



The Influence of Work Communication and Work Motivation on Job Satisfaction at PT Enseval Putera Megatrading in Depok

Cindy Nurtil Kusumah¹, Windy Gustia Wardani²

¹²Pamulang University

Corresponding Author e-mail: cindynurtilk@gmail.com, dosen01579@unpam.ac.id

Article History:

Received : 04-09-2026

Revised : 12-10-2026

Accepted : 13-10-2026

Keywords: *Employee Motivation, Job Satisfaction, Organizational Communication, Quantitative Research, Workplace Communication*

Abstract: *Job satisfaction is an important aspect in human resource management because it is related to the sustainability and performance of the organization. This study aims to analyze the influence of work communication and work motivation on employee job satisfaction at PT Enseval Putera Megatrading in Depok. The study used a quantitative approach with an associative research type. The population and sample of the study were 75 employees with a saturated sampling technique. The research instrument was a Likert scale questionnaire, while data analysis used SPSS version 25 through validity tests, reliability, classical assumptions, simple and multiple linear regression, correlation, determination, t-test, and F-test. The results showed that work communication and work motivation have a positive and significant effect on job satisfaction, both partially and simultaneously. In conclusion, improving work communication and work motivation together can increase employee job satisfaction.*

How to Cite: Cindy Nurtil Kusumah, Windy Gustia Wardani. (2026). *The Influence of Work Communication and Work Motivation on Job Satisfaction at PT Enseval Putera Megatrading in Depok*. 4(4). pp.78-87. <https://doi.org/10.61536/escalate.v4i4.831>



<https://doi.org/10.61536/escalate.v4i4.831>

This is an open-access article under the [CC-BY-SA License](#).



Introduction

In the era of globalization and the Industrial Revolution 4.0, human resources (HR) are a crucial factor in determining the success, competitiveness, and sustainability of organizations. Indonesia boasts significant human resource potential through its demographic dividend, but still faces various challenges, such as educational inequality, low workforce skills, unemployment, and the dominance of the informal sector. Therefore, optimal HR management is necessary to ensure employees possess the knowledge and skills necessary to achieve organizational goals.

PT Enseval Putera Megatrading in Depok is a pharmaceutical company and distributor. Although the company has policies to ensure employee satisfaction, job satisfaction issues persist. This is evident in the number of employee turnovers: 12% in 2022, 7% in 2023, and 8% in 2024. This

phenomenon is related, in part, to better salary offers and remuneration systems offered by other companies.

One issue related to job satisfaction is workplace communication. A pre-survey of 30 employees showed an average workplace communication score of 3.325, which is considered quite good. However, the understanding indicator scored the lowest at 2.85. This indicates persistent issues with employee understanding of the job, which can hinder communication and impact work performance.

Another issue is work motivation, particularly related to salary and supervision. Work motivation is the driving force behind a series of human behavioral processes aimed at achieving goals (Wibowo, 2022:322), while (Sedarmayanti, 2021:227) states that motivation is a process in which needs drive a person to undertake a series of activities that lead to the achievement of certain goals. Pre-survey results showed that 73.33% of employees disagreed that salaries were adequate for their needs, while 60% disagreed that supervision provided guidance according to standards. These conditions have the potential to reduce employee motivation and job satisfaction.

Salary issues are also seen in the positions of Administrative and General Staff who receive salaries below the Depok City Minimum Wage in 2023 to 2025. In addition, communication and work motivation have a relationship with job satisfaction. Previous research on communication, motivation, and job satisfaction has been conducted by (Putra et al., 2025), (Azis & Ubaidillah, 2025), (Rumatamerik et al., 2025), (Subeno et al., 2025), (Umbara & Pratminingsih, 2023), (Saputry & Adnyani, 2025), Puspasari, Komar and Jas (2025), Wibowo and Putera (2025), (Hadiyatno, 2023), and (Tama, 2022).

Based on this phenomenon, this study aims to determine the effect of work communication on job satisfaction, work motivation on job satisfaction, and the effect of work communication and work motivation together on job satisfaction at PT Enseval Putera Megatrading in Depok. This research is important to understand the factors related to employee job satisfaction issues. The novelty of this study lies in examining the joint effects of work communication and work motivation on job satisfaction among employees of PT Enseval Putera Megatrading in Depok.

