive at 0.459 with a significance value of $0.111 > 0.05$. A positive regression coefficient indicates a unidirectional relationship, meaning that the higher the job satisfaction, the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency tends to increase. However, because the significance value is greater than 0.05, the relationship is not significant so that job satisfaction has not been proven to have a significant influence on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency. The regression coefficient of the job satisfaction variable is positive at 0.459, which means that every increase in job satisfaction will be followed by an increase in the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency by 0.459, assuming the physical work environment variable remains constant. The contribution is unidirectional (positive), namely the higher the job satisfaction, the higher the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency.

The Influence of Physical Work Environment and Job Satisfaction on the Work Motivation of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency Simultaneously

To determine the magnitude of the influence of the physical work environment and job satisfaction on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency simultaneously, a coefficient of determination (R Square) analysis was conducted. The results of data processing using multiple linear regression analysis with the help of SPSS version 25, as follows:

Table 11. Data Processing Results: The Influence of Physical Work Environment and Job Satisfaction on Work Motivation of ASN Teachers at SMA Negeri 1 ZQZ, West Bandung Regency

Model Summary^b				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.800 ^a	.641	.616	2.31640
a. Predictors: (Constant), Job Satisfaction, Physical Work Environment				
b. Dependent Variable: Work Motivation				
Source : Processed SPSS 25 Output Results back in 2026				

Based on calculations using SPSS version 25, the R² (Coefficient of Determination) value was 0.641. This value indicates that the physical work environment and job satisfaction simultaneously explain 64.1% of work motivation. Therefore, the influence of the physical work environment and job satisfaction on work motivation falls within the strong influence criteria. Meanwhile, 35.9% is influenced by other factors not examined in this study.

Table 12. Results of Simultaneous Hypothesis Test (F Test) of the Influence of Physical Work Environment and Job Satisfaction on Work Motivation

ANOVA^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	277,261	2	138,631	25,836	.000 ^b
	Residual	155,606	29	5,366		
	Total	432,867	31			

a. Dependent Variable: Work Motivation

b. Predictors: (Constant), Job Satisfaction, Physical Work Environment

Source : SPSS 25 Output Results, Reprocessed , 2026.

Based on the results of the F test, with a significance level (α) of 5%, the calculated F value of 25.836 is greater than the F table of 3.33 with a significance value of $0.000 < 0.05$. These results indicate that H_0 is rejected and H_a is accepted, so it can be concluded that the physical work environment and job satisfaction simultaneously have a significant effect on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency.

DISCUSSION

This study shows that the physical work environment has a positive effect on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency. This shows that the better the physical work environment, the higher the teacher's work motivation. According to **Nitisemito (2013)**, the work environment includes everything around employees that can affect their ability to carry out the tasks assigned to them, such as the presence of air conditioning (AC), adequate lighting, and other similar factors. A comfortable, safe, and conducive

work environment can increase the enthusiasm and motivation of teachers in carrying out their duties.

The results of the study indicate that job satisfaction does not affect the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency. According to **Robbins (2015)**, job satisfaction is a positive feeling about work resulting from an evaluation of job characteristics. However, job satisfaction felt by teachers has not been able to influence work motivation, so work motivation is likely influenced by other factors. The results of this study are in line with research conducted by **Jamali & Refi (2022)** on vocational high school teachers post-Covid-19 in East Aceh Regency which showed that job satisfaction did not affect work motivation. The results of other studies are supported by research by **Dosinaeng et al. (2025)** who found that job satisfaction did not affect employee work motivation. These findings indicate that work motivation is not always formed from job satisfaction, but is also influenced by other factors, such as leadership, rewards, and a work environment that can encourage employee work enthusiasm.

This contrasts with research by **Latifah & Prabowo (2025)**, which found that job satisfaction had a positive effect on the work motivation of contract nurses at XYZ Hospital. This difference indicates that the influence of job satisfaction on work motivation can vary across organizations and respondent characteristics.

Based on the results of simultaneous tests, the physical work environment and job satisfaction jointly influence the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency. This shows that a good physical work environment and job satisfaction experienced by teachers together can support increased work motivation in carrying out their duties and responsibilities.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of research and discussions that have been carried out by Researchers to determine the influence of the physical work environment and job satisfaction on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency, can conclude the following:

1. Respondents' responses to the physical work environment of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency, were included in the **good criteria**. This means that a better physical work environment increases work motivation.
2. The job satisfaction of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency, is included in the **satisfaction criteria**. This means that the higher the job satisfaction, the higher their work motivation.
3. The work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency, falls within the **high criteria**. This means that the better the physical work environment and the higher the job satisfaction, the higher their work motivation.
4. The influence of the physical work environment and job satisfaction on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency, both partially and simultaneously, is as follows:

- a. The physical work environment partially has a positive effect on the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency. This means that a good work environment will increase work motivation.
- b. Job satisfaction partially does not affect the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency. This means that satisfied job satisfaction will increase work motivation.
- c. The physical work environment and job satisfaction simultaneously influence the work motivation of ASN teachers at SMA Negeri 1 ZQZ, West Bandung Regency. This means that a good physical work environment and high job satisfaction will increase work motivation.

Recommendations

Based on the research results obtained, the researcher provides several suggestions to SMA Negeri 1 ZQZ, West Bandung Regency as follows:

- a. Based on respondents' responses, the physical work environment is considered good. Therefore, these conditions need to be maintained and improved, particularly regarding odors, through increased cleanliness and air circulation to create a more comfortable work environment.
- b. Based on respondents' responses, job satisfaction falls into the satisfactory category. Therefore, this situation needs to be maintained and improved, particularly in terms of absenteeism, by creating a comfortable work environment that supports teacher attendance.
- c. Based on respondents' responses, work motivation is considered high. Therefore, this situation needs to be maintained and improved, particularly in terms of recognition, through appreciation for teacher performance and achievements.

FURTHER STUDY

This research is expected to serve as a comparison and reference for future researchers in conducting research on the physical work environment, job satisfaction, and work motivation. This study still has limitations, so future researchers are advised to use more recent theories and references to enrich the study of work motivation. Furthermore, future researchers are also advised to add other variables beyond the physical work environment and job satisfaction that are suspected of influencing teacher work motivation.

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