



Factors Affecting Job Satisfaction of Members of the Family Empowerment and Welfare Movement Team (TP PKK) in Ponorogo Regency

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Abstract. This study aims to analyze the factors that influence job satisfaction of members of the Team for Empowerment and Family Welfare (TP-PKK) in Ponorogo Regency. The factors examined in this study include appropriate rewards, work environment conditions, and coworker support, which are assumed to have an influence on job satisfaction. Job satisfaction is a crucial aspect in maintaining organizational performance and stability, especially in the context of social-based organizations such as TP-PKK, which depends on the dedication and active participation of their members. The research method used is explanatory quantitative, with statistical analysis techniques to test the causal relationship between variables. Data were collected through questionnaires distributed to TP-PKK members in Ponorogo Regency and analyzed using multiple linear regression techniques. The results showed that appropriate rewards, work environment conditions, and coworker support had a significant effect on job satisfaction. Rewards that are fair and in line with members' contributions increase work motivation, while a conducive work environment creates an atmosphere that supports productivity. In addition, support from colleagues plays an important role in building positive social interactions, increasing the sense of attachment to the organization.

Keywords: Job satisfaction, appropriate reward, working environment, coworker support, TP-PKK

1. Introduction

The Family Empowerment and Welfare Movement (PKK) has long been recognized as one of Indonesia's most influential community-based initiatives, playing a pivotal role in strengthening the foundation of family life and driving social transformation. The Family Empowerment and Welfare Movement (PKK) is a national-scale initiative that strategically improves family welfare in Indonesia. As a key pillar in community development, PKK focuses on empowering women and families to create sustainable social change (Sedarmayanti, 2018). The PKK was born as a response to various social challenges, such as the high poverty rate, health problems, and the weakening value of cooperation in the community. To overcome these problems, the PKK implements the 10 Main PKK Programs that focus on strengthening the community from the lowest level to improve family welfare. Although it continues to adapt to the times, the PKK still maintains the values of local wisdom and the spirit of mutual cooperation as the basic principles of its movement (KMKS RI., 2019).

At the beginning of its development, the PKK positioned women as the main agents of change who significantly contributed to national development, both within the household and at the community level. Women are considered to have a central role in educating children, managing household finances, and implementing a healthy lifestyle in the family

(Zahrok & Suarmini, 2018). However, in its development, the PKK now adopts a more inclusive approach by involving all elements of society without distinguishing gender. This approach aligns with the vision of Indonesia Emas 2045, which emphasizes the importance of cross-sector collaboration in development. By involving all components of society, the PKK aims to create significant changes at the community level, especially in improving family welfare.

The PKK program covers various important interconnected aspects in realizing family welfare, such as education, health, economy, and environment. This multidimensional approach is designed to have a more holistic and sustainable impact in improving the quality of life of the Indonesian people (Supriyadi, 2018 ; Rahman, 2020) .

As an integral part of efforts to improve family welfare, PKK continues to adapt to various new challenges that arise with the times. Innovations in digitalization, reproductive health, family economy, and women's empowerment are the primary focus in developing PKK programs. With its flexibility and adaptability, PKK is expected to remain relevant in facing future social challenges and be able to contribute to improving the welfare of society at large (Rahman, 2020) . Based on the Ministry of Home Affairs of the Republic of Indonesia (2018) the Ten Main PKK Programs are still a guide in carrying out various activities such as:

First, Practicing and Living Pancasila; second, Clothing; third, Food; fourth, Mutual Cooperation; fifth, Household Management and Housing; Sixth, Skills and Education; seventh, Cooperative Development; eighth, Health; ninth, Environmental Preservation; and tenth, Healthy Planning (Putri et al., 2015) .