Research methods

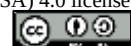
This study uses an associative research method with a quantitative approach. According to (Machali, 2021:36), associative research aims to determine the relationship between two or more variables. The quantitative approach was used to systematically analyze the influence of work communication (X1) and work motivation (X2) on job satisfaction (Y) at PT Enseval Putera Megatrading in Depok (Soesana, 2023:2).

The research instrument used a questionnaire with a Likert scale. Work communication (X1) was measured through understanding, enjoyment, influence on attitudes, and improved relationships (Sutardji, 2021:10-11). Work motivation (X2) was measured through salary, supervision, work relationships, and recognition or rewards (Sedarmayanti, 2021:233-239), while job satisfaction (Y) was measured through job content, organization and management, opportunities for advancement, coworkers, and working conditions (Rivai & Sagala, 2021:860). Data were collected through observation and questionnaires (Sahir, 2021:30-31).

Data analysis techniques include quantitative descriptive analysis, validity test, reliability test, classical assumption test, simple and multiple linear regression, correlation coefficient, coefficient of determination, and hypothesis test. Validity and reliability tests are used to test the quality of the instrument, with processing using SPSS version 25. Classical assumption tests include normality, multicollinearity, and heteroscedasticity. Furthermore, the t-test is used to determine the partial effect and the F-test to determine the simultaneous effect with a significance level of 5% (Sugiyono, 2017:125; Ghozali, 2018:47; Machali, 2021:103; Machali, 2021:176).

The study population was all 75 employees of PT Enseval Putera Megatrading in Depok. According to (Abubakar, 2021:60), a population is a group of people or objects from which samples are drawn, while a sample is a subset of the population's size and characteristics. The sampling technique used was nonprobability sampling with saturated or census sampling, resulting in all 75 employees being sampled (Sahir, 2021:35; Sahir, 2021:41).

The research procedure is carried out through the preparation, implementation, and report preparation stages. The preparation stage includes submitting a title, writing a proposal, and obtaining research permits, while the implementation stage includes data collection and analysis. The



final stage is report preparation and thesis examination. The research was conducted from March 2026 at PT Enseval Putera Megatrading in Depok. According to (Abubakar, 2021:21), the research location is the scientific target for data collection, while the research duration is adjusted to the data sources, objectives, scope, and timing of the research (Abubakar, 2021:25).

Research results

Descriptive Analysis of Respondent Characteristics

Table 1 Respondent Characteristics Based on Gender

Gender		
Man	Woman	Amount
32	43	75
Amount		75

Based on these results, it is known that there are 32 male employees and 43 female employees.

Table 2 Respondent Characteristics Based on Age

Age			Amount
19 - 30 Years	31 - 40 Years	41 - 50 Years	
61	11	3	75
Amount			75

Based on these results, it is known that there are 61 employees aged 19-30 years, 11 employees aged 31-40 years, and 3 employees aged 41-50 years.

Descriptive Research Variables

Table 3 Likert Scale

No.	Answer	Weight
1.	Strongly Agree (SS)	5
2.	Agree (S)	4
3.	Neutral (N)	3
4.	Disagree (TS)	2
5.	Strongly Disagree (STS)	1

Based on the table above, the majority of respondents were in the 22–25 age range, at 55 people (55%). Furthermore, there were 27 respondents aged 18–21, at 27%, 16 respondents aged 26–29, at 16%, and 2 respondents aged 14–17, at 2%.

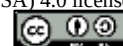
Table 4 Interval Scale Range Criteria

No.	Answer	Interval Scale
1.	Strongly Agree (SS)	4.20 – 5.00
2.	Agree (S)	3.40 – 4.19
3.	Neutral (N)	2.60 – 3.39
4.	Disagree (TS)	1.80 – 2.59
5.	Strongly Disagree (STS)	1.00 – 1.79

1. Work Communication (X1)

The Work Communication variable (X1) consists of 10 statements covering four indicators: understanding, enjoyment, influence on attitudes, and improved relationships. Overall, this variable obtained a total score of 2,861 with a mean score of 38.15, falling into the Good category.

The comprehension indicators scored mean scores of 4.03 and 3.65, both in the good category. The enjoyment indicators scored mean scores between 3.63 and 3.93, all in the good



category.

The influence on attitude indicators obtained mean scores of 3.93 and 3.85, while the improving relationship indicators obtained mean scores of 3.83 and 3.61. All statements in both indicators were in the good category.

