

CAPITAL: Jurnal Ekonomi dan Manajemen

Volume 08 Nomor 1 September 2024

ISSN: 2598-9022 (Print) / ISSN: 2598-9618 (Online)

Doi: 10.25273/capital.v8i1.19046

The article is published with Open Access at: <http://e-journal.unipma.ac.id/index.php/capital/index>

WORK DISCIPLINE AND MOTIVATION ON JOB SATISFACTION

Syardiansah^{1*}, Universitas Samudra, [syardsiansah@unsam.ac.id](mailto:syardiansah@unsam.ac.id)

Riny Chandra², Universitas Samudra, rini.chandra@unsam.ac.id

Ayu Lestari³, Universitas Samudra, ayu38021@gmail.com

Abstract: *This research aims to determine the influence of work discipline and motivation on job satisfaction of the Satpol PP and Wilayahul Hisbah East Aceh units. The samples in this research were 81 employees in the Satpol PP and Wilayahul Hisbah East Aceh units. Data were analyzed using multiple liner regression tests, t tests, F tests, normality tests, heteroscedasticity tests, classical assumption tests and hypothesis tests. Based on the results of the t test, it was found that work discipline had a positive and significant influence on job satisfaction, motivation had a positive and insignificant influence on job satisfaction. And the results of the F test show that work discipline and motivation simultaneously have a positive and significant effect on job satisfaction. From the results of the coefficient of determination test, it was found that 43% of the work discipline and motivation variables could explain the job satisfaction variable, while the remaining 57% could be explained by other variables that were not included in this research such as work environment, compensation, etc.*

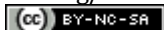
Keywords: *Work Discipline; Motivation; Job Satisfaction.*

Abstrak: Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja dan motivasi terhadap kepuasan kerja satuan satpol PP dan dan Wilayahul Hisbah Aceh Timur. Yang menjadi sampel dalam penelitian ini pegawai yang ada di satuan satpol PP dan Wilayahul Hisbah Aceh Timur berjumlah 81 orang. Data yang dianalisis menggunakan uji regresi liner berganda, uji t, uji F, uji normalitas, uji heteroskidastisitas, uji asumsi klasik dan uji hipotesis. Berdasarkan hasil uji t diperoleh bahwa disiplin kerja memiliki pengaruh positif dan signifikan terhadap kepuasan kerja, motivasi berpengaruh positif dan tidak signifikan terhadap kepyasan kerja. Dan hasil uji F diperoleh bahwa disiplin kerja dan motivasi secara simultan berpengaruh positif dan signifikan terhadap kepuasan kerja. Dari hasil uji koefisien determinasi diperoleh nilai 43% varibel disiplin kerja dan motivasi dapat menjelaskan variabel kepuasan kerja, sedangkan sisanya 57% dapat dijelaskan oleh variabel lain yang tidak dalam penelitian ini seperti lingkungan kerja, kompensasi, dan lain-lain.

Kata Kunci: Disiplin Kerja; Motivasi; Kepuasan Kerja

Received; Juni 2024 Accepted; Juli 2024 Published; September 2024

Citation: Syardiansah., Chandra, R., Lestari, A. (2024). Work Discipline and Motivation on Job Satisfaction. *CAPITAL: Jurnal Ekonomi dan Manajemen*, 8 (1), 142 - 156. Doi.org/10.25273/capital.v8i1.19046



Copyright ©2021 CAPITAL: Jurnal Ekonomi dan Manajemen

Published by Universitas PGRI Madiun. This work is licensed under the Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License.

INTRODUCTION

For an organization to carry out its activities to achieve the desired goals, it needs good management, especially human resources, because human resources are the main capital in planning, organizing, directing and mobilizing other resources in an organization. Human resource management is a process of dealing with various problems within the scope of employees, workers, managers and other workers to support organizational or organization activities to achieve goals. Effective management is the key to the success of an organization. One of the professionalism of human resources is being able to work and complete the work given as best as possible.

In general, human resources are the most important asset for an organization which essentially functions as a driving factor for every activity within the company. Quality human resources are important for the survival of a company or organization. The main key to the success of a company is employees who are qualified and reliable in handling the tasks given. Human resources, usually called employees, gain the ability through characteristics to have higher performance in an organization. If an organization wants to grow rapidly, it must have quality and adequate human resources to carry out its duties well and provide job satisfaction as desired by the organization.