To implement the 10 Main PKK Programs, an organization that acts as the main driving force is needed, namely the Family Empowerment and Welfare Movement Team (TP-PKK) (Suparno, 2019) . TP-PKK is a strategic instrument that synergizes with various institutions to improve community welfare, especially in the Ponorogo Regency area. This organization's primary function is coordinating multiple community programs to run effectively and without overlapping (Sunindhia & Widiyanti, 1993) . In addition, TP-PKK is also responsible for providing counseling and education to the community regarding various important aspects, such as nutrition, health, environment, and education. As a facilitator in transferring knowledge, TP-PKK has a crucial role in mobilizing the community, organizing activities, and increasing collective awareness of the importance of welfare programs (Robbins, SP, & Judge, 2017) . The existence of TP-PKK at the local level provides its advantages because this organization can understand more deeply the needs and challenges faced by the local community. With direct involvement in the community, TP-PKK can handle various problems more quickly and precisely. In addition, TP-PKK's flexibility in adapting programs according to the local context in Ponorogo Regency makes it more relevant and effective in implementing social policies (Central Statistics Agency, 2021) .

One of the key factors in the successful implementation of the TP-PKK program is the job satisfaction of its members. Job satisfaction plays a crucial role in determining the effectiveness and sustainability of the program. Individuals who are satisfied with their jobs tend to have higher work enthusiasm and can carry out their tasks more optimally (Anoraga & Suyati, 1995) . In addition, a high level of job satisfaction also has an impact on organizational stability, because members who feel appreciated and satisfied with their roles will tend to stay longer in the organization compared to individuals who think less satisfied (Dewi, 2019). Thus, job satisfaction not only affects individual performance, but also the continuity and stability of the organization in achieving its goals. TP-PKK members in

Ponorogo Regency come from various organizational backgrounds, both religious organizations such as Muslimat, Fatayat, Aisyiyah, and Nasyiatul Aisyiyah, as well as professional organizations such as the Indonesian Bridal Makeup Experts Association (HARPI), the Indonesian Teachers Association (PGRI), the Indonesian Women Entrepreneurs Association (IWAPI), the Indonesian Midwives Association (IBI), and the Dharma Wanita PBB (DWP). The diversity of member backgrounds requires an effective strategy to accommodate differences so that all members can unite to achieve organizational goals. By creating a harmonious work environment, TP-PKK can provide better job satisfaction for its members at the district and sub-district levels. Job satisfaction has a broad impact on organizational dynamics. Members who are satisfied with their work will find it easier to establish positive interactions with fellow members. A conducive work atmosphere increases communication, collaboration, and cooperation in achieving common goals.

Furthermore, job satisfaction also plays a role in encouraging innovation and creativity among members in compiling and developing new programs. Individuals who feel appreciated and supported will be more open in expressing ideas and actively contribute to the organization's progress (National Committee for Women's Empowerment., 2021) (Ministry of Home Affairs of the Republic of Indonesia, 2018) . Therefore, understanding the factors that influence job satisfaction is essential in increasing the effectiveness of the TP-PKK program.

Conceptually, job satisfaction is an individual's subjective evaluation of their work and various aspects of the work environment. This satisfaction can include a person's positive and negative experiences during work (Locke, 1976) . Multiple experts have explained several main factors that influence job satisfaction. Spector, 1997 Emphasized that job satisfaction is greatly influenced by the compensation received, because appreciation for individual contributions can increase work motivation. In addition, social relationships and support from coworkers are also determining factors for job satisfaction, because a harmonious work environment encourages better interaction between members of the organization. In line with that, Robbins, SP, & Judge (2017) it is emphasized that work environment conditions significantly influence a person's job satisfaction.

Sunindhia & Widiyanti (1993) Further, job satisfaction is influenced by several primary factors, namely fairness in providing incentives, comfortable work environment conditions, and social support from coworkers. Until now, no research has specifically discussed these factors' influence on the job satisfaction of TP-PKK members in Ponorogo Regency. Therefore, this study attempts to identify variables that contribute to the job satisfaction of TP-PKK members, with the hope of providing more optimal recommendations in human resource management in the future.

Previous studies on job satisfaction have generally focused on internal organizational aspects such as compensation, work environment, and interpersonal relationships (Spector, 1997; Robbins & Judge, 2017). However, these studies have not specifically examined the dynamics of job satisfaction among TP-PKK members, particularly within the local context of Ponorogo Regency. The uniqueness of TP-PKK lies in the diversity of its members, who come from various religious and professional organizations, which creates a different dynamic compared to conventional organizations (National Committee for Women's Empowerment, 2021). Until now, no research has comprehensively addressed how factors such as fairness in providing incentives, work environment conditions, and organizational diversity affect job satisfaction in TP-PKK. This gap indicates the need for research that can provide a deeper

understanding of the determinants of job satisfaction in this strategic community-based organization.