2. Work Motivation (X2)

The Work Motivation variable (X2) consists of 10 statements with four indicators: salary, supervision, work relationships, and recognition or rewards. Overall, this variable received a total score of 2,956 with a mean score of 39.41, categorized as Good.

The salary indicators received mean scores of 3.99 and 3.24, with the former categorized as good and the latter as poor. The supervision indicators received mean scores of 3.92 to 4.16, all of which were in the good category.

The labor relations indicator received a mean score of 3.89 to 4.11, categorized as good. Meanwhile, the recognition or appreciation indicator received a mean score of 4.16 and 3.91, both of which are considered good.

3. Job Satisfaction (Y)

The Job Satisfaction variable (Y) consists of 10 statements with five indicators: job content, organization and management, opportunities for advancement, coworkers, and working conditions. Overall, this variable received a total score of 2,873 with a mean score of 38.31, categorized as Good.

The job content indicators obtained mean scores of 3.77 and 3.99, while the organization and management indicators obtained a mean score of 4.04 for both statements. All were in the good category.

The opportunity for advancement indicators scored mean scores of 3.92 and 3.07, both of which are in the good category in the table. The coworkers indicators scored mean scores of 3.85 and 3.81, while the working conditions indicators scored mean scores of 3.76 and 4.05. All were in the good category.

Data Instrument Test

Table 5 Validity Test Results Based on Work Communication Variable (X1)

No	Questionnaire Items	rhitung	rtable	Decision
1	My colleagues and I do not understand the tasks given by PT Enseval Putera Megatrading in Depok	0.764	0.227	Valid
2	I don't really understand the goals that PT Enseval Putera Megatrading wants to achieve in Depok	0.809	0.227	Valid
3	I don't really like a relaxed atmosphere at work.	0.615	0.227	Valid
4	I am not happy working at PT Enseval Putera Megatrading in Depok	0.843	0.227	Valid
5	I don't have a very good impression while working at PT Enseval Putera Megatrading in Depok	0.723	0.227	Valid
6	I don't really like communicating with my colleagues at PT Enseval Putera Megatrading in Depok	0.782	0.227	Valid
7	Communication will change a person's attitude in socializing	0.782	0.227	Valid
8	I always communicate with my coworkers effectively.	0.678	0.227	Valid
9	Communication can improve personal relationships between employees	0.709	0.227	Valid
10	I always maintain good relations with my colleagues at PT Enseval Putera Megatrading in Depok	0.707	0.227	Valid



Table 6 Validity Test Results Based on Work Motivation Variable (X2)

No	Questionnaire Items	rhitung	rtable	Decision
1	I receive a salary according to my needs	0.862	0.227	Valid
2	The company provides salary according to the work done	0.553	0.227	Valid
3	Supervision at PT Enseval Putera Megatrading in Depok has good management	0.687	0.227	Valid
4	Supervision at PT Enseval Putera Megatrading in Depok provides guidance according to established standards.	0.795	0.227	Valid
5	Supervision at PT Enseval Putera Megatrading in Depok coordinates the work system well	0.721	0.227	Valid
6	Employee relations at PT Enseval Putera Megatrading in Depok have a close relationship	0.844	0.227	Valid
7	I am an employee who has a good family relationship with other employees at PT Enseval Putera Megatrading in Depok	0.74	0.227	Valid
8	I am an employee who maintains good relations with superiors.	0.774	0.227	Valid
9	I am an employee who wants to be appreciated by the leadership	0.681	0.227	Valid
10	I will be motivated if the work I do is recognized by my superiors.	0.824	0.227	Valid

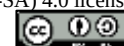
Table 7 Validity Test Results Based on Job Satisfaction Variable (Y)

No	Questionnaire Items	rhitung	rtable	Decision
1	I am able to do the work that I do according to the type of work	0.787	0.227	Valid
2	I do the work according to the steps given by my superior.	0.794	0.227	Valid
3	PT Enseval Putera Megatrading in Depok has made strict rules in management	0.761	0.227	Valid
4	The organization and management at PT Enseval Putera Megatrading in Depok are in accordance with my expectations.	0.713	0.227	Valid
5	I was given the opportunity to get a promotion by PT Enseval Putera Megatrading in Depok	0.795	0.227	Valid
6	I was given freedom by the leadership at PT Enseval Putera Megatrading in Depok	0.813	0.227	Valid
7	I feel comfortable with my coworkers at PT Enseval Putera Megatrading in Depok	0.782	0.227	Valid
8	Colleagues at PT Enseval Putera Megatrading in Depok provide assistance to other colleagues	0.803	0.227	Valid
9	I was given facilities according to my work needs by PT Enseval Putera Megatrading in Depok	0.805	0.227	Valid
10	I am happy with the work given by PT Enseval Putera Megatrading in Depok	0.766	0.227	Valid

