



The Influence Of Organizational Climate, Organizational Culture, Job Satisfaction And Work Experience On Teacher's Work Motivation Of Smp N 1 Punjung Island, Dharmasraya District

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Abstract

This study aims to determine the effect of 1) organizational climate on teacher work motivation at SMP N 1 Pulau Punjung Dharmasraya Regency, 2) organizational culture on teacher work motivation at SMP N 1 Pulau Punjung Dharmasraya Regency, and 3) job satisfaction on teacher work motivation at SMP N 1 Pulau Punjung Dharmasraya Regency. 4) Work experience on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. 5) Organizational climate, organizational culture, job satisfaction and work experience on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. This type of research uses a quantitative approach with multiple linear regression methods. Data collection techniques with questionnaires, observation and interviews. Respondents to this study were 59 teachers at SMP N 1 Pulau Punjung, Dharmasraya Regency where the entire population in this study was used as the research sample. Hypothesis testing is calculated using the SPSS program. From the results of this study it was found that by 1) Organizational climate has a positive and significant effect on teacher work motivation at SMP N 1 Pulau Punjung Dharmasraya Regency, 2) Organizational culture has a positive and significant effect on teacher work motivation at SMP N 1 Pulau Punjung Dharmasraya Regency, and 3) Job satisfaction has a positive and significant effect on work motivation of SMP N 1 Pulau Punjung teacher, Dharmasraya Regency. 4) Work experience has a positive and significant effect on teacher work motivation at SMP N 1 Pulau Punjung Dharmasraya Regency 5) Organizational climate, organizational culture, job satisfaction and work experience on teacher work motivation at SMP N 1 Pulau Punjung Dharmasraya Regency

Keywords: Organizational Climate, Organizational Culture, Job Satisfaction Work Experience, Work Motivation

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I. Introduction

Motivation is the encouragement, effort and desire that exists within humans that activates, empowers and directs behavior to carry out tasks properly in their work environment (Russel, 2018). (Robbins, 2019) defines motivation as a process that determines the intensity, direction and persistence of individuals in an effort to achieve goals. Motivation is a process that originates from physiological and psychological forces or needs that result in behavior or encouragement aimed at a goal or incentive.

Work motivation is a driving factor whose presence can lead to job satisfaction and improve teacher performance (Rivai, 2019). (Handoko, 2019) explained that work motivation is a situation in a person's personality that encourages the individual's desire to carry out certain activities in order to achieve a goal. Thus, motivation is an important variable because motivation needs to get great attention from leaders in improving teacher performance.

The teacher is one of the educational staff who has an important role as a determinant of the success of educational goals, because the teacher directly interacts with students, to provide guidance that will produce the expected graduation. Teachers are human resources who become planners, actors and determinants of achieving organizational goals.

Teachers are the backbone of educational activities, especially those related to teaching and learning activities. Without the teacher's role, the teaching and learning process will be disrupted and even fail. Therefore,

in education management, the role of the teacher in efforts to succeed in education is always improved, the motivation, performance or work performance of teachers must always be improved, given the challenges of the world of education to produce quality human resources that are able to compete in the global era (Stolovith, 2018).

State Senior High School SMP N 1 Pulau Punjung is one of the institutions or educational institutions that strives to continuously improve the quality of education for the nation's children in Dharmasraya Regency. However, this school faces problems related to the low motivation of teachers at work. Teachers as pillars of the development of the nation's children's intelligence should have motivation to work in order to advance education in this area.

To see the problem of the teacher's work motivation at SMP N 1 Pulau Punjung, the author conducted an initial survey by interviewing 20 teachers in December 2022. The results of this survey are shown in Table 1. Based on the table, it can be seen that the average teacher at SMP N 1 Pulau Punjung, Dharmasraya Regency, disagreed with the answers to the questions raised by the author, namely as much as 60%. While those who answered agreed were very low, namely on average only 40%.

As in statement 1 "I always focus on work while at school" the teachers answered more disagreeing than agreeing, namely 55%. Likewise in statement 4 "I am always serious in doing the work given by the agency" answered that 60% disagreed while 40% agreed. This condition indicates that there are problems related to the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency.

