
**CREATING PRODUCTIVE ZONES: THE EFFECT OF THE PHYSICAL WORK
ENVIRONMENT ON COOPERATIVE MEMBER SATISFACTION BAITUT TANWIL
HIDAYATULLAH DEPOK**

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ABSTRACT

This research aims to analyze the influence of the physical work environment on member satisfaction at Baitut Tanwil Hidayatullah Depok using a quantitative associative method with an explanatory research approach. From a population of 1,658 members, a sample of 94 respondents was selected using the Slovin formula with a 10% margin of error. The data were processed using SPSS version 26 through regression, correlation, determination, and hypothesis testing techniques. The results indicate that the highest mean score within the physical work environment variable was for the office equipment indicator (4.01), while for the member satisfaction variable, the work results and colleagues indicators achieved the highest scores (3.92). Statistically, a significant influence was found with the regression equation $Y = 10.930 + 0.719X$ and a strong correlation value of 0.733. The coefficient of determination showed a contribution of 53.8%, and the t-test results proved that $t_{count} > t_{table}$ ($10.349 > 1.986$), leading to the rejection of H_0 and acceptance of H_a . This confirms that the physical work environment has a significant impact on member satisfaction at Baitut Tanwil Hidayatullah Depok.

Keywords: Physical Work Environment; Cooperative Member Satisfaction; Baitut Tanwil Hidayatullah Depok

INTRODUCTION

Competition in the Islamic cooperative sector is experiencing increasingly dynamic and intense growth. This is driven by increasing public awareness of Islamic finance and its significant market potential in Indonesia. The presence of Islamic cooperatives, or Sharia Cooperatives, has had a positive impact and significant financial benefits for the community, particularly for low-income communities and for those unable to bank, and has warded off usury practices by focusing more on the people's economy (Hafiz & Habiburrahman, 2023). On the one hand, these cooperatives directly implement the Islamic economic mission, while also contributing to the development of the people's economy by fostering the microeconomic sector, which also serves as a foundation for the development of the Islamic economy. Despite competing with other conventional microfinance institutions, Sharia-based cooperatives have experienced rapid growth.

The Baitut Tanwil Hidayatullah (BTH) Cooperative is a cooperative-based sharia financial institution founded by the Islamic mass organization Hidayatullah to empower the people's economy, especially MSMEs, with usury-free savings and loan services in accordance with sharia principles, which aims to build an Islamic economy

and provide fair and professional financing solutions for its members in various regions, including Depok and its surroundings, with the vision of becoming a professional, transparent and trustworthy sharia financial institution.

The competition faced by the Baitut Tamwil Hidayatullah (BTH) cooperative is increasingly fierce, along with the rapid growth of other financial institutions, both sharia and conventional. This requires BTH to continue innovating and developing its strategies to remain relevant and provide benefits to its members. BTH competes not only with conventional banks but also with fellow sharia financial institutions, including other Baitul Maal wat Tamwil (BMT) and other Sharia Savings and Loans and Financing Cooperatives (KSPPS). Therefore, all cooperative members are required to work together to optimize the benefits the organization aims to achieve.

Cooperatives have several cooperative members who are placed in sections or divisions according to the needs of the area. Therefore, the role of human resources is very important in a cooperative, both private and government cooperatives, considering that human resources are one of the factors that are directly involved in carrying out cooperative activities and play a vital role in improving the cooperative's performance in achieving its stated goals.

In an effort to improve the quality of human resources, one of them is that cooperatives can carry out organizational empowerment programs. By improving the skills of cooperative members, they can have knowledge, abilities, and skills according to the work they do. Cooperatives always need competent personnel in their fields to increase profits and cooperative development, what is most felt by cooperatives when they periodically hold leadership and development programs for cooperative members is the realization of human resources who are able to work more efficiently and competitively in their work.

