JURNAL PAMATOR

Vol. 18, No. 3, 2025, p. 406-419
https://journal.trunojoyo.ac.id/pamator
ISSN: 2654-7856 (Online)
ISSN : 1829 -7935 (Print)

THE INFLUENCE OF WORK CLIMATE, WORK DISCIPLINE, AND WORKLOAD ON EMPLOYEE JOB SATISFACTION AT THE ENVIRONMENTAL AND FORESTRY SERVICE OF THE SPECIAL REGION OF YOGYAKARTA

Jenny Anggela[1], Syamsul Hadi[2], Tri Ratna Purnamarini[3]

[1] Management Study Program, Faculty Of Economics, University Sarjanawiyata Tamansiswa, Jl.Kusumanegara No.157, Muja Muju, Umbulharjo, Yogyakarta City, Special Region of Yogyakarta, Indonesia, Jennyanggela2024@gmail.com
[2] Management Study Program, Faculty Of Economics, University Sarjanawiyata Tamansiswa, Jl.Kusumanegara No.157, Muja Muju, Umbulharjo, Yogyakarta City, Special Region of Yogyakarta, Indonesisa, Syamsul.hadi@ustjogja.ac.id
[3] Management Study Program, Faculty Of Economics, University Sarjanawiyata Tamansiswa, Jl.Kusumanegara No.157, Muja Muju, Umbulharjo, Yogyakarta City, Spesial Region of Yogyakarta, Indonesia, T.purnamarini@ustjogja.ac.id

DOI : https://doi.org/10.21107/pamator.v18i3.30444

Manuscript received 15th March 2025, Revised 20th June 2025, Published 30th October 2025

Abstract

This study aims to determine the effect of work climate, work discipline, and workload on employee job satisfaction at the Environmental and Forestry Service of the Special Region of Yogyakarta. The method used in this study is quantitative with a sampling method, namely Nonprobability Sampling or saturated sampling technique at the Environmental and Forestry Service of the Special Region of Yogyakarta as many as 76 respondents. Data collection was carried out through a questionnaire with data processing using SPSS 25 which was used as a data analysis tool. The results of the study showed that work climate had a positive and significant effect on job satisfaction, work discipline had a positive and significant effect on job satisfaction, and workload had a positive and insignificant effect on job satisfaction. Then work climate, work discipline, and workload simultaneously influenced the job satisfaction of employees of the Environmental and Forestry Service of the Special Region of Yogyakarta.

Keywords: *Work Climate, Work Discipline, Workload, Job Satisfaction*

© Authors; This is an Open Access Research distributed under the term of the Creative Commons Attribution-ShareAlike 4.0 International License (CC BY-SA 4.0) (https://creativecommons.org/licenses/by-sa/4.0/) which allows re-distribution and re-use of a licensed work on the conditions that the creator is appropriately credited and that any derivative work is made available under “the same, similar or a compatible license”.

INTRODUCTION

Human Resource Management (HRM) is a series of activities that focus on workforce management. In life, human resources are an important asset for an organization in achieving company goals., because every activity in an organization definitely requires human resources as a driving tool to achieve the success of an organization or agency. The existence of these human resources is inseparable from a

series of activities in which such as planning, appreciation, organizing, and supervision.

These processes are interrelated and function to manage and utilize the potential of the workforce in the company to be more optimal in achieving organizational goals. That way, human resources become an important element that must be managed optimally, because they are the main strength for the company in carrying out its operational activities [1]

One of the things that must be considered in carrying out work in an organization is job satisfaction. Employees who are satisfied with their work tend to work better and more actively in increasing their productivity. Employees will try their best to build and improve the quality of their work. While employees who are not satisfied tend to be lazy and less enthusiastic. This can make employees' perspectives on work become bored and saturated so that they can work reluctantly and carelessly in carrying out their work. Defines that in a company, employee comfort and satisfaction must always be considered, because job satisfaction greatly influences the achievement of an organization's goals. Job satisfaction reflects how employees feel about their work, this can be seen from the positive attitude of employees towards their work and work environment. While a negative attitude will be demanded by employees if they feel dissatisfied with their work or work environment[2].

Several factors that affect employee satisfaction are work climate, work discipline, and workload. According to work climate is a state of the workplace environment that can be seen from several aspects such as interaction between employees, work atmosphere, facilities available to support work comfort. In other words, work climate is defined as a characteristic that is seen or felt by each individual in an organization that can motivate them to work well[3]. In addition to the issue of work climate, work discipline can also affect employee job satisfaction. Work discipline is a compliance with the rules or norms that apply in an organization to make employees more disciplined, where this discipline must be instilled in a person's personality so that it becomes a habit to always be disciplined. Good discipline can reflect the great sense of responsibility of a person towards the tasks given to him[4]. The willingness and commitment of employees to comply with the rules and norms that apply in a company is a manifestation of work discipline[5].