Job satisfaction is a person's perspective, both positive and negative, about their work. Job satisfaction is something that is subjective in nature where this assessment is the result of a conclusion based on a comparison of what the employee actually receives and his work compared to what is expected, desired and estimated as appropriate or entitled to him. In other words, job satisfaction is an assessment or reflection of workers' feelings towards their work. This can be seen from the positive attitude of workers towards their work and everything they face in their environment (Indrastuti, 2020).

To be able to understand job satisfaction, there are several factors that can influence it, including work discipline and motivation to work both internally and externally. Good work discipline reflects the extent of a person's responsibility for the tasks assigned to him. This encourages passion for work, morale and ultimately the realization of the organization or company and employees. Discipline is the most

important operative function of human resource management because the better the discipline, the higher the employee's achievements they can achieve. Without good discipline, it is difficult for corporate organizations to achieve optimal results. Employees who have good work discipline will greatly influence the job satisfaction they get because the company will give bonuses or incentives to employees who have work discipline so that employees will feel satisfied (Widiyanto & Setyawasih, 2019; Syardiansah S & Rahman M, 2022).

Discipline is discipline that is applied to oneself on the basis of the employee's awareness and willingness to obey and comply with existing regulations in the organization and applicable social norms. Discipline does not come by itself unless it starts from the awareness and willingness within the employee himself to obey all procedures and rules that exist in the organization. Work discipline according to Sastrohadiwiryo (2013) is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and being able to carry them out and not avoiding receiving sanctions if they violate the duties and authority given to them. Another factor that influences job satisfaction is work motivation.

Work motivation is a condition where employees need full appreciation for their work, a comfortable atmosphere at work, security at work, good salary/wages, interesting work and wise discipline from each manager. Work motivation is a condition or situation in a company that wants to increase profits that are greater than before, therefore work motivation plays a very important role in getting maximum satisfaction. Because the aim of work motivation is to provide work enthusiasm to each employee so that employees can carry out their duties effectively and efficiently. So it can be concluded that employees who receive full motivation and appreciation for their work will also have high job satisfaction and performance (Rahayu & Aprianti, 2020; Syardiansah et al., 2021; Maysari et al., 2022).

The psychological processes that arise due to factors originating both from within and from outside a person can be called motivation. Work motivation is a driving factor to do a job well and efficiently/effectively. Work motivation is a strong driving force for humans to do work that is related to the goals and needs to be achieved. With work motivation, employees become more active in carrying out the tasks assigned by the

organization to achieve job satisfaction and provide the best performance to the company (Syardiansah et al., 2022). Motivation is a person's encouragement to work, for example a large salary, leadership which is nurturing, adequate work facilities, a comfortable work environment and pleasant co-workers and so on (Hasibuan & Silvya, 2019). According to (Layli & Gurning, 2023), motivation is one of the things that influences human behavior. Motivation is also referred to as a driving force of desires, needs or needs that can make someone enthusiastic and motivated to reduce and fulfill their own impulses, so that they can act and act in certain ways that will lead to the optimal direction

METHOD

This research was conducted at the East Aceh PP Satpol unit at the address Jln. Banda Aceh-Medan No.24 KM. 370, Titi Baroe, Idi Rayeuk District, East Aceh Regency, Aceh 24454. The population used is the entire research object that will be studied. The population for this study is all contract and service employees in the Satpol PP and Wilayatul Hisbah units in East Aceh with a total of 414 employees. This research uses the Slovin formula because when drawing samples, the number must be representative so that the research results can be generalized and the calculation does not require a sample number table, but can be done using simple formulas and calculations. The Slovin formula is a formula used to calculate the minimum sample size for a finite population survey, where the main objective of the survey is to estimate population proportions (Sugiyono, 2017).

Based on calculations using the Slovin formula, the number of samples taken from contract and service employees in the Satpol PP and Wilayatul Hisbah Units in East Aceh amounted to 81 employees. Data collection techniques are observation, filling out questionnaires and literature studies (journals and books), validity test, reliability test, classical assumption test, multiple linear regression, correlation coefficient test, coefficient of determination test, t test, and F test.

RESULT AND DISCUSSION

1. Validity Test

.
. .
.