This aligns with Hasibuan's (2022:11) opinion that goals cannot be achieved without the active participation of cooperative members, even with sophisticated equipment. Therefore, the success of a cooperative depends not only on the cooperative's technology but also on its human resources. Therefore, a cooperative requires potential human resources, both leaders and members of the cooperative, who can contribute well and carry out their duties optimally to achieve the cooperative's goals. Because all cooperative activities will involve the actions of the human resources within it so that the expected achievements or goals can be achieved optimally. If the achievements are not optimal, this will clearly hinder the cooperative's desired goals. This is a phenomenon that often occurs in several periods where the targets set by the cooperative cannot be achieved properly.

Cooperatives are very important to optimize the satisfaction of their cooperative members, good job satisfaction is very important to be considered by cooperative management considering that human resources are one of the actors in making the cooperative able to achieve its goals. Thus, the leadership should be able to encourage all components within the cooperative, both cooperative members and other resources, in realizing it, such as requiring cooperative members to have good satisfaction and be able to work under pressure. Job satisfaction can be assessed from the quantitative work achievements achieved by a cooperative member in carrying out his duties with the responsibilities given to him.

Each cooperative has its own methods for measuring member satisfaction and

improving its performance and capabilities. This is because assessing job satisfaction allows for identification of areas that need improvement and those that need to be maintained. The results of the cooperative member satisfaction assessment for 2023-2025 are presented in the table below:

Table 1. Member Satisfaction Data of the Baitut Tanwil Hidayatullah Depok Cooperative 2023-2025

Indicator	Rated aspect	Annual Achievement (%)		
		2023	2024	2025
1. The work itself	Ability to carry out tasks with high responsibility	80.6 %	72.4%	70.8%
2. Work result	The ability of cooperative members to achieve the work targets given by the cooperative	72.4 %	66.8%	67.3%
3. Wages	Salary appropriateness according to the weight of the work	78.3 %	68.5%	66.6%
4. Work colleague	The cooperative members' ability to cooperate in carrying out work	76.8 %	70.2%	69.5%
5. Promotion opportunities	Providing opportunities for job promotions	77.5 %	70.4%	68.4%
Average Achievement		77.1 %	69.7%	68.5%
Criteria		Good	Enough	Enough

Information: < 50% = Very Poor, 51-60% = Poor, 61-70% = Sufficient, 71-80% = Good, 81-100% = Very Good.

Source: Baitut Tanwil Hidayatullah Depok Cooperative, 2025

Based on the data in the table above, cooperative member satisfaction, measured by several indicators: the work itself, work results, salary, coworkers, and promotion opportunities, fluctuates annually. Performance achievement in 2023, out of the 100% target set, was only achieved at 77.1%, or at the good criteria level.

Although good, it did not reach the cooperative's target. Furthermore, in 2024, performance achievement decreased from the previous year, which was only achieved at 69.7%, or in the sufficient category. Then, in 2025, performance decreased from the previous year, which was only achieved at 68.5%, which was only in the sufficient category.

This situation indicates that cooperative member satisfaction still needs to be improved immediately so that performance can be improved. Work evaluation is an effort to determine the condition of cooperative members' achievements so that it can be known whether there is progress and obstacles that can be assessed and studied for future improvements. On the other hand, cooperative member performance evaluation is also a systematic analysis activity, providing solutions to problems found with the aim of improving cooperative performance.

The work discipline factor also has a very important role in the implementation of the daily tasks of cooperative members. A cooperative member who has a high level of discipline will continue to work well even without being supervised by a manager, will not steal work time to do things that are not related to his work, so he will always obey the existing regulations in the work environment with high awareness without feeling any coercion, and cooperative members who have high work discipline will have good performance, because work time is utilized as well as possible to carry out his work in accordance with the targets to be achieved.

A company or organizational environment that is less than supportive of their work, whether among fellow workers, family members, or between superiors and subordinates, can also trigger work stress. To reduce and suppress work stress, companies or organizations should pay attention to coworkers who support their work. Employees' balance between work and quality life can also be a focus of company or organization attention, which will make employees more satisfied in carrying out their work. Companies or organizations need to pay attention to employee job satisfaction because job satisfaction impacts employee satisfaction. Satisfied employees have a positive impact on the organization, such as increased efficiency and productivity. Conversely, dissatisfied employees may result in increased turnover and high absenteeism.