In Herzberg's theory, it is stated that another factor that influences job satisfaction is the work itself, which includes several aspects, one of which is workload[6]. Workload is a series of tasks assigned to employees to be worked on and completed within a

[1] Supriadi Siagian, 'Manajemen Sumber Daya Manusia', *Yayasan Drestanta Pelita Indonesia*, 2023.
[2] Dodit Cahyo Nugroho and Leonard Adrie Manafe, 'The Effect of Compensation, Job Stress and Work Environment on Job Satisfaction', *International Journal of Business, Law, and Education*, 4.2 (2023), 979–89 <https://doi.org/10.56442/ijble.v4i2.272>.
[3] Tri Amelia Risa, Wilchan Robain, and M Chaerul Rizky, 'The Influence Of Work Climate and Fatigue On Employee Performance Medan Samsat With Job Satisfaction as a Mediating Variable in North Medan Samsat', *International Journal of Accounting, Management, Economics and Social Sciences (IJAMESC)*, 2.1 (2024), 215–26.
[4] I Kadek Wirawan, Ida Bagus Made Widiadnya, and Sapta Rini Widyawati, 'Pengaruh Kompensasi, Disiplin Kerja, Dan Pelatihan Kerja Terhadap Kepuasan Kerja Karyawan Pada Kesari Haven Villa Denpasar', *Jurnal EMAS*, 3.2 (2022), 119–34.
[5] Esti Dwi Winanti and Heru Baskoro, 'The Effect of Work Motivation , Work Discipline and Job Satisfaction on Employee Performance', 2023, 25–33.
[6] Mirwan Surya Perdhana, 'The Effect Of Work Environment, Compensation On Job Satisfaction Workload,2023 Universitas Negeri Semarang', 12.3 (2023), 322–31.

predetermined time period[7]. Excessive and unbalanced workload can cause work stress, fatigue, and decreased enthusiasm which indirectly makes an employee's productivity and job satisfaction worse. However, on the contrary, if the workload given is in accordance with the employee's satisfaction capacity, it can improve performance and job satisfaction to be better[8].

Researchers found several studies according to [9] showing that work climate has a positive and significant effect on job satisfaction, but research conducted by [10] stated that work climate does not have a significant effect on job satisfaction. In addition, research conducted by [11] showed that work discipline has a positive and significant effect on job satisfaction, while research [12] showed that work discipline does not have a positive and significant effect on job satisfaction. Then research conducted by [13] explained that workload has a positive and significant effect on job satisfaction. In contrast to research conducted by [14] which explained that workload does not have a positive and significant effect on job satisfaction. Based on the description in the background, researchers are interested in conducting research entitled "the effect of work climate, work discipline, and workload on job satisfaction" which was conducted in a government agency, namely the Department of Environment and Forestry of the Special Region of Yogyakarta.

HYPOTESIS DEVELOPMENT

The influence of work climate on job satisfaction

Work climate is a condition or atmosphere that exists in the work environment. Work climate reflects how an employee can feel and respond to the environment in which they work, both physically, socially, and psychologically [15]. The results of research conducted by [16] and [17] show that work climate has a positive and significant effect on job satisfaction. Thus, the hypothesis proposed by the researcher is:

H1: Work climate has a positive and significant effect on employee job satisfaction.

---

[7] Anik Hermingsih and Desti Purwanti, 'Pengaruh Kompensasi Dan Beban Kerja Terhadap Kepuasan Kerja Dengan Motivasi Kerja Sebagai Variabel Pemoderasi', *Jurnal Dimensi*, 9.3 (2020), 574–97.
[8] Risma Sukmawati and Cecep Hermana, 'Pengaruh Beban Kerja Dan Stres Kerja Terhadap Kinerja Karyawan', 2024, 51–56.
[9] Risa, Robain, and Rizky.
[10] Rd Roro Anggraini Soemadi, 'Pengaruh Iklim Organisasi Terhadap Kepuasan Kerja Dan Komitmen Karyawan Pada Universitas Muhammadiyah Tangerang', *Dynamic Management Journal*, 5.1 (2021), 13–22.
[11] Sudarno Sudarno and others, 'Effect of Leadership Style, Work Discipline, and Competency on Job Satisfaction and Performance of Dapodik Operator Employees in Bengkalis District', in *International Conference on Business Management and Accounting*, 2023, I, 385–400.
[12] Nurul Hizam and others, 'Effect Of Work Environment, Work Motivation and Work Discipline on Employee Performance With Job Satisfaction as Intervening Variable at PT. Nusa Mighty Great Karimun Regency', *International Journal of Social Science, Educational, Economics, Agriculture Research and Technology*, 1.12 (2022), 679–90.
[13] Juli Usniarti and Audita Nuvriasari, 'The Influence of Work Environment and Workload on Job Satisfaction and Its Impact on Employee Loyalty', *East Asian Journal of Multidisciplinary Research*, 3.2 (2024), 857–70 <https://doi.org/10.55927/eajmr.v3i2.8293>.
[14] Perdhana.
[15] Zulfanardi Zulfanardi, 'Pengaruh Iklim Kerja , Komunikasi Interpersonal Dan Beban Kerja Serta Kompensasi Terhadap Kepuasan Kerja Pegawai Di Puskesmas Talang Kabupaten Solok', 5.3 (2019).
[16] Risa, Robain, and Rizky.
[17] Manner Tampubolon, 'Pengaruh Kompensasi, Iklim Kerja, Dan Kepemimpinan Terhadap Kepuasan Kerja Dan Kinerja Karyawan', Jurnal Akutansi, Manajemen, Ekonomi</i>, 2.1 (2021), 90–105 <https://jurnal.ceredindonesia.or.id/index.php/akmami>.