This study is also directly aligned with the Sustainable Development Goals (SDGs), particularly Goal 5: Gender Equality and Goal 8: Decent Work and Economic Growth. TP-PKK's role in empowering women and strengthening community participation is highly relevant to efforts to ensure inclusivity and equal opportunities in development. By identifying the factors that influence job satisfaction among TP-PKK members, this research contributes to creating a stronger and more effective community organization that not only enhances women's roles but also supports sustainable local economic growth. Thus, the findings of this study are expected to have practical implications in supporting the achievement of global development agendas through local empowerment initiatives.

The novelty of this research lies in its specific focus on job satisfaction within TP-PKK, an organization that is unique due to its broad member base and direct involvement in grassroots development. Unlike previous studies that generally discuss job satisfaction in formal government institutions or private sector organizations, this study highlights the interaction of organizational diversity, work environment, and incentive fairness in shaping job satisfaction among TP-PKK members in Ponorogo Regency. Furthermore, this study not only identifies the internal factors of satisfaction but also connects them to the effectiveness and sustainability of community-based development programs. This approach provides both theoretical contributions, by filling gaps in the literature on community-based organizations, and practical contributions, by offering evidence-based recommendations for improving human resource management in TP-PKK.

2. Methods

This study uses explanatory quantitative research, which aims to test the causal relationship between the variables studied through statistical analysis (Priadana & Sunarsi, 2021). This study uses statistical analysis techniques to test hypotheses formulated based on relevant theoretical studies so that they can explain the influence between variables empirically (Sugiono, 2020).

In this study, statistical calculations were carried out to test hypotheses, which aim to strengthen or reject the theory underlying the research (Ahmad, 2015). The variables measured in this study include appropriate rewards, work environment conditions, coworker support, and job satisfaction (Robbins, 1996). Through this analysis, the study is expected to provide a deeper understanding of the factors that influence the job satisfaction of TP-PKK members and provide data-based recommendations to improve organizational effectiveness in the future.

This study uses quantitative data, namely data obtained from respondents' answers. Furthermore, the data is coded according to the Likert scale. The collected data will then be tabulated for analysis using the SPSS statistical program.

The primary data source in this study was obtained by respondents when they filled out the questionnaire. The secondary data source was obtained from data available at the research location to help understand the research problem.

Table 1. Variables, Indicators and Questionnaire Items

Variables	Indicators	No	Questionnaire Items
A Deserved Reward (X1)	Salary and Benefits (X11)	1	The salary I receive is in accordance with the contribution I make to TP-PKK.
		2	The allowance that I accept capable fulfil need I as TP-PKK members .
	Social Security (X12)	3	Guarantee social given support welfare TP-PKK members .
		4	Guarantee social given capable provide a sense of security in operate the task given to I .
	Facilities (X13)	5	Facility physical facilities provided by the organization Enough accommodate in operate duties and responsibilities answer .
		6	Need member in operate duties and responsibilities answer has sufficient .
Working Environment Conditions (X2)	Physical Condition (X21)	7	Room place I Work clean and tidy with neat .
		8	Security at the TP-PKK office , Ponorogo Regency Already Good .
	Psychosocial Conditions (X22)	9	Interpersonal relationships between TP-PKK members at the location Work support performance team.
		10	Communication between TP-PKK members walking with good and capable give Spirit For finish task .
Coworker Support (X3)	Support Award (X31)	11	The solution I give For solve problem get appreciation positive by colleagues Work .
		12	The contribution that I give to organization For get commensurate reward .
	Information Support (X33)	13	Letter agenda organized with good and delivered to TP-PKK members who received task .
		14	Information related results achievement performance delivered in a way orderly and detailed .
	Friendship Support (X34)	15	Between TP-PKK members support each other provide support and attention moment there are those who experience disaster or trouble .
		16	Between TP-PKK members are willing lend goods his personal in frame help finish work member other .
Satisfaction Work (Y)	Individual Aspects	17	Not quite enough responsibility charged in accordance with ability I .