Based on the results of distributing the initial questionnaire, data was obtained that can be used as a validity test, the following are the results of validity testing using SPSS software:

Table 1 Validity Test Result

Variable	Statement	r_{counting}	r_{table}	Information
Work Discipline (X1)	Statement 1	0,561	0,361	Valid
	Statement 2	0,567	0,361	Valid
	Statement 3	0,443	0,361	Valid
	Statement 4	0,552	0,361	Valid
	Statement 5	0,377	0,361	Valid
Motivation (X2)	Statement 6	0,638	0,361	Valid
	Statement 7	0,532	0,361	Valid
	Statement 8	0,839	0,361	Valid
	Statement 9	0,437	0,361	Valid
	Statement 10	0,408	0,361	Valid
	Statement 11	0,533	0,361	Valid
	Statement 12	0,421	0,361	Valid
	Statement 13	0,617	0,361	Valid
	Statement 14	0,457	0,361	Valid
	Statement 15	0,469	0,361	Valid
Job Satisfaction (Y)	Statement 16	0,877	0,361	Valid
	Statement 17	0,877	0,361	Valid
	Statement 18	0,372	0,361	Valid
	Statement 19	0,362	0,361	Valid
	Statement 20	0,877	0,361	Valid
	Statement 21	0,474	0,361	Valid
	Statement 22	0,877	0,361	Valid
	Statement 23	0,877	0,361	Valid

Source: primary data is processed (2023)

From the results of the correlation calculation for each statement item, it was found that not all statement items got the results above from the r table, namely 0.361. So for statements that are invalid they will not be used for further testing or the statement will be deleted (Arikunto, 2019). It can be concluded that statement values that have numbers above 0.361 are said to be valid and capable of further testing.

2. Reliability Test

Furthermore, with the help of SPSS software, data processing from the questionnaire distribution was also carried out to test the reliability of the variables of work discipline, motivation and job satisfaction. The following are the results of the reliability test shown in table 2:

Table 2 Reliability Test Result

Variable	<i>Cronbach's Alpha</i>	Information
Work Discipline (X_2)	0,703	Reliabel
Motivation (X_3)	0,723	Reliabel
Job Satisfaction (Y)	0,773	Reliabel

Source: primary data is processed (2023)

To measure reliability with the Cronbach alpha (α) statistical test. A construct or variable is said to provide a Cronbach alpha (α) value > 0.60 . (Ghozali, 2018). Based on table 2 above, the results of the reliability test analysis, it can be concluded that the instruments for the variables compensation, work discipline, motivation and satisfaction have a value of >0.60 , so the instruments in this research are declared reliable.

3. Normality Test

In Figure 1, the results of the normality test are displayed in the form of a data distribution graph called the p-plot number. This graph provides an overview of the data distribution pattern resulting from the distribution of questionnaires spread out and according to the diagonal line. With the results of this graph, it can be concluded that the proposed research model meets the normality assumption.

4. Multicollinearity Test

The multicollinearity test was carried out to determine whether there was a correlation between the independent variables in this study. To detect whether there is multicollinearity, it can be seen from the tolerance and VIF values. If the tolerance value is above 0.1 and the VIF value is below 10, then multicollinearity does not occur (Priyatno, 2016). In table 3, the results of calculations using SPSS are shown. It can be seen that the tolerance value is above 0.1 ($0.422 > 0.1$) and the VIF value is below 10 ($2.372 < 10$), so it can be concluded that there is no multicollinearity.

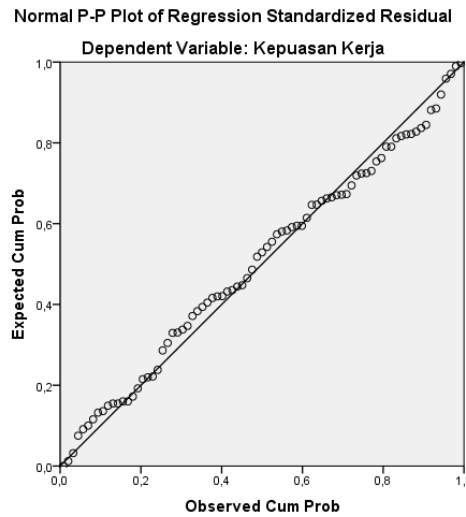


Figure 1. Normal P-Plot
Source: primary data is processed (2023)

Table 3 Multicollinearity Test Result

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Work Discipline	,422	2,372
Motivation	,422	2,372

Source: primary data is processed (2023)

5. Heteroscedasticity Test

A good regression model for testing heteroscedasticity is that there is no heteroscedasticity and to determine the presence of heteroscedasticity using the scatterplot test. If you see the points on the graph forming a certain pattern, the independent variable is not statistically significant and does not affect the dependent variable, then there is an indication that heteroscedasticity is occurring. In Figure 2 below, it can be seen that the points in the graph do not form a particular pattern so it can be said that heteroscedasticity does not occur.