Table 8 Reliability Test Results

Variables	Cronbatch Alpha	Alpha Cronbatch Standard	Information
Work Communication (X1)	0.907	0.60	Reliable
Work Motivation (X2)	0.907	0.60	Reliable
Job Satisfaction (Y)	0.929	0.60	Reliable

Based on the reliability test results in the table above, it can be seen that the questionnaire statements for the variables Work Communication (X1), Work Motivation (X2), and Job Satisfaction (Y) are declared reliable. This is evidenced by each variable having a Cronbatch Alpha value greater than 0.60.



Classical Assumption Test

Table 9 Results of the Kolmogorov-Smirnov Test for Normality

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		75
Normal Parameters ^{a,b}	Mean	.0000000
	Standard Deviation	3.25942975
Most Extreme Differences	Absolute	.109
	Positive	.102
	Negative	-.109
Test Statistics		.109
Asymp. Sig. (2-tailed)		.200 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Based on the results of the normality test in the table above, it can be seen that the significance value obtained is $0.200 > 0.05$. Therefore, it can be concluded that the distribution assumption of the equation in the normality test using the one-sample Kolmogorov-Smirnov test method is normally distributed.

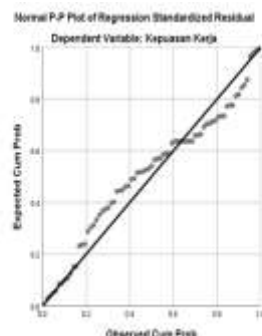


Figure 1 Results of the Normality Test of the P-Plot Graph

Table 10 Multicollinearity Test Results

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Work Communication	.188	5.308
	Work motivation	.188	5.308
a. Dependent Variable: Job Satisfaction			

Based on the results of the multicollinearity test, the variables Work Communication (X1) and Work Motivation (X2) have a tolerance value of 0.188 and a VIF of 5.308. Although the tolerance value is below 0.10, the VIF value is still below 10, so based on the criteria used in this study, it can be concluded that the regression model does not experience multicollinearity.

Table 11 Results of Heteroscedasticity Test with Glejser Test

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	2,914	1,818		.113
	Work Communication	.197	.103	.201	.357
	Work motivation	.722	.103	.737	.446

a. Dependent Variable: Job Satisfaction

Based on the results of the heteroscedasticity test using the Glejser Test, the significance value of Work Communication (X1) was 0.357 and Work Motivation (X2) was 0.446, both of which were greater than 0.05. Thus, it can be concluded that the regression model does not experience heteroscedasticity and is suitable for use in research.

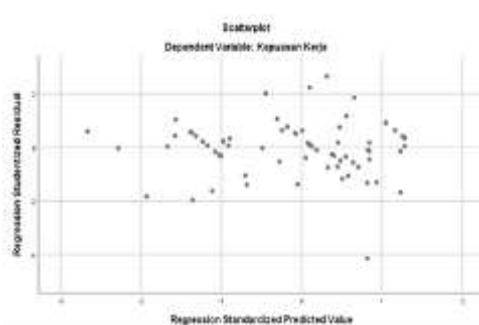


Figure 2 Heteroscedasticity Test Results

Based on the results in the image above, it can be seen that the points on the scatterplot graph are randomly distributed and do not form a specific pattern. Therefore, it can be concluded that there is no heteroscedasticity in the regression model, making this regression model suitable for use in testing.

Quantitative Analysis

Table 12 Results of Simple Linear Regression Analysis of Work Communication Variable (X1) on Job Satisfaction (Y)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	6,532	2,249		.005
	Work Communication	.848	.058	.865	.000

a. Dependent Variable: Job Satisfaction

Based on the results of the simple linear regression calculation in the table above, the regression equation $Y = 6.532 + 0.848 X1$ can be obtained.

