


## The Influence Of Work Discipline And Work Motivation On The Job Satisfaction Of Cipatat Negeri 1 High School Teachers

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Article Info	ABSTRACT
<p><b>Keywords:</b> Influence, Work Discipline, Work motivation, Job satisfaction</p>	<p>This research aims to (1) To determine the work discipline of teachers at SMA Negeri 1 Cipatat. (2) To determine the work motivation of teachers at SMA Negeri 1 Cipatat. (3) To determine teacher job satisfaction at SMA Negeri 1 Cipatat. (4) To determine the influence of work discipline and work motivation on teacher job satisfaction, both partially and simultaneously at SMA Negeri 1 Cipatat. The method used in this research is a quantitative method. From this research, it was concluded that the respondents' responses to work discipline at SMA Negeri 1 Cipatat were included in the HIGH criteria. Respondents' responses to work motivation at SMA Negeri 1 Cipatat are included in the VERY HIGH criteria. Respondents' responses to job satisfaction at SMA Negeri 1 Cipatat are included in the VERY SATISFIED criteria. The influence of work discipline and work motivation on job satisfaction at SMA Negeri 1 Cipatat both partially and simultaneously.</p>
<p>This is an open access article under the <a href="https://creativecommons.org/licenses/by-nc/4.0/">CC BY-NC</a> license</p> 	<p><b>Corresponding Author:</b> Tyara Puspa Maulina Universitas Jenderal Achmad Yani, Cimahi <a href="mailto:tyaraapuspa@gmail.com">tyaraapuspa@gmail.com</a></p>

### INTRODUCTION

Education plays an important role in producing quality human resources. Schools as formal educational institutions have several components that are related to each other and contribute to achieving the goals that have been set. The components in question include teachers, students, curriculum, school principals, other educational staff, environment, facilities and facilities, learning processes, and output. School is a place where structured education takes place, and also plays an important role as a place for individuals to develop, where they learn about the world, develop skills, and gain knowledge that will help them in life. It can be concluded that schools are one of the main pillars in the education system.

SMA Negeri 1 Cipatat which is located at Jl. Ciptaharja Village, District. Cipatat, West Bandung Regency, West Java is one of the State High Schools (SMA) in Indonesia, the school education period at SMAN 1 Cipatat is taken over three academic years, starting from Class X to Class XII. SMA Negeri 1 Cipatat with A Accreditation has a school vision, namely "Creating a National Standard School based on Reason, Ethics, Dexterity, Imtaq and Synergy (NECIS)". With this vision, SMA Negeri 1 Cipatat strives to produce Indonesian children who have superior reasoning abilities, uphold values and norms, develop life skills in learning, and have the values of faith and devotion to God Almighty.

According to Wote & Patalatu (2019) job satisfaction is an emotional response to various facts related to work. A teacher's job satisfaction is important because it has a direct impact on the quality of education provided to students. Teacher job satisfaction is the level of happiness or satisfaction that a teacher feels with his work. Teachers who are satisfied with their work tend to be more qualified in providing teaching and have a positive impact on student learning outcomes, are more motivated, productive and stay in the education profession longer. According to Prahartanto (2012), there are at least 15 factors that influence job satisfaction, including communication, organizational culture, work discipline, work motivation, workload, organization, leadership style, coordination, supervision, planning, employee behavior, employee work performance, employee performance, promotion, and compensation.

With good work discipline, a teacher can create an orderly and more efficient work environment which will ultimately increase job satisfaction. Because work discipline can be a driver of a teacher's willingness and desire to work according to the rules or limits set to support the success of the learning process. Teachers who always arrive late, are often absent without providing information, and lack preparation in teaching in class are examples of undisciplined teachers.

Based on the pre-survey results at SMA Negeri 1 Cipatat there were still teachers who were not present at the scheduled time. The fact that there are still teachers who are late and come to class shows that work discipline is still low and special attention must be paid to this. Teacher tardiness causes vacancies in learning hours which are detrimental to students. This incident shows that there are still teachers who do not fully comply with the regulations that have been implemented in the school, meaning that these teachers lack discipline in their work which can hinder the teaching and learning process in the classroom.

