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MENTAL HEALTH AS A MODERATING VARIABLE OF THE INFLUENCE OF WORK FACILITIES ON JOB SATISFACTION

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ABSTRACT

This research is a quantitative research with an explanatory approach, namely an approach that relies on the creation of hypotheses in previous research and adds new variations to the research being conducted (Sugiyono, 2019). The data used in this study are primary data that researchers obtained from PO. Rosalia Indoah bus employees throughout Indonesia . The data obtained were analyzed using the smart PLS 4.0 analysis tool. The result in this article show that all hypotheses used in this article are accepted and proven. The first hypothesis can be seen carefully in the first row of the third table above, where the Work Facilities variable can have a positive relationship direction and a significant influence on Job Satisfaction because the P-Values are positive and below the 0.05 significance level, namely 0.003. These results are in line with the research of (Nisa, 2018); (RENDI MAHENDRA, 2025) & (Hasany, 2025). In addition, the moderating variable in this article, in this case the Mental Health variable, can moderate the influence of the Work Facilities variable on Job Satisfaction because the P-Values are positive and below the 0.05 significance level, namely 0.000. This means that Work Facilities accompanied by good Mental Health will produce a more positive and more significant influence on Job Satisfaction.

Keywords: *Danantara, Nickel Mining, Social, Legal Perspective*

ABSTRAK

Penelitian ini merupakan penelitian kuantitatif dengan pendekatan eksplanatori, yaitu pendekatan yang mengandalkan pembuatan hipotesis pada penelitian terdahulu dan menambahkan variasi baru pada penelitian yang sedang dilakukan (Sugiyono, 2019). Data yang digunakan dalam penelitian ini adalah data primer yang peneliti peroleh dari karyawan bus PO. Rosalia Indoah seluruh Indonesia. Data yang diperoleh dianalisis dengan menggunakan alat analisis smart PLS 4.0. Hasil dalam artikel ini menunjukkan bahwa semua hipotesis yang digunakan dalam artikel ini diterima dan terbukti. Hipotesis pertama dapat dilihat secara seksama pada baris pertama tabel ketiga di atas, dimana variabel Fasilitas Kerja dapat memiliki

arah hubungan positif dan pengaruh signifikan terhadap Kepuasan Kerja karena P-Values bernilai positif dan berada di bawah taraf signifikansi 0,05 yaitu 0,003. Hasil ini sejalan dengan penelitian (Nisa, 2018); (RENDI MAHENDRA, 2025) & (Hasany, 2025). Selain itu, variabel moderasi dalam artikel ini, dalam hal ini variabel Kesehatan Mental, dapat memoderasi pengaruh variabel Fasilitas Kerja terhadap Kepuasan Kerja karena nilai P-Values-nya positif dan berada di bawah tingkat signifikansi 0,05, yaitu 0,000. Artinya, Fasilitas Kerja yang disertai Kesehatan Mental yang baik akan menghasilkan pengaruh yang lebih positif dan signifikan terhadap Kepuasan Kerja.

Kata Kunci: Danantara, Pertambangan Nikel, Perspektif Sosial dan Hukum

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A. Pendahuluan

One of the main factors contributing to employee satisfaction at work is the availability of work facilities. Work facilities are all types of equipment and work supplies that function as primary or auxiliary tools in carrying out a job. Because work facilities are one of the driving forces for someone to carry out an activity to achieve the best results. Therefore, it is not surprising that a company is required to have adequate facilities to expedite the completion of work in a timely manner so that employees can provide the best for the company (Andreas, 2020). Work facilities are physical supporting means for company activities, and are used in the company's normal activities, have a relatively fixed useful life span, and can have an impact for the future (Amallia, 2018). Research results (Nisa, 2018) show that employee performance is positively and significantly influenced by work facilities. The more complete the work facilities provided by a company, the more employee performance will improve. A company needs to provide work facilities according to employee work needs so that employee performance can improve.

One factor contributing to employee performance is the availability of adequate facilities. Work facilities include various types of equipment and supplies that function as supporting tools in carrying out their work. Good facilities can motivate employees to perform better, so it is natural for a company to have and provide adequate facilities to accelerate employees in completing their work and delivering the best results. Work

facilities also function as physical support for a company's activities, used in daily operations and have a relatively fixed usage period. Previous research has shown that employee performance is positively influenced by the availability of work facilities. The more complete the facilities provided, the better the employee performance. Therefore, companies must be able to ensure that the facilities provided are in accordance with what is needed by employees to increase their productivity (RENDI MAHENDRA, 2025).