Table 1
Initial Survey Results Regarding Teacher Work Motivation at SMP N 1
Arbor Island, Dharmasraya Regency

No	Question	Answer Score (%)	
		Agree	Don't agree
1	I always focus on work while at school	45	55
2	I always try so that the work I receive can be completed according to the target given	30	70
3	I always try to work better to advance the institution	35	65
4	I am always serious in doing the work given by the agency	40	60
Average		40	60

Source: Preliminary Survey of Respondents

The low work motivation of teachers at SMP N 1 Pulau Punjung, Dharmasraya Regency, is thought to be influenced by several factors. Factors that are thought to influence the performance, such as organizational climate, organizational culture, job satisfaction, and work experience. Thus, an institution or organization should be able to control important factors that affect performance in organizations and companies to maintain organizational and company performance levels.

Organizational climate is assumed to be a favorable or unfavorable atmosphere at work. Management that is able to create or build a pleasant climate can build the work motivation of all its members. Based on previous research, the existence of social and personal support, a positive organizational climate and good group relations can eliminate fatigue. (Cordes & Dougherty, 1993; Wright & Hofboll, 2004).

Table 2
Initial Survey Results Regarding the Organizational Climate of SMP N 1 Teachers
Arbor Island, Dharmasraya Regency

No	Question	Agree (%)	Don't agree (%)
1.	I feel the atmosphere of working in this institution is pleasant	40	60
2.	I am proud to be a part of this workplace	30	70
3.	My colleagues and I support each other to achieve work goals	45	55

Source: Preliminary Survey

From the results of an initial survey of 20 teachers at SMP Negeri 1 Pulau Punjung regarding the organizational climate, it can be seen that many teachers at SMP Negeri 1 Pulau Punjung disagree with this statement. For question 1, they disagreed as much as 60%, for question 2 as much as 70% and for question 3 as much as 55%. This condition indicates that there is indeed a phenomenon of organizational climate problems in SMP Negeri 1 Pulau Punjung teachers.

Organizational culture is one of the factors that causes organizational success according to Peter and Waterman Jr. With a good organizational culture, it will affect employee performance, because the organizational culture that exists in every organization and company will affect the behavior and decisions that will be taken by each employee, so that, with the compatibility of organizational culture with the values that are believed by each individual employees, will make it easier for employees to accept the cultures applied in the organization. This statement is reinforced by (Sobirin, 2007) that organizational culture itself is a shared belief and value that gives

meaning to members of an institution and makes these beliefs and values a rule or guideline for behavior within the organization. (Giacalone, RA, & Jurkiewicz, 2018) considers culture to be the key to success in an organization.

Table 3
Initial Survey Results Regarding the Organizational Culture of SMP N 1 Teachers
Arbor Island, Dharmasraya Regency

No	Question	Agree (%)	Don't agree (%)
1.	If I find a problem, I am given the opportunity to express my opinion	35	65
2.	In carrying out my work, I am given the widest possible opportunity to take the initiative to study and complete the work myself according to my views	45	55
3.	In carrying out work, my leader gives direct attention to the technical work completion	40	60

Source: Preliminary Survey

From the results of an initial survey of 20 teachers at SMP Negeri 1 Pulau Punjung regarding organizational culture, it can be seen that many teachers at SMP Negeri 1 Pulau Punjung experience this situation. For question 1, they disagreed as much as 65%, for question 2 as much as 55% and for question 3 as much as 60%. This condition indicates that there is indeed a problem of organizational culture in SMP Negeri 1 Pulau Punjung teachers.

In addition to organizational culture, job satisfaction of each employee is also an important factor in influencing the performance of each employee in organizations and companies. Own job satisfaction according to (Mathis & Jackson, 2018) is a pleasant or unpleasant emotional state in which employees view their work. Job satisfaction reflects one's feelings towards one's job. This can show the positive attitude of employees towards their work and everything related to the work environment. Besides that, (Sawitri, 2016) argues that job satisfaction is basically an individual thing, (Hardiyono, 2017) said that employees who are satisfied with their jobs will have high motivation, commitment to the company, and strong job participation that continues to improve their performance.