Aspects of job satisfaction are also related to work motivation. According to Hakim (2020), work motivation is the process of directing teacher behavior so that school goals can be achieved. High work motivation will make teachers enthusiastic about teaching and have better performance in their duties, and conversely, if teachers have low motivation they will not be optimal in carrying out tasks which will have an impact on students. There are two types of work motivation, namely intrinsic and extrinsic. Intrinsic motivation is the desire to act that arises from within (internal) oneself without being influenced by external influences. Meanwhile, extrinsic motivation is motivation that comes from outside a person or because of external motivating factors.

Based on the results of interviews with the Deputy Principal, there are still teachers who lack motivation in carrying out teaching activities, as shown by the fact that there are still teachers who are absent without explanation, the attitude of teachers who do not make maximum effort in providing teaching to students, do not prepare teaching materials well, and not on time in collecting grades. This can hamper the process of inputting student grades into report cards. Some of the things above can indicate that the work motivation of teachers at SMA Negeri 1 Cipatat is still in a low state and if left unchecked it will have a negative and detrimental impact on the school where the work does not meet the standards that have been set. When teachers have high work discipline and strong work motivation, teachers will work

more effectively and have high enthusiasm in teaching activities. This is sufficient to show that teacher job satisfaction can create a positive attitude which is reflected in behavior in teaching and learning activities, which will ultimately influence the quality of their students.

Based on this phenomenon, researchers are interested in conducting research entitled "The Influence Of Work Discipline And Work Motivation On The Job Satisfaction Of Teacher Of Sma Negeri 1 Cipatat". The purpose of this research is to collect data and information relating to work discipline and work motivation on the job satisfaction of teachers at SMA Negeri 1 Cipatat.

The objectives to be achieved from this research are: (1) To determine the work discipline of teachers at SMA Negeri 1 Cipatat. (2) To determine the work motivation of teachers at SMA Negeri 1 Cipatat. (3) To determine teacher job satisfaction at SMA Negeri 1 Cipatat. (4) To determine the influence of work discipline and work motivation on teacher job satisfaction, both partially and simultaneously at SMA Negeri 1 Cipatat.

## METHOD

Research methods are basically a scientific way to obtain data with specific purposes and uses (Sugiyono, 2022:2). The research method used in this research is a quantitative method.

In this research, it can be seen that there are three variables, consisting of two independent variables and one dependent variable, namely:

1. Variable X1 (independent variable) is Work Discipline.
2. Variable X2 (independent variable) is Work Motivation.
3. Variable Y (dependent variable) is Job Satisfaction.

In this research, there are several techniques used in data collection, namely library research, field research. In field research, questionnaires, interviews and documentation were carried out. In determining the characteristics of respondents, 1 person who provided responses regarding work discipline was the Deputy Head of Curriculum. Meanwhile, 40 respondents who provided responses regarding work motivation and job satisfaction were teachers.

In this research, the scale used for data measurement is semantic differential. The data obtained using the semantic differential scale is interval data. According to Sugiyono (2022), interval data is continuum quantitative data that is the same distance apart, but does not have an absolute zero value. In this research, the data source was obtained from a questionnaire distributed to respondents in the form of statements with answer scores from very negative to very positive. Each answer to the question is given a score based on Sugiyono (2022).

Before carrying out data analysis, it is necessary to test the instrument first, namely testing validity and reliability. The validity test shows the extent to which the measuring instrument is able to measure something that it wants to measure. Reliability tests are shown to determine whether the data collection tool can show the level of accuracy, precision and consistency of the tool at different times. The reliability test in this study used the Cronbach Alpha (ralpha) coefficient measurement.

In data processing methods, the data processing stages according to Agung & Yuesti (2019:71), namely editing, coding, tabulating, and verification.

In accordance with the problems identified, the data processing from the problem identification stage is as follows:

1. To identify problems number 1, 2, and 3, use data processing stages which include editing, coding, tabulating, and verification. To find out the position of all respondents' answers, criteria were created, because there were 5 alternative answers, the criteria were arranged into five intervals for each variable using the formula according to Prasetya & Lubis (2021).
2. To answer the identification of problem number 4, namely knowing the influence of the independent variable on the dependent variable either partially or simultaneously, using the multiple regression analysis method. The multiple linear regression model used aims to show a valid relationship equation or best linear unbiased estimator (BLUE). The model must meet the classical ordinary least squares (OLS) assumptions. To fulfill these assumptions, this research carried out classical assumption tests consisting of normality tests, multicollinearity tests, and heteroscedasticity tests. The processing was carried out computerized using the SPSS version 26 program.

