

**THE INFLUENCE OF WORK ENVIRONMENT AND
EMPLOYEE INTERESTS ON JOB PROMOTION IN
PT AEROFOOD INDONESIA SURABAYA BRANCH OF 2024**

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Keywords:	Abstract
<i>Work Environment, Employee Interests, Job Promotion</i>	<i>This study aims to examine the influence of work environment and employee interests on job promotion. This study was conducted on the employees of PT Aerofood Indonesia Surabaya Branch using an online survey method. Samples were calculated using Slovin's formula with a confidence level of 10%. Samples analyzed were 70 respondents. The study was conducted using a quantitative method. The analysis technique used was multiple regression analysis using SPSS. The results of the study showed that work environment has a significant influence on job promotion, while employee interest does not have a significant influence on job promotion.</i>

INTRODUCTION

Human resource management (HRM) is a process that is able to meet needs and evaluate human resources (HR) in an organization. This includes employee recruitment, optimizing critical resources, and employee development through improving the work environment, employee interests, and job promotion. The main goal of HRM is to achieve organizational goals effectively and efficiently (Widodo, 2020). HRM is a system consisting of various interrelated activities, such as decisions regarding work environment, employee interests, and job promotion (Kawiana, 2020, in the journal of Putri et al., 2022)

According to Jamaluddin (2017) in the journal of Widjaya et al. (2021), quality and professional HR are required to support the achievement of organizational goals. Quality and professional HR will work hard and strive to improve their work quality. Employees have goals to meet their needs, both physical needs (clothing, shelter, food) and non-physical needs (social relationship and interaction) (Miranti et al., 2017). A study by Greenberg and Baron (Cmar Sumiwi, 2016) showed that many factors determine job promotion, including work environment and employee interests.

This study chose PT Aerofood Indonesia Surabaya Branch as the object of the study because this company is the market leader in the aviation food service sector, with 215 employees in May 2024. The author chose PT Aerofood Indonesia Surabaya, which

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is located in JL. Raya Bandara Juanda Sidoarjo-Jawa Timur 31253 as research materials.

THEORETICAL FRAMEWORK

Job Promotion

Based on Fahmi (2017:88 in the journal of Sabrina Aziz et al., 2021), job promotion is an "improvement in an employee's job promotion, from lower position to higher position." An employee who receives a job promotion will have higher responsibilities. However, if someone is promoted, the employee will feel satisfied with the work they have done so far. Providing job promotion by an organization is an appreciation to the employee for the form of trust, recognition, and achievement achieved so that they can occupy a higher position (V Vincentius, 2020).

According to Yedja (2019 (Kurniawan et al., 2021)), generally, each organization has several different considerations in determining which employees are entitled to job promotion. Before making a final decision on a job promotion, considering several aspects is required, where it becomes a consideration for implementing job promotion. If there is a wrong decision in promoting someone's position, this will have a negative impact not only on employees but also on the organization.

Work Environment

Nitisemito (2017, in the journal of Putri et al. 2022) stated that the work environment is everything around employees that they can feel and see directly, as well as influence themselves in carrying out work assigned to them.

A good work environment cannot be separated from harmonious working relationships between co-workers and superiors. A good work environment creates a comfortable and fun atmosphere so that employees are enthusiastic about carrying out their work.

Employee Interests

Interest can be a driving force in someone's soul that can provoke and achieve organizational goals. Interest is a process that can result in a professional workforce where employees can be directed to achieve goals. An employee who has appropriate interests has gained the strength to achieve success (Achmad Sholihin, 2019).

RESEARCH METHOD

Type of the Study

The type of study used was quantitative. According to Sugiono (2013:13), a quantitative study can be defined as a positivistic method used to study certain populations and samples. The sampling technique is generally carried out randomly, and data collection uses research instruments.

Research Site and Time

This study was conducted in June 2024 among respondents who were employees of PT Aerofood Indonesia Surabaya Branch. The study was conducted in PT Aerofood Indonesia Surabaya Branch because it is a place where the researcher previously carried out work training (internship) in this company, making it easier for the researcher when they would like to conduct a study.

Population and Sample

The population of this study was all employees of PT Aerofood Indonesia Surabaya Branch. The population was 215 employees in May 2024, while the samples of the study were 70 respondents in PT Aerofood Indonesia Surabaya Branch. The number of samples was obtained using Slovin's formula, with an error rate of 10% (0.10).

Variable Operations

The definition of operational is the nature or value of activities that have certain variations. In this study, the fixed outcomes were determined by the researcher, then studied, and a conclusion could be drawn. There were three research variables: Work Environment (X_1), Employee Interests (X_2), and Job Promotion (Y).

Data Collection Method

Sugiono (2017; Sanandya, 2018) stated that primary data is a data source that directly has an impact on the data collector. Thus, the primary data source was a questionnaire provided directly to respondents of the employees in PT Aerofood Indonesia Surabaya Branch.

Data Measurement Technique

Based on Sugiyono (2017,142), a questionnaire can be used as a data collection technique. The questionnaire can be carried out by providing several written and unwritten questions to the respondents according to the samples to be taken. The questionnaire was disseminated to various respondents according to the number of samples, and the research sample was the employees in PT Aerofood Indonesia Surabaya Branch.