Table 13 Results of Simple Linear Regression Analysis of Work Motivation Variable (X2) on Job Satisfaction (Y)

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	3,441	1,830		1,880
	Work motivation	.899	.045	.918	19,818

a. Dependent Variable: Job Satisfaction

Based on the results of the simple linear regression calculation in the table above, the regression equation $Y = 3.441 + 0.899 X_2$ can be obtained.

Table 14 Results of Multiple Linear Regression Analysis

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error	Beta	
1	(Constant)	2,914	1,818		1,603
	Work Communication	.197	.103	.201	2,917
	Work motivation	.722	.103	.737	7,031

a. Dependent Variable: Job Satisfaction

Based on the results of multiple linear regression tests, the equation $Y = 2.914 + 0.197X_1 + 0.722X_2$ was obtained. The constant value of 2.914 indicates the value of Job Satisfaction (Y) when Work Communication (X1) and Work Motivation (X2) do not change.

The Work Communication coefficient (X1) of 0.197 indicates that every 1 unit increase in Work Communication will increase Job Satisfaction by 0.197 with constant Work Motivation. Meanwhile, the Work Motivation coefficient (X2) of 0.722 indicates that every 1 unit increase in Work Motivation will increase Job Satisfaction by 0.722 with constant Work Communication.

Table 15 Results of the Analysis of the Correlation Coefficient of Work Communication (X1) on Job Satisfaction (Y)

Correlations			
		Work Communication	Job satisfaction
Work Communication	Pearson Correlation	1	.865**
	Sig. (2-tailed)		.000
	N	75	75
Job satisfaction	Pearson Correlation	.865**	1
	Sig. (2-tailed)	.000	
	N	75	75

**. Correlation is significant at the 0.01 level (2-tailed).



Based on the results of the partial correlation coefficient test in the table above, the correlation coefficient value for Work Communication (X1) on Job Satisfaction (Y) was 0.865, where this value is in the interval 0.800 – 1.000, which means that the two variables have a very strong level of relationship.

Table 16 Results of the Analysis of the Correlation Coefficient of Work Motivation (X2) on Job Satisfaction (Y)

Correlations			
		Work motivation	Job satisfaction
Work motivation	Pearson Correlation	1	.918**
	Sig. (2-tailed)		.000
	N	75	75
Job satisfaction	Pearson Correlation	.918**	1
	Sig. (2-tailed)	.000	
	N	75	75

** . Correlation is significant at the 0.01 level (2-tailed).

Based on the results of the partial correlation coefficient test in the table above, the correlation coefficient value of Work Motivation (X2) on Job Satisfaction (Y) was obtained at 0.918 where this value is in the interval 0.800 – 1.000, which means that the two variables have a very strong level of relationship.

Table 17 Results of Multiple Correlation Coefficient Analysis of Work Communication (X1) and Work Motivation (X2) on Job Satisfaction (Y)

Model Summary									
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.922a	.851	.847	3.30439	.851	205,411	2	72	.000

a. Predictors: (Constant), Work Motivation, Work Communication

Based on the results of the simultaneous correlation coefficient test in the table above, the correlation coefficient value of Work Communication (X1) and Work Motivation (X2) on Job Satisfaction (Y) was 0.922, where this value is in the interval 0.800 – 1.000, which means that the two variables have a very strong relationship.

Table 18 Guidelines for Interpretation of Correlation Coefficients

Correlation Coefficient Value Interval	Relationship Level
0.000 – 0.199	Very Low
0.200 – 0.399	Low
0.400 – 0.599	Currently
0.600 – 0.799	Strong
0.800 – 1.000	Very strong

Table 19 Results of Analysis of the Determination Coefficient of Work Communication (X1) on Job Satisfaction (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.865a	.748	.745	4.26179
a. Predictors: (Constant), Work Communication				

Based on the results of the partial determination coefficient test in the table above, the Adjusted R-square (Coefficient of Determination) value of 0.745 was obtained, so it can be concluded that the Work Communication variable (X1) has a partial effect on the Job Satisfaction variable (Y) of 74.5%, while the remaining $(100\% - 74.5\%) = 25.5\%$ is influenced by other variables that were not tested in the study.