	(Y1)	18	I accept appreciation to not quite enough answer that has been I finish it .
	Aspect Social (Y2)	19	Colleague work at TP-PKK is capable accept and appreciate activities that i do do in place Work .
		20	Connection between colleague work at TP-PKK is underway with good and bad meet constraint .
	Main Aspects (Y3)	21	Not quite enough the answer given by TP-PKK to I capable completed all of it .
		22	Bureaucracy in operation in the TP-PKK organization running with good and smooth .

3. Results and Discussion

The statement items that have been answered by respondents need to be tested, with the intention of knowing whether it is true that respondents understand the 22 items asked by the researcher. To find out the level of understanding/validity of respondents to the questionnaire items, a validity test is carried out. In addition, researchers also want to know the level of consistency of respondents' answers to what has been asked. To find out the consistency of respondents in answering the questionnaire items, a reliability test is carried out. Below are the results of validity and reliability tests using the SPSS program, summarized in the following table:

3.1 Validity Test Results

The results of the validity test on 22 statements are as follows:

Table 2. Validity Test Results

Variables	Item	Coefficient correlation	r Table	Sig	Note .
Deserved Reward (X ₁)	X _{1.1.1}	0.477	0.195	0,000	Valid
	X _{1.1.2}	0.770	0.195	0,000	Valid
	X _{1.2.1}	0.664	0.195	0,000	Valid
	X _{1.2.2}	0.879	0.195	0,000	Valid
	X _{1.3.1}	0.801	0.195	0,000	Valid
	X _{1.3.2}	0.781	0.195	0,000	Valid
Condition Environment Work (X ₂)	X _{2.1.1}	0.855	0.195	0,000	Valid
	X _{2.1.2}	0.843	0.195	0,000	Valid
	X _{2.2.1}	0.797	0.195	0,000	Valid
	X _{2.2.2}	0.802	0.195	0,000	Valid
Support Colleague Work (X ₃)	X _{3.1.1}	0.669	0.195	0,000	Valid
	X _{3.1.2}	0.577	0.195	0,000	Valid
	X _{3.2.1}	0.788	0.195	0,000	Valid

Variables	Item	Coefficient correlation	r Table	Sig	Note .
	X _{3.2.2}	0.478	0.195	0,000	Valid
	X _{3.3.1}	0.805	0.195	0,000	Valid
	X _{3.3.2}	0.572	0.195	0,000	Valid
Satisfaction Work Member (Y)	Y _{1.1}	0.642	0.195	0,000	Valid
	Y _{1.2}	0.746	0.195	0,000	Valid
	Y _{2.1}	0.658	0.195	0,000	Valid
	Y _{2.2}	0.799	0.195	0,000	Valid
	Y _{3.1}	0.745	0.195	0,000	Valid
	Y _{3.2}	0.678	0.195	0,000	Valid

The r Table value for 100 respondents with a 5% error rate in the r distribution table is 0.195. There are 22 statement items that are tested for validity. The results show that each item has a calculated r value above r Table (0.195). The probability value (sig. 2-tail) for all questionnaire items shows less than 0.05. The comparison concludes that respondents understand the 22 questionnaire items submitted by the researcher. Thus, all questionnaire items in the study are declared valid.

3.2. Analysis of Research Results

3.1.1. Appropriate Reward (X1)

Appropriate reward (X1) is measured by three indicators, namely salary and allowances, social security and facilities. The number of questionnaire items for variable X1 is 6 items. The results of the analysis of the answers of 100 respondents for measuring the appropriate reward variable are tabulated in the table below:

Table 3. Frequency Distribution of Appropriate Reward Variable (X1)

