

INFLUENCES OF WORK BEHAVIOR, WORK ENVIRONMENT AND MOTIVATION IN CLOVE CIGARETTE FACTORIES IN KUDUS, INDONESIA

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ABSTRACT

This study was a survey research used for the explanatory or confirmatory purpose. The research was used to test several hypotheses by explaining the effects of variables or causal relationship among variables through hypothesis testing. The sample was drawn using proportional random sampling method. Data were obtained by distribution and collection of the returned questionnaires and then analyzed using Structural Equation Model. Seven hypotheses were proposed in the study where six hypotheses had significant effects and one hypothesis had non-significant effect. The hypotheses that had significant influences were including: the effect of work behavior on job satisfaction, the effect of work behavior on job performance, the effect of work environment on job performance, the effect of motivation on job satisfaction, the effect of motivation on job performance, the effect of job satisfaction on job performance. The hypothesis having non-significant impact is the effect of work environment on job satisfaction. Relationship model between variables under study showed that work behavior, work environment and job motivation were significantly correlated with job satisfaction and job performance of the cigarette rollers in three clove cigarette factories in Central Java province.

Keywords: work behavior, work environment, motivation, satisfaction and job performance