The Influence of Work Discipline on Job Satisfaction

Work discipline is the ability of an individual to carry out their duties and responsibilities regularly, diligently, and work in accordance with the rules set by the organization or company. Good work discipline can reflect a person's commitment and responsibility to work, so that it can show a person to focus and be consistent in carrying out tasks according to predetermined standards [18]. Research conducted by [19] shows that there are results of work discipline that have a positive and significant effect on job satisfaction, in line with research conducted by [20] which states that there are positive and significant results between work discipline and job satisfaction. Thus, the second hypothesis proposed by the researcher is:

H2: Work discipline has a positive and significant effect on job satisfaction.

The Effect of Workload on Job Satisfaction

Workload is the amount or level of work that must be completed by an individual in a certain period of time. Workload includes various tasks, responsibilities, and all activities that need to be done to achieve the desired goals or results. Workload does not only take into account the amount of work, but also the level of difficulty, complexity, and demands in the work. Thus, workload balance is very important to consider because if the workload is in accordance with the abilities and expectations of employees, job satisfaction will continue to increase [21]. The results of research conducted by [22] state that workload has a negative and significant effect on job satisfaction. This study is in line with [23] which explains that workload does not have a significant effect on job satisfaction. Therefore, from the description of the research results, the third hypothesis is drawn:

H3: Workload has a negative and significant effect on job satisfaction.

The Influence of Work Climate, Work Discipline, and Workload on Job Satisfaction

Work climate, work discipline, and workload are very important factors for the success of an organization, where the work climate given to employees is better so that they are more active in supporting their work, work discipline is given to create effectiveness in work so that it can indirectly reduce the workload. Thus, it will increase job satisfaction in an employee. The results of research conducted by [24] stated that work climate, work discipline, and workload simultaneously have a positive and significant effect on employee job satisfaction. Therefore, from the results of the study, the fourth hypothesis was drawn, namely:

H4: Work climate, work discipline, and workload have a simultaneous effect on job satisfaction.

[18] Robby Dharma and others, 'The Influence of Work Discipline and Organizational Culture on Employee Performance with Job Satisfaction as an Intervening Variable', 7.3 (2023), 748–57.
[19] Sudarno and others, I.
[20] Winanti and Baskoro.
[21] Hermingsih and Purwanti.
[22] Perdhana.
[23] Hermingsih and Purwanti.
[24] Ken Satrio Utomo, Harif Amali Rivai, and Laura Syahrul, 'Pengaruh Beban Kerja Dan Disiplinan Kerja Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Mediasi', *Jurnal Informatika Ekonomi Bisnis*, 2024, 423–32.

Based on the results of the literature review and studies of various previous studies, as well as the development of formulated hypotheses, the following research framework is presented:

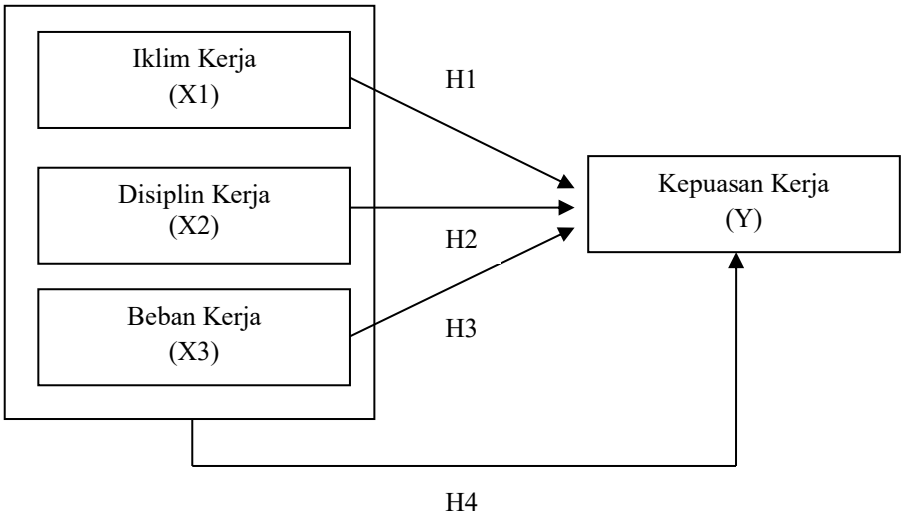


Figure 1. Research framework

RESEARCH METHODS

This study uses a quantitative descriptive approach to test the effect of work climate, work discipline, and workload on job satisfaction. The method used in data collection in this study is by using a questionnaire instrument that is given directly to employees of the Yogyakarta Special Region Environmental and Forestry Service. The sampling technique used is Nonprobability Sampling or saturated sampling technique, which is a sampling technique when all members of the population are sampled (Darmawan et al., 2024). This study took a sample of 76 respondents, providing data to measure the proposed hypothesis. In this study, the type of data used is primary data, namely by distributing questionnaires according to the research so that it can produce significant information regarding the factors that influence job satisfaction. The scale used to measure the variables of work climate, work discipline, workload, and job satisfaction is by using a Likert scale with five alternative answers, namely strongly agree (SS) with a score of 5 points, agree (S) with a score of 4 points, neutral (N) with a score of 3 points, disagree (TS) with a score of 2 points, then strongly disagree (STS) with a score of 1 point.

RESULT AND DISCUSSION

Data Quality TEST

Validity Test

The validity test is a test used to compare the calculated r value in the corrected item-total correlation column. It can be said to be significant by comparing the calculated r value with the table r. Degree of freedom (df = n-2) then in this study (df = 76-2) or (df = 74) so that the table r value is obtained at 0.2257 with a significance level of 0.05 or in short r calculated > r table.his section is the most important chapter in the article.

Table 1: Work climate variable validity test results

Variable	Indicator	r-count	r-table	Information
Work Climate	IK1	0.734	0.2257	Valid
	IK2	0.731	0.2257	Valid
	IK3	0.770	0.2257	Valid
	IK4	0.802	0.2257	Valid
	IK5	0.681	0.2257	Valid
	IK6	0.812	0.2257	Valid
	IK7	0.773	0.2257	Valid
	IK8	0.707	0.2257	Valid
	IK9	0.706	0.2257	Valid
	IK10	0.728	0.2257	Valid

Source: primary data processed, 2025

Table 2: Work discipline variable validity test results

Variable	Indicator	r-count	r-table	Information
Work Discipline	DK1	0.635	0.2257	Valid
	DK2	0.673	0.2257	Valid
	DK3	0.747	0.2257	Valid
	DK4	0.865	0.2257	Valid
	DK5	0.778	0.2257	Valid
	DK6	0.732	0.2257	Valid
	DK7	0.842	0.2257	Valid
	DK8	0.680	0.2257	Valid
	DK9	0.833	0.2257	Valid
	DK10	0.835	0.2257	Valid

Source: primary data processed, 2025

Table 3: workload variable validity test results

Variable	Indicator	r-count	r-table	Information
Workload	BK1	0.635	0.2257	Valid
	BK2	0.673	0.2257	Valid
	BK3	0.747	0.2257	Valid
	BK4	0.865	0.2257	Valid
	BK5	0.778	0.2257	Valid
	BK6	0.732	0.2257	Valid

Source: primary data processed, 2025

Table 4: Job Saatisfaction variable validity test results

Variable	Indicator	r-count	r-table	Information
Job Satisfaction	KK1	0.507	0.2257	Valid
	KK2	0.690	0.2257	Valid
	KK3	0.736	0.2257	Valid
	KK4	0.654	0.2257	Valid
	KK5	0.560	0.2257	Valid
	KK6	0.550	0.2257	Valid

Source: primary data processed, 2025

Based on the results of the validity test of all variables of work climate, work discipline, workload, and job satisfaction for all statement items in the study, the calculated r value is greater than the r table value. Therefore, the statement is said to be valid and feasible as an instrument to measure research data accurately.

Reliability Test

In the data reliability test to determine Cronbach's Alpha. An instrument can be said the reliable if the resulting value is >0.06.

Table 5: Reliability Test

Variable	Cronbach's Alpha	Critical value	Information
Work Climate	0.910	0.06	Reliabel
Work Discipline	0.920	0.06	Reliabel
Workload	0.861	0.06	Reliabel
Job Satisfaction	0.669	0.06	Reliabel

Based on table 5 above, the results of the reliability test show that all statements used to measure the variables in this study have a Cronbach's Alpha value > 0.06, so it can be interpreted that all variables including work climate, work discipline, workload, and job satisfaction can be relied on or are reliable, because all statements are delivered in a stable and consistent manner.

