



Effect Of Job Satisfaction on Work Discipline Of Employees On Cargo Company

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ABSTRACT

This study aims to determine the effect of job satisfaction on employee work discipline. The sample in this study were all employees, totaling 40 employees who were used as research samples. The results of SPSS in this study obtained test results on the variable Job Satisfaction Against Work Discipline, namely $t_{count} (7,500) > t_{table} \ (2,024)$. And the significance level obtained is $0.00 < 0.05$ so it can be concluded that job satisfaction has a significant effect on employee work discipline. The value of R-square (Coefficient of Determinants) is 0.597. It can be concluded that job satisfaction affects the work discipline of PT ABC Cargo Company Pekanbaru Branch by 59.70%.

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INTRODUCTION

Along with the fairly high economic growth and the rapid development of the economic sector, PT ABC, a Pekanbaru Cargo Company participated through the business of providing services, especially the delivery of goods to all regions in Indonesia. The company always prioritizes customer satisfaction and trust, by ensuring that the services provided can meet the required quality, product delivery, on time and at competitive prices. The following is the Turn Over data for employees of the Administration Section of PT ABC, a Pekanbaru Cargo Company. The company always prioritizes customer satisfaction and trust, by ensuring that the services provided can meet the required quality, product delivery, on time and at competitive prices. (Alhempy, Sudirman, and Supeno 2021; Iskanto 2019, 2020, 2021).

It is said that the Turn Over percentage of outgoing and incoming employees is still quite high. The implications of employee job satisfaction can be described through the level of attendance at work, the level of employee turnover and also employee productivity. If productivity is high, there is no absenteeism and low turnover, it can be concluded that job satisfaction is met, while bonus receipts have increased in 2016, and in 2017 until now tended to decrease, also food allowances since 2017 until now tend to be constant and non-existent. additions, and all of these can affect employee satisfaction and discipline at work.

Discipline must be enforced in a company organization. No support



good employee discipline, it is difficult for the company to realize its goals. So, discipline is the key to the success of a company in achieving its goals. Sanctions for Violation of PT ABC, a Pekanbaru Cargo Company: a) If the employee is late from the set working hours and leaves too early than the specified hour, he will be given a fine of Rp. 20,000 with a meal allowance. b) If the employee does not come to work without explanation or is absent for 2 consecutive days, the employee is given SP 1 and a salary cut. C) If the employee is absent from work without explanation or absent for 3 consecutive days, the employee is given SP 2 and a salary cut. D) If the employee is absent from work or absent for more than 5 days, the employee is given SP 3 and is considered to have resigned.

LITERATURE REVIEW

Job satisfaction

Locke in Kaswan (2012: 282) provides a comprehensive definition of job satisfaction which includes cognitive, effective and evaluative reactions or attitudes and states that job satisfaction is a positive emotional state that comes from evaluating one's job or work experience. Meanwhile, Luthans in Kaswan (2012) said that job satisfaction is the result of employees' perceptions of how well their work provides things that are considered important. Rivai and Deddy Mulyadi (2012) say job satisfaction is an assessment of workers about how far their job as a whole satisfies their needs. Job satisfaction is also a general attitude which is the result of several specific attitudes towards work factors, adjustment and individual social relationships at work. outside of work. Darmawan (2013) says job satisfaction is one form of employee behavior in the organization. Schemerhorn et al. in Darmawan (2013: 58) defines job satisfaction as a condition about the extent to which employees feel positively or negatively various dimensions of tasks related to their work.(Agusra et al. 2021; Harwina 2021; Marlinda 2021). According to Gibson in Edison (2016: 216), there are several indicators of job satisfaction that can be described Fair wages The amount of wages received is wages that are in accordance with employee expectations according to reasonableness. Interesting work Interesting work and can be interpreted as an opportunity for learning and responsibility(Auer Antoncic and Antoncic 2011; Binder and Coad 2016; Siddiqi and Tangem 2018). Promotion Opportunities, There are opportunities to advance and develop. Supervisor, The supervisor's ability to show interest and concern for employees. Supportive co-workers Supportive co-workers are more focused on creating relationships that help each other and work together in completing work and mutual support among employees(Agarwal 2021; Anwar, Wulan, and Hasiholan 2020).