According to factors that influence work facilities include (Lena Ellitan dan Lina Anata, 2009): 1. Machinery and Equipment, all equipment used to support work processes in an organization. 2. Supporting infrastructure facilities used to facilitate organizational activities, including places of worship, toilets, roads and fences. 3. Office equipment, facilities that support activities in the office, such as tables, chairs, cupboards and others. 4. Health rooms needed for employees to rest when they are sick and in the event of a work accident. 5. Buildings supporting facilities for central activities of the main organizational activities of office services. 6. Transportation means all types of equipment used to help carry out organizational activities such as cars, motorbikes and others.

Syahsudarmi in (Handoko, 2014) stated that the factors that influence facilities are: 1. The nature and purpose of the organization 2. Availability of land and the need for space or place. 3. Flexibility 4. Aesthetic factors 5. Community and surrounding environment 6. Construction and operating costs. According to (Mondy, R., 2008), there are six indicators of work facilities, namely: 1. Machinery and equipment 2. Infrastructure 3. Office equipment 4. Health room 5. Buildings 6. Transportation. According to (Pramesrianto et al., 2019) Work facility indicators are divided into 3, namely: 1. Work tool facilities: Work equipment facilities are a key element that must be available in a company so that workers can carry out their tasks efficiently. Work equipment facilities act as the main instrument used to make goods or convert commodities into alternative products with different functions and uses. 2. Complementary work facilities: Everything used as an aid in the production process is

intended to increase work efficiency and employee welfare. Includes various facilities such as complete buildings, communication equipment, furniture, parking facilities, and various other things that support smooth operations and employee welfare. 3. Social facilities: Social facilities refer to facilities and services provided by the company to meet the specific needs of employees in their daily lives, with the aim of improving their welfare. This includes various facilities such as toilets, places of worship, as well as services such as company transportation.

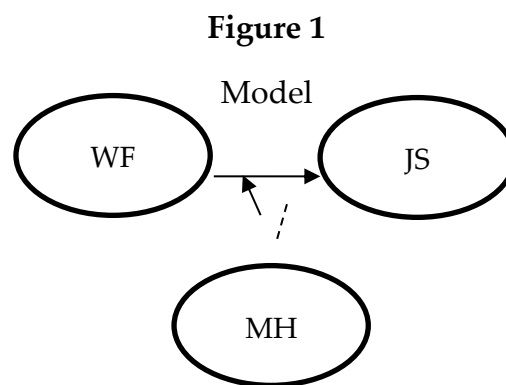
According to (Nawawi, 2001), there are several functions of work facilities, namely: 1. Accelerating the work implementation process, thus reducing time. 2. Goods or services that can increase productivity. 3. Guaranteed quality of goods. 4. Accuracy in the arrangement and stability of standards is guaranteed. This is made easier with the encouragement of the actors. 5. Creating a sense of peace for those concerned to reduce their emotions. Based on the explanation above, researchers believe that Work Facilities can have a positive relationship direction and a significant influence on Job Satisfaction. According to (Yani, 2012) job satisfaction is a situation felt by an employee related to what has been done by the company, this situation is related to the need to avoid discomfort and the need for self-actualization. In research (Jufriksen & Sitorus, 2021) defines job satisfaction as a real behavior displayed by each person as work performance produced by employees according to their role in the company.

Job satisfaction is an individual's feelings and assessments regarding their work, including work conditions and the impact of the work on fulfilling their expectations, needs, and desires (shafira aida meilia, 2024). Meanwhile, according to (Hidayati, 2016), job satisfaction is a feeling of pleasure or positive emotion resulting from an employee's assessment of their work or work experience. Job satisfaction also refers to an employee's emotional feelings based on completed work results. If the work produced good results, the employee will feel satisfied and proud of it (Oktaviani & Ariani Mayasari, 2021).

Several studies (Nisa, 2018); (RENDI MAHENDRA, 2025) & (Hasany, 2025) show that the Work Facilities variable can have a positive relationship direction and a

significant influence on Job Satisfaction. In contrast to the studies (Nisa, 2018); (RENDI MAHENDRA, 2025) & (Hasany, 2025), this article adds the Mental Health variable as a moderating variable.