The Baitut Tanwil Hidayatullah Depok Cooperative, as an organization, is highly dependent on the job satisfaction of its employees. Performance is an action taken by employees in carrying out their assigned work. An employee's work performance can be influenced by the physical work environment within the company or organization, as the physical work environment is one of the main factors that can influence employee job satisfaction, as the work environment is a place for employees to carry out their work. Of course, the physical work environment includes furniture, layout, and other physical conditions that can influence employee activities. This is in line with Sedarmayanti's (2020:33) opinion that the physical work environment is all physical conditions and is found around the workplace that influence the way employees work, both directly and indirectly. The results of the author's observations at the Baitut Tanwil Hidayatullah Depok Cooperative indicate that the physical work environment in the company or organization is inadequate. The current condition of the company or organization is continuously being improved in terms of facilities and infrastructure. Several facilities are provided to provide employee comfort in

working, as well as work facilities provided to make it easier for employees to work.

Regarding lighting indicators in workspaces, some rooms still lack sufficient and bright lighting to prevent errors and inaccurate vision in workers' work, especially since this security service concerns safety in all work areas. Lighting levels that are too high or too low force workers to hunch over and strain to focus their vision. This can lead to long-term back and eye problems and can slow down employees' work.

Furthermore, a cool workspace, such as an air conditioner (AC), not only benefits workers' health but also maintains concentration. AC installation remains uneven, with some AC units no longer cooling enough and not being replaced. Furthermore, with workplace safety still lacking, security personnel must also be able to provide excellent customer service. They are the first face of the organization or place they guard, so friendly and helpful customer service will create a positive impression on office or residential employees.

Furthermore, regarding the equipment or work facilities indicator, this aspect of work equipment or work facilities is still inadequate, for example, computer facilities where not all employees are provided with computers or laptops, so employees often take turns using laptops when preparing reports. In addition, printers are still limited and sometimes shared. Furthermore, there is only one photocopier unit provided which is often broken. These inadequate and suboptimal facilities do not support employee work processes, thus affecting their performance in completing their work.

Then, in the workspace privacy indicator, it is more often found that semi-private spaces are not all partitioned, even though ideally companies or organizations make work spaces between divisions or sections more private, seen from the open visual disturbances or crowds due to divisions being made into one room without any partitions, so that divisions can hold small meetings that often require quiet.

A good physical work environment will have a positive impact on improving performance, but conversely, a poor physical work environment will also have a negative impact on performance. The conditions at the Baitut Tanwil Hidayatullah Depok Cooperative show several unfavorable indicators, as demonstrated by the author's survey. Regarding the physical work environment, the author collected several images or photographs showing that the physical work environment is still not entirely favorable or supportive of employee work. Regarding the physical work environment, the author conducted a pre-survey with the following results:

Table 2. Results of the Pre-Survey Questionnaire Regarding the Physical Work Environment at the Baitut Tanwil Hidayatullah Depok Cooperative

Indicator	State ment	Number of Pre-surveys	Respondents' Responses			
			Agree	%	Don't agree	%
1. Lighting	The lighting in the workplace and warehouse	30	18	60.0%	12	40.0%

Indicator	Statement	Number of Pre-surveys	Respondents' Responses			
			Agree	%	Don't agree	%
	is bright enough.					
2. Air temperature in the room	Companies or organizations install air conditioning in every employee's work space.	30	21	70.0%	9	30.0%
3. Safety at work	Companies or organizations provide safety equipment facilities for work.	30	20	66.7%	10	33.3%
4. Work facilities	Employees get adequate company or organizational facilities	30	25	83.3%	5	16.7%
5. Work space privacy	Companies or organizations equip employee workspaces according to employee needs.	30	24	80.0%	6	20.0%
Average		30	22	73.3%	8	26.7%

Source: Pre-Survey, 2026.

Based on the data in the table above, based on the results of a pre-survey of 30 employees and a total of 5 (five) questionnaire items, it can be concluded that overall, from several indicators, many respondents gave less than satisfactory answers.