Factors Affecting Job Satisfaction

According to Rivai (2011: 859), the factors that can affect employee job satisfaction can practically be divided into two groups, namely: 1) Intrinsic factors, are factors that come from within the employee and are brought by every employee since starting work. at work. 2) Extrinsic factors, are factors that come from outside the employee, including the physical condition of the work environment, interactions with other employees, the payroll system and so on. Meanwhile, according to Wibowo (2011: 504), there are five factors that can affect the emergence of job satisfaction, namely: 1) Need fulfillment. This factor means that satisfaction is determined by the level of job characteristics providing opportunities for individuals to fulfill their needs. 2) Discrepancies (differences) This factor states that satisfaction is a result of meeting expectations. 3) Value attainment. This factor means that satisfaction is the result of the perception that work provides fulfillment of important individual work values. 4) 4. Equity (fairness) This factor is intended that satisfaction is a function of how fair the individual is needed in the workplace. 5) 5. Dispositional / genetic components (genetic components

This factor is intended that job satisfaction as part of a function of personal traits and genetic factors Equity (fairness) This factor is intended that satisfaction is a function of how fair the individual is needed in the workplace. 5) 5. Dispositional / genetic components (genetic components) This factor is intended that job satisfaction as part of a function of personal traits and genetic factors Equity (fairness) This factor is intended that satisfaction is a function of how fair the individual is needed in the workplace. 5) 5. Dispositional / genetic components (genetic components) This factor is intended that job satisfaction as part of a function of personal traits and genetic factors (Irwanto and Febrina Melinda 2015).

Work Discipline

According to Hasibuan (2013: 193), discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. Discipline must be enforced in a company organization. Without the support of good employee discipline, it is difficult for the company to realize its goals. So, discipline is the key to the success of a company in achieving its goals.” Discipline according to Siswanto (2011: 291) is an attitude of respect, respect, obedience, and obedience to the applicable regulations, both written and unwritten and able to run them and do not avoid accepting the sanctions if he violates the duties and authorities assigned to him. given to him.

Veithzal Rivai (2011) suggests that work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms. Based on the definitions of discipline above, it can be concluded that discipline is a matter related to mental attitude which is reflected in the actions of individuals and groups in the form of obedience or obedience to the established regulations, both written and unwritten, in order to reinforce the reference. and organizational guidelines.

Forms and Work Discipline Approach

According to Veithzal Rivai (2011) is as ie Retributive Discipline. That is trying to punish people who do wrong. Corrective Discipline. That is trying to help employees correct their inappropriate behavior. Individual Rights Perspective. That is trying to protect the basic rights of individuals during disciplinary actions. Utilitarian Perspective. Focus on the use of discipline only when the consequences of disciplinary action outweigh the negative effects.

The Effect of Job Satisfaction on Work Discipline

According to Hasibuan (2013) job satisfaction affects the level of employee discipline, meaning that if satisfaction is obtained from work, employee discipline will be good. On the other hand, if job satisfaction is not achieved from the work, then employee discipline will be low. The implications of employee job satisfaction can be described through the level of attendance at work, the level of employee turnover and also employee productivity. If productivity is high, there are no absenteeism and low turnover, it can be concluded that job satisfaction is fulfilled (Manahan, 2010).

RESEARCH METHODS



This research is a quantitative research carried out by a cargo company in Pekanbaru Pekanbaru. Processing the data using SPSS version 23. Sampling using non-probability sampling, as many as 40 respondents became the sample, the number is the entire population. Collecting data using face to face questionnaires.

RESEARCH RESULTS AND DISCUSSION

All data have been tested. Validity is used to measure whether or not a questionnaire is good. Validity test was carried out by comparing r count with r table at a significant level of 5%. If r arithmetic $>$ r table then the measuring instrument used is declared valid and vice versa if r arithmetic $<$ r table then the measuring instrument used is invalid. The value of r table for 40 respondents is 0.312 . all *Item-Total Correlation* $>$ 0.312 This means that all items used to measure work discipline and job satisfaction can be declared valid.

Reliability Test

Reliability test is a test used to measure the level of stability of a measurement tool in measuring a symptom or event. Reliability testing is carried out to determine whether the results of the answers to the questionnaire by the respondents are really stable in measuring a symptom or event. A reliable instrument is an instrument that is used several times to measure the same object, will produce the same data.

