

Work Discipline and Job Satisfaction as the Influencing Factors that Increase the Employee's Performance

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ABSTRACT

This study aims to determine the effect of work discipline and job satisfaction on employee performance. Severe and essential element in a company to manage employees is not so easy because every employee has different characteristics and other factors to improve their performance. Likewise, PT Putra Bali also expects an increase in employee performance to achieve optimal company goals. This study used a quantitative descriptive method; the population was 130 permanent employees at PT Putra Bali in the city of Bandar Lampung. The technique for sampling in this study used a saturated sampling technique. This study processed the data using the SPSS version 25 application to obtain significant results. The results of multiple regression testing show that the variables of Work Discipline and Job Satisfaction positively affect Employee Performance based on the results of the regression equation and with the value of R Square. Based on statistical data, the indicators in this study are valid, and the variables are reliable. Hypothesis testing using the t-test shows that the variables of Work Discipline and Job Satisfaction are proven to affect the Employee Performance variable significantly. Then through the F test, it can be seen that the variables of Work Discipline and Job Satisfaction simultaneously influence employee performance variables with the result that the calculated F value is greater than the F table.

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Introduction

According to Hafid (2018), discipline is a condition or respect for the company's rules and decisions by employees. Discipline is also the awareness of obeying all company regulations and applicable social norms. Thus, what is meant by work discipline is an attitude, behavior, and actions following written and unwritten rules, and there are sanctions for those who violate them (Isvandiari & Idris, 2018). Work discipline is also tool managers use to communicate with employees so that they are willing to change their behavior and increase their awareness and willingness (Kristanti & Lestari, 2019). According to Effendy & Fitria (2020), discipline is an ideal state in supporting the implementation of tasks according to the rules to support work optimization. Employees have a significant influence on the performance of the company, primarily related to time, namely discipline at work. Based on observations at PT. Putra Bali pointed out the problem, namely the delay of employees. Work discipline that occurs at PT. Putra Bali Bandar Lampung, several employees do not obey regulations such as attendance, the number of employees who come not on time during working hours, employees who are not in the room during working hours, there is

no job description, work is not carried out optimally, and there are still other problems. There are factors in the practice of work discipline, namely: 1) Training for supervisors, 2) consistency of disciplinary actions, 3) documentation, 4) disciplinary actions, and 5) impersonal discipline (Lasmaya, 2022). Job satisfaction is an emotional state that is exciting or unpleasant to employees when they see their work (Siagian, 2014). When the results of his work get a higher evaluation value than expected, job satisfaction will be higher. Employees show a positive emotional attitude towards attractive work results (Naim, 2019).

Job satisfaction that occurs at PT. Putra Bali Bandar Lampung has no job description, so an employee does all the work ordered by his superiors, which according to his leaders, can be relied on so that the employees themselves will feel dissatisfied. This also shows that job satisfaction is related to the work given by his boss (Hestyana, 2017). Therefore, job satisfaction is essential for employees where employees can carry out their jobs well and meet company goals (Rahman & Solikhah, 2016). According to Suali (2017), performance is a general term used for part or all of an organization's actions or activities in a period based on efficiency, accountability, or management accountability, concerning many criteria. Performance is the result or overall level of success of a person in completing a specific task within a certain period, compared to various possibilities. Therefore, performance results from employees working in their responsibilities (Lilawati & Mashari, 2017).

Method

This research was conducted at PT. Putra Bali Bandar Lampung. A large number of employee population was sampled and used in the study. The indicators of the variables of work discipline and job satisfaction are: 1) attendance, 2) punctuality of work, 3) dress uniformly, 4) adherence to rules, 5) the job itself, 6) salary, 7) promotion, 8) supervision, 9) co-workers, 10) working conditions (Sanusi, 2017). At the same time, the indicators of employee performance variables are 1) quality, 2) quantity, 3) task implementation, and 4) responsibility (Liyas & Primadi, 2017: 21). This study used descriptive quantitative research methods with the sampling technique using saturated or total samples. So, in this study, the population of 121 respondents was used to implement research or what is usually called non-probability sampling. Obtaining data in this study using questionnaires distributed to responders using Google form or disseminated online.