B. Metode Penelitian



Noted:

WF: Work Facility

JS: Job Satisfaction

MH: Mental Health

Hypothesis:

H1: The Influence of Work Facility on Job Satisfaction : Mental Health Can Moderates The Influence of Work Facility on Job Satisfaction

Based on the explanation of the three diagrams from the first image that explains the research model in this article, it can be concluded that this research has a vision to analyze the influence of Work Facilities variables on Job Satisfaction which is in line with the research (Nisa, 2018); (RENDI MAHENDRA, 2025) & (Hasany, 2025) and adds Mental Health variables as moderating variables which are different from the research (Nisa, 2018); (RENDI MAHENDRA, 2025) & (Hasany, 2025). This research is a quantitative research with an explanatory approach, namely an approach that relies on the creation of hypotheses in

previous research and adds new variations to the research being conducted (Sugiyono, 2019). The data used in this study are primary data that researchers obtained from PO. Rosalia Indoah bus employees throughout Indonesia (Jonathan Sarwono, 2016). The data obtained were analyzed using the smart PLS 4.0 analysis tool with a more complete explanation below (Abdurahman, 2016).

C. Pembahasan

One of the main factors contributing to employee satisfaction at work is the availability of work facilities. Work facilities are all types of equipment and work supplies that function as primary or auxiliary tools in carrying out a job. Because work facilities are one of the driving forces for someone to carry out an activity to achieve the best results. Therefore, it is not surprising that a company is required to have adequate facilities to expedite the completion of work in a timely manner so that employees can provide the best for the company (Andreas, 2020). Work facilities are physical supporting means for company activities, and are used in the company's normal activities, have a relatively fixed useful life span, and can have an impact for the future (Amallia, 2018). Research results (Nisa, 2018) show that employee performance is positively and significantly influenced by work facilities. The more complete the work facilities provided by a company, the more employee performance will improve. A company needs to provide work facilities according to employee work needs so that employee performance can improve.

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Based on the explanation above, researchers believe that Work Facilities can have a positive relationship direction and a significant influence on Job Satisfaction. According to (Yani, 2012) job satisfaction is a situation felt by an employee related to what has been done by the company, this situation is related to the need to avoid discomfort and the need for self-actualization. In research (Jufrisen & Sitorus, 2021) defines job satisfaction as a real behavior displayed by each person as work performance produced by employees according to their role in the company.

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Validity Test

The first stage in this article is a validity test of the data the researcher obtained from one hundred and twenty-five employees of PO Rosalia Indah across Indonesia. To

determine whether the data the researcher collected is valid, the following are the validity test results presented in this article (Hair, 2010).

Table 1

Validity Test

Variable	Question	Loading Factor
Work Facility (X)	Work Facilities can make employees' work easier.	0.862
	Work Facilities can facilitate employee targets.	0.897
	Work Facilities can increase employee happiness.	0.899
	Work Facilities can increase employee job satisfaction.	0.891
Job Satisfaction (Y)	Job satisfaction can be influenced by how easily employees work.	0.914
	Job satisfaction can be influenced by how often employees achieve their targets.	0.911
	Job satisfaction can be influenced by employee happiness levels.	0.927
	Job satisfaction can be influenced by work facilities.	0.919
Mental Health (Z)	Work mentality can increase job satisfaction.	0.952

	Work mentality can influence the influence of work facilities on employee satisfaction.	0.961
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Valid > 0.70

Reliability Test

The stage between the validity test and the path coefficient test is the reliability test. This stage has a minimum value similar to the validity test, namely >0.70. Based on this, the reliability of the variables used in this article can be determined by whether the composite reliability and Cronbach's alpha values are above the minimum value (Sarstedt et al., 2014).

Table 2

Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Work Facility	0.927	0.885	Reliable
Job Satisfaction	0.951	0.911	Reliable
Mental Health	0.978	0.925	Reliable

Reliable > 0.70

Path Coefisien

The final stage in this article is the stage of proving the hypotheses used in this article, namely that the Work Facilities variable can have a positive direction and a significant influence on Job Satisfaction and Mental Health can moderate the influence of the Work Facilities variable on Job Satisfaction. Based on this, the following are the results of the Path Coefficients in this article (Ghozali, 2016):

Table 3

Path Coefisien

	Hypothesis	P-Values	Noted
Direct Influence	WF->JS	0.003	Accepted

Indirect Influence	MH* WF->JS	0.000	Accepted
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Significant Level < 0.05

The third table above shows that all hypotheses used in this article are accepted and proven. The first hypothesis can be seen carefully in the first row of the third table above, where the Work Facilities variable can have a positive relationship direction and a significant influence on Job Satisfaction because the P-Values are positive and below the 0.05 significance level, namely 0.003. These results are in line with the research of (Nisa, 2018); (RENDI MAHENDRA, 2025) & (Hasany, 2025). In addition, the moderating variable in this article, in this case the Mental Health variable, can moderate the influence of the Work Facilities variable on Job Satisfaction because the P-Values are positive and below the 0.05 significance level, namely 0.000. This means that Work Facilities accompanied by good Mental Health will produce a more positive and more significant influence on Job Satisfaction.

KESIMPULAN

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