

The Effect of Job Satisfaction and Work Discipline on Employee Performance at Perumda Air Minum Lamongan

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Accepted: August 2024

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Abstract

Human resource management is the science and art of managing employee relationships and roles so that they contribute effectively and efficiently to the success of businesses, employees and social organizations (Hasibuan, 2019: 10). Lamongan Regional Drinking Water Company, employee performance is considered to be an important factor. Therefore, performance is the ability of a person or group of people to carry out work in accordance with their responsibilities in order to achieve the expected results. The population of this study was employees of the Lamongan Regional Drinking Water Company, totaling 150 people and calculated using the Slovin formula, the sample result was 60 people. The analytical model used in this research is multiple linear regression. Based on the results of the regression test, the Y value is $11.198 + 0.447X_1 + 1.324X_2$. From this value it can be concluded that work discipline has the highest influence on employee performance because it has the highest beta value, namely 1.324.

Keyword: Job Satisfaction, Employee Discipline, and Performance

1. Introduction

Human resource management is the science and art of managing the relationship and role of the workforce to be effective and efficient in helping the realization of the goals of the company, employees, and the community (Hasibuan, 2019:10). To realize this goal, an organization or company certainly needs labor. Humans always play an active and dominant role in every organizational activity, because humans are planners, actors, and determinants of the realization of organizational goals. To further develop the implementation of workers so that the expectations and goals of the organization can be achieved. In this regard, organizations should focus on factors that can affect the performance of workers.

Job satisfaction is an effectiveness or emotional response to various aspects of work. A set of employees' feelings about whether or not their job is enjoyable. A general attitude toward a person's work that shows the difference between the amount of awards workers receive and the amount they believe they should receive. Afandi (2018:73). So it can be concluded that the definition of job satisfaction is a positive attitude of the workforce, including feelings and behaviors towards the job, through the assessment of one of the jobs as a sense of appreciation in achieving one of the important values of the job. In the Lamongan drinking water company, employee performance can be considered an important problem, so performance is the ability of a person or group of people to do work in accordance with their responsibilities with expected results.

Just like job satisfaction, work discipline can also determine organizational results in achieving its goals. According to Agustini (2019:89), work discipline is an attitude of obedience to the rules and norms that apply in a company in order to increase employee steadfastness in achieving company/organizational goals. Rivai (2019) Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase a person's awareness and willingness to obey all company regulations and applicable social norms. This shows that employees really need work discipline because without work discipline it will be difficult to achieve the company's goals. In the end, employees who have high discipline will have a good performance because they make good use of their time to work according to the organization's targets.

2. Material and Method

The sample used was 60 respondents using the Slovin formula, data management using IMB SPSS statistical tools version 25. The test tools used are Validity Test, Reliability Test, Classical Assumption Test, Coefficient of Determination, Multiple Linear Regression Analysis, T Test, F Test

3. Result

Validity Test

Table 1. Validity Test Results

Varies nice	Ite m	r seven of	r tab el	Comment gan
	X1. 1	0,595	0,254	Valid

Job Satisfaction (x1)	X1. 2	0,667	0,254	Valid
	X1. 3	0,488	0,254	Valid
	X1. 4	0,643	0,254	Valid
	X1. 5	0,533	0,254	Valid
	X1. 6	0,628	0,254	Valid
Work Discipline (X2)	X2. 1	0,564	0,254	Valid
	X2. 2	0,789	0,254	Valid
	X2. 3	0,789	0,254	Valid
	X2. 4	0,773	0,254	Valid
	X2. 5	0,674	0,254	Valid
	X2. 6	0,822	0,254	Valid
Performance Karya wan (Y)	Y1. 1	0,379	0,254	Valid
	Y1. 2	0,743	0,254	Valid
	Y1. 3	0,752	0,254	Valid
	Y1.4	0,539	0,254	Valid
	Y1. 5	0,750	0,254	Valid
	Y1. 6	0,798	0,254	Valid
	Y1. 7	0,731	0,254	Valid
	Y1. 8	0,599	0,254	Valid
	Y1. 9	0,678	0,254	Valid
	Y1. 10	0,593	0,254	Valid
	Y1. 11	0,753	0,254	Valid
	Y1. 12	0,802	0,254	Valid
	Y1. 13	0,574	0,254	Valid

The results of the validity test in table 1 can be measured by comparing the correlation value of each indicator with the r value of the table. Indicates that the overall items used as measures of Job Satisfaction (X1), Work Discipline (X2), Employee Performance (Y) are valid. It can be explained that $r \text{ calculates} > r \text{ table}$ (0, 2542) thus it can be concluded that all items in the indicators of the variables in this study are valid.

Reliability Test

Table 2. Reliability Test Results

Variable	Cronb but Alpha	Cronb ach Alpha Grades	Comment gan
Job satisfaction	0,598	0,60	Reliable
Discipline n Work	0,832	0,60	Reliable
Performance Employee	0,899	0,60	Reliable

Based on Table 2, it can be seen that the Cronbach Alpha value in the variables Job Satisfaction (X1), Work Discipline (X2), and Employee Performance (Y) is greater than 0.60. Thus, it can be concluded that the overall outcome of the variable is reliable.

Classical Assumption Test

Normality Test

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Predicted Value
N		60
Normal Parameters ^{a,b}	Mean	53.9500000
	Std. Deviation	5.12835635
	Absolute	.151
Most Extreme Differences	Positive	.095
	Negative	-.151
Kolmogorov-Smirnov Z		1.171
Asymp. Sig. (2-tailed)		.129

a. Test distribution is Normal.

b. Calculated from data.

