

**Pengaruh Lingkungan Kerja, Gaya Kepemimpinan Dan Beban Kerja
Terhadap Kepuasan Kerja Karyawan Pada CV Sumpersari Jember**

***”The Effects Of The Work Environment, Leadership Style, And Workload On
Employee Job Satisfaction At CV Sumpersari Jember”***

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ABSTRACT

CV Sumpersari is an export-oriented coconut fiber processing agro-industry company that has a massive production target demand of 25 tons per day, a condition that is prone to triggering repeated physical fatigue and has the potential to apply a quantitative approach through a survey technique on 51 production employees with total sampling. Data analysis used SPSS multiple linear regression, including the classical assumption test, Adjusted R Square, F Test, and t Test. The research findings indicate the Adjusted R Square value reaches 0.750, meaning that the variables of work environment, leadership style, and workload explain 75% of the variation in employee job satisfaction. Simultaneously, the three variables have a significant effect on job satisfaction. Partially, the work environment and leadership style have a significant positive effect, while workload shows a significant negative effect on job satisfaction.

Keywords: *Environment, Job Satisfaction, Leadership Style, Workload.*