

THE INFLUENCE OF LEADERSHIP AND WORK DISCIPLINE ON EMPLOYEE JOB SATISFACTION

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ABSTRACT

This research uses quantitative methods. In collecting data, researchers used interviews, questionnaires, and observation to obtain complete and accurate information and then processed it using SPSS tools. With the number of respondents as many as 65 employees at Cv. Agung Jaya Putra Furniture Cirebon. Based on the results of the research tests that the researchers conducted, that the influence of leadership and work discipline on job satisfaction at Cv. Agung Jaya Putra Furniture Cirebon. The results of testing the hypothesis prove that leadership has an effect on job satisfaction. The results of hypothesis testing prove that work discipline has no effect on job satisfaction. And the results of testing the hypothesis prove that leadership and work discipline simultaneously have a positive effect on job satisfaction.

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1. INTRODUCTION

Enhancement role management in a governance company Keep going side by side with development era, p this compared straight with condition source power man in something company . Awaken many manager how importance attention to source power the human he has , because influencing factors effectiveness and efficiency in something company is source power human .

Source power man need managed as good maybe , because one aspect urgent in a company . In Thing source power man manager or leader company need understand right perception you have the workers . this Becomes key for unite vision company with the workers or source power human that it has , guna reach purpose company . In Thing this will refer to satisfaction work employee . The more tall level satisfaction work from employee so the more its good performance too .

The right leadership style will bring influence positive for employee in operate his job . Employee will feel more like in work even will give performance the best without pressure from his boss , and no thing that is n't possible employee will go beyond expectations leader in work . Satisfaction on the other work could also reviewed from discipline work Besides factor leadership . Discipline work could bring manager look condition satisfaction work from Disciplined employees good work from a employee could interpreted as exists satisfaction work . Discipline growing work from employee will bring a liking goal in operate the work , and the taste will bring satisfaction work in more levels ok .

2. LITERATURE REVIEW

Influence Leadership To Satisfaction Work

Palupi (2020) explain that Leadership is a process where a individual influence bunch individual for reach purpose together. According to Pandey (2018) state that leadership is activity for affect people so directed for reach purpose organization. Chung and Meggison in Wake Up (2012) put forward that : leadership is as ability for influence the behavior of others in something direction certain. Karomah (2022) Research results showing that leadership influential positive and significant to performance employee .

H 1 : There is significant influence Among Leadership to Satisfaction work .

Influence Leadership To Satisfaction Work

Singodimendjo in Sutrisno (2011) Say that : Discipline could interpreted is attitude readiness and willingness somebody for obey and obey norms applicable regulations around him . Discipline good employee will speed up purpose company, meanwhile declining discipline will Becomes barrier and slow down achievement purpose company . Nurmansyah (2021) in his book entitled management resource man company explain that Discipline defined as something attitude and behavior deed employee

corresponding with the rules and regulations that have been set company, fine in a manner written nor no written. Saridewi & Adnyani (2018) explain that the results of his research show Climate organization, discipline work and leadership influential positive and significant to Satisfaction work employee.

H 2 : There is significant influence Among Discipline Work to Satisfaction work.

3. METHOD

Population and Sample

Population in study this is employee CV company. Agung Jaya Putra Furniture Cirebon totaling as many as 65 employees from various field inside. In nature Thing these are also researchers using saturated sampling it means is so total sample in study this that is whole Company employee CV. Agung Jaya Putra Cirebon as many as 65 people.

Research Variables

In this study, there are two variables used, namely the independent variable and the dependent variable. Variable independent that is influencing variables or being because change or emergence variable bound (dependent). In study this Leadership (X1) is an independent variable and researchers use indicator according to Pandey (2018). Discipline Work (X2) is the independent variable and the researcher use indicator according to Singodimedjo in Sutrisno (2011). And for satisfaction work is the dependent variable or the dependent variable, author use indicator according to (Mangkunegara, 2008).

Data Collection Techniques

Technique used researcher that is interviews, questionnaires observation, and study library. In Suite data collection then tested for determine degrees validity and then conducted To use testing hypothesis. Test done includes validity test Instrument, reliability test, assumption test classic, normality test, multicollinearity test, analysis regression multiple, hypothesis test, partial T test, and simultaneous F test.

4. RESULTS AND DISCUSSION

Based on the results of testing Leadership on Job Satisfaction, it can be seen that testing Leadership on Job Satisfaction obtained a Leadership significance level of $0.000 < 0.05$ and $t_{count} < t_{table}$, which is equal to $4.440 > 1.6698$. Then H_0 is rejected and H_1 is accepted so it can be concluded that leadership has an effect on job satisfaction. This means that the better the level of leadership possessed by a leader, the job satisfaction of employees will also increase. These results are consistent with research conducted by Astuti (2020), Alexandri & Basudani (2020), Saridewi & Adnyani (2018) and Karomah (2022) where leadership influences job satisfaction.

The Effect of Work Discipline on Job Satisfaction

Based on the results of testing Work Discipline on Job Satisfaction, the significance level of Work Discipline is $0.127 > 0.05$ and $t_{count} > t_{table}$ is $1.548 < 1.966$. then H_0 is accepted and H_1 is rejected so that it can be concluded that Work Discipline has no effect on Job Satisfaction. This means that the better the level of discipline of an employee, it is not necessarily able to increase employee job satisfaction. These results are consistent with research conducted by Putri & Kustini (2021) and Lumentut & Dotulong (2015) regarding work discipline showing that work discipline has no effect on job satisfaction.

The Effect of Leadership and Work Discipline on Job Satisfaction Simultaneously

Based on the results of testing Leadership and Work Discipline on Job Satisfaction simultaneously obtained a significance level of $0.000 < 0.05$ and $f_{count} > f_{table}$ which is equal to $17.840 > 3.15$. then H_0 is rejected and H_1 is accepted so that it can be concluded that Leadership and Work Discipline simultaneously affect Job Satisfaction. This means that the better the leadership level of a leader and accompanied by good work discipline by employees, the higher job satisfaction will result. The results of this study are consistent with research conducted by Alexandri & Basudani (2020) and Astuti (2020) where Leadership and Work Discipline simultaneously influence Job Satisfaction.

5. CONCLUSION

Based on the results of research and discussion regarding the Influence of Leadership and Work Discipline on Job Satisfaction at CV. Agung Jaya Putra Furniture Cirebon, it can be concluded that the leadership variable has a positive and significant effect on job satisfaction at CV. Agung Jaya Putra

Furniture Cirebon. This means that with a good leadership style and according to employee expectations, it will increase employee job satisfaction at CV. Agung Jaya Putra Furniture Cirebon. Work Discipline Variable has no effect on Job Satisfaction at CV. Agung Jaya Putra Furniture Cirebon. This means that the level of employee discipline does not determine employee job satisfaction At CV. Agung Jaya Putra Furniture Cirebon. Variable Leadership and work discipline simultaneously affect job satisfaction At CV. Agung Jaya Putra Furniture Cirebon. This means that the better the leadership style and work discipline will increase employee job satisfaction At CV. Agung Jaya Putra Furniture Cirebon. Based on the conclusions and limitations that have previously been described in the study, the researcher provides suggestions that further researchers are expected to increase the number of employee statuses in the research respondents so that they can produce better research. Future researchers are expected to add other independent variables that can affect job satisfaction. Using an open questionnaire, so that respondents can express their opinions freely apart from the questionnaire that has been given or a closed questionnaire.

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