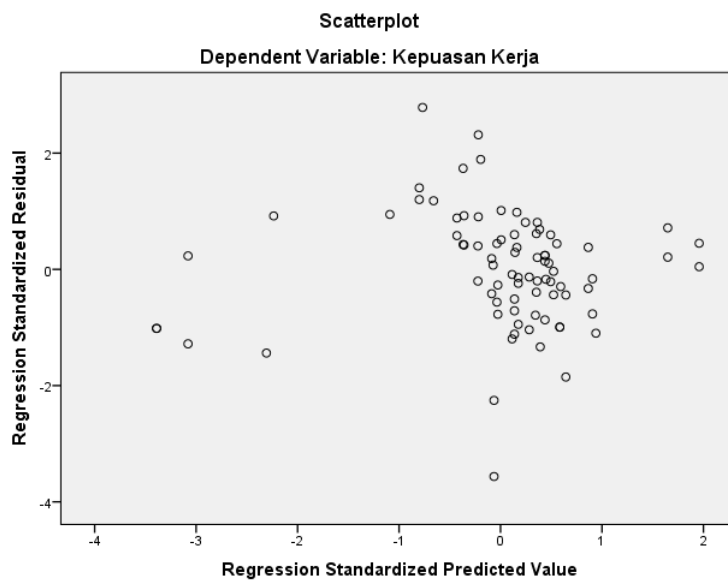


Figure 2. Heteroscedasticity Test Result
Source: primary data is processed (2023)

6. Multiple Linear Regression Test

Table 4 Multiple Linear Regression Test Result

Model	Unstandardized Coefficients			
	B	t	Sig.	
1 (Constant)	1,249	2,561	,012	

Work Discipline	,559	3,758	,000
Motivation	,199	1,482	,142

Source: primary data is processed (2023)

Table 4 above shows the results of the multiple linear regression test, so that the multiple linear regression equation in this research can be written as:

$$Y = 1,249 + 0,559X_1 + 0,199X_2$$

From this equation it can be explained that the variable that has the greatest influence on job satisfaction is the work discipline variable with a value of 0.559, and can be detailed as follows:

1. A positive constant value, namely 1.249, means that if the work discipline and motivation coefficient value is zero, then the job satisfaction value is 1.249.
2. The regression coefficient value of the work discipline variable (X_1) is 0.559, it can be stated that work discipline has a positive effect on job satisfaction, if work discipline increases it will cause an increase in job satisfaction of 0.559 units assuming other variables are fixed or constant.
3. The regression coefficient value of the motivation variable (X_2) is 0.199, it can be stated that motivation has a positive effect on job satisfaction, if motivation increases it will cause an increase in job satisfaction of 0.199 units assuming other variables are fixed or constant.

Table 5 Coefficient Of Determination Test Result

Model	R	R Square	Adjusted R Square
1	0,656	0,430	0,415

Source: primary data is processed (2023)

The coefficient of determination is a tool to measure the magnitude of the influence of the independent variable on the dependent variable. The magnitude of the coefficient of determination ranges from 0 to 1, the greater the coefficient of determination is closer to 1, the greater the influence of the independent variable on the

dependent variable (Gujarati, 2013). From table 5 above, it can be seen that the R Square value obtained is 0.430 or 43%, which shows information about work discipline and motivation in completing variations that occur in satisfaction of 43%, while the remaining 57% is influenced by other variables not examined in this research. .

7. Partial significant test (t test)

Hypothesis testing which states that there is a partial influence of work discipline and motivation on job satisfaction can be seen from the results of the t test. The test criteria are if the significance value is <0.05 and/or if $(t \text{ count} > t \text{ table})$ then the regression model is statistically significant and it can be concluded that the hypothesis is accepted.

An explanation of the t test results is in table 4 above:

- a. The results of the significance value of work discipline are a tsig value of 0.000 <0.05 , so the first hypothesis is accepted, meaning that work discipline has a significant effect on job satisfaction.
- b. The result of the motivation significance value is $0.142 > 0.05$, so the second hypothesis is rejected, meaning that motivation has no significant effect on job satisfaction.

8. Simultaneous Significant Test (F test)

To analyze whether a hypothesis is accepted or rejected, you can see the F value, namely the probability value, which has a significant effect if the calculated probability value is < 0.05 ($F \text{ calculated} > F \text{ table}$).

