



The relationship between job satisfaction and work discipline of Siak Hulu sub-district office employees, Kampar district

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ABSTRACT

Job satisfaction is an important factor to improve work discipline so as to make the work done more effective and efficient. If work discipline cannot be upheld, the goals set by an agency will not be achieved. This study aims to determine whether there is a relationship between job satisfaction and work discipline of Siak Hulu Sub-District Office Employees, Kampar Regency. The hypothesis put forward is that there is a positive relationship between job satisfaction and work discipline of Siak Hulu District Office Employees, Kampar Regency. The study population was all employees of the Siak Hulu sub-district office, totaling 28 people. Retrieval of research data was carried out using a research instrument in the form of a scale that refers to a modified Likert scale model using four alternative answer choices. The results of the research were then processed using the product moment correlation coefficient technique from the Person, with the help of the Static Product and Service Solution (SPSS) computer program so that validity was obtained. The reliability of the instrument was tested using the Alpha technique. For the job satisfaction variable, the validity was 0.3133 – 0.7643 with a reliability of 0.9074, while for the work discipline variable the validity ranged from 0.3194 – 0.7593 with a reliability of 0.9167. Based on the results of data analysis, a correlation coefficient of 0.544 was obtained at a significance level of 0.000. Thus the hypothesis proposed in this study is accepted, there is a positive relationship between job satisfaction and work discipline of Siak Hulu District Office Employees, Kampar Regency. The higher the job satisfaction felt by employees, the higher the work discipline, conversely the lower the job satisfaction felt by employees, the lower the work discipline.

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Introduction

Every agency always expects to be able to continue to develop continuously and lastingly. Both the agency is large scale or small scale. The agency must make sure that all activities that occur in the agency can run as it should in accordance with the plans and goals to be achieved. Competent employee loyalty must be considered. Employees who have an attitude of struggle, dedication, discipline, and professional ability are very likely to have work performance in carrying out their duties so that they are more efficient and effective. Professional employees can be interpreted as a view to always think, work hard, work full time, be disciplined, honest, loyal and full of dedication for the success of their work.

Civil Servants (PNS) are government employees whose job is to provide the best service to the community, in carrying out their duties it takes maximum effort so that people who use services can feel satisfied. For this reason, coaching, awareness and high willingness to work are needed to achieve the expected performance. If employees have full awareness to work optimally, the agency's goals will be easily achieved. Improving attitude, struggle, dedication, work discipline and professional ability can be carried out through a series of coaching and concrete actions so that efforts to increase work performance, employee loyalty and job satisfaction can become a reality.

Job satisfaction has a considerable influence on the productivity of an agency, directly or indirectly. Some experts provide a definition of job satisfaction. Devis and Newstrom (in Muhaimin: 2004: 5) argue: "Job satisfaction is the favorableness or unfavorableness with which employees view their work." (Job satisfaction is a worker's feelings of pleasure or displeasure with his work).

As'ad (1998: 64) explains that job satisfaction is a person's feelings towards his work which is the result of interaction between humans and their environment. Meanwhile Kartono (1992: 32) explains the notion of job satisfaction is: the condition in which employees carry out their duties and achieve standards of success that have been determined by agencies to employees in accordance with the job given to each employee.

Another definition of job satisfaction, according to Siagian (1999: 126) is a person's general attitude towards his work, which means that someone who is satisfied with his job will have a positive attitude towards the institution where he works. On the other hand, a person who is dissatisfied with his job, regardless of the factors that cause dissatisfaction, such as: low salary, boring work, unsatisfactory working conditions and so on, will tend to have a negative attitude towards the agency where he works.

Meanwhile, according to Locke (As'ad, 1998: 105), a person's satisfaction or dissatisfaction depends on the difference between what is expected. If what the employee gets is lower than expected, it will cause the employee to be dissatisfied. Factors that influence job satisfaction or dissatisfaction are: type of work, colleagues, benefits, fair treatment, job security, opportunities to contribute ideas, salary/wages, performance recognition and opportunities for growth or advancement.

The existence of a feeling of satisfaction among employees is realized when employees feel that their needs can be met, both physical needs and social needs, especially psychological needs. If the need for working environmental conditions as described above are met, employees can be expected to behave in accordance with the behavior expected by the agency where the employee works. One of them is being disciplined at work, where according to Hasibuan (2009: 193) discipline is one's awareness and willingness to comply with all applicable rules and social norms, where employees always come and go home on time, do all their work properly, comply with all agency regulations and applicable social norms.