This research phase consists of a preliminary case study stage by conducting initial surveys, research trials, and research data analysis. After completing a preliminary survey, a test was carried out by distributing questionnaires to respondents. After obtaining research trial data, validity is determined to determine whether the instrument used is valid. Material experts and linguists conduct validity tests to declare whether the instruments used are suitable for use or not yet eligible. This research testing was performed on a limited basis on employees of PT. Putra Bali Bandar Lampung. The design is used to determine the influence of work discipline and job satisfaction on employee performance. The implementation of this research was carried out at PT. Putra Bali Bandar Lampung, 121 respondents to research to know the influence and how much influence work discipline and job satisfaction have on the performance of PT. Putra Bali Bandar Lampung.

Findings

Validity Test Results

The validity test results stated that in work discipline and job satisfaction (variable X) against employee performance (variable Y), out of 80 statement items, there were 70 valid items and ten invalid items. Invalid items are items 8, 10, 37, 43, 47, 52, 53, 57, 64, and 77. The item has been declared invalid because it is smaller than the table r or can be expressed lower than 0.3494. So that the ten items were not used in the study because they were invalid. In comparison, valid statements are as many as 70 items, then used to obtain research data.

Reliability Test Results

From the results of the reliability test, the value of the reliability coefficient was obtained on 80 statement items with the results of reliability analysis scale (α), resulting in an α of 0.986 because $p > 0.5$ was calculated using IBM SPSS 26, and 80 of these items could be declared reliable.

Table 1. Statistical Reliability

Reliability Statistics	
Cronbach's Alpha	N of Items
.986	80

Source: Results of Data Processing Using IBM SPSS 26

Results Description of Employee Performance Variable Indicators

The results of the description of indicators on the variables of work discipline and job satisfaction obtained a range score of 70, a minimum score of 85, a maximum score of 155, a sum score of 12831, a mean score of 106.04, a std. deviation score of 12.630, and a variance score amounted to 159,523. The results were obtained from filling out questionnaires conducted on 121 respondents.

Table 2. Statistical Description of Sociability Variables

Descriptive Statistics									
	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic
Y	121	70	85	155	12831	106.04	1.148	12.630	159.523
Valid N (listwise)	121								

Source: Results of Data Processing Using IBM SPSS 26

Normality Test Results

This study's normality test results are based on one sample Kolmogorov Smirnov test. The conditions used come from a normally distributed population with a significant 0.05 or 5%

level. The employee performance variable (Y) obtained a value of 0.066 which means greater than 0.05, then the data distribution is normal. In contrast, the significance value (2-tailed) for work discipline and job satisfaction (X) variables is 0.200, more significant than 0.05.

Tabel 3. Normality Test

One-Sample Kolmogorov-Smirnov Test				
		X	Y	
Normal Parameters ^{a,b}	N	121	121	
	Mean	115.82	106.04	
	Std. Deviation	11.204	12.630	
Most Extreme Differences	Absolute	.055	.078	
	Positive	.055	.078	
	Negative	-.040	-.048	
Test Statistic		.055	.078	
Asymp. Sig. (2-tailed) ^c		.200 ^d	.066	
Monte Carlo Sig. (2-tailed) ^e	Sig.	.496	.069	
99% Confidence Interval	Lower Bound	.484	.062	
	Upper Bound	.509	.076	

Source: Results of Data Processing Using IBM SPSS 26

Homogeneity Test Results

The results of the homogeneity test based on the output test of homogeneity variance obtained a significant value of work discipline variables and job satisfaction with employee performance of 0.383. From these results, the significance value is $0.383 > 0.05$. Then it means that both data are said to be normal homogeneity.

Table 4. Homogeneity Test

Tests of Homogeneity of Variances					
		Levene Statistic	df1	df2	Sig.
Ucapan	Based on Mean	.844	1	240	.359
	Based on Median	.672	1	240	.413
	Based on Median and with adjusted df	.672	1	232.001	.413
	Based on trimmed mean	.764	1	240	.383

Source: Results of Data Processing Using IBM SPSS 26

Simple Linear Regression Test Results

The results of simple linear regression analysis obtained the value that F count = 219.253 with a significance level of $0.001 < 0.05$, then simple linear regression analysis can be used to predict participation variables; in other words, there is an influence of work discipline variables and job satisfaction (X) on employee performance (Y).

