THE EFFECT OF WORK DISCIPLINE AND THE WORK ENVIRONMENT ON EMPLOYEE JOB SATISFACTION
(CASE STUDY OF PT. INFOMEDIA NUSANTARA)

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Abstract

This research aims to determine how the description of work discipline, work environment, and employee job satisfaction, as well as to determine how the effect of work discipline and work environment on employee job satisfaction. Infomedia Nusantara. The factors tested in the study were work discipline and work environment as independent variables, while job satisfaction was dependent variables. The research methods used in this research are descriptive and verification methods. The population in this study were employees at PT. Infomedia Nusantara. The sampling technique used in this study was Purposive Sampling and the size of the sample in this study was calculated with the formula Slovin, so the total number was 133 respondents. The analytical methods used in this study are some linear regression analyses using SPSS25 for Windows. The results of this study show that work discipline and work environment have an effect on employee job satisfaction at PT. Infomedia Nusantara. The effect of work discipline and the work environment on employee job satisfaction was 37.5%.

Keywords: *Work Discipline; Work Environment; Job Satisfaction*

Introduction

Quality human resources are the main points needed in the era of globalization. Every organization always hopes that resources can work normally and correctly to achieve the company's goals as expected. The core element of an organization is human resources. What its purpose is, the organization's need for humans in various visions and the execution of tasks is adjusted and regulated by humans. Therefore, humans are the part that determines the process of achieving the goals of an organization.[1, 2].

Employee performance is good work performance achieved by employees in quantity and quality based on fulfilling company responsibilities [3-5]. Performance is valuable because it can be used as long-term strategic support and to evaluate, control, and increase a company's productivity.

The work environment also plays an important role in improving employee performance through good physical and non-physical environments, such as creating a safe and comfortable atmosphere for employees, including providing work safety facilities and tools, maintaining workplace hygiene, and improving employee morale in work, if physical and non-physical conditions are adequate then work productivity will increase [6]. According to [7] explained that the work environment has a significant influence on employee performance. The formation of a quality environment shows the success of an organization, and if the work environment is not goodwill causes a lack of encouragement and even work passion that results in decreased employee performance[2, 8, 9].

Aside from the work environment, another element that affects employee performance is work discipline. The responsibility of an employee in carrying out obligations will reflect quality work discipline. Therefore, every manager always tries to make his members have good discipline. The discipline in question is when employees arrive and return on time, complete tasks correctly, and obey the rules applied by the company[7, 10].
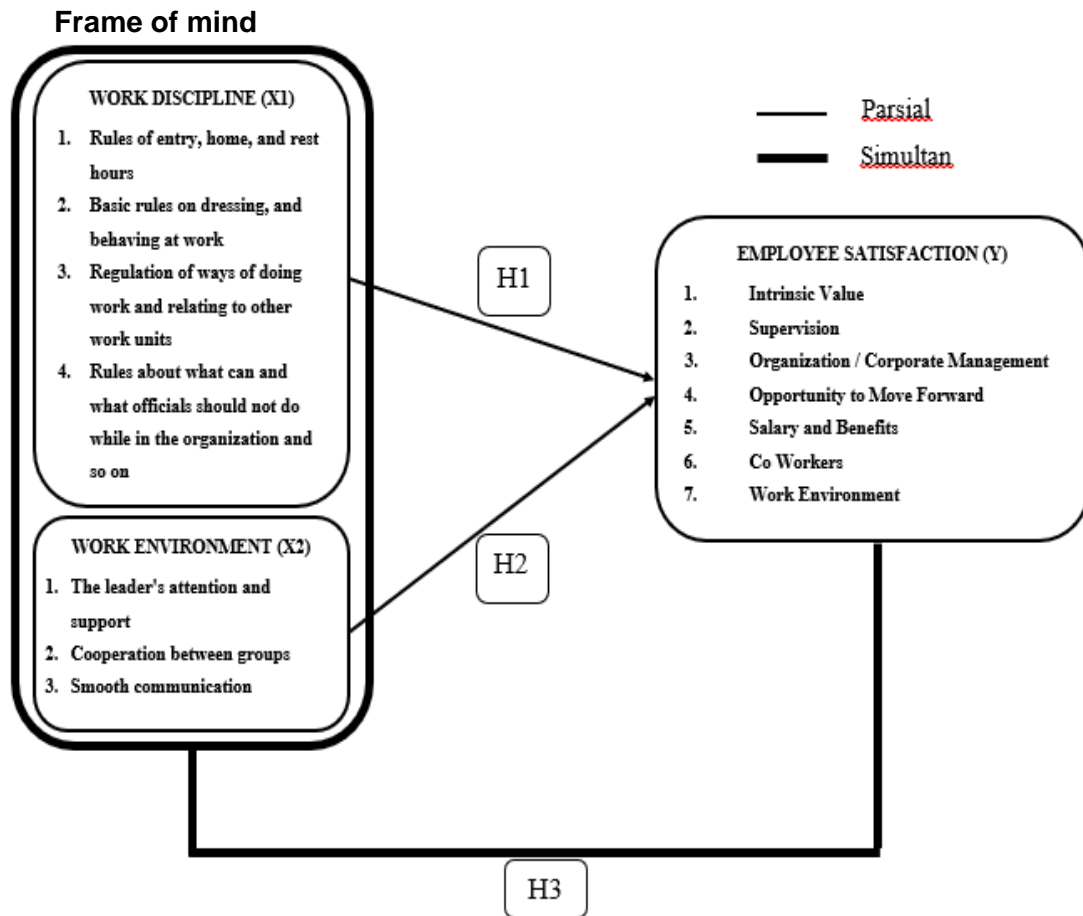
Frame of Mind