Item question	Answer Score Respondents										Average
	STS=1		TS=2		N=3		S=4		SS=5		
	F	%	F	%	F	%	F	%	F	%	
X _{1.1.1}	-	-	-	-	-	-	43	43	57	57	4.57
X _{1.1.2}	-	-	-	-	11	11.0	35	35.0	54	54.0	4.43
X _{1.1} – Salary and benefits											4.50
X _{1.2.1}	-	-	-	-	8	8.0	40	40.0	52	52.0	4.44
X _{1.2.2}	-	-	9	9.0	20	20.0	27	27.0	44	44.0	4.06
X _{1.2} – Guarantee social											4.25
X _{1.3.1}	-	-	-	-	8	8.0	15	15.0	77	77.0	4.69
X _{1.3.2}	-	-	-	-	5	5.0	32	32.0	63	63.0	4.58
X _{1.3} – Facilities											4.63
X ₁ – Deserved reward											4.46

The data above shows an average of appropriate rewards (X1) of 4.46, indicating that overall, the rewards received by TP-PKK members, be it salary, allowances, social security, or facilities, are considered appropriate and adequate by most TP-PKK members. Appropriate rewards (X1) as a whole are in the very good category, with an average score of 4.46. The indicator with the highest average is the facility factor (X1.3) of 4.63, indicating that work facilities greatly support the smoothness and quality of members' work. However, it is necessary to add social security to members in order to guarantee security in carrying out their duties. The social security provided can be in the form of BPJS Ketenagakerjaan social security which can be accommodated through regent regulations so as not to violate statutory regulations.

3.1.2. Working Environment Conditions (X2)

The working environment condition (X2) is measured from two indicators, namely physical condition and psychosocial condition. The number of questionnaire items for variable X2 is 4 items. The results of the analysis of the answers of 100 respondents for the measurement of the working environment condition variable are tabulated in the table below:

Table 4. Frequency Distribution of Work Environment Conditions (X2)

Item question	Answer Score Respondents										Average
	STS=1		TS=2		N=3		S=4		SS=5		
	F	%	F	%	F	%	F	%	F	%	
X _{2.1.1}	-	-	6	6.0	38	38.0	40	40.0	16	16.0	3.66
X _{2.1.2}	-	-	3	3.0	28	28.0	46	46.0	23	23.0	3.89
X _{2.1} – Conditions physique											3.77
X _{2.2.1}	-	-	4	4.0	16	16.0	31	31.0	49	49.0	4.25
X _{2.2.2}	3	3.0	3	3.0	6	6.0	55	55.0	33	33.0	4.12
X _{2.2} – Conditions psychosocial											4.18
X ₂ – Condition environment Work											3.98

The data above shows that the average of all work environment condition variables (X2) is 3.98, indicating that the work environment conditions in TP-PKK Ponorogo Regency are generally considered very good. Although TP-PKK members consist of various elements and organizational backgrounds, the psychosocial condition indicator (X2.2) shows the highest average compared to physical conditions (X2.1). Psychosocial aspects such as interpersonal relationships and communication between TP-PKK members greatly support the productivity and performance of TP-PKK members in Ponorogo Regency. This should be maintained and improved because even though they have different backgrounds between members, TP-PKK members are able to synergize to realize the agreed TP-PKK program. There is a large room for improvement for the cleanliness and tidiness of the work room which is the responsibility of the cleaning staff under the auspices of the TP-PKK. Cleanliness of the work room is important because it can provide comfort for members in working and exchanging ideas to advance the TP-PKK of Ponorogo Regency. There needs to be an evaluation from the leadership regarding the need for additional cleaning staff or simply maximizing the work of the existing cleaning staff.

3.1.3. Coworker Support (X3)

Coworker support (X3) is measured into 3 indicators, namely support for appreciation, information and friendship support. The number of questionnaire items for variable X3 is 6 items. The results of the analysis of answers to the measurement of coworker variables are tabulated in the table below:

Table 5. Frequency Distribution of Coworker Support (X3)

Item Question	Answer Score Respondents										Average
	STS=1		TS=2		N=3		S=4		SS=5		
	F	%	F	%	F	%	F	%	F	%	
X _{3.1.1}	-	-	6	6.0	31	31.0	28	28.0	35	35.0	3.92
X _{3.1.2}	-	-	2	2.0	31	31.0	32	32.0	35	35.0	4.00
X _{3.1} – Support award											3.96
X _{3.2.1}	-	-	6	6.0	25	25.0	34	34.0	35	35.0	3.98
X _{3.2.2}	-	-	-	-	9	9.0	19	19.0	72	72.0	4.63
X _{3.2} – Support information											4.30
X _{3.3.1}	3	3.0	-	-	3	3.0	26	26.0	68	68.0	4.56
X _{3.3.2}	-	-	-	-	5	5.0	36	36.0	59	59.0	4.54
X _{3.3} – Support friendship											4.55
X ₃ – Support colleague Work											4.27