This phenomenon occurs in government agencies, namely the Siak Hulu Sub-district Office, Kampar Regency, where based on the results of observations conducted by researchers on October 5, 2009, it appears that some of the employees of the Siak Hulu Sub-District Office feel dissatisfied with their work so that they provide negative feedback to the agency. where they work. One of the most visible negative feedbacks made by the employees of the Siak Hulu District Office is the lack of work discipline, which in this case can be seen by the large number of people who are late for work.

On that day an employee of the Camat Office came to the canteen where the researcher worked which is located to the right of the Siak Hulu Sub-District Office for breakfast, while ordering food from the researcher, the employee looked at the clock on his hand, it was seen that it was already 10.30 am. Without further ado, the researcher immediately asked the employee, "what's wrong sir, late again?" while smiling the employee replied "yes ni, I'm late again", then the researcher asked again "why do you keep being late sir, is there work outside?" " the employee replied " yes, I had work to finish this morning outside, looking for additional financial input, you know the employee's salary is small and I have many dependents ". Not long after another employee came, then ordered a glass of coffee from

the researcher. While making the order, the researcher asked "doesn't work, sir?" This is a form of dissatisfaction with employees so that it gives negative feedback, namely indiscipline which can be seen from the frequent arrival of employees to the canteen during working hours.

In addition, there was a customer who came to the canteen where the researcher worked on October 9, 2009, while ordering a drink, the customer said "The employees here often come late, nor are they at work during working hours. I came all the way but to no avail." Researchers have heard things like this several times from consumers where researchers work who are also service users of the Siak Hulu District Office. Many people complain about the discipline of the Siak Hulu District Office employees, especially the problem of time discipline. In addition to being late for work, employees of the Siak Hulu sub-district office are also often not at work. This can be seen from the number of employees coming to the cafeteria during working hours.

Method

This research is a descriptive study using correlational techniques. Correlational research is research that is meant to find out whether or not there is a relationship between two or several variables, with correlational techniques a researcher can find out the relationship between variation in a variable and other variations, the size or height of the relationship can be expressed in the form of a correlation coefficient. Population is a generalization area consisting of objects or subjects that have certain quantities and characteristics by researchers to study and then draw conclusions (Sugiyono, 2002:55). In this study, the population of the study was all employees of the Siak Hulu Sub-district Office, Kampar Regency, totaling 28 people.

Results and Discussions

The score produced in um score is $(22 \times 1) = 22$. Maximum score is $(22 \times 4) = 88$, Renge is $(88 - 22) = 60$, Mean $(88 + 22) / 2 = 55$ and Standard Deviation is $(88 - 22) / 6 = 11$.

Table 2. Categorization of Job Satisfaction Variables

Category	Frequency	Percentage (%)
Low $22 \leq x \leq 55$	5	17.85
Tall $55 \leq x \leq 88$	23	82.15
Amount	28 People	100 %

The table above shows that 5 people (17.85%), have low job satisfaction. In other words, 5 employees do not like and love their work, and are not responsible for their work. Meanwhile, 23 people (82.15%) had high job satisfaction, in other words, 23 people enjoyed and loved their jobs, and were responsible for their jobs. This indicates that employees of the Siak Hulu Sub-district Office, Kampar Regency, generally have a high level of job satisfaction, because they feel happy and love their work and are responsible for their work.

Table 3. Hypothetical Overview of Job Satisfaction Indicators (X)

Indicator	Min value	max. value	Range	Means	SD
Enjoyed work	6	24	18	15	3
Loves work	9	36	27	22.5	4.5
Be responsible work	7	28	21	17.5	4.2

Table 4. Aspects of Enjoying Work

Category	Range	Frequency	Percentage (%)
Low $6 \leq x \leq 15$		5	17.85
Tall $15 \leq x \leq 24$		23	82.15
Amount		28 people	100 %

Table 5. Aspects of Loving Work

Category	Range	Frequency	Percentage (%)
Low	$9 \leq x \leq 22$	6	21.43
Tall	$22 \leq x \leq 36$	22	78.57
Amount		28 people	100 %

Table 6. Hypothesis Description of Work Discipline Indicator (Y)

Indicator	Min Value	Maximum Value	Range	Means	SD
Always come and go right time	4	16	12	10	2
Do all work well	9	36	25	22.5	4,5
Comply with all regulations and prevailing social norms	9	36	25	22.5	4,5

The results of the analysis of the data obtained using the product moment correlation technique from the SPSS 11.5 for windows computer program show that there is a significant positive relationship. That is, if the higher the job satisfaction felt by employees, the better the employee's work discipline. Conversely, the lower the employee's job satisfaction, the lower the employee's work discipline.