A framework of thought is a conceptual model of how theory is combined with a variety of factors that have been identified as important issues. A good frame of mind would theoretically explain the interrelationships between the variables studied. So it is theoretically necessary to explain the relationship between independent and dependent variables. The Effect of Work Discipline and the Work Environment on Employee Performance[2, 11].

According to[10, 12, 13], work discipline is a method of constructive development for employees or employees who have an interest that results in discipline shown in the actions of not the person. According to Esther & Marwah (2020: 132), work discipline is a measure of organizational activities to utilize and the ability to optimally achieve goals by obeying the rules that have been applied. According to [13]indicators regarding work discipline are (1) Rules of entry, home, and rest hours, (2) Basic rules on dressing, and behaving at work, (3) Regulation of ways of doing work and relating to other work units, and (4) Rules about what can and what officials should not do while in the organization and so on.

According to [3] a work environment is a place for several groups where there are several supporting facilities to achieve the company's goals by the company's vision and mission. Meanwhile, Feel, [1, 6] mentions the work environment has two main points, namely physical and non-physical to give a pleasant or unpleasant impression. According to [13] indicators regarding the work environment are (1) The

leader's attention and support, (2) Cooperation between groups, and (3) Smooth communication [14-19].

According to [3] job satisfaction is the effect of quality work and the capacity achieved by an employee in carrying out his work following the burden that has been given. According to [20] job satisfaction is one of the most important elements in organizations. This is because job satisfaction can affect behaviors such as lazy, diligent, productive, etc., or have relationships with certain types of behaviors that are very important in the organization. According to [2, 21] some of the factors that affect job satisfaction are (1) Intrinsic Value, (2) Supervision, (3) Organization / Corpotate Management, (4) Opportunity to Move Forward, (5) Salary and Benefits, (6) Co Workers, and (7) Work Environment.

Frame of mind

From the above frame of mind, it can be known, that the independent variables are Work Discipline (X1) and Work Environment (X2), while the dependent variable is Job Satisfaction (Y).

The hypotheses proposed in this study are as follows:

H1:   It is suspected that there is a partial influence between work disciplines (X1) on employee job satisfaction (Y).

H2: It is suspected that there is a partial influence between the work environment (X2) on employee job satisfaction (Y).

H3:It is suspected that there is an influence between work discipline (X1) and work environment (X2) simultaneously on employee job satisfaction (Y).

Research methods

Types of Research

The study will use a descriptive quantitative approach to explain the influence of work discipline variables and the work environment on job satisfaction variables with multiple linear regression processes and processed using the SPSS 25 for Windows application. The sampling technique in this study, purposive sampling, is a type of sampling with attention to the considerations made by researchers. The size of the sample in this study was calculated using the Slovin formula, so the total sample calculation taken as many as 133 respondents were asked to fill out a research questionnaire. Each individual taken as a sample will be asked to fill out a questionnaire according to the Linkert scale with a scale of 1-5 (strongly disagree – strongly agree). Multiple-line regression techniques are used to determine the magnitude of the influence of the Work Discipline variables (X1) and the Work Environment (X2) on the Job Satisfaction variable (Y).

Results and discussions

Multiple Regression Analysis

Regression analysis is used to determine the existing relationships between variables so that the acquired relationship can be estimated for one variable if the price of another variable is known. The regression model equation used by the author is a double regression analysis equation. Below will be presented a regression equation model using several linear regression analyses, namely as follows:

Table 1

Table Multiple Linear Regression

	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.446	2.763		2.695	.008
	X1	.343	.139	.186	2.477	.015
	X2	.655	.095	.517	6.900	.000

As the result of the calculation, the constant value (a) is 7.446 and the Work Discipline value (X1) is 0.343 and the Work Environment value (X2) is 0.655. The regression equation formula is obtained as follows:

$$Y = 7,446 + 0,343X_1 + 0,655X_2 + e$$

1.   If the constant value of 7.446 means that if an independent variable that is a variable of work discipline and work environment is considered constant (worth 0), then the dependent variable the job satisfaction variable will be worth 7.446. That is, when there is no change in the value of work discipline and work environment, then the value of employee satisfaction does not change.