The data above shows an average for the co-worker support variable (X3) of 4.27, indicating that support between co-workers is very good. The indicator with the highest average is friendship support (X3.3) of 4.55, where attention and assistance between members are the main strengths in supporting organizational performance. This shows that the relationship between TP-PKK members is very good, both emotionally and practically. Although TP-PKK members consist of various elements of society who have different backgrounds, it turns out that this does not become an obstacle for members to be harmonious and can provide support for other members. The harmony and support provided by co-workers at TP-PKK Ponorogo Regency can affect the satisfaction of a TP-PKK member in carrying out their duties because they feel comfortable in an organization that is developing healthily.

Improvements need to be made to the support indicator of appreciation so that the solutions provided by members in solving problems can be more positively appreciated. The differences in the backgrounds of members that are obstacles must be sought for the best solution by superiors. The solutions provided by colleagues are less pleasing to other colleagues due to differences in vision in the background of members before joining the TP-PKK in Ponorogo Regency.

3.1.4. Job satisfaction (Y)

Job satisfaction (Y) is measured using three indicators, namely individual aspects, social aspects and main aspects. The number of questionnaire items for the Y variable is 6 items. The results of the analysis of the answers of 100 respondents in the measurement of the job satisfaction variable are tabulated in the table below:

Table 6. Frequency Distribution of Job Satisfaction (Y)

Item Question	Answer Score Respondents										Average
	STS=1		TS=2		N=3		S=4		SS=5		
	F	%	F	%	F	%	F	%	F	%	
Y _{1.1}	-	-	-	-	8	8.0	44	44.0	48	48.0	4.40
Y _{1.2}	-	-	-	-	15	15.0	34	34.0	51	51.0	3.36
Y ₁ – Aspects individual											4.38
Y _{2.1}	-	-	-	-	6	6.0	35	35.0	59	59.0	4.53
Y _{2.2}	-	-	-	-	21	21.0	38	38.0	41	41.0	4.20
Y ₂ – Aspects social											4.36
Y _{3.1}	-	-	-	-	3	3.0	52	52.0	45	45.0	4.42
Y _{3.2}	-	-	-	-	-	-	51	51.0	49	49.0	4.49
Y ₃ – Aspects main											4.45
Y – Satisfaction Work											4.39

The data above shows an average for the job satisfaction variable (Y) of 4.39, indicating that TP-PKK members are satisfied with the working conditions they face. The indicator with the highest average is Y2.1 (Co-workers at TP-PKK are able to accept and appreciate the activities I do at work) with an average of 4.53, indicating that support from co-workers is a key factor in creating high job satisfaction.

This shows that the relationship between TP-PKK members is good, although there is still room for improvement in terms of appreciation for the responsibilities completed. Appreciation for those who have successfully carried out their responsibilities is considered important because it can foster enthusiasm in the future and can be a whip to spur other members to be more active in completing tasks and responsibilities.

3.2. Hypothesis Test Results

The results of the multiple linear regression analysis test are presented briefly to prove the research hypothesis as follows:

Table 7. Testing of Independent and Dependent Variables

No	V. Free	V. Bound	Coef . regres sion	Sig. t	Tolerance level error (α)	Results
1	X1 - Deserved Reward	Y - Satisfactio n Work	0.503	0,00 0	0.05	X1 has an effect against Y
2	X 2- Condition Environment Work	Y- Satisfactio n Work	0.344	0,00 0	0.05	X2 has an effect against Y
3	X3 - Support Colleague Work	Y- Satisfactio n Work	0.182	0,00 0	0.05	X3 has an effect against Y

a. Hypothesis Test I

The first hypothesis states that there is an influence of appropriate rewards on job satisfaction. The results show that the significance value of the t-test for the reward variable is 0.000, which is less than the error rate of 0.05. This means that appropriate rewards have a significant effect on job satisfaction, thereby proving Hypothesis I. Theoretically, this finding supports previous research which emphasizes that fair and transparent reward systems are key determinants of employee satisfaction. In practice, the result highlights the importance of designing incentive schemes that reflect employee contributions. For TP-PKK, where members come from diverse backgrounds, appropriate rewards not only motivate but also strengthen organizational stability by reducing dissatisfaction and turnover intention.