Table 1: The results of the research data reliability test

No.	Variable	Coefficient standard	Cronbach's alpha	Results
1	Satisfaction	0.60	0.771	Reliable
2	Work Discipline	0.60	0.855	Reliable

From the table above, it can be seen that the reliability value of the two variables $>$ 0.60 means that the measuring instrument used in this study is reliable or can be trusted.

Normality test

The normality test aims to test whether in the regression model, the dependent variable and the independent variable have normal data distribution or detect normal. To see the normal probability plot that forms a straight diagonal line, and plotting the data to be compared with the diagonal line. If the data spreads around the diagonal line and follows the direction of the diagonal line/histogram graph, it shows a normal distribution pattern. If the data is far from the diagonal line and does not follow the direction of the diagonal line or histogram graph, it shows an abnormal distribution pattern. The test results using probability plots show that all data are normal.

Hypothesis testing

Partial Test

The t-test is used to determine the effect of the job satisfaction variable on the work discipline of employees of PT ABC, a Pekanbaru Cargo Company and the following table shows the results of the t-test:

Table 2: Partial Significance Test (t Test)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2,067	5.071		.408	.686
SATISFACTION	.939	.125	.773	7,500	.000

a. Dependent Variable: DISCIPLINE

From the results of the SPSS test, the t-count is 7.500 and also based on the significance test table, the t-table is 2.024. From the two tests, it can be concluded that $t \text{ count } (7,500) > t \text{ table } (2,024)$. And also the significance level obtained is $0.00 < 0.05$. Thus, it can be concluded that job satisfaction has a significant effect on the work discipline of employees of PT ABC, a Pekanbaru Cargo Company.

Coefficient of Determination Test (R²)

The coefficient of determination is to see how much influence job satisfaction has on the work discipline of employees of PT ABC, a Pekanbaru Cargo Company.

Table 3: Result of R-square (Coefficient of Determinant)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.773a	.597	.586	3.07436	1,399

a. Predictors: (Constant), SATISFACTION

b. Dependent Variable: DISCIPLINE

From the table above, the R-square value (Coefficient of Determinants) is 0.597. It can be concluded that job satisfaction affects the work discipline of employees of PT ABC, a Pekanbaru Cargo Company by 59.70%. While there is a remaining 40.70% influenced by other variables outside the variable job satisfaction.

Discussion

Research by Muhmad Asrori and Triyani (2015) Journal of Q-MAN Vol 1 No 3 with the title The Effect of Job Satisfaction Factors on Work Discipline of Civil Servants at the Semarang State Property and Auction Service Office (KPKNL). The population and sample in this study were civil servants at KPKNLS Semarang, totaling 35 people. The results of the study indicate that job satisfaction has a positive and significant effect on the work discipline of Civil Servants at KPKNL Semarang with a significance level of $0.00 < 0.05$ and a coefficient of determination (R²) of 0.891 or 89.1%. Regression Equation $Y = 12,406 + 0,708 X$, which means if satisfaction (X) increases by 1 unit, then work discipline (Y) will increase by 0.708 units.



This research is in line with research conducted by Muhmad Asrori and Triyani showing that job satisfaction affects work discipline, this means that job satisfaction affects employee discipline where if employees are satisfied with the work or company where they work, then they will be disciplined towards the job.

Conclusion

from several chapter descriptions and the results of research discussions, the authors make the following conclusions: From the two t-tests, it can be concluded that $t_{count} (7,500) > t_{table} (2,024)$. And also the significance level obtained is $0.00 < 0.05$. Thus, it can be concluded that job satisfaction has a significant effect on the work discipline of employees of PT ABC, a Pekanbaru Cargo Company. Job satisfaction has an effect on the work discipline of employees of PT ABC, A Pekanbaru Cargo Company is positive as evidenced by the results of the regression coefficient (b) of 0.939 and it can be interpreted that every increase in job satisfaction of one unit will increase the work discipline of employees of PT ABC, a Pekanbaru Cargo Company. of 0.939 units. R-square value (Coefficient of Determinants) is 0.597. It can be concluded that job satisfaction affects the work discipline of employees of PT ABC, a Pekanbaru Cargo Company by 59.70%.

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