Table 4
Initial Survey Results Regarding Teacher Job Satisfaction at SMP N 1
Arbor Island, Dharmasraya Regency

No	Question	Agree (%)	Don't agree (%)
1.	Every employee has the same opportunity for career advancement	20	80
2.	I feel comfortable working here because there are many opportunities to advance or develop my career	25	75
3.	I feel happy with the current working environment	35	65

Source: Preliminary Survey

From the results of an initial survey of 20 teachers at SMP Negeri 1 Pulau Punjung regarding job satisfaction, it can be seen that many teachers at SMP Negeri 1 Pulau Punjung experience this situation. For question 1, they disagreed as much as 80%, for question 2 as much as 75% and for question 3 as much as 65%. This condition indicates that there is indeed a FWC problem among SMP Negeri 1 Pulau Punjung teachers.

Another factor that is thought to influence teacher performance at SMP N 1 Pulau Punjung Dharmasrayaini Regency is work experience. Work experience is a measure of the length of time or working period that has been taken by someone to understand the tasks of a job and have carried out them well (Slocum, 2017). Work experience is knowledge or skills that are known and mastered by someone as a result of actions or work that has been done for a certain time (Stinger, 2016). With better work experience, employees will be expected to provide good performance and become an example for employees who have just joined the company. One way to improve employee performance related to work experience is to provide training to the employee concerned.

Table 5
Initial Survey Results Regarding the Work Experience of SMP N 1 Teachers
Arbor Island, Dharmasraya Regency

No	Question	Agree (%)	Don't agree (%)
1.	I have a long working period so that I can finish the work in this place properly	45	55
2.	Tenure is important in supporting better employee performance	45	55
3.	I have knowledge and skills that can help me in my current job	35	65

Source: Preliminary Survey

From the results of an initial survey of 20 teachers at SMP Negeri 1 Pulau Punjung regarding work experience, it can be seen that many teachers at SMP Negeri 1 Pulau Punjung have experienced this situation. For question 1, they disagreed as much as 55%, for question 2 as much as 55% and for question 3 as much as 65%. This condition indicates that there is indeed a FWC problem among SMP Negeri 1 Pulau Punjung teachers.

Based on the problems and previous research, the researcher is interested in examining how much each factor such as organizational culture, job satisfaction and work experience influences performance with the title "The Influence of Organizational Climate, Organizational Culture, Job Satisfaction and Work Experience on Teacher Work Motivation at SMP N 1 Pulau Arbor of Dharmasraya Regency"

Research methods

The population in this study is the whole 59 teachers at SMP N 1 Pulau Punjung Dharmasraya Regency.

The research sample is part of the selected population and represents that population Muri, (2015). Meanwhile according to Sugiyono, (2017) the sample is part of the number and characteristics possessed by the population and what is learned from the sample, the conclusions will be applicable to the population.

The technique for taking this sample uses a total sampling technique, *total sampling* is a sampling technique where the number of samples is equal to the population (Sugiyono, 2021). The reason for taking total sampling is because according to (Sugiyono, 2021) the total population is less than 100, the entire population is used as a research sample.

Testing the hypothesis in this study using multiple linear regression analysis. Multiple linear regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With the multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + e$$

Where:

- Y = work motivation
- a = Intercept constant
- X1 = Organizational Climate
- X2 = Organizational Culture
- X3 = Job Satisfaction
- X4 = Work Experience
- b1, b2, ... = Regression Coefficient
- e = Error Term

Research result

Classical Assumption Test Results

Normality Test Results

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution. As it is known that the t test and F test assume that the residual values follow a normal distribution (Hair, 2006).

To detect the normality test in this study using the Kolmogorov-Smirnov test. The basis for making a decision from this normality test is to look at the Asymp probability. Sig (2-tailed). If the Asymp probability. Sig (2-tailed) > $\alpha=0.05$, then the residual data is normally distributed. In the following, the results of the normality test using the One Sample Kolmogorov Smirnov Test are presented.

Table 6
Normality Test Results

No.	Variable	asymp. Sig	Limit Value	Information
1	Standardized Residuals	0.943	0.05	Normal

Source: Primary Data, Data Processed Results IBM SPSS Ver. 24.0, Year 2021. Appendix 4.