For the "lighting" indicator with the questionnaire item "The lighting in the workplace and warehouse is bright enough," the response "disagree" was quite high,

namely 12 employees. This condition indicates that there are lighting points in several lights that have died but the maintenance team did not immediately replace them and the lights in the factory are also felt to be still not bright enough, so that due to the lighting being too dim, employees are less able to focus their vision, and can slow down their work.

For the indicator "room air temperature" with the questionnaire item "Companies or organizations install air conditioning in every employee's workspace" that gave a response of "disagree" is quite a lot, namely 9 employees. This condition indicates that the air conditioning in the workspace Air Conditioner is not functioning properly, in addition to being dirty, some are no longer cold and some are even in a condition that is no longer functioning, so that employees complain that the heat makes it uncomfortable to sit too long in the workplace.

For the indicator of "safety at work" with the questionnaire item "The company or organization provides safety equipment facilities at work" which gave a response of "disagree" quite a lot, namely 10 employees. This condition indicates that the security post, especially in the motorcycle parking area, is still lacking, only small in size and only 3 (three) people are on guard every day in shifts so that, there are often security disturbances that are not fully handled, such as lost helmets or visitors' belongings placed on motorcycles, employees are less than optimal. In addition, employees in the packing section often do not wear uniforms and work protection properly.

For the "work facilities" indicator with the questionnaire item "Employees receive adequate company or organizational facilities" the number of "disagree" responses was quite high, namely 5 employees. This condition indicates that computers as work support tools are often old (not modern), for printing purposes employees have to take turns considering that the printers in the office have so far been inadequate, besides the old models are also insufficient in number. In addition, in the warehouse weighing section still uses the old method, not provided with the latest model of weighing machine and the atmosphere inside is hot and uncomfortable. This condition results in slow work completion processes.

For the indicator of "workspace privacy" with the questionnaire item "Companies or organizations provide employee workspaces according to employee needs" which gave a fairly large response of "disagree", namely 6 employees. This condition indicates that in several parts of the back of the building there are many cracked/broken plaster walls, the ceiling of the room is black due to rainwater leaks but not immediately repaired and repainted, so this condition gives the impression of being dirty and uncomfortable.

It's clear that improvements to the physical work environment are crucial to creating a work environment where employees enjoy themselves and thus perform optimally. This includes fostering positive relationships between superiors and subordinates. Leaders, managers, and employees need to understand their role in creating an environment conducive to effective emotional management to improve performance.

Based on the explanation of the background above regarding the importance of the physical work environment, the physical work environment is very important for job satisfaction because it can create comfort, increase morale, motivation, and

employee productivity by providing a clean, ergonomic, bright space and adequate facilities; conversely, a bad environment lowers morale and increases errors, indicating that the physical condition of the workplace is a significant factor that influences high performance and dedication.

Similarly, cooperative member satisfaction is the level of satisfaction or disappointment felt by members regarding the service, management, and benefits received from the cooperative. This is influenced by the fulfillment of expectations and the quality of service, and impacts the loyalty, participation, and overall performance of the cooperative. This involves individual feelings about various aspects such as the service process, clarity of information, fairness of SHU (Surplus Operating Results), and the cooperative's image, which, if positive, will encourage active participation and growth of the cooperative.

Regarding the relationship between the physical work environment and the satisfaction of cooperative members, previous research conducted by Putri Rahayu Sennang, Muhammad Ikbil, Sapri (2025), then research by Sela Eudia Siregar, Mochamad Vrans Romi (2024), then research by Farrel Andreas, Parama Santati, Wita Faria (2023). Then Darmi Yanti, Damrus Damrus, Nabila Hilmy Zhafira, Afni Abdul Manan (2024), research by Novita Friska Zai, Isep Amas Priatna (2025) then Dandi ALjunaid, Lisda L. Asi, Valentina Monoarfa (2025), then by Sopian (2023), then by Aglam Syah Isma, Tenri Sayu Puspitaningsih Dipoatmodjo (2022) and also by Rini Riyati (2022), although the research objects were different, all of them resulted in the conclusion that the physical work environment had a positive and significant effect on the satisfaction of cooperative members.