b. Hypothesis Test II

The second hypothesis states that there is an influence of work environment conditions on job satisfaction. The results indicate that the significance value of the t-test for the work environment variable is 0.000, which is below the threshold of 0.05. This confirms that the work environment significantly affects job satisfaction, thus proving Hypothesis II. Theoretically, this finding reaffirms the role of physical and social work conditions in creating a conducive atmosphere for organizational effectiveness. In the context of TP-PKK, the result signifies that supportive facilities, clear communication channels, and harmonious interactions within the workplace directly contribute to members' sense of belonging and engagement. Practically, it provides evidence for policymakers that creating a safe, comfortable, and collaborative work environment is essential to maintaining high levels of satisfaction among TP-PKK members.

c. Hypothesis Test III

The third hypothesis states that there is an influence of co-worker support on job satisfaction. The results reveal that the significance value of the t-test for the co-worker support variable is 0.000, which is less than the 0.05 error rate. This means co-worker support significantly affects job satisfaction, thereby proving Hypothesis III. Theoretically, this reinforces the argument that social support networks in the workplace are crucial for building emotional resilience, motivation, and long-term organizational commitment. For TP-PKK, which is characterized by diverse membership from various organizations, co-worker support plays a vital role in reducing potential conflicts and fostering collaboration. Practically, the findings highlight that fostering mutual trust, empathy, and teamwork among members can enhance collective performance and the sustainability of TP-PKK programs.

Despite providing valuable insights, this study has several limitations. First, the research is limited to TP-PKK in Ponorogo Regency, which makes the results less generalizable to TP-PKK organizations in other regions with different social, cultural, and institutional characteristics. Second, the study focuses only on three variables – appropriate rewards, work environment, and co-worker support – while other factors such as leadership style, organizational culture, and opportunities for career development may also significantly influence job satisfaction. Third, the research design relies primarily on quantitative methods, which may not fully capture members' deeper perceptions and lived experiences.

Future research is recommended to broaden the scope of analysis by including TP-PKK organizations in different regions, allowing for comparative studies that reflect wider variations in organizational dynamics. Additionally, incorporating other variables such as leadership effectiveness, training opportunities, and organizational communication may provide a more comprehensive picture of job satisfaction determinants. Employing a mixed-methods approach that combines quantitative analysis with qualitative interviews or focus

group discussions would also enrich the understanding of members' expectations and challenges. Finally, future studies could explicitly link job satisfaction with broader development goals such as the Sustainable Development Goals (SDGs), particularly Goal 5 (Gender Equality) and Goal 8 (Decent Work and Economic Growth), to strengthen the relevance of research findings at both local and global levels.

Conclusions

This research has been successfully carried out to analyze the factors influencing job satisfaction among TP-PKK members in Ponorogo Regency. Based on the findings, several important conclusions can be drawn:

1. Appropriate rewards, especially in the form of physical facilities, play a significant role in supporting members' tasks and improving job satisfaction.
2. Organizational bureaucracy that is simple and supportive strengthens the positive impact of rewards on teamwork satisfaction.
3. Work environment conditions, particularly in the psychosocial aspect, show that good interpersonal relationships among members contribute significantly to satisfaction.
4. Co-worker support, such as friendship, mutual assistance, and attention, fosters a stronger sense of satisfaction in working.
5. Simultaneously, rewards, work environment, and co-worker support are proven to collectively enhance job satisfaction among TP-PKK members.
6. Among these factors, appropriate rewards emerge as the most dominant determinant of job satisfaction.

Conflicts of Interest

The authors declare no conflict of interest.

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