This is in accordance with what was revealed by Hasibuan (2009: 203) that job satisfaction affects the level of employee discipline. This is important, because by having a high sense of job satisfaction, employees will be able to carry out their obligations properly, and then with fulfilled job satisfaction, employees will get work discipline otherwise job satisfaction is not fulfilled then work discipline is not fulfilled either.

Based on the categorization results, it can be seen that the job satisfaction felt by employees is high, namely: in table 4.5 there are 23 employees who enjoy their work (82.15%), in table 4.6 employees who love their work are 22 people (78.57%), in table 4.7 the employees who are responsible for their work are 24 people (85.71%). So it is known that employees of the Siak Hulu Sub-district Office, Kampar Regency, namely 5 people (17.85%) have low job satisfaction, while 23 people (82.15%) of 28 employees have high job satisfaction.

High job satisfaction will increase employee work discipline in carrying out their duties. When this happens, generally the job satisfaction felt by the employee will be reflected in the employee's feelings towards his work, which is often manifested in the employee's positive attitude towards work and everything that is faced or assigned to him in his work environment, namely in the form of: working optimally, being disciplined, responsible and achieving.

The magnitude of the duties and responsibilities that must be carried out by employees cannot be separated from the awareness that exists within the employee of his obligations. Of course, in this case, the sources of job satisfaction for employees have been fulfilled, such as: salary, promotion or career development, and so on. The attitudes and behavior of satisfied people are characterized by a sense of liking and loving their work, and being responsible for their work so that they will view their work positively. By finding sources of job satisfaction, this can create certain conditions so that employees can be more enthusiastic and feel happy at work, the creation of these conditions includes preparing a conducive atmosphere so as to lead to employee job satisfaction in carrying out their work, (As'ad, 2004: 102).

During the course of human history, to carry on life has always been attended by rules, regulations, and things that must be obeyed. Thus these regulations must be in accordance with the circumstances, and individuals must also be able to follow these rules. If the individual is unable to accept the existing rules, then it will become a burden. So that behavior arises that are outside the corridors of the applicable regulations, such as undisciplined behavior.

To form discipline, it is necessary to have awareness and desire that comes from within. According to Surna (in Lameswat, 2008: 24) discipline is a personal commitment, awareness, and effort that comes from within oneself to bind oneself with duties and responsibilities that can be observed in the form of the ability to adhere to time, be persistent in carrying out tasks and complete tasks on time, and not delaying work. Maintaining and improving employee discipline is not an easy thing for the leader of a government agency.

Differences in the level of job satisfaction felt by employees will affect the work discipline of employees. In accordance with the opinion of Hasibuan (2009: 203) that job satisfaction affects the level of employee discipline. The higher the level of job satisfaction felt by employees, the higher the employee's work discipline, conversely, the lower the level of employee job satisfaction, the worse the employee's work discipline. Based on the results of research conducted on Siak Hulu Sub-District Office Employees, Kampar Regency, which researchers have conducted, that the good work discipline of employees is influenced by the high job satisfaction felt by these employees.

The results of data analysis showed a correlation coefficient of 0.544. With a correlation coefficient of 0.544, from the results of statistical calculations it is known that r^2 is 0.296 or 29.6%. This means that job satisfaction contributes 29.6% to the work discipline of Siak Hulu District Office Employees, Kampar Regency. The remaining 70.4% is influenced by other factors. Other factors that can affect work discipline can be a field of study for other researchers who are interested in studying or researching the field of psychology, especially industrial and organizational psychology.

Conclusion and implication

Based on the results of this study, it can be concluded that there is a positive relationship between job satisfaction and work discipline of Siak Hulu Sub-District Office Employees, Kampar Regency, which means how job satisfaction is felt by employees, will affect the level of employee discipline. The results of research conducted on employees of the Siak Hulu Sub-District Office, Kampar Regency, which researchers have conducted, show that high employee work discipline is influenced by the high job satisfaction felt by these employees. Having a sense of enjoying and loving work, and carrying out work with full responsibility will increase employee work discipline.

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