However, the results of research conducted by Olga Natania, Lidya Martha (2023) and also research conducted by Siti Mukaromah, Resya Dwi Marselina (2023) showed inconsistencies where the findings were that the physical work environment did not have a significant effect on cooperative member satisfaction.

Several studies have examined the influence of the physical work environment on cooperative member satisfaction. The results show inconsistencies, with some showing a significant positive effect, others showing no significant effect, and even a few showing a significant negative effect. Therefore, this study seeks to fill this gap by gaining a deeper understanding of the factors influencing cooperative member satisfaction.

Based on the background above and several relevant studies above, the author is interested in conducting research to determine whether there is a relationship or influence between the physical work environment and the satisfaction of cooperative members, so the author chose the title "Creating a Productive Zone: The Influence of the Physical Work Environment on the Satisfaction of Members of the Baitut Tanwil Hidayatullah Depok Cooperative".

METHOD

This study uses a quantitative research type with an associative approach that aims to analyze and prove the influence of physical work environment variables on member satisfaction at the Baitut Tanwil Hidayatullah Depok Cooperative [cite: 1]. A quantitative approach based on the philosophy of positivism is applied to research certain populations through instrumental data collection and statistical analysis to test

the formulated hypotheses [cite: 1]. The research was carried out in stages starting in March 2026, which included the preparation of proposals, the creation of research instruments, the collection of primary and secondary data, and the preparation of a comprehensive thesis report [cite: 1].

The operationalization of variables in this study divides variables into two main groups, namely the independent variable (X) in the form of a physical work environment measured through indicators of lighting, air temperature, job security, office equipment facilities, and privacy of the work space [cite: 1]. While the dependent variable (Y) is the satisfaction of cooperative members measured through indicators of the work itself, work results, salary, coworkers, and promotion opportunities [cite: 1]. The data collection instrument in the form of a questionnaire was compiled using a five-level Likert scale, from Strongly Disagree (weight 1) to Strongly Agree (weight 5) [cite: 1]. The questionnaire data was then processed and interpreted using an interval scale to provide an overview of the average categorization of respondents' answers [cite: 1].

The population in this study includes all members of the Baitut Tanwil Hidayatullah Depok Cooperative, totaling 1,658 people [cite: 1]. The sampling technique used a non-probability sampling method with the determination of the sample size referring to the Slovin formula calculation with a 10% error limit level, so that a representative sample of 94 respondents was obtained [cite: 1]. Primary data collection techniques were carried out through distributing questionnaires, direct observation, and documentation [cite: 1]. In addition, secondary data were obtained through library studies and internet research searches to complete references and supporting literature [cite: 1].

Before the main data processing, the instrument was tested through the Pearson Product Moment validity test and the Cronbach Alpha reliability test with the help of the SPSS version 26 program, where the instrument is declared valid if the calculated r is greater than the table r and reliable if the Cronbach Alpha is more than 0.600 [cite: 1]. Classical assumption testing was also carried out through the Normal PP Plot graph normality test and the Scatterplot method heteroscedasticity test [cite: 1]. Furthermore, quantitative data analysis used simple linear regression, Pearson correlation coefficient analysis, and determination coefficient [cite: 1]. Hypothesis proof was carried out through a partial t-test with a significance level of 5%, where the hypothesis was accepted if the calculated t-value was greater than the t-table or significance was less than 0.05 [cite: 1].

RESEARCH RESULTS

The classical assumption test is used to determine the accuracy of the data, or the significance of the relationship between the independent variable and the dependent variable so that the results of the analysis can be interpreted more accurately, efficiently, and avoid weaknesses that occur due to the presence of symptoms of classical assumptions or whether or not the data used is continued as research data. The test was carried out using the SPSS Version 26 program. In this study, the classical assumption test carried out consisted of a normality test, a multicollinearity test, an autocorrelation test, and a heteroscedasticity test.