Clasical Assumption Test

Table 6: Clasical Assumption Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		76
Normal Parameters[ab]	Mean	.0000000
	Std. Deviation	1.85024113
Most Extreme Difference	Absolute	.084
	Positive	.084
	Negative	-.079
Test Statistic		.084
Asymp. Sig. (2-tailed)		.200[cd]

Source: primary data processed, 2025

Based on table 6 above, the result of the Kolmogorov Smirnov test. It is known that from all variables including work climate, work discipline, and workload on job satisfaction has an asymp sig value. Of 0.200> 0.05, it can be concluded that the data in this study is normally distributed.

Multicoloniality Test

Table 7: Multicoloniality Test

	Collinearity Statistic	

Type	Tolerance	VIF	Results
Work Climate	.801	1.248	Non Multikolonieritas
Work Discipline	.714	1.401	Non Multikolonieritas
Workload	.715	1.399	Non Multikolonieritas

Source: primary data processed, 2025

Based on table 7 above, the results of the multicollinearity test show that:

a. Work climate variable (X1), the tolerance value produced is 0.801 > 0.10, while the Variance Inflation Factor (VIF) value is 1.248 < 10. So it can be concluded that the research data does not experience multicollinearity.
b. Work discipline variable (X2), the tolerance value produced is 0.714 > 0.10, while the Variance Inflation Factor (VIF) value is 1.401 < 10. So it can be concluded that the research data does not experience multicollinearity.
c. Workload variable (X3), the tolerance value produced is 0.715 > 0.10, while the Variance Inflation Factor (VIF) value is 1.399 <10. So it can be concluded that the research data does not experience multicollinearity.

Heterocedasticity Test

Table 8: Heterocedasticity Test

Type		Unstandardized Coefficients		Standardized Coefficients		
		B	Std.Error	Beta	t	Sig
1	(Constant)	-.285	1.403		-.203	.840
	Work Climate	.010	.030	.044	.336	.738
	Work Discipline	.017	0.28	.083	.600	.550
	Workload	.026	.049	.073	.534	.595

Source: primary data processed, 2025

Based on table 8 above, the results of the heteroscedasticity test show that:

a. Work climate variable (X1), the significant value produced is 0.738 > 0.05, so it can be concluded that the research data did not find any heteroscedasticity.
b. Work discipline variable (X2), the significant value produced is 0.550 > 0.05, so it can be concluded that the research data did not find any heteroscedasticity.
c. Work discipline variable (X3), the significant value produced is 0.595 > 0.05, so it can be concluded that the research data did not find any heteroscedasticity.

Hypotesis Testing

Multipel Linear Regression Analysis

Table 9: Multipel Linear Regression Analysis

Coefficients[a]			
Type	Unstandardized Coefficients	Standardized	

				Coefficients		
		B	Std.Error	Beta	t	Sig
1	(Constant)	13.643	2.635		5.177	.000
	Work Climate	.136	.057	.270	2.368	.021
	Work Discipline	.144	.053	.258	2.137	.036
	Workload	.076	.092	.100	.831	.408
a. Dependent Variable: Job Satisfaction						

Source: primary data processed, 2025

Based on table 9 above, from the results of the multiple linear regression test:

Y = 13,643 + 0.136X1 + 0.114X2 + 0.076X3 + e

With the following understanding:

a. Based on the equation above, it can be concluded that the constant value from the table above shows a positive value of 13.643, meaning that job satisfaction shows a positive influence.
b. The regression coefficient of the work climate variable (X1) is 0.136, so if other variables are constant and the work climate increases, job satifaction will be achieved. However, conversely, if the work climate is bad, job satisfaction will decrease.
c. The regression coefficient of the work discipline variable (X2) is 0.114, so if other variables are constant and work discipline increases, job satisfaction will be achieved. However, conversely, if work discipline is bad, job satisfaction will decrease.
d. The regression coefficient of the workload variable (X3) is 0.076, so if other variables are constant and the workload increases, job satisfaction will decrease. However, conversely, if the workload decreases, job satisfaction will be achieved.