The F test results obtained are shown in table 6, namely:

Table 6. F Test Result

Model	F	Sig.	
1	Regression	29,405	.000 ^b
	Residual		
	Total		

Source: primary data is processed (2023)

Hypothesis testing to determine simultaneously (as a whole) work discipline and motivation influence job satisfaction. The test results can be seen from the F test, where the $F_{count} = 33.430 > F_{table} = 2.49$ with a significance value = 0.000. Thus, the significance value is ($0.000 < 0.05$), then the hypothesis is accepted, which means that work discipline and motivation simultaneously influence job satisfaction in the East Aceh Satpol PP and Wilayatul Hisbah units.

The Influence of Work Discipline on Job Satisfaction

Based on the research results, it shows that the t_{count} value of work discipline is $3.758 > t_{table}$ of 1.990, with a significance value of $0.000 < \alpha 0.05$, the hypothesis is accepted. This means that work discipline has a positive and significant influence on the job satisfaction of the Satpol PP and Wilayatul Hisbah units in East Aceh. It can be concluded that the greater the work discipline, the greater the job satisfaction of the Satpol PP and Wilayatul Hisbah East Aceh units.

Work discipline is closely related to co-workers, if co-workers have a disciplined attitude then the work will feel easier. Work discipline in this research includes the presence of Satpol PP units where Satpol PP units are not absent from work, compliance with regulations, having responsibility at work and also working ethically. By doing all these things, the Satpol PP unit will experience job satisfaction because the workload can be completed together with colleagues.

The results of the research above are supported by research conducted by Widiyanto & Setyawasih (2019) with the title "The influence of compensation and work discipline on the job satisfaction of PT Pos Indonesia (Persero) employees, Bekasi City". The research results show that work discipline has a significant effect on job satisfaction. Similar research was also conducted by Lumentut & Dotulong (2015) with the title "The influence of motivation, discipline and work environment on employee job satisfaction at PT. Bank of North Sulawesi, Airmadidi Branch." The research results show that work discipline has a significant influence on job satisfaction.

The Influence of Motivation on Job Satisfaction.

The results of the research show that the tcount value of motivation is $1.482 >$ ttable of 1.990 , with a significance value of $0.142 >$ alpha 0.05 , so the hypothesis is rejected. This means that motivation has a positive and insignificant influence on job satisfaction for the Satpol PP and Wilayatul Hisbah units in East Aceh. It can be concluded that the greater the motivation given by superiors to the Satpol PP and Wilayatul Hisbah in East Aceh, the greater the job satisfaction will be.

Motivation provided by superiors/colleagues includes hard work, future orientation, high level of aspirations, task orientation, efforts to progress and also persistence in work. By providing these motivations, the Satpol PP and Wilayatul Hisbah of East Aceh will be motivated to work harder and complete the assigned tasks correctly and quickly, thereby creating satisfaction at work.

Sudiyanto (2019) conducted research with the title "The influence of discipline, work culture and motivation on employee job satisfaction at the economics faculty of PGRI Palembang University". The research results show that motivation influences job satisfaction.

The Influence of Work Discipline and Motivation on Job Satisfaction.

The results of hypothesis testing are to determine simultaneously (as a whole) work discipline and motivation have an effect on job satisfaction. The test results can be seen from the F test, where the Fcount = $29.405 >$ Ftable 2.49 with a significance value = 0.000 . Thus, the significance value is ($0.000 <$ 0.05), so the hypothesis is accepted, which means that work discipline and motivation simultaneously have a significant effect on job satisfaction in the East Aceh Satpol PP and Wilayatul Hisbah units. It can be concluded that employees who have work discipline in completing all the work they are given and have great motivation in working will get satisfaction in working as the East Aceh Satpol PP and Wilayatul Hisbah Unit.

CONCLUSION

Based on the results of the discussion above, the conclusion from this research is that using the t test it can be seen from a partial test that the work discipline variable has a positive and significant influence on job satisfaction in the East Aceh Satpol PP and

Wilayah Hisbah units. The work motivation variable has a positive and insignificant influence on job satisfaction in the East Aceh Satpol PP and Wilayah Hisbah units. Meanwhile, the results of simultaneous testing of the F test showed that work discipline and motivation variables had a positive and significant influence on job satisfaction in the East Aceh Satpol PP and Wilayah Hisbah units. And the magnitude of the influence of the independent variable can explain the dependent variable. The coefficient of determination value is 0.430 or 43%. This means that 43% of the work discipline and motivation variables can explain the job satisfaction variable. Meanwhile, the remaining 57% is explained by other variables that are not in this study.