Based on the results of the table above, it can be seen that the Kolmogorov-Smirnov Z value is 1.171 with a significance of 0.129 ($0.129 > 0.05$). So, it can be concluded that the data is distributed normally.

Multicollinearity Test

Table 4. Multicollinearity Test Results

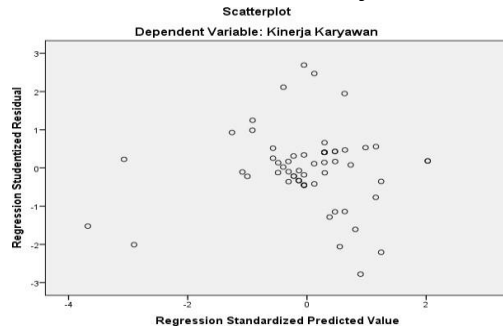
Variable	Collinearity Statistic		Remarks
	Tolerance	VIF	
Job Satisfaction	0.824	1.214	Doesn't happen
Work Discipline	0.824	1.214	Doesn't happen

Based on the table above, it is known that the tolerance value is greater than 0.10 and the overall VIF value of the independent variable is less than 10.00. Based on these results, it can

be concluded that the two independent variables, namely Job Satisfaction (X1) and Work Discipline (X2), are not correlated with each other or multicollinearity does not occur, so it can be used in future research.

Heteroscedasticity Test

Table 5. Heteroscedasticity Test Results



Based on the scatterplot chart above, it can be seen that the data spreads irregularly and does not form a certain pattern and stays away from the 0 point. Therefore, it can be concluded that the data does not experience heteroscedasticity.

Multiple Linear Regression Analysis

Table 6. Multiple Linear Regression Analysis Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	11.198	4.220	
Job Satisfaction	.447	.152	.256
Work Discipline	1.324	.174	.662

a. Dependent Variable: Employee Performance

Based on the table above, the regression equation is found:

$$Y = a + b_1X_1 + b_2X_2$$

$$\text{Employee performance} = 11,198 + 0.447X_1 + 1,324X_2$$

$$\text{Employee Performance} = 11,198 + 0.447 \text{ Job Satisfaction} + 1,324 \text{ Work Discipline.}$$

Determination Coefficient Analysis (R²)

Table 7. Results of Determination Coefficient Analysis

Model Summary^b

With del	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.804 ^a	.646	.634	3.860

- Predictors: (Constant), Work Discipline, Job Satisfaction
- Dependent Variable: Employee Performance

Based on the table above, it can be seen that the magnitude of R^2 is 0.634 which means 63.4% of the Employee Performance (Y) at Perumda Air Minum Lamongan can be explained by two independent variables, namely Job Satisfaction (X1) and Work Discipline (X2). While the rest, amounting to 36.6%, was explained by other factors that were not studied in this study.

Test T

Table 8. T Test Results

^aCoefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Mr.
	B	Std. Error	Beta		
(Constant)	11.198	4.220		2.654	.010
Satisfaction	.447	.152	.256	2.950	.005
1 Work Discipline	1.324	.174	.662	7.631	.000

a.

Dependent Variable: Employee Performance

- In the Job Satisfaction variable (X1), it is known that the calculated t_{tt} value is 2.654, which is greater than 1.670, with a significance value of 0.005 which is less than α . With this, H_0 is rejected and H_a is accepted. This means that there is a significant influence between Job Satisfaction (X1) and Employee Performance (Y) on Perumda Drinking Water Lamongan.
- In the Work Discipline variable (X2), it is known that the calculated t_{tt} value is 7.631, which is greater than 1.670, with a significance level of 0.000 which is less than α . With this, H_0 is rejected and H_a is accepted. This means that there is a significant influence between Work Discipline (X2) and Employee Performance (Y) on Perumda Drinking Water Lamongan.

Test F

Table 9. Test Result F

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
The regression is	1551.702	2	775.851	52.080	.000 ^b
Residual	849.148	57	14.897		
Total	2400.850	59			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Job Satisfaction

From the table above, it can be seen that the F value is calculated at 58.080, greater than 2.758 with a significance of 0.000 which is less than 0.05. Thus, it can be concluded that together the variables of Work Discipline (X1) and Job Satisfaction (X2) have a significant effect on the Employee Performance variable (Y) in this study.

4. Discussion

• Partial Influence:

- Job Satisfaction has a partial influence on the Employee Performance of Perumda Air Minum Lamongan. The calculated ttt value for Job Satisfaction was 2.654, greater than the table ttt (1.670), with a significance of 0.005 (< 0.05).
- Work Discipline also has a partial influence on the Employee Performance of Perumda Air Minum Lamongan. The calculated ttt value for Work Discipline is 7.631, greater than the table ttt (1.670), with a significance of 0.000 (< 0.05).

□ Simultaneous Influence:

- Job Satisfaction and Work Discipline have a simultaneous effect on the Performance of Perumda Lamongan Drinking Water Employees. The FFF value of the calculation was 58.080, greater than the FFF of the table (2.758), with a significance of 0.000 (< 0.05).

□ Influence Domination:

- Work Discipline shows the most dominant influence on the Employee Performance of Perumda Air Minum Lamongan. This is confirmed from the value of $Y = 11,198 + 0.447X_1 + 1,324X_2$, where Work Discipline (X2) has a higher beta coefficient value (1,324) compared to Job Satisfaction (X1) (0,447).

5. Conclusion, Implication, and Recommendation

Thus, it can be concluded that both Job Satisfaction and Work Discipline individually and jointly have a significant influence on Employee Performance at Perumda Air Minum Lamongan, but Work Discipline has a more dominant influence.

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