Partial Test (T-Test)

Table 10: Partial Test (T-Test)

Coefficients[a]						
		Unstandardized Coefficients		**Standardized Coefficients**		
Type		**B**	**Std.Error**	**Beta**	**t**	**Sig**
1	(Constant)	13.643	2.635		5.177	.000
	Work Climate	.136	.057	.270	2.368	.021
	Work Discipline	.144	.053	.258	2.137	.036
	Workload	.076	.092	.100	.831	.408
b. Dependent Variable: Job Satisfaction						

Source: primary data processed, 2025

Based on table 10 above, the results of the T test show the influence of the independent variable (X) on the dependent variable (Y) partially as follows:

a. Work climate variable (X1), the results of the t test on the variable (X1) obtained a significant value of 0.021 with a calculated t value of 2.368. Thus it can be concluded that (t count 2.368) > (t table 1.666) and the significant value in the t test is 0.021 <

0.05 thus the hypothesis can be accepted or it can be said that the work climate variable (X1) has an effect on job satisfaction.

b. Work discipline variable (X2), the results of the t test on the variable (X2) obtained a significant value of 0.036 with a calculated t value of 2.137. Thus it can be concluded that (t count 2.137) > (t table 1.666) and the significant value in the t test is 0.036 < 0.05 thus the hypothesis can be accepted or it can be said that the work discipline variable (X2) has an effect on job satisfaction

c. Workload variable (X3), the results of the t test on the variable (X3) obtained a significant value of 0.408 with a t count value of 0.831. Thus it can be concluded that (t count 0.831) < (t table 1.666) and the significant value in the t test is 0.408 < 0.05 thus the hypothesis can be accepted or it can be said that the workload variable (X3) has an effect on job satisfaction

Simultaneous Test (F-Test)

Table 11: Simultaneous Test (F-Test)

ANOVA[a]						
Type		**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig**
1	Regression	85.496	3	28.499	7.992	.000[b]
	Residual	256.754	72	3.566		
	Total	342.250	75			
a. Dependent Variable: Job Satisfaction b. Predictors: (Constant), Workload,Work Climate,Work Discipline						

Source: primary data processed, 2025

Based on Table 11 above, from the results of the F test, the calculated F value is greater than the F table value (7.992 > 2.73), so the hypothesis can be accepted. So it can be concluded that work climate, work discipline, and workload have a simultaneous effect on job satisfaction at the Yogyakarta Environmental and Forestry Service.

Coefficient of Determination (R^2)

Table 12: Coefficient of Determination (R^2)

Modal Summary[b]				
Type	R	R Square	Adjusred R Square	Std. Error of the Estimate
1	.500[a]	.250	.219	1.888
a. Predictors: (Constant), Workload,Work Climate,Work Discipline b. Dependent Variable: Job Satisfaction				

Source: primary data processed, 2025

Based on table 12 above, the results of the determination test show that the adjusted R Square value is 0.219 or 21.9%. Based on these data, the independent variable X (work climate, work discipline, workload) affects the dependent variable Y (job satisfaction). Then the remaining 78.1% is explained by other variables outside of this study.

DISCUSSION

The Influence of Work Climate on Job Satisfaction

Based on the results of the study, the work climate variable has a positive and significant effect on job satisfaction. These results are proven by the t-test analysis with a significant value of less than 0.05 (0.021 < 0.05) and a calculated t value > t table (2.368 > 1.666), meaning that the first hypothesis can be accepted. This means that the better the level of work climate felt by an employee, the higher the level of job satisfaction they show. Work climate is not only about the condition of the work environment, but is comprehensive. Such as relationships between coworkers, support, openness of communication, and a sense of comfort and security that an employee has while working. A positive work climate can motivate employees and feel appreciated, so that this can make employees more satisfied with their work and organization[25]. Thus, indirectly increasing job satisfaction at the Environmental and Forestry Service of the Special Region of Yogyakarta. This result is in line with research conducted by [26] which states that work climate has a positive and significant effect on job satisfaction.

The Influence of Work Discipline on Job Satisfaction

Based on the results of the study, the work discipline variable has a positive and significant effect on job satisfaction. These results are proven by the t-test analysis with a significant value of less than 0.05 (0.036 < 0.05) and the calculated t value > t table (2.137 > 1.666) meaning that the second hypothesis can be accepted. This means that if an employee reflects an attitude of work discipline and is committed to being responsible in carrying it out, then employees who have high work discipline are employees who try to avoid bad habits such as violations at work, negligence, and deviations[27]. That way, disciplined employees tend to carry out their work more regularly, on time, and have a strong commitment to their duties and responsibilities. These conditions also encourage the creation of a conducive work environment, which will increase job satisfaction at the Yogyakarta Special Region Environmental and Forestry Service. This study is in line with [28] which states that work discipline has a positive and significant effect on job satisfaction. In line with research conducted by [29], this study shows a positive and significant influence between work discipline and job satisfaction.