The data analysis method used in this research is the descriptive method and the associative method. According to Sugiyono (2022:35): "The descriptive method is a problem formulation relating to questions regarding the existence of independent variables, either only on one variable or more (standing variables Alone)". The data analysis method used in this research is as follows:

1. Quantitative Descriptive Analysis  
Data analysis used to answer the identification of the 1st, 2nd and 3rd problems uses quantitative descriptive.
2. Quantitative Associative Analysis  
Data analysis is used to answer the identification of the 4th problem, to find out how much influence the independent variable has on the dependent variable, either partially or simultaneously, using multiple regression analysis.

### Hypothesis test

Hypothesis testing is carried out to find out whether there is an influence between the independent variable (X) on the dependent variable (Y) whether viewed partially or simultaneously, which in the end will result in a conclusion in the form of acceptance or rejection.

1. Partial Test (t Test)  
The partial test (t test) is used to determine the influence of the independent variable (X) individually or partially on the dependent variable (Y) by comparing  $T_{count}$  with  $T_{table}$ .
2. Simultaneous Test (f Test)  
The simultaneous test (f test) is used to determine whether there is an influence of the independent variables (X) together (simultaneously) on the dependent variable (Y). Proof is by comparing the  $F_{count}$  value with the  $F_{table}$  value contained in the analysis of variance (anova), with a significance level used of 5% with degrees of freedom  $dk$  numerator = k and  $dk$  denominator = (n-k-1), where n is the number of respondents and k is the number of research variables.

## RESULTS AND DISCUSSION

Respondents' Responses Regarding Work Discipline at SMA Negeri 1 Cipatat

### 1. Absenteeism Rate

Based on the results of research regarding respondents' responses to statements regarding the work discipline variable with the absentee level sub-variable, it is known that the work discipline variable with the absentee level sub-variable at SMA Negeri 1 Cipatat with an average of 4.05 is included in the low criteria. Based on the scores obtained, the level of teacher absenteeism is included in the low criteria, this shows that teacher attendance at school is still relatively good.

### 2. Comply with school regulations

Based on the results of research regarding respondents' responses to statements regarding work discipline with sub-variables complying with school regulations, it is known that the work discipline variable with sub-variables complying with school regulations at SMA Negeri 1 Cipatat with an average of 4.3 is included in the very high criteria. This shows that teachers always follow the rules and work guidelines set by the school.

### 3. Effective use of time

Based on the results of research regarding respondents' responses to statements regarding the work discipline variable with the effective use of time sub-variable, it is known that the work discipline variable with the effective time use sub-variable at SMA Negeri 1 Cipatat with an average of 4.17 is included in the appropriate criteria. This shows that teachers can utilize their working time effectively at school.

### 4. Responsibility

Based on the results of research regarding respondents' responses to statements regarding the work discipline variable with the responsibility sub-variable, it is known that the work discipline variable with the responsibility sub-variable at SMA Negeri 1 Cipatat with an average of 4.3 is included in the very appropriate criteria. This shows that the teacher is appropriate in completing the work given and on time in completing the work. Next, to find out the criteria for work discipline at SMA Negeri 1 Cipatat, you can find out by calculating the total average and adjusting it to the criteria for the work discipline variable so that it can be seen in the following table:

**Table 1.** Total Average of Work Discipline Variables

SUB VARIABLES	AVERAGE TOTAL	CRITERIA
Absenteeism rate	4,05	Low
Comply with school regulations	4,3	High
Effective use of time	4,17	Suitable
Responsibility	4,3	Suitable
Total Average Score	$(4,05+4,3+4,17+4,3)/4=4,20$	
Work Discipline		HIGH

Source: Questionnaire, data reprocessed in 2024

Based on the table above, after calculating the sub-variables, complying with school regulations and the responsibility sub-variable become the highest sub-variable which has a total average of 4.3, while the absentee level sub-variable becomes the lowest sub-variable

which has a total average of 4.05. Overall, the work discipline variable has a total average score of 4.20, which is included in the high criteria. This shows that the teacher's presence at school is still relatively good, the teacher always complies with applicable school guidelines and regulations, is effective in utilizing the work time given, and completes work on time.

### **Respondents' Responses to Work Motivation at SMA Negeri 1 Cipatat**

#### **1. Work Itself**

Based on the results of research regarding respondents' responses to statements regarding the work motivation variable with the work sub-variable itself, it is known that the work motivation variable with the work sub-variable itself with a total average of 4.2 is included in the high criteria. This shows that the teacher at SMA Negeri 1 Cipatat has high self-drive in carrying out his duties with enthusiasm.