In table 6 it can be seen where the standardized residual variable has a significant value of 0.943 greater than 0.05. Thus it can be concluded that the residual variables in each variable are normally distributed.

Multicollinearity Test Results

This multicollinearity test is needed to determine whether there are independent variables that have similarities with other independent variables in one model. A good regression model should not have a correlation between the independent variables. To detect symptoms of multicollinearity, identify the Variance Inflation Factor (VIF) value. A common cut-off value to indicate the presence of multicollinearity is a tolerance value ≤ 0.10 or

the same as a VIF value ≥ 10 . If a tolerance value ≥ 0.10 or the same as a VIF value ≤ 10 means that there is no multicollinearity between variables in the regression model. Based on the results of data processing that has been done, a summary of the results is shown in table 7.

Table 7
Multicollinearity Test

Variable	Collinearity Statistics	
	tolerance	VIF
Organizational climate (X1)	0.733	1,365
Organizational culture (X2)	0.965	1036
Job satisfaction (X3)	0.741	1,349
Work experience (X4)	0.843	1.186

Source: Processed Primary Data, 2023

In Table 7 it can be seen that each independent variable has a tolerance value > 0.10 or VIF < 10 . Because the value (VIF) of organizational climate, organizational culture, job satisfaction and work experience < 10 , it can be concluded that the model is free from symptoms multicollinearity so that further data processing stages can be carried out.

Heteroscedasticity Test Results

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance and residuals from one observation to another. To test whether there is heteroscedasticity or not, you can use the Glejser test. If the probability is known to be above the alpha confidence level of 0.05, it can be concluded that there is no heteroscedasticity. The test results can be seen in table 8.

Table 8
Glejser test

Variable	Sig.
Organizational climate (X1)	0.449
Organizational culture (X2)	0.785
Job satisfaction (X3)	0814
Work experience (X4)	0.736

Source: Processed Primary Data, 2023

From table 8 it can be seen that the influence of organizational climate, organizational culture, organizational climate on the residual has a significance value of > 0.05 , so it can be concluded that all variables do not occur heteroscedasticity

Hypothesis Test

Results of Multiple Linear Regression Analysis

Multiple regression analysis is used to determine the regression coefficient of the independent variable and how it influences the dependent variable. It can be seen from the analysis of multiple regression data obtained using the SPSS Version 23 program as shown in the following table:

Table 9
Research Variable Multiple Linear Regression Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	23,313	5,798		4,021	.000
	X1	.476	.113	.384	4,207	.000
	X2	.419	.131	.286	3,203	.002
	X3	.640	.169	.420	3,792	.000
	X4	.654	.094	.641	6,939	.000

a. Dependent Variable: Work motivation

Source: Processed Primary Data, 2023

Based on the regression results from Table 9, it can be determined that the multiple linear regression equation in this study is as follows:

$$Y = 23.313 + 0.476 X1 + 0.419 X2 + 0.640 X3 + 0.654 X4$$

The interpretation of the regression equation obtained is as follows:

1. A constant of 23,313 states that if the variables of organizational climate, organizational culture, job satisfaction and work experience are considered constant or ignored, then the work motivation of SMP N 1 Pulau Punjung Dharmasraya teachers is 23,313 units.
2. The organizational climate regression coefficient (X1) has a positive sign of 0.476 meaning that if the other independent variables have a fixed value and organizational climate increases by 1 unit weight, then the teacher's performance at SMP N 1 Pulau Punjung Dharmasraya Regency will increase by 0.476. Vice versa.
3. The organizational culture regression coefficient (X2) has a positive sign of 0.419, meaning that if the other independent variables have a fixed value and the organizational climate has increased by 1 unit weight, then the teacher's performance at SMP N 1 Pulau Punjung Dharmasraya Regency will have increased by a positive sign. Likewise in the opposite situation.
4. The regression coefficient of job satisfaction (X3) has a positive sign of 0.640, meaning that if the other independent variables have a fixed value and job satisfaction has increased by 1 unit weight, then the teacher's performance at SMP N 1 Pulau Punjung Dharmasraya Regency will increase by 0.640. Likewise in the opposite situation.
5. The work experience regression coefficient (X4) is positive at 0.654 meaning that if the other independent variables have a fixed value and work experience has increased by 1 unit weight, then the teacher's performance at SMP N 1 Pulau Punjung Dharmasraya Regency will increase by 0.640. Likewise in the opposite situation

T test results (partially)

Hypotheses 1, 2 and 3 in this study were tested for validity using a partial test. The test is carried out by looking at the significance level (p-value).