The Influence of Workload on Job Satisfaction

Based on the results of the study, the workload variable has a positive and insignificant effect on job satisfaction. These results are proven by the t-test analysis with a significant value less than 0.05 (0.408 < 0.05) and a calculated t value > t table (0.831

[25] Anggoro Prasetyo Utomo and Karinka Priskila Tehupeiory, 'Analisis Pengaruh Iklim Kerja Dan Beban Kerja Mental Terhadap Kepuasan Kerja Dan Komitmen Kepada Organisasi', *Telematika*, 10.1 (2020), 5–12.
[26] Risa, Robain, and Rizky.
[27] Chaerani Nisa, 'Pengaruh Disiplin Kerja Dan Motivasi Terhadap Kepuasan Kerja Karyawan Generasi Milenial Di Jakarta Selatan', 3.September (2023), 125–33.
[28] Dharma and others.
[29] Nisa.

< 1.666). This means that the third hypothesis can be accepted. This positive influence means that if an employee is faced with a normal workload, it can provide enthusiasm and a sense of achievement in and of an employee, but when employees are faced with a challenging workload, it can make employees less productive. On the other hand, an insignificant effect on workload means that workload is not the main factor influencing job satisfaction. the results of this study are in line with research conducted by [30] which states that there is no significant influence between workload and job satisfaction. Likewise, research conducted by [31] states that workload does not have a significant effect on job satisfaction.

The Influence of Work Climate,Work Discipline,and Workload on Job Satisfaction

Based on the results of the study, the variables of work climate, work discipline, and workload have a significant effect on employee job satisfaction at the Environmental and Forestry Service of the Special Region of Yogyakarta. This is proven based on simultaneous hypothesis testing on the F test which states that the variables of work climate, work discipline, and workload have an F value > F table (7,992 > 2.73) with a significance level of 0.000 < 0.05, therefore the fourth hypothesis is accepted.

CONCLUSION

Based on data analysis and research conducted at the Department of Environment and Forestry of the Special Region of Yogyakarta regarding the influence of work climate, work discipline, and workload on job satisfaction, several conclusions can be drawn:

a. The work climate variable has a positive and significant effect on job satisfaction, with the analysis obtained by the t-test with a significant value of less than 0.05 (0.021 < 0.05) and the calculated t value > t table (2.368 > 1.666). This means that with a good work environment, healthy communication, a conducive work atmosphere, and interpersonal support for an employee, it can indirectly increase employee comfort and motivation to work. So that the higher the good work climate in the workplace, the higher the increase in job satisfaction for an employee. Based on the results of the hypothesis test (H1), it is concluded that the work climate has an effect on the job satisfaction of employees of the Environmental and Forestry Service of the Special Region of Yogyakarta.
b. The work discipline variable has a positive and significant effect on job satisfaction, with the analysis obtained by the t test with a significant value of less than 0.05 (0.036 < 0.05) and the calculated t value> t table (2.137 > 1.666). This means that employees who have a high level of discipline tend to feel more satisfied in carrying out their duties. Thus, good work discipline can create an orderly work atmosphere that increases an employee's job satisfaction. Based on the results of the hypothesis test (H2), it is concluded that work discipline has an effect on the job satisfaction of

[30] Novita Sari and others, 'Beban Kerja Terhadap Kepuasan Kerja Karyawan Dan DampaknyaTerhadap Kinerja Karyawan Di PT. Pos Indonesia Lubuklinggau', *IKRAITH-EKONOMIKA*, 5.2 (2022), 56–66.
[31] Hermingsih and Purwanti.

employees of the Environmental and Forestry Service of the Special Region of Yogyakarta.

c. The workload variable has a positive and insignificant effect on job satisfaction, with the analysis obtained by the t test with a significant value of less than 0.05 (0.408 < 0.05) and the calculated t value > t table (0.831 < 1.666). This means that although workload can contribute to job satisfaction, workload is not the main factor in determining an employee's job satisfaction. Based on the results of the hypothesis test (H3), it is concluded that workload has a positive and insignificant effect on the job satisfaction of employees of the Environmental and Forestry Service of the Special Region of Yogyakarta.
d. The variables of work climate, work discipline, and workload have a positive and significant effect on job satisfaction with a value of F > F table (7,992 > 2.73) with a significant level of 0.000 < 0.05. So it can be concluded that the independent variables (work climate, work discipline, workload) together have a positive and significant effect on job satisfaction.