2.   If the regression coefficient value of the work discipline variable shows 0.343, that is, if the work discipline variable increases by (one) unit, while the other independent variable that is the work environment variable is considered constant (worth 0), then the dependent variable. the varying job satisfaction will increase by 0.343. Positive signs on the regression value coefficient indicate that work discipline has a positive influence on employee job satisfaction. This means that

the higher the discipline of work, the higher the employee's job satisfaction, and vice versa.

Table 2

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	618.787	2	309.394	39.012	,000b
Residual	1030.987	130	7.931		
Total	1649.774	132			

3. If the regression coefficient value of the work environment variable shows 0.655, that is, if the work environment variable increases by (one) unit, while the other independent variable that is the work discipline variable is considered constant (worth 0), then the dependent variable. the varying job satisfaction will increase by 0.655. Positive signs on the regression value coefficient indicate that the work environment has a positive influence on employee job satisfaction. This means that the higher the value of the work environment, the higher the employee's job satisfaction, and vice versa.

Conformity Test (F test) uses statistical test F with research model $Y = \alpha + \beta_1X_1 + \beta_2X_2 + e$. The F test result obtained the F count at 39,012 with a significance level of 0.000. Since the significance value obtained is 0.000 < 0.05, it can be concluded that this study has met the F test with its F value being 39.012 greater than F table 3,090.

Table 3

Determination Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin Watson
1	.612a	0.375	.365	2,81614	1.912

Based on the results of the Kuefisiensi Determination Test obtained a value of R Square of 0.375, this means that there is an effect of 37.5% of work discipline variables (X1) and work environment variables (X2) on job satisfaction variables (Y), and there is an effect of 62.5% by other variables not studied in this study.

Descriptive Analysis

Discussion of Work Discipline at PT. Infomedia Nusantara

The results showed that in the work discipline variable (X1) obtained the actual total score value of 2365, the ideal total score of 2660 percentage value of 89%, falls into the category very well. This shows that the work discipline shown by employees of PT. Infomedia Nusantara is very good. Work discipline variables consisting of (1) Rules of entry, home, and rest hours, (2) Basic rules on dressing, and behaving at work, (3) Regulation of ways of doing work and relating to other work units, and (4) Rules about what can and what officials should not do while in the organization and so on.

Discussion of the Work Environment at PT. Infomedia Nusantara

The results showed that in the working environment variable (X2) obtained the actual total score value of 3477, the ideal total score of 3990 percentage values of 87%, falls into the category very well. This shows that the work environment shown by employees of PT. Infomedia Nusantara is very good. Variable work environment consisting of (1) The leader's attention and support, (2) Cooperation between groups, and (3) Smooth communication.

Discussion of Job Satisfaction at PT. Infomedia Nusantara

The results showed that in the job satisfaction variable (Y) obtained the actual total score value of 4078, the ideal total score of 4655 percentage values of 85%, falls into the category very well. This shows that the job satisfaction shown by employees of PT. Infomedia Nusantara is very good. Work environment variables consisting of (1) Intrinsic Value, (2) Supervision, (3) Organization/Corporate Management, (4) Opportunity to Move Forward, (5) Salary and Benefits, (6) Co-Workers, and (7) Work Environment.

Conclusion

Based on the results of research and discussion in the previous chapter, the following conclusions are obtained:

1. Referring to test results F shows that the employee job satisfaction variable (Y) of PT. Infomedia Nusantara will be 39,012 points and this number has not been affected by the Variables of Work Discipline (X1) and Work Environment (X2). However, the number was affected by other variables outside of the study.

2. The results of the correlation coefficient (R) test obtained a value of 0.612. So it can conclude that the relationship of the variable Work Discipline (X1) and the Work Environment (X2) has a strong relationship with the Job Satisfaction variable (Y) which is 61.2%.

3. From the results of the research, the coefficient of determination (R2) obtained a value of 0.375. This suggests that the contribution of the Work Discipline variable (X1) and the Work Environment (X2) can affect Job Satisfaction (Y) by the remaining 37.5% of the remaining 62.5% influenced by other variables not included in the study.

4. The Work Discipline Variable (X1) has a regression coefficient of 0.343 and the Work Environment variable (X2) has a regression value coefficient of 0.655 so it can be concluded that if the company provides Good Work Discipline (X1) and Work Environment (X2) then employee Job Satisfaction (Y) will increase.

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