1. The effect of organizational climate on teacher performance at SMP N 1 Pulau Punjung, Dharmasraya Regency

From the research results obtained a regression coefficient of 0.476 with a significance of $0.000 < \alpha 0.05$. Based on these results it can be concluded that the alternative hypothesis (Ha) 1 in this study is accepted. This means that organizational climate has a positive and significant effect on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. That is, the higher the organizational climate, the work motivation of SMP N 1 Pulau Punjung teachers in Dharmasraya Regency will increase. Conversely, the lower the organizational climate, the lower the work motivation of SMP N 1 Pulau Punjung Dharmasraya teachers.

2. The influence of organizational culture on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency

From the research results obtained a regression coefficient of 0.419 with a significance of $0.002 < \alpha 0.05$. Based on these results it can be concluded that the alternative hypothesis (Ha) 2 in this study is accepted. That is, the higher or better the organizational culture, the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency, will increase. Conversely, the lower or not good organizational culture, the lower the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency.

3. The effect of job satisfaction on the work motivation of teachers at SMP N 1 Pulau Punjung, Dharmasraya Regency

From the research results obtained a regression coefficient of 0.640 with a significance of $0.000 < \alpha 0.05$. Based on these results it can be concluded that the alternative hypothesis (Ha) 3 in this study is accepted. That is, the higher the job satisfaction, the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency, will increase. Conversely, the lower the job satisfaction, the lower the work motivation of SMP N 1 Pulau Punjung Dharmasraya teachers.

4. The influence of work experience on the work motivation of teachers at SMP N 1 Pulau Punjung, Dharmasraya Regency

From the research results obtained a regression coefficient of 0.654 with a significance of $0.000 < \alpha 0.05$. Based on these results it can be concluded that the alternative hypothesis (Ha) 4 in this study is accepted. That is, the higher the work experience, the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency, will increase. Conversely, the lower the work experience, the lower the work motivation of SMP N 1 Pulau Punjung teachers

5. The influence of organizational climate, organizational culture, job satisfaction and work experience together have a significant effect on the work motivation of teachers of SMP N 1 Pulau Punjung Dharmasraya Regency. Table 10 shows a significance value of F of $0.000 < 0.05$ (alpha). Based on these results it can be concluded that the alternative hypothesis (Ha) 4 in this study is accepted. This means that the variables of organizational climate, organizational culture, job satisfaction and work experience together have a significant effect on the work motivation of teachers of SMP N 1 Pulau Punjung, Dharmasraya Regency. Based on the results of data processing that has been done, a summary of the results is obtained as shown in table 10

Table 10
F Test Results

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	7383398	3	353,583	15,008	.000b
	residual	9304928	55	37,657		
	Total	10808.326	58			
a. Dependent Variable: Y						
b. Predictors: (Constant), X1, X2, X3						

Source: Processed Primary Data, 2023

Determination Coefficient Test Results

The Coefficient of Determination Test (R²) aims to see the magnitude of the influence of the independent variables on the dependent variable. The R² value ranges from 0-1, the closer to 0 the weaker the effect, whereas the closer to 1 the stronger the effect. The results of the analysis using R² range from 0-1, the closer to 0 the weaker the effect, whereas the closer to 1 the stronger the effect can be seen in table 11.

Table 11
Coefficient of Determination

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.716a	.512	.502	6.136
a. Predictors: (Constant), Organizational climate, Organizational commitment, Organizational climate				

Source: Processed Primary Data, 2023

From Table 11, the adjusted R square value shows 0.502, this indicates that the contribution of organizational climate, organizational culture, job satisfaction and work experience variables to the work motivation of teachers of SMP N 1 Pulau Punjung Dharmasraya Regency is 50.2% while the remaining is 49.8 % is determined by other factors not examined in this study such as organizational image, communication, work motivation, leadership style and so on.