Data Analysis

Research Instrument Data Quality Test

According to Sugiyono (2019:176), reliable results can be obtained if there are data similarities and different time periods. The results are also reliable when they are used several times to measure the same objects, resulting in the same data.

Classical Assumption Test

The classical assumption test was used to examine the feasibility of the regression model used in this study. Based on Ghazali (2018:105). The classical assumption tests are the normality test, the multicollinearity test, and the heteroscedasticity test.

Multiple Linear Regression Test

Regression analysis can be carried out to demonstrate the relationship between the independent variable and the dependent variable (Sukma, 2018).

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

Notes:

- Y = Job Promotion
- a = Constant
- X_1 = Work Environment

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- X_2 = Employee Interests
- $b1-b2$ = Coefficient of Regression
- e = Error

Partial Test (T-Test)

The T-test is used to show how much the influence of an independent variable is individually in explaining the dependent variable (Ghozali, 2018, p. 99). The results of the t-test were then compared to the value of the t-table for an alpha level of 5% (0.05) with $df = n - k$.

RESULTS OF THE STUDY

The Results of the Data Instrument Quality Test

Variabel	Indikator	Pearson Correlation	Sig.	Keterangan
Lingkungan Kerja (LK)	LK1	0,581	0,000	Valid
	LK2	0,737	0,000	Valid
	LK3	0,656	0,000	Valid
	LK4	0,732	0,000	Valid
	LK5	0,689	0,000	Valid
	LK6	0,563	0,000	Valid
Minat Karyawan (MK)	MK1	0,616	0,000	Valid
	MK2	0,664	0,000	Valid
	MK3	0,671	0,000	Valid
	MK4	0,629	0,000	Valid
	MK5	0,691	0,000	Valid
	MK6	0,693	0,000	Valid
Promosi Jabatan (PJ)	PJ1	0,642	0,000	Valid
	PJ2	0,700	0,000	Valid
	PJ3	0,657	0,000	Valid
	PJ4	0,609	0,000	Valid
	PJ5	0,740	0,000	Valid
	PJ6	0,686	0,000	Valid

Source: Questionnaire Data of SPSS v26, 2024

In the table above, all question items in each variable, work environment (WE), employee interest (EI), and job promotion (JP), had a significance value lower than 0.05, so the results of validity test were declared valid and can be used.

Table 2. The Results of the Reliability Test

Variabel	Cronbach's Alpha	Keterangan
Lingkungan Kerja (LK)	0,764	Reliabel
Mint Karyawan (MK)	0,763	Reliabel
Promosi Jabatan (PJ)	0,767	Reliabel

Source: Questionnaire Data of SPSS v26, 2024

The data in the table above explained that the Cronbach alpha value was higher than 0.60. This shows that each variable of work environment, employee interests, and job promotion can be stated as reliable.

The Results of the Classical Assumption Test

**Table 3. The Results of the Normality Test
(One-Sample Kolmogorov-Smirnov Test)**

		Unstandardized Residual
N		70
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.86346546
Most Extreme Differences	Absolute	.108
	Positive	.087
	Negative	-.108
Test Statistic		.108
Asymp. Sig. (2-tailed)		.064 ^c

Source: Questionnaire Data of SPSS v26, 2024

The table above shows that the Kolmogorov-Smirnov test showed that Asymp significance was higher than 0.05, which was 0.064. Thus, it can be concluded that the data were normally distributed, considered feasible, and can be used in this study.

Table 4. The Results of the Multicollinearity Test

Model	Collinearity statistic		
	Tolerance	vif	keterangan
Lingkungan Kerja	0,426	2,350	Bebas multikolinieritas
Minat Karyawan	0,426	2,350	Bebas multikolinieritas

Source: Questionnaire Data of SPSS v26, 2024

The table above shows that variables of work environment and employee interests had a tolerance value > 0.10 and VIF of < 10. It can be concluded that multicollinearity between work environment and employee interests did not occur in this study.

Table 5. The Results of the Heteroscedasticity Test

Model	t	Sig.	Keterangan
(Constant)	,419	,677	
Lingkungan Kerja	-,869	,388	Bebas heterokedastisitas
Minat Karyawan	1,452	,151	Bebas heterokedastisitas

Source: Questionnaire Data of SPSS v26, 2024

In the table above, the variables of work environment and employee interests had a sig value of > 0.05, so it can be concluded that heteroscedasticity in the regression model did not occur in this study or can be stated as heteroscedasticity-free.