Table 20 Results of Analysis of the Determination Coefficient of Work Motivation (X2) on Job Satisfaction (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.918a	.843	.841	3.36440
a. Predictors: (Constant), Work Motivation				

Based on the results of the partial determination coefficient test in the table above, the Adjusted R-square (Coefficient of Determination) value of 0.841 was obtained, so it can be concluded that the Work Motivation variable (X2) has a partial effect on the Job Satisfaction variable (Y) of 84.1%, while the remaining $(100\% - 84.1\%) = 15.9\%$ is influenced by other variables that were not tested in the study.

Table 21 Results of Determination Coefficient Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.922a	.851	.847	3.30439
a. Predictors: (Constant), Work Motivation, Work Communication				

Based on the results of the simultaneous determination coefficient test in the table above, the Adjusted R-square (Coefficient of Determination) value of 0.847 was obtained, so it can be concluded that the variables of Work Communication (X1) and Work Motivation (X2) have a simultaneous effect on the Job Satisfaction variable (Y) of 84.7% while the remaining $(100\% - 84.7\%) = 15.3\%$ is influenced by other variables that were not tested in the study.

Hypothesis Testing

Table 22 Partial Test Results (t)

Coefficientsa					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	2,914	1,818		.113
	Work Communication	.197	.103	.201	.000



Work motivation	.722	.103	.737	7,031	.000
-----------------	------	------	------	-------	------

a. Dependent Variable: Job Satisfaction

1. The Effect of Work Communication on Job Satisfaction

Work communication has a positive and significant effect on job satisfaction, with a calculated t value of $2.917 > t \text{ table } 1.9934$ and a significance of $0.000 < 0.05$. Thus, Ha1 is accepted.

2. The Influence of Work Motivation on Job Satisfaction

Work motivation has a positive and significant effect on job satisfaction, with a calculated t value of $7.031 > t \text{ table } 1.9934$ and a significance of $0.000 < 0.05$. Thus, Ha2 is accepted.

Table 23 Simultaneous Test Results (F Test)

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4485.753	2	2242.876	205,411	.000b
	Residual	786,167	72	10,919		
	Total	5271.920	74			
a. Dependent Variable: Job Satisfaction						
b. Predictors: (Constant), Work Motivation, Work Communication						

Based on the results of simultaneous hypothesis testing in the table above, the Fcount value is obtained $> F_{\text{table}}$ or $(205.411 > 3.12)$ this is also strengthened by the ρ value $< \text{Sig. } 0.05$ or $(0.000 < 0.05)$. Thus, H_0 is rejected and H_a is accepted, this shows that there is a significant simultaneous influence between the variables of Work Communication (X_1) and Work Motivation (X_2) on Job Satisfaction (Y) at PT Enseval Putera Megatrading in Depok.

Discussion

1. The Effect of Work Communication (X_1) on Job Satisfaction (Y)

Analysis of the research results shows that partially the work communication variable (X_1) has a positive and significant influence partially on the job satisfaction variable (Y). Thus, if the better the work communication obtained, the more job satisfaction increases. This is evidenced by the regression coefficient which has a positive value and the results of the statistical test (t test) for the work communication variable obtained t count of 2.917 and t table of 1.9934 at a significance of 5%, because the t count value is greater than t table ($2.917 > 1.9934$) then work communication contributes significantly to job satisfaction so that based on these calculations it can be concluded that work communication has a positive and significant influence partially on job satisfaction at PT Enseval Putera Megatrading in Depok.

The results of this test are in line with research conducted by Putra (2025) with research results showing that work communication has a significant effect on job satisfaction, the conclusion is that H_0 is rejected and H_a is accepted.

2. The Influence of Work Motivation (X_2) on Job Satisfaction (Y)

Analysis of the research results shows that partially the work motivation variable (X_2) has a positive and significant influence on the job satisfaction variable (Y). Thus, if the better the work motivation obtained, the more job satisfaction increases. This is evidenced by the regression coefficient which has a positive value and the results of the statistical test (t test) for the work motivation variable obtained t count of 7.031 and t table of 1.9934 at a significance of 5%, because the t count value is greater than t table ($7.031 > 1.9934$) then work motivation contributes significantly to job satisfaction so that based on these calculations it can be concluded that work motivation has a positive and significant effect partially on job satisfaction at PT Enseval Putera Megatrading in Depok.



The results of this study are in line with research conducted by Aziz and Ubaidillah (2025) with research results showing that work motivation has a positive effect on job satisfaction, the conclusion is that H_0 is rejected and H_a is accepted.