II. Discussion

Influence Organizational climate on teacher work motivation at SMP N 1 Pulau Punjung, Dharmasraya Regency

The results of this study indicate that organizational climate has a significant influence on the work motivation of teachers at SMP N 1 Pulau Punjung, Dharmasraya Regency. This indicates that the organizational climate determines the work motivation of teachers at SMP N 1 Pulau Punjung, Dharmasraya Regency. This means that the better the teacher's organizational climate, the higher the motivation to work.

From the results of this study, it appears that the organizational climate variable has a coefficient 0.476 which means organizational climate has a greater influence. This indicates that organizational climate can play a role in increasing work motivation. If SMP N 1 Pulau Punjung Dharmasraya Regency wants to increase work motivation, then it must improve a good organizational climate in agencies.

The results of this study provide an indication that organizational climate has a significant effect on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. Thus, it can be concluded that the teacher's work motivation at SMP N 1 Pulau Punjung Dharmasraya Regency is determined by the organizational climate.

There are several previous studies which state that organizational climate partially has a positive effect on work motivation (Ahmad, 2019; Darto, 2019; Sawitri, 2016). Climate organization is a series of descriptions of organizational characteristics that distinguish an organization from other organizations that lead to the perception of each member in viewing the organization. In this study, the definition of organizational climate used is something that can be measured in the work environment, both directly and indirectly affecting employees and their work where they work, with the assumption that it will affect employee motivation and behavior.

Influence Organizational culture on teacher work motivation at SMP N 1 Pulau Punjung, Dharmasraya Regency

The results of this study indicate that organizational culture has a significant positive influence on the work motivation of teachers at SMP N 1 Pulau Punjung, Dharmasraya Regency. This indicates that the teacher's organizational culture determines the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. This means that the better the organizational culture in the agency, the higher the motivation to work.

From the results of this study, it appears that the organizational culture variable has a coefficient 1.148 which means organizational culture has a big influence. This indicates that organizational culture can play a role in increasing work motivation. If SMP N 1 Pulau Punjung Dharmasraya Regency wants to increase work motivation, then the teacher's organizational culture must be improved.

The results of this study provide an indication that organizational culture has a significant effect on teacher work motivation at SMP N 1 Pulau Punjung, Dharmasraya Regency. Thus, it can be concluded that the work motivation of teachers at SMP N 1 Pulau Punjung Dharmasraya Regency is determined by organizational culture.

Organizational culture is a set of important assumptions about an organization and its goals and practices that members of the organization share about. Organizational culture is a system of sharing values about what is important and beliefs about how the world works. Many research results have found that organizational culture will encourage increased individual motivation and work motivation. (Aripin, 2020; Purnama, 2013; Rizal, 2022). Improving organizational culture both in terms of knowledge and skills can improve teacher motivation.

The Effect of Job Satisfaction on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency

The results of this study indicate that job satisfaction has a significant influence on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. This indicates that job satisfaction can determine the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. This means that the higher the level of teacher job satisfaction in the agency, the higher the motivation to work due to a sense of satisfaction with the work done by the teacher. The results of the analysis show that partially there is a significant influence between variables job satisfaction on teacher work motivation SMP N 1 Pulau Punjung, Dharmasraya Regency.

From the results of this study, it appears that the variable job satisfaction has a coefficient 0.640 which means job satisfaction has a major influence on work motivation. This indicates that job satisfaction can play an important role in increasing work motivation. If SMP N 1 Pulau Punjung Dharmasraya Regency wants to increase work motivation, then it must increase and create teacher job satisfaction with agencies.

The results of this study provide an indication that job satisfaction has a significant effect on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. Thus, it can be concluded that the teacher's work motivation at SMP N 1 Pulau Punjung Dharmasraya Regency is determined by job satisfaction.