A normality test is performed to determine whether the dependent and

independent variables in a regression model are normally or non-normally distributed. A good regression model has a normal or near-normal data distribution. To confirm the assumption that the equation is normally distributed, a measurement tool is used to calculate the residuals of the dependent variable.

The normality test in this study uses the Kolmogorov-Smirnov Test by comparing the significance value with 0.050 with the following provisions:

- If the significance > 0.050 , then the data is declared normal.
- If significance < 0.050 , then the data is declared abnormal.

The results of the normality test with Kolmogorov-Smirnov are as follows:

Table 1. Results of Normality Test Using Kolmogorov-Smirnov Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		94
Normal Parameters ^{a,b}	Mean	.0000000
	Standard Deviation	2.69775420
Most Extreme Differences	Absolute	.081
	Positive	.080
	Negative	-.081
Test Statistics		.081
Asymp. Sig. (2-tailed)		.149 ^c

a. Test distribution is Normal.

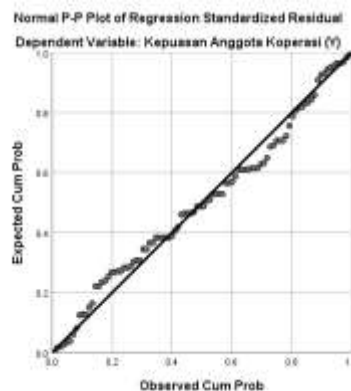
b. Calculated from data.

c. Lilliefors Significance Correction.

Source: Data processed by SPSS Version 26, 2026.

Based on the test results in the table above, a significance value of $0.149 > 0.050$ was obtained. Thus, the distribution assumption of the equation in this test is normal.

Normality tests can also be carried out using probability plot graphs where the residual variables can be detected by looking at the distribution of residual points following the direction of the diagonal line, and this is in accordance with the results of the distribution diagram processed with SPSS Version 26 as in the graphic image below:



Source: Data processed by SPSS Version 26, 2026.

Figure 1. P Plot Graph of Normality Test Results

The image above shows that the normal probability plot graph exhibits a normal pattern. This is evident from the points being spread around the diagonal line

and following the diagonal line. Therefore, it can be concluded that the regression model meets the assumption of normality.

1. Heteroscedasticity Test

The heteroscedasticity test is intended to determine whether a regression model exhibits unequal residual variances. One way to detect the presence of heteroscedasticity is with the Glejser test, which can be used to determine whether the residual variances of one observation differ from one to another. The criteria for determining whether heteroscedasticity occurs or not are as follows:

- If the independent variable (X) has a significance value (Sig.) > 0.05 , then there is no heteroscedasticity disorder.
- If the independent variable (X) has a significance value (Sig.) < 0.05 , then heteroscedasticity occurs.

The results of the heteroscedasticity test are as follows:

Table 3. Results of Heteroscedasticity Test Using Glejser Test Coefficients^a

Model		Unstandardize		Standardiz		t	g.	Si
		B	Error Std.	Beta				
1	(Constant)	.204	1,705			.1195		.90
	Physical Work Environment (X)	.049	.046	.1106		1,069		.289

a. Dependent Variable: RES2

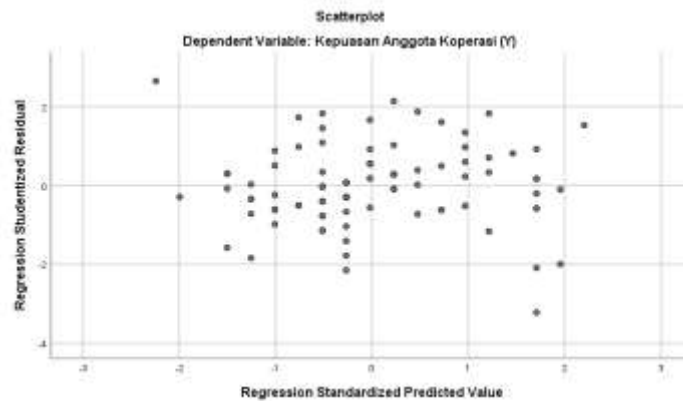
Source: Data processed by SPSS Version 26, 2026.