BIBLIOGRAPHY

Dharma, Robby, Muhammad Ridwan, Sitti Rizki, and Job Statisfaction, 'The Influence of Work Discipline and Organizational Culture on Employee Performance with Job Satisfaction as an Intervening Variable', 7.3 (2023), 748–57

Hermingsih, Anik, and Desti Purwanti, 'Pengaruh Kompensasi Dan Beban Kerja Terhadap Kepuasan Kerja Dengan Motivasi Kerja Sebagai Variabel Pemoderasi', *Jurnal Dimensi*, 9.3 (2020), 574–97

Hizam, Nurul, Indrayani Indrayani, I Wayan Catrayasa, and M Gita Indrawan, 'Effect Of Work Environment, Work Motivation and Work Discipline on Employee Performance With Job Satisfaction as Intervening Variable at PT. Nusa Mighty Great Karimun Regency', *International Journal of Social Science, Educational, Economics, Agriculture Research and Technology*, 1.12 (2022), 679–90

Nisa, Chaerani, 'Pengaruh Disiplin Kerja Dan Motivasi Terhadap Kepuasan Kerja Karyawan Generasi Milenial Di Jakarta Selatan', 3.September (2023), 125–33

Nugroho, Dodit Cahyo, and Leonard Adrie Manafe, 'The Effect of Compensation, Job Stress and Work Environment on Job Satisfaction', *International Journal of Business, Law, and Education*, 4.2 (2023), 979–89 <https://doi.org/10.56442/ijble.v4i2.272>

Perdhana, Mirwan Surya, 'The Effect Of Work Environment, Compensation On Job Satisfaction Workload,2023 Universitas Negeri Semarang', 12.3 (2023), 322–31

Risa, Tri Amelia, Wilchan Robain, and M Chaerul Rizky, 'The Influence Of Work Climate and Fatigue On Employee Performance Medan Samsat With Job Satisfaction as a Mediating Variable in North Medan Samsat', *International Journal of Accounting, Management, Economics and Social Sciences (IJAMESC)*, 2.1 (2024), 215–26

Sari, Novita, Surajiyo Surajiyo, Fitria Fitria, and Nasruddin Nasruddin, 'Beban Kerja Terhadap Kepuasan Kerja Karyawan Dan DampaknyaTerhadap Kinerja Karyawan Di PT. Pos Indonesia Lubuklinggau', *IKRAITH-EKONOMIKA*, 5.2 (2022), 56–66

Siagian, Supriadi, 'Manajemen Sumber Daya Manusia', *Yayasan Drestanta Pelita*

Indonesia, 2023

Soemadi, Rd Roro Anggraini, 'Pengaruh Iklim Organisasi Terhadap Kepuasan Kerja Dan Komitmen Karyawan Pada Universitas Muhammadiyah Tangerang', *Dynamic Management Journal*, 5.1 (2021), 13–22

Sudarno, Sudarno, Herma Safitri, Achmad Tavip Junaedi, Amries Rusli Tanjung, and Marice Br Hutahuruk, 'Effect of Leadership Style, Work Discipline, and Competency on Job Satisfaction and Performance of Dapodik Operator Employees in Bengkalis District', in *International Conference on Business Management and Accounting*, 2023, I, 385–400

Sukmawati, Risma, and Cecep Hermana, 'Pengaruh Beban Kerja Dan Stres Kerja Terhadap Kinerja Karyawan', 2024, 51–56

Tampubolon, Manner, 'Pengaruh Kompensasi, Iklim Kerja, Dan Kepemimpinan Terhadap Kepuasan Kerja Dan Kinerja Karyawan', *Jurnal Akutansi, Manajemen, Ekonomi*, 2.1 (2021), 90–105 <https://jurnal.ceredindonesia.or.id/index.php/akmami>

Usniarti, Juli, and Audita Nuvriasari, 'The Influence of Work Environment and Workload on Job Satisfaction and Its Impact on Employee Loyalty', *East Asian Journal of Multidisciplinary Research*, 3.2 (2024), 857–70 <https://doi.org/10.55927/eajmr.v3i2.8293>

Utomo, Anggoro Prasetyo, and Karinka Priskila Tehupeiory, 'Analisis Pengaruh Iklim Kerja Dan Beban Kerja Mental Terhadap Kepuasan Kerja Dan Komitmen Kepada Organisasi', *Telematika*, 10.1 (2020), 5–12

Utomo, Ken Satrio, Harif Amali Rivai, and Laura Syahrul, 'Pengaruh Beban Kerja Dan Disiplinan Kerja Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Mediasi', *Jurnal Informatika Ekonomi Bisnis*, 2024, 423–32

Winanti, Esti Dwi, and Heru Baskoro, 'The Effect of Work Motivation , Work Discipline and Job Satisfaction on Employee Performance', 2023, 25–33

Wirawan, I Kadek, Ida Bagus Made Widiadnya, and Sapta Rini Widyawati, 'Pengaruh Kompensasi, Disiplin Kerja, Dan Pelatihan Kerja Terhadap Kepuasan Kerja Karyawan Pada Kesari Haven Villa Denpasar', *Jurnal EMAS*, 3.2 (2022), 119–34

Zulfanardi, Zulfanardi, 'Pengaruh Iklim Kerja , Komunikasi Interpersonal Dan Beban Kerja Serta Kompensasi Terhadap Kepuasan Kerja Pegawai Di Puskesmas Talang Kabupaten Solok', 5.3 (2019)