#### **2. Responsibility**

Based on the results of research regarding respondents' responses to statements regarding the work motivation variable with the responsibility sub-variable, it is known that the work motivation variable with the work sub-variable itself with an average of 4.27 is included in the very high criteria. This shows that the teacher at SMA Negeri 1 Cipatat has very high self-drive in completing his work on time and in accordance with the set standards.

#### **3. Possibility of Self-Development**

Based on the results of research regarding respondents' responses to the statement regarding the work motivation variable with the sub-variable of the possibility of self-development, it is known that the work motivation variable with the sub-variable of the possibility of self-development with an average of 4.17 is included in the high criteria. This shows that the teacher at SMA Negeri 1 Cipatat has a high inner drive to improve his skills at work to make it better.

#### **4. Success**

Based on the results of research regarding respondents' responses to statements regarding work motivation variables with success sub-variables, it is known that work motivation variables with success sub-variables with an average of 4.37 are included in the very high criteria. This shows that the teachers at SMA Negeri 1 Cipatat have very high internal drive to achieve good work performance and are very enthusiastic about achieving the best work results..

#### **5. Confession**

Based on the results of research regarding respondents' responses to statements regarding the work motivation variable with the recognition sub-variable, it is known that the work motivation variable with the recognition sub-variable with a total average of 4.45 is included in the very high criteria. This shows that the teacher at SMA Negeri 1 Cipata has very high internal drive in carrying out his duties in order to get recognition for his work.

Next, to find out which criteria include work motivation at SMA Negeri 1 Cipatat, you can find out by calculating the total average and adjusting it to the criteria for the work motivation variable so that it can be seen in the following table:

**Table 2.** Total Average Work Motivation Variables

SUB VARIABEL	AVERAGE TOTAL	CRITERIA
The job itself	4,2	High
Responsibility	4,27	Very High
Possibility of self-development	4,17	High
Success	4,37	Very High
Confessions	4,45	High
Total Average Score	$(4,2+4,27+4,17+4,37+4,45)/5=4,29$	
Work motivation		VERY HIGH

Source: Questionnaire, data will be processed again in 2024

Based on the research results, after calculating the sub-variable, recognition became the highest sub-variable which had a total average of 4.45, while the possibility of self-development sub-variable became the lowest sub-variable which had a total average of 4.17. Overall, the work motivation variable has a total average score of 4.29, which is included in the very high criteria. This shows that the teacher has good motivation in completing his work. Meanwhile, in terms of self-development, we still need to improve further. Respondents' Responses to Job Satisfaction at SMA Negeri 1 Cipatat

#### 1. Employee Turnover (Turnover)

Based on the results of research regarding respondents' responses to statements regarding the job satisfaction variable with the employee turnover sub-variable, it is known that the job satisfaction variable with the employee turnover sub-variable with a total average of 4.25 is included in the very low criteria. This shows that teachers tend to continue working at SMA Negeri 1 Cipatat.

#### 2. Job Level

Based on the results of research regarding respondents' responses to statements regarding the job satisfaction variable with job level sub-variables, it is known that the job satisfaction variable with job level sub-variables with a total average of 4.25 is included in the very appropriate criteria. This shows that the teacher feels that the work given is in accordance with his abilities.

#### 3. Size of School Organization

Based on the table of research results regarding respondents' responses to statements regarding the job satisfaction variable with the school organization size sub-variable, it is known that the job satisfaction variable with the school organization size sub-variable with a total average of 4.55 is included in the very good criteria. This shows that the relationship or communication between employees and superiors and employees and co-workers is good and smooth, apart from that employees are quite involved in the activities carried out by SMA Negeri 1 Cipatat. Next, to find out what the criteria are for job satisfaction at SMA Negeri 1 Cipatat, you can find out by calculating the total average in the research results above and adjusting it to the criteria for the job satisfaction variable so that it can be seen in the following table:

**Table 3.** Total Average of Job Satisfaction Variables

SUB VARIABLE	AVERAGE TOTAL	CRITERIA
Employee turnover	4,25	Very low
Job level	4,25	Very suitable
Size of school organization	4,55	Very smooth
Total Average Score	$(4,25+4,25+4,55)/3=4,35$	
Job satisfaction	VERY SATISFIED	

Source: Questionnaire, data will be processed again in 2024

Based on table 3, after calculating the sub-variable, school organization size became the highest sub-variable which had a total average of 4.55, while the job level sub-variable became the lowest sub-variable which had a total average of 4.25. Overall, the job satisfaction variable has a total average score of 3.42, which is included in the very satisfied criteria. This shows that teachers tend to want to continue working at SMA Negeri 1 Cipatat, besides that teachers also feel that the work given is in accordance with their abilities, communication that occurs in the workplace goes well between superiors and subordinates and between co-workers, as well as teachers. feel involved in every activity held at school.