Based on the test results in the table above, the Glejser test model on the physical work environment variable (X) obtained a significance value of 0.289 where the significance value (Sig.) > 0.05 was obtained. Thus, the regression model on this data does not have heteroscedasticity interference, so this regression model is suitable for use as research data.

Testing can also be done by looking at the scatter plot graph between the predicted value of the dependent variable (ZPRED) and its residual value (SRESID) with the following conditions:

- If the points are spread out without forming a particular pattern, then there is no heteroscedasticity disorder.
- If the points form a certain pattern, such as a large wave widening and narrowing, then heteroscedasticity has occurred.

The results of the heteroscedasticity test are as follows



Source: Data processed by SPSS Version 26, 2026.

Figure 4.3 Scatter Plot Graph of Heteroscedasticity Test Results

Based on the results of the image above, the points in the scatterplot graph do not have a clear distribution pattern or form a specific pattern. Therefore, it is concluded that there is no heteroscedasticity in the regression model, making this regression model suitable for use as research data.

4.1.1 Quantitative Analysis

Quantitative analysis is intended to determine the magnitude of influence and analyze its significance. This analysis examines the influence of the independent variable on the dependent variable.

1. Hypothesis Testing

Hypothesis testing of the physical work environment variable (X) on cooperative member satisfaction (Y) was conducted using a t-test (partial test). In this study, a significance criterion of 5% (0.05) was used by comparing the calculated t-value with the t-table, namely with the following criteria:

- 1) If the calculated t value > t table: this means Ho is rejected and Ha is accepted.
- 2) If the calculated t value < t table: this means Ho is accepted and Ha is rejected.

Hypothesis testing can also be done by comparing the significance value with 0.05, with the following provisions:

- 1) If the significance value is < 0.05, it means that Ho is rejected and Ha is accepted.
- 2) If the significance value > 0.05, it means Ho is accepted and Ha is rejected.

To determine the value of the t table, use the following formula:

$table = t_{\alpha, df}$ (Alpha Level x Degree of Freedom)

α = real rate 5%

$df = (n-2)$, then we get $(94 - 2) = 92$, then t table = 1.986 (t table attached)

The criteria are said to be significant if the calculated t value > t table or significance < 0.05.

Determining the formulation of the hypothesis is:

Ho : $\rho = 0$ There is no significant influence of the physical work environment on the satisfaction of members of the Baitut Tanwil Hidayatullah Depok cooperative..

Ha : $\rho \neq 0$ There is a significant influence of the physical work environment on the satisfaction of members of the Baitut Tanwil Hidayatullah Depok cooperative..

The results of data processing using the SPSS Version 26 program, with the following results:

Table 4.14

Results of Hypothesis Test (t-Test) of Physical Work Environment Variable (X) on Cooperative Member Satisfaction (Y)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Sig.
		B	Error Std.	Beta				
1	(Constant)	10,930	2,591			4,219	.000	.000
	Physical Work Environment (X)	.719	.069	.733		10,349	.000	.000

a. Dependent Variable: Cooperative Member Satisfaction (Y)

Source: Data processed by SPSS Version 26 (2025).

Based on the test results in the table above, the calculated t value is $> t$ table, namely $(10.349 > 1.986)$. This is also strengthened by a significance value of < 0.050 , namely $(0.000 < 0.050)$. Thus, H_0 is rejected and H_a is accepted, this indicates that there is a significant influence between the physical work environment on the satisfaction of members of the Baitut Tanwil Hidayatullah Depok cooperative.

This regression test is intended to determine how much influence variable X has on variable Y. In this study, the physical work environment (X) has on cooperative member satisfaction (Y) both partially and simultaneously. The following are the results of regression processing with SPSS Version 26, as follows:

Table 4.15 Results of Simple Linear Regression Test of Physical Work Environment Variable (X) on Cooperative Member Satisfaction (Y)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Sig.
		B	Error Std.	Beta				
1	(Constant)	10,930	2,591			4,219	.000	.000
	Physical Work Environment (X)	.719	.069	.733		10,349	.000	.000

a. Dependent Variable: Cooperative Member Satisfaction (Y)

Source: Data processed by SPSS Version 26 (2025).

