

**THE INFLUENCE OF LEADERSHIP AND NON PHYSICAL WORK  
ENVIRONMENT  
ON EMPLOYEE JOB SATISFACTION  
(STUDY ON CV. ANYAR MAKMUR JOMBANG)**

**ABSTRACT By :**

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The purpose of this study it was to determine the effect of leadership and non-physical work environment on job satisfaction of CV. Anyar Makmur Jombang, data collection obtained by observation, interviews, questionnaires, and the documentation. This study uses a quantitative approach with an explanatory research method (explanation). The number of samples in this study were 40 people, using a saturated sampling technique where all populations were sampled. The data analysis method used is multiple linear regression analysis using SPSS software. The results showed partially that the leadership variable had a positive and significant effect on employee job satisfaction and non-physical work environment variables had a positive and significant effect on employee job satisfaction.

**Keywords: Leadership, Non-Physical Work Environment, Job Satisfaction**