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The Influence of Work Discipline, Job Satisfaction, and Performance Supervision of Work Employees at PT Makmur Abadi Raya

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Abstract

The purpose of this study is to examine and analyze the effect of Work Discipline, Job Satisfaction and Work Supervision on employee performance at PT Makmur Abadi Raya. Low employee performance can be seen from not achieving the company's targets due to low work discipline, low job satisfaction and supervision that has not gone well. The population and sample in this study amounted to 63 employees. The research method uses multiple linear regression analysis techniques. The calculation result of hypothesis testing is partially obtained $t_{count} > t_{table}$ or $2,875 > 2,001$ and significantly obtained $0.006 < 0.05$, meaning that partially Work Discipline has a positive and significant effect on employee performance at PT Makmur Abadi Raya. The results of calculation of hypothesis testing partially obtained $t_{count} > t_{table}$ or $2.024 > 2.001$ and obtained significant $0.048 < 0.05$, meaning partially Job Satisfaction has a positive and significant effect on employee performance at PT Makmur Abadi Raya. The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $2.006 > 2.001$ and the significant value obtained was $0.049 < 0.05$, meaning that partially Work Supervision has a positive and significant effect on employee performance at PT Makmur Abadi Raya. The test results obtained by the value of $F_{count} (11.051) > F_{table} (2.76)$ and a significance probability of $0.000 < 0.05$, meaning that H_0 is rejected and H_a is accepted, namely that simultaneously Work Discipline, Job Satisfaction and Work Supervision have a positive and significant effect on performance. employees at PT Makmur Abadi Raya. The conclusions in this study indicate that partially and simultaneously Work Discipline, Job Satisfaction and Work Supervision have a positive and significant effect on employee performance at PT Makmur Abadi Raya.

Keywords: Work Discipline, Job Satisfaction, Work Supervision, Employee Performance

1. Introduction

Companies are formed to achieve certain goals. PT Makmur Abadi Raya is a company in the field of palm fiber sales. In this company, there is a decrease in employee performance which can be seen from not achieving company targets. Not achieving company targets is caused by the large number of employees who tend to make work mistakes, not on time in carrying out their work.

Low work discipline of employees who are often late to the office and absenteeism causes work not to be completed on time. In addition, there are many employees who do not comply with applicable company rules and then sanctions that are not clear and unfair because their employers

discriminate in their behavior. This problem resulted in quite high absenteeism during 2019 which occurred in June as many as 66 employees.

Employee job satisfaction has decreased as seen from the level of employees who often complain about work that is not in accordance with the employee's position and dissatisfaction with low and uneven salary increases. This caused the number of employees opting out of the company which occurred in July as many as 6 employees.

Supervision of work within the company tends to be ineffective, as evident from the fact that supervision is not often carried out and is less objective in supervising work results that result in employee work errors. Employee work errors that mostly occurred in April were 8 times committed by employees.

2. Literature Review

Theory of the Effect of Work Discipline on Employee Performance

Sutrisno (2013: 177) Performance will be achieved if employee performance and group performance are improved by work discipline. According to Fahmi (2016: 42) that discipline is a process used to deal with performance problems, this process involves managers in identifying and communicating performance problems to employees. According to Kasmir (2016: 193), discipline in doing what is ordered to him is in accordance with the orders that must be done. Disciplined employees will affect performance.

The Theory of the Effect of Job Satisfaction on Employee Performance

According to Bangun (2012: 11), when employees judge a job to be fun to do, they say that the job provides job satisfaction. This situation can be seen from the results of their work, job satisfaction will be able to increase their performance. According to Wibowo (2014: 414), job satisfaction is the main dependent variable for two reasons, namely it shows a relationship with performance factors and is the value preference held by many organizational behavior researchers. According to Badriyah (2015: 227), in essence, job satisfaction is one of the most important factors to get optimal work results.

Theory of Effects of Supervision on Employee Performance

According to Yuniarsih and Suwatno (2016: 93), the essence of the human resource monitoring process is to measure the performance of personnel, both individually and in groups compared to the planned outcome targets and conformity to the work analysis design. According to Priansa (2016: 96), supervision in general can be defined as a way for an organization to achieve effective and efficient performance and to further support the realization of the organization's vision and mission.

Conceptual Framework

Based on the explanation above, it can be explained that work discipline, job satisfaction and job supervision affect employee performance with a conceptual framework which can be described as follows:

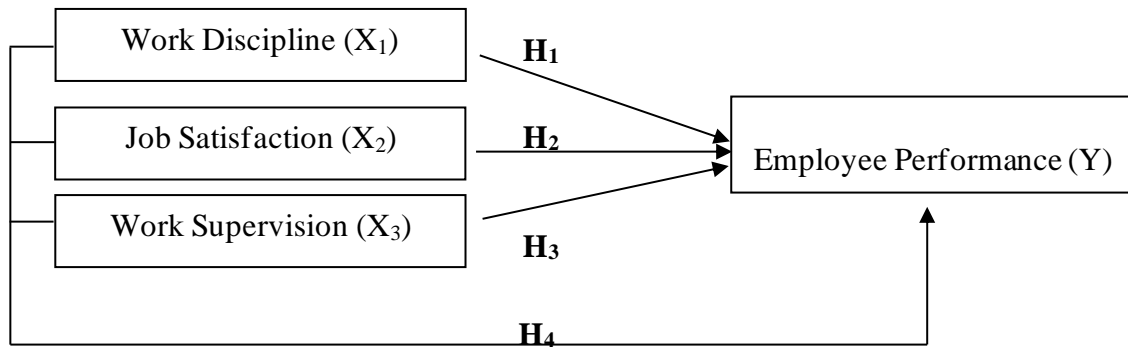


Figure 1. Conceptual Framework

Research Hypothesis namely:

H1: Work Discipline has a partial effect on employee performance at PT Makmur Abadi Raya.

H2: Job Satisfaction has a partial effect on employee performance at PT Makmur Abadi Raya.

H3: Work Supervision has a partial effect on employee performance at PT Makmur Abadi Raya.

H4: Work Discipline, Job Satisfaction and Work Supervision simultaneously affect the performance of employees at PT Makmur Abadi Raya.

3. Methodology

The approach in this research is a quantitative approach. In this study, researchers used quantitative descriptive research. The nature of the research used is descriptive explanatory. The population in this study amounted to 63 employees. The sample in this study amounted to 63 employees. This research sampling method using saturated sampling. Saturated sampling is a sampling technique when all members of the population are used as samples. In this study, data collection related to the problem being investigated by the researcher was carried out by:

1. Questionnaire
Conducted on respondents or employees.
2. Interview
Conducted on respondents.
3. Documentation study
In the form of journals, books, company data.

The types of data in this study are:

1. Primary Source
Primary data is obtained by interviewing and providing a list of statements (questionnaires) to employees.
2. Secondary Sources
Secondary data were obtained through documentation study.

Test the Validity and Reliability of Variable Instruments

According to Ghozali (2016: 52), the validity test is used to measure whether a questionnaire is valid or not. If $r_{count} > r_{table}$ and the value is positive then the question item is valid and if $r_{count} < r_{table}$ and the value is negative then the question item is invalid. In determining the feasibility of

an item to be used, a significance test of the correlation coefficient is usually carried out at the significance level (2-tailed) of 5% (0.05) and $df = n - 2$, meaning that an item is considered valid if it is significantly correlated with the score. total.

Reliability test is actually a tool to measure a questionnaire which is an indicator of a variable or construct.

1. Cronbach's alpha < 0.6 = poor reliability.
2. Cronbach's alpha $0.6 - 0.79$ = acceptable reliability.
3. Cronbach's alpha 0.8 = good reliability.

4. Result and Discussion

Research Model

The regression model used is as follows:

Table 1. Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	6.811	3.665	1.859	.068	
	Work Discipline	.320	.111	.326	2.875	.006
	Job Satisfaction	.273	.135	.233	2.024	.048
	Work Supervision	.220	.110	.236	2.006	.049

A constant of 6,811 states that if the independent variables of Work Discipline, Job Satisfaction and Work Supervision do not exist or are constant, the dependent variable is PT Makmur Abadi Raya's Employee Performance at 6,811 units. The regression coefficient for the independent variable Work Discipline is 0.320 and is positive, this means that if each increase in the independent variable of Work Discipline 1 unit will increase the dependent variable of PT Makmur Abadi Raya's Employee Performance by 0.320 units assuming the other variables are constant.

The regression coefficient of the independent variable Job Satisfaction is 0.273 and is positive, this means that if each increase in the independent variable of Job Satisfaction 1 unit will increase the dependent variable of PT Makmur Abadi Raya's Employee Performance by 0.273 units with the assumption that other variables are constant. The regression coefficient for the independent variable of Work Supervision is 0.220 and has a positive value, this means that if each increase in the independent variable of Work Supervision 1 unit will increase the dependent variable of PT Makmur Abadi Raya's Employee Performance by 0.220 units assuming the other variables are constant.

Hypothesis Determination Coefficient

The coefficient of determination is:

Table 2. Determination Coefficient Test Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.600 ^a	.360	.327	8.79486

a. Predictors: (Constant), Work Supervision, Work Discipline, Job Satisfaction

b. Dependent Variable: Employee Performance

Table 2 The results of the determination coefficient test obtained an Adjusted R Square value of 0.327, this means 32.7% of the variation in the dependent variable, namely the performance of employees of PT Makmur Abadi Raya which can be explained by the variation of the independent variables, namely free work discipline, job satisfaction and work supervision while the rest is 67.3% (100% - 67.3%) was explained by other variables not examined in this study, such as workload, job analysis and development and so on.