Based on the test results in the table above, the regression equation $Y = 10.930 + 0.719X$ can be obtained. From the equation above, the following conclusions can be drawn:

- 1) The constant value of 10.930 means that if the physical work environment variable (X) does not exist or is zero, then the cooperative member satisfaction value (Y) is 10.930 points.
- 2) The regression coefficient value of the physical work environment (X) is 0.719

(positive), this shows that every one unit increase in the physical work environment variable (X) will result in an increase in cooperative member satisfaction (Y) of 0.719 points.

Correlation Coefficient Analysis (r)

Correlation coefficient analysis is intended to determine the strength of the relationship between the independent variable and the dependent variable. In interpreting the correlation coefficient results, the following table can be used as a guide:

Table 4.16 Correlation Coefficient Interpretation Guidelines

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

Source: Sugiyono (2022: 184).

The results of data processing are as follows:

Table 4.17 Results of Partial Correlation Coefficient Test of Physical Work Environment (X) on Cooperative Member Satisfaction (Y)

Correlationsb

			Physical Work Environment (X)	Cooperative Member Satisfaction (Y)
Physical Environment (X)	Work	Pearson Correlation	1	.733**
		Sig. (2- tailed)		.000
Cooperative Satisfaction (Y)	Member	Pearson Correlation	.733**	1
		Sig. (2- tailed)	.000	

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

b. Listwise N=94

Source: Data processed by SPSS Version 26 (2025).

Based on the test results in the table above, a correlation coefficient value of 0.733 was obtained, where this value is in the interval of 0.600 to 0.799, meaning that the physical work environment has a strong relationship with the satisfaction of cooperative members.

Analysis of the Coefficient of Determination

The analysis of the coefficient of determination is intended to determine the percentage of the strength of the influence between the independent variables on the dependent variable, both partially and simultaneously), in this study, the physical work environment variable (X) on cooperative member satisfaction (Y). The following are the results of the calculation of the coefficient of determination processed by the SPSS Version 26 program, as follows:

Table 4.18 Results of Partial Determination Coefficient Test of Physical Work Environment (X) on Cooperative Member Satisfaction (Y)

Model Summary				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.733a	.538	.533	2,712

a. Predictors: (Constant), Physical Work Environment (X)

Source: Data processed by SPSS Version 26 (2025).

Based on the test results in the table above, the coefficient of determination value obtained was 0.538, so it can be concluded that the physical work environment variable has an effect on the cooperative member satisfaction variable of 53.8%, while the remaining $(100\% - 53.8\%) = 46.2\%$ is influenced by other variables that were not researched.

CONCLUSION

Based on the descriptions in the previous chapters, and from the results of the analysis and discussion regarding the influence of the physical work environment on the satisfaction of cooperative members, the following conclusions were obtained:

Physical work environment variables, Lighting Indicator obtained a mean score of 3.20. Air temperature indicator in the work space obtained a mean score of 3.88. Work safety indicator obtained a mean score of 3.88. Office equipment (facilities) indicator obtained a mean score of 4.01. Work space privacy indicator obtained a mean score of 3.57.

The cooperative member satisfaction variable, the Work Indicator itself obtained a mean score of 3.27. The Work Results Indicator obtained a mean score of 3.92. The Salary Indicator obtained a mean score of 3.84. The Co-workers Indicator obtained a mean score of 3.92. The Promotion Opportunity Indicator obtained a mean score of 3.85.

The physical work environment has a significant effect on the satisfaction of cooperative members with the regression equation $Y = 10.930 + 0.719X$, the correlation value of 0.733 means that the two variables have a strong relationship. The coefficient of determination value is 53.8% and the hypothesis test obtained $t_{count} > t_{table}$, namely $(10.349 > 1.986)$. Thus, H_0 is rejected and H_a is accepted, meaning there is a significant influence of the physical work environment on the satisfaction of members of the Baitut Tanwil Hidayatullah Depok cooperative.

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