Multiple Linear Regression Test

Table 6. The Results of the Multiple Linear Regression Test

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. error	Beta
1			
	(Constant)	3.515	2.131
	Lingkungan Kerja	.610	.126
	Minat Karyawan	.208	.135

a. Dependent Variable: Promosi Jabatan

Source: Questionnaire Data of SPSS v26, 2024

Based on the data in the table above, the equation model of multiple linear regression is as follows:

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The equation above is explained as follows:

$$Y = 3.515 + 0.610 X_1 + 0.208 X_2 + e$$

1. Constant value (a) of 3.515. This constant value means that if variables of the work environment (WE) and employee interests (EI) are considered equal to 0, then the job promotion (JP) variable was 3.515.
2. The regression coefficient value of work environment (WE) was 0.610, proving that it had a unidirectional influence between work environment (WE) and job promotion (JP). It can be stated that if the work environment (WE) increases by 1 unit, then job promotion (JP) will increase by 0.610 units.
3. The regression coefficient value of employee interests (EI) was 0.208, proving that it had a unidirectional influence between employee interests (EI) and job promotion (JP). It can be stated that if employee interests (EI) increase by 1 unit, then job promotion (JP) will increase by 0.208 units.

F-Test (Simultaneous)

Table 7. The Results of F-Test (Simultaneous)

Model		Sum of squares	df	Mean squares	f	Sig.
1	Regression	733.110	2	366.555	43.409	.000 ^b
	Residual	565.761	67	8.444		
	total	1298.871	69			

Source: Questionnaire Data of SPSS v26, 2024

The results of data processing in the table above show that the significance value (Sig.) of the f-test was 0.000, less than 0.05. It can be concluded that regression model generation is feasible, which means that work environment and employee interests are able to explain factors influencing job promotion. Thus, from this result, it can be concluded that this study is feasible and can be continued for the hypotheses test.

Partial Test (T-Test)

Table 8. The Results of the T-Test

Model	t	Sig.	Keterangan
(Constant)	1.649	.104	
Lingkungan Kerja	4.832	.000	Berpengaruh signifikan
Minat Karyawan	1.535	.130	Berpengaruh signifikan

Source: Questionnaire Data of SPSS v26, 2024

1. The results of the calculation in the table above show that the regression coefficient value obtained had a positive and significant value for the work environment variable, which was $0.000 < 0.05$. This means that the work environment variable had a positive and significant influence on job promotion. H1 was accepted.

2. The results of the calculation in the table above show that the regression coefficient value obtained had a positive and significant value for the employee interests variable, which was $0.130 < 0.05$. This means that the employee interests variable had a positive and not significant influence on job promotion. H2 was rejected

Coefficient of Determination R²

Table 9
The Results of the R² Square Test (Coefficient of Determination)

Model	R	R square	Adjusted R square	Std. error of the estimate
1	0,751 ^a	0,644	0,551	2.90589

Source: Questionnaire Data of SPSS v26, 2024

Based on the table above, the adjusted R square value was 0.644, or 64.4%. This value explains that the variables of work environment and employee interests contribute 64.4% to the job promotion variable. The remaining 35.6% is influenced by other variables, except those used in this study.

RESULTS AND DISCUSSION

In this discussion, the researcher described the influence of work environment and employee interests on job promotion in PT Aerofood Indonesia Surabaya Branch. The discussion includes an analysis of the work environment and employee interests.

- a) According to the results of the analysis related to the influence of work environment and employee interests on job promotion in PT Aerofood Indonesia Surabaya Branch in the results of hypotheses, it has proven that there is an influence between independent variables and the dependent variable, which can be seen from the sig value. The work environment variable (X1) was lower or < 0.05 , which was $0.000 < 0.05$). This means that the work environment variable has a positive and significant influence on job promotion.
- b) Based on the results of analysis related to the employee interests in PT Aerofood Indonesia Surabaya Branch in the results of hypotheses, it has proven that there is no significant influence between independent variables and the dependent variable, which can be seen from the sig value. The employee interests variable (X2) was higher or > 0.05 , which was $0.130 > 0.05$.

CONCLUSION AND SUGGESTION

Conclusion

Based on the results and discussion, it can be concluded as follows:

- a) Work environment variable has a positive and significant influence on job promotion in PT Aerofood Indonesia Surabaya Branch. The work environment has a significant influence on job promotion because improving facilities, co-workers' relations, and other security facilitation can make employees work more comfortable and safer.
- b) Employee interest variables do not have a significant influence on job promotion in PT Aerofood Indonesia Surabaya Branch. There are several factors causing employee interests do not have significant influence, such as employees are comfortable with the current position, employees do not have time to improving skills and competencies, and so on. The
- c) work environment variable simultaneously has a positive and significant influence on job promotion in PT Aerofood Indonesia Surabaya Branch.
- d) The results of the R Square regression calculation show that the influence of independent variables, which are work environment and employee interests, on the dependent variable, which is job promotion, is 64.4%. The remaining 35.6% is influenced by other variables outside this research model. This confirms that most of the job promotions in PT Aerofood Indonesia Surabaya Branch can be explained by the work environment and employee interests, while other factors also contribute to a job promotion.

Suggestion

Based on the analysis of the study and discussion, the researcher provides the following suggestions:

- a) The results of the study show that the work environment has a positive and significant influence on job promotion compared to employee interests, which shows that it does not have a positive and significant influence. The researcher expects that in the future, the company should continue to educate the employees and have competent and superior employees.
- b) For the researcher, several factors are still thought to influence job promotion but have not been included. Thus, it is suggested that the next researcher is able to add other variables to increase job promotion so that it

can expand the advantages of research regarding the management science of human resources.

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