REFERENCES

- Arikunto, S. (2019). *Prosedur Penelitian Suatu Pendekatan Praktik*. Rineka Cipta.
- Ghozali, I. (2018). Aplikasi Analisis Multivariate dengan Program IBM SPSS 25. In *Universitas Diponegoro*. Badan Penerbit Universitas Diponegoro.
- Gujarati, D. N. (2013). *Dasar-Dasar Ekonometrika. Edisi Lima, Buku Dua*. Salemba Empat.
- Hasibuan, J. S., & Silvy, B. (2019). PENGARUH DISIPLIN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN. *SEMINAR NASIONAL MULTIDISPLIN ILMU*, 2(1), 134–147.
- Indrastuti, S. (2020). *Manajemen Sumber Daya Manusia Strategik*. UR Press.
- Layli, R., & Gurning, F. P. (2023). Pengaruh kemampuan dan motivasi kerja terhadap kinerja perawat pelaksana rawat inap di rsu x medan. *Jurnal Kesehatan Tambusai*, 4(3), 3483–3491.
- Lumentut, M. D. ., & Dotulong, L. O. . (2015). Pengaruh Motivasi, Disiplin, dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pada PT. Bank SULUT Cabang Airmadidi. *Jurnal EMBA*, 3(1), 74–85.
- Maysari, S., Syardiansah, S., & Zati, M. R. (2022). PENGARUH LINGKUNGAN KERJA DAN MOTIVASI TERHADAP KINERJA PEGAWAI BPBD KABUPATEN ACEH TAMIANG. *JIM:Manajerial Terapan*, 2(2), 239–246. <https://jim.unsam.ac.id/index.php/JMT/article/view/220/152>
- Priyatno, D. (2016). *Belajar Alat Analisis Data Dan Cara Pengolahannya Dengan*

SPSS Praktis dan Mudah Dipahami untuk Tingkat Pemula dan Menengah. Yogyakarta : Gava Media. Gava Media.

- Rahayu, N., & Aprianti, K. (2020). Pengaruh Motivasi Kerja Terhadap Kepuasan Kerja Karyawan pada PT. Perumpegadaian Salama Cabang Bima. *Jurnal Brand*, 2(2), 184–189.
- Sastrohadiwiry, S. (2013). *Manajemen Tenaga Kerja Indonesia Pendekatan Administratif dan Operasional*. Bumi Aksara.
- Sudiyanto, T. (2019). Pengaruh Disiplin, Budaya Kerja, Dan Motivasi Terhadap Kepuasan Kerja Pegawai Pada Fakultas Ekonomi Universitas Pgri Palembang. *Jurnal Media Wahana Ekonomika*, 12(1), 14–29.
<https://doi.org/10.31851/jmwe.v12i1.3302>
- Sugiyono, S. (2017). *Statistika Untuk Penelitian, Cetakan Kedua Puluh Sembilan*. Alfabeta.
- Syardiansah, S., Rosalina, D., & Yusmalita, F. N. (2022). The Effect Of Work Discipline, Compensation, Occupational Health And Safety On Employee Job Satisfaction. *Jurnal Ecodemica: Jurnal Ekonomi, Manajemen, Dan Bisnis*, 6(2), 173–182.
<https://ejournal.bsi.ac.id/ejurnal/index.php/ecodemica/article/view/12802/pdf>
- Syardiansah, S., Zati, M. R., & Tefu, A. F. (2021). Pengaruh Motivasi Eksternal, Pengembangan Karir, Kesehatan dan Keselamatan Kerja Terhadap Kinerja Karyawan. *Jurnal Manajemen Motivasi*, 17(2), 46.
<https://doi.org/10.29406/jmm.v17i2.3425>
- Syardiansah S, & Rahman M. (2022). Pengaruh Kompensasi, Beban Kerja, Dan Disiplin Kerja Terhadap Kinerja Karyawan. *Jurnal Riset Manajemen Sains Indonesia*, 13(1), 149–167.
<https://doi.org/https://doi.org/10.21009/JRMSI.013.1.09>
- Widiyanto, T., & Setyawasih, R. (2019). Pengaruh Kompensasi dan Disiplin Kerja terhadap Kepuasan Kerja Karyawan PT. Pos Indonesia (Persero) Bekasi. *OPTIMAL : Jurnal Ekonomi Dan Kewirausahaan*, 13(2), 111–125.