Table 5. Simple Linear Analysis

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7824.322	1	7824.322	219.253	<.001 ^b
	Residual	4246.669	119	35.686		
	Total	12070.992	120			

a. Predictors: (Constant), X

b. Dependent Variable: Y

Source: Results of Data Processing Using IBM SPSS 26

Results of Coefficient of Determination Analysis

The coefficient of determination analysis test results obtained values from the output presentation of the influence of work discipline variables and job satisfaction on employee performance from the output analysis coefficient of determination (R square) of 0.648. This means that the variables of work discipline and job satisfaction affect employee performance by 65%, while other factors outside the study influence the remaining 35%.

Table 6. Coefficient of Determination Analysis

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.805 ^a	.648	.645	7,82536

a. Predictors: (Constant), Y

b. Dependent Variable: X

Source: Results of Data Processing Using IBM SPSS 26

Results of Statistical Hypotheses

The hypothesis test results obtained a constant value of -14.688 and a coefficient of 1.055, so a regression equation was obtained between the variables of work discipline and job satisfaction with employee performance; there was $Y = -14.688 + 1.055X$. The result is a significant value that is $0.000 \leq 0.05$. The positive value coefficient means that there is a positive and significant influence between work discipline and job satisfaction on employee performance.

Tabel 7. Coefficients

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	
		B	Std. Error		
1	(Constant)	-14.688	8.221		-1.787
	X	1.055	.071	.805	14.807

a. Dependent Variable: Y

Source: Results of Data Processing Using IBM SPSS 26

Discussion

Based on the data analysis and hypothesis testing, it was found that there is a positive and significant influence between work discipline and job satisfaction on employee performance. The results of the hypothesis testing indicate that the results of the hypothesis in this study can be accepted. This means that the underlying assumptions in the theoretical assessment are supported by empirical data obtained from the respondents. Further discussion of the research results is explained in the influence of work discipline and job satisfaction on employee performance.

The results of the study showing that there is a positive and significant influence between work discipline and job satisfaction with employee performance mean that work discipline and job satisfaction are activities that will make employees more disciplined at work and can provide satisfactory work results (Prasetyo & Marlina, 2019) not only for employees but for the superiors of employees. Work discipline and job satisfaction can make employees who initially work as they please will become more obedient to the regulations that already apply (Fajri & Suworo, 2022). The strength of the influence of work discipline and job satisfaction on employee performance can be seen in the regression test results with a coefficient value of 0.648 so that the diversity in employee performance contributes 65% while 35% is influenced by other factors outside the jigsaw learning method which do not examine in this study. The explanation that has been conveyed can give the meaning that the performance of student employees can be improved by using work discipline and job satisfaction so that the goals of carrying out a job can be achieved because employees can be disciplined at work and job satisfaction can be given to employees.

Conclusion & Implications

This section deals with the conclusion (level one headings). The Conclusion section consists of the summary and restatement of the main findings. It should state concisely the most important propositions of the paper as well as the author's views of the practical implications of the result. Tell how your work advances the field from the present state of knowledge. Without a clear conclusion, reviewers and readers will find it difficult to judge the job and whether or not it merits publication in the journal. Do not repeat the Abstract or list experimental results. Provide a clear scientific justification for your work, and indicate possible applications and extensions. You can also suggest future research and point out those that are underway. The results of the study conducted by this researcher show the influence of work discipline and job satisfaction on employee performance at PT. Putra Bali Bandar Lampung. The researcher realized there were shortcomings in implementing this study, so the researcher advised the employees of PT. Putra Bali Bandar Lampung should have a sense of work enthusiasm and discipline so that job satisfaction can be created and employee performance will increase for companies to provide jobs that provide employment and lessons that can improve employee performance in the future. And for readers this research is expected to provide a good picture so that readers can know how to improve employee discipline and job satisfaction.

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