Many research results found that job satisfaction will encourage increased individual work motivation (Darto, 2019; Hettiarachchi, 2014; Sawitri, 2016). The higher the teacher's job satisfaction, the higher the teacher's work motivation

Effect of work experience on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency

The results of this study indicate that work experience has a significant influence on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. This indicates that work experience can determine the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. This means that the higher the level of teacher work experience in the agency, the higher the motivation to work due to a sense of satisfaction with the work done by the teacher. The results of the analysis show that partially there is a significant influence between variables work experience on teacher work motivation SMP N 1 Pulau Punjung, Dharmasraya Regency.

From the results of this study, it appears that the work experience variable has a coefficient 0.654 which means work experience has a major influence on work motivation. This indicates that work experience can play an important role in increasing work motivation. If SMP N 1 Pulau Punjung Dharmasraya Regency wants to increase work motivation, then it must improve and create teacher work experience for agencies.

The results of this study provide an indication that work experience significant effect on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. Thus, it can be concluded that the teacher's work motivation at SMP N 1 Pulau Punjung Dharmasraya Regency is determined by work experience.

The results of many studies found that organizational culture will encourage increased motivation and individual performance (Aripin, 2020; Purnama, 2013; Rizal, 2022). Improving organizational culture both in terms of knowledge and skills can improve teacher motivation.

Effect of organizational climate, organizational culture, job satisfaction Work experience on teacher work motivation at SMP N 1 Pulau Punjung, Dharmasraya Regency.

The results of this study indicate that organizational climate, organizational culture, job satisfaction and work experience have a significant influence on the work motivation of teachers at SMP N 1 Pulau Punjung Dharmasraya Regency. This indicates that organizational climate, organizational culture, job satisfaction and work experience determine the work motivation of SMP N 1 Pulau Punjung teachers' motivation, Dharmasraya Regency. This means that organizational climate, organizational culture, job satisfaction and work experience, will be able to increase work motivation.

This is in line with research the (Aripin, 2020; Purnama, 2013; Rizal, 2022), (Darto, 2019; Hettiarachchi, 2014; Sawitri, 2016) simultaneously and partially who found that organizational climate, organizational culture, job satisfaction and work experience on work motivation.

III. Conclusions and recommendations

Conclusion

1. Organizational climate has a significant and positive influence on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. This means that work motivation will increase if the organizational climate that prevails in the institution is good and strong, so it is able to provide encouragement to teachers at work and have a sense of mutual help among colleagues so that good work motivation will occur.
2. Organizational culture has a significant and positive influence on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. This means that work motivation will increase if the existing organizational culture is stronger and is able to provide encouragement to the organization in implementing changes.
3. Job satisfaction has a significant and positive effect on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. This means that work motivation will increase if the existing job satisfaction is getting stronger and is able to provide encouragement to the organization in carrying out changes in motivation.
4. Work experience has a significant and positive influence on the work motivation of SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. This means that work motivation will increase if the teacher's work experience is good and good, so that the teacher becomes enthusiastic at work and can carry out work motivation.
5. Organizational climate, organizational culture, job satisfaction and work experience together have a positive effect on the work motivation of teachers at SMP N 1 Pulau Punjung, Dharmasraya Regency. With an R^2 number of 0.764 or 76.4%, work motivation is influenced by the independent variables of organizational climate, organizational culture and work experience

Suggestion

Based on the findings and conclusions of the study. For this reason, the authors suggest the following:

1. It is necessary to increase and improve the organizational climate by maintaining the organizational values that have existed so far. Thus work motivation will occur in a better direction.
2. It is necessary to strengthen organizational cultural values by providing training on organizational culture to SMP N 1 Pulau Punjung teachers, Dharmasraya Regency. So that the work motivation that occurs will be even better.
3. Work experience needs to be encouraged by strengthening values, principles, wisdom so that teachers are able to deal with work motivation that occurs. SMP N 1 Pulau Punjung Dharmasraya Regency often provides teachers with an understanding of the importance of understanding and instilling organizational values. This understanding is important because it will enhance work experience and lead to improved teacher motivation.
4. Because this research is full of limitations, future researchers are expected to be able to develop this research by examining and looking for other variables that affect teacher motivation

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