3. The Influence of Work Communication (X1) and Work Motivation (X2) on Job Satisfaction (Y)

Analysis of the research results shows that simultaneously the variables of Work Communication (X1) and Work Motivation (X2) have a positive and significant influence on the variable of job satisfaction (Y). Thus, if the better the work communication and work motivation obtained, the more job satisfaction will increase. This is evidenced by the correlation coefficient which has a positive value and the results of the statistical test (F test) for the variables of work communication and work motivation obtained F count of 205.411 and F table 3.12 at a significance level of 5%, because the value of F count is greater than F table ($205.411 > 3.12$) then work communication and work motivation simultaneously contribute significantly to job satisfaction so that based on these calculations it can be concluded that work communication and work motivation have a positive and significant influence simultaneously on job satisfaction at PT Enseval Putera Megatrading in Depok.

The results of this study are in line with research conducted by Hadiyatno (2023) with research results showing that job satisfaction and work motivation influence job satisfaction, the conclusion is that H_0 is rejected and H_a is accepted.

Conclusion

This study indicates that work communication and work motivation are positively and significantly associated with job satisfaction among employees of PT Enseval Putera Megatrading in Depok, both individually and simultaneously. Work communication has a positive regression coefficient of 0.197 ($p < 0.05$), while work motivation has a positive regression coefficient of 0.722 ($p < 0.05$). The simultaneous test also shows a significant relationship between both variables and job satisfaction ($F = 205.411$, $p < 0.05$). The adjusted R^2 value of 0.847 indicates that work communication and work motivation jointly explain 84.7% of the variation in job satisfaction within the research model. This value does not establish that other factors definitively account for the remaining 15.3%.

Practically, the company should improve communication effectiveness and task clarity, strengthen supervisory guidance, and pay attention to compensation and employee recognition in line with the issues identified in the preliminary findings. This study is limited to 75 employees at one company, and the data rely on respondents' perceptions collected through questionnaires. Therefore, the findings should be interpreted within the study context and may not be generalizable to other companies. Future research could include employees from different organizations and examine additional variables to provide a broader understanding of job satisfaction.

Bibliography

- Abubakar, R. (2021). *Pengantar metodologi penelitian*. SUKA-Press UIN Sunan Kalijaga.
- Azis, N. M., & Ubaidillah, H. (2025). Pengaruh komunikasi internal, motivasi dan lingkungan kerja terhadap kepuasan kerja karyawan di PT Kimia Farma UB Sidoarjo. *Jurnal UMS*, 2(3).
- Ghozali, I. (2021). *Aplikasi analisis multivariat SPSS 26*. Badan Penerbit Universitas Diponegoro.
- Hadiyatno, D. (2023). Pengaruh kompensasi, komunikasi, dan motivasi kerja terhadap kepuasan kerja pegawai Dinas Kesehatan Kota Balikpapan. *Jurnal Ilmiah Keagamaan dan Kemasyarakatan*, 17(4).
- Machali, I. (2021). *Metode penelitian kuantitatif: Panduan praktis merencanakan, melaksanakan dan analisis dalam penelitian kuantitatif*. Fakultas Ilmu Tarbiyah dan Keguruan Universitas Islam Negeri Sunan Kalijaga Yogyakarta.
- Putra, A. B. P., Saleh, M. Y., & Yunus, M. K. (2025). No title. *Indonesian Journal of Business and Management*, 8(1).
- Rivai, V., & Sagala. (2021). *Manajemen sumber daya manusia untuk perusahaan*. Rajawali Pers.
- Sahir, S. H. (2021). *Metodologi penelitian*. KBM Indonesia.
- Sedarmayanti. (2021). *Perencanaan dan pengembangan sumber daya manusia untuk meningkatkan kompetensi, kinerja, dan produktivitas kerja*. Refika Aditama.



- Soesana, A. (2023). *Metodologi penelitian kuantitatif*. Yayasan Kita Menulis.
- Sugiyono. (2020). *Metode penelitian kuantitatif, kualitatif dan R&D*. Alfabeta.
- Sutardji. (2021). *Manajemen sumber daya manusia*. PT Bumi Aksara.
- Wibowo. (2022). *Manajemen kinerja* (2nd ed.). Rajawali Pers.