Simultaneous Hypothesis Testing (Test F)

The F testers are:

Table 3. Simultaneous Test (Test F) ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2564.315	3	854.772	11.051	.000 ^a
	Residual	4563.621	59	77.350		
	Total	7127.937	62			

a. Predictors: (Constant), Work Supervision, Work Discipline, Job Satisfaction

b. Dependent Variable: Employee Performance

Table 3 The test results obtained by the value of F count (11.051) > F table (2.76) and a significance probability of 0.000 < 0.05, meaning that Ho is rejected and Ha is accepted, namely that simultaneously Work Discipline, Job Satisfaction and Work Supervision have a positive and significant effect on performance employees at PT Makmur Abadi Raya.

Partial Hypothesis Testing (t test)

The t test is:

Table 4. Partial Test (T Test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.811	3.665		1.859	.068
	Work Discipline	.320	.111	.326	2.875	.006
	Job Satisfaction	.273	.135	.233	2.024	.048
	Work Supervision	.220	.110	.236	2.006	.049

The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $2.875 > 2.001$ and a significant value obtained was $0.006 < 0.05$, meaning that H_0 is rejected and H_a is accepted, namely that partially Work Discipline has a positive and significant effect on employee performance at PT Makmur Abadi Raya.

The results of the calculation of hypothesis testing partially obtained $t_{count} > t_{table}$ or $2.024 > 2.001$ and a significant value obtained was $0.048 < 0.05$, meaning that H_0 is rejected and H_a is accepted, namely Job Satisfaction has a positive and significant effect on employee performance at PT Makmur Abadi Raya.

The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $2.006 > 2.001$ and the significant value obtained was $0.049 < 0.05$, meaning that H_0 was rejected and H_a was accepted, namely that partially, Job Supervision had a positive and significant effect on employee performance at PT Makmur Abadi Raya.

Effect of Work Discipline on employee performance at PT Makmur Abadi Raya

The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $2.875 > 2.001$ and significantly obtained $0.006 < 0.05$, meaning that partially work discipline has a positive and significant effect on employee performance at PT Makmur Abadi Raya. According to Sutrisno (2013: 177), the disciplinary problems of employees in the organization, both superiors and subordinates, will give a pattern to organizational performance. Organizational performance will be achieved if both individual and group performance are improved. Low work discipline of employees who are often late to the office and absenteeism causes work not to be completed on time. In addition, there are many employees who do not comply with applicable company rules and then sanctions that are not clear and unfair because their employers discriminate in their behavior. This problem resulted in a fairly high number of absences.

Effect of Job Satisfaction on employee performance at PT Makmur Abadi Raya

The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $2.024 > 2.001$ and a significant value obtained is $0.048 < 0.05$, meaning that H_0 is rejected and H_a is accepted, namely Job Satisfaction has a positive and significant effect on employee performance at PT Makmur Abadi Raya. According to Bangun (2012: 11), when employees judge a job to be fun to do, they say that the job provides job satisfaction. This situation can be seen from the results of their work, job satisfaction will be able to increase their performance. Employee job satisfaction has decreased as seen from the level of employees who often complain about work that is not in accordance with the employee's position and dissatisfaction with low and uneven salary increases. This caused the number of employees opting out of the company which occurred in July as many as 6 employees.

The Effect of Work Supervision on Employee Performance of PT Jaya Mandiri Bangunan

The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $2.006 > 2.001$ and a significant value obtained was $0.049 < 0.05$, meaning that H_0 is rejected and H_a is accepted, namely that partially, Job Supervision has a positive and significant effect on employee performance at PT Makmur Abadi Raya. According to Yuniarsih and Suwatno (2016: 93), the essence in the process of monitoring human resources is to measure the performance of personnel, both individually and in groups compared to the planned outcome targets and conformity to the work analysis design. Supervision of work within the company tends to be ineffective, as evident from the

fact that supervision is not often carried out and is less objective in supervising work results that result in employee work errors.

5. Conclusion

The value of $t_{count} > t_{table}$ or $2.875 > 2.001$ and the significance obtained is $0.006 < 0.05$, meaning that partially work discipline has a positive and significant effect on employee performance at PT Makmur Abadi Raya. The value of $t_{count} > t_{table}$ or $2.024 > 2.001$ and the significant value obtained is $0.048 < 0.05$, meaning that partially Job Satisfaction has a positive and significant effect on employee performance at PT Makmur Abadi Raya. The $t_{count} > t_{table}$ or $2.006 > 2.001$ and the significant value obtained is $0.049 < 0.05$, it means that partially Work Supervision has a positive and significant effect on employee performance at PT Makmur Abadi Raya. The F value is calculated $(11.051) > F_{table} (2.76)$ and the significance probability is $0.000 < 0.05$, it means that H_0 is rejected and H_a accepted, namely that simultaneously Work Discipline, Job Satisfaction and Job Supervision have a positive and significant effect on employee performance at PT Makmur Abadi Raya. For the Company, the increase in these three variables either partially or jointly can increase employee performance to the maximum. So it is suggested that the company can improve and improve the two variables in the company For further researchers, it is advisable to add other variables outside of the variables studied by the researcher. For Prima Indonesia University, it is suggested that the results of this research be published which later can be used as reference material for future researchers For researchers, it is hoped that the results of research can be put into practice in the company where the researcher works and obtain a Bachelor of Management degree.

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