### The Influence of Work Discipline and Work Motivation on Teacher Job Satisfaction at SMA Negeri 1 Cipatat

To answer the identification of the fourth problem regarding the influence of work discipline and work motivation on the job satisfaction of teachers at SMA Negeri 1 Cipatat, the following are the results of data processing using SPSS version 26 software as follows:

#### Classical Assumption Testing

##### Normality test

**Table 4.** Calculation of Normality Test for Work Discipline and Work Motivation on Job Satisfaction of Cipatat 1 Public High School Teachers

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters <sup>a, b</sup>	Mean	.0000000
	Std. Deviation	1.13213320
Most Extreme Differences	Absolute	.109
	Positive	.109
	Negative	-.071
Test Statistic		.109
Asymp. Sig. (2-tailed)		.200 <sup>c, d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

Source: SPSS output attachment, 2024

Based on the results of the data normality test for the variables of work discipline and work motivation on job satisfaction, it can be seen that the significance value (sig.) is 0.200 > 0.05, which indicates that the data in this study is normally distributed.



### Multicollinearity Test

**Table 5.** Multicollinearity Test Calculations for the Effect of Work Discipline and Work Motivation on Job Satisfaction of Cipatat 1 Public High School Teachers

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	3.940	1.918		2.054	.047		
	Disiplin Kerja	.478	.128	.522	3.745	.001	.298	3.350
	Motivasi Kerja	.326	.113	.402	2.883	.007	.298	3.350

a. Dependent Variable: Kepuasan Kerja

Source: SPSS output attachment, 2024

Based on the results of the multicollinearity test data on work discipline and work motivation variables on job satisfaction, it can be seen that the VIP value is  $3.350 < 10.00$  and the tolerance value is  $0.298 > 0.10$ , which indicates that the data in this study is free from symptoms of multicollinearity, which means there is no correlation between independent variable in a regression model.

### Heteroscedasticity Test

**Table 6.** Heteroscedasticity Test Calculation of the Effect of Work Discipline and Work Motivation on Teacher Job Satisfaction at SMA Negeri 1 Cipatat

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.416	1.154		1.227	.228
Work Discipline	-.114	.077	-.432	-1.479	.148
Work Motivation	.077	.068	.333	1.140	.262

a. Dependent Variable: ABS\_RES

Source: SPSS output attachment, 2024

Based on the results of the heteroscedasticity test data on the variables of work discipline and work motivation on job satisfaction, it can be seen that the significance value of work discipline is  $0.148 > 0.05$  and work motivation is  $0.262 > 0.05$ , which shows that there are no symptoms of heteroscedasticity, which means that there is no inequality of variance and residuals. one observation to another observation.

### Multiple Linear Regression Testing

**Table 7.** Calculation of Multiple Linear Regression Tests on the Effect of Work Discipline and Work Motivation on Teacher Job Satisfaction at SMA Negeri 1 Cipatat

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.940	1.918		2.054	.047
Work Discipline	.478	.128	.522	3.745	.001
Work Motivation	.326	.113	.402	2.883	.007

a. Dependent Variable: Work Satisfaction

Source: SPSS 2024 output attachment

Based on table 7, the multiple linear regression equation is formed as follows:

$$Y = 3.940 + 0.478X_1 + 0.326X_2$$

Based on the interpretation of the multiple linear regression equation, work discipline (X1) and work motivation (X2) on job satisfaction (Y) are as follows:

1. With a constant value of 3.940, it shows that if the value of work discipline and work motivation is 0 or nothing, it means that job satisfaction has a value of 3.940.
2. With a regression coefficient value of work discipline of 0.478, it shows that if work discipline is increased by 1 unit, it means that job satisfaction will increase by 0.478 units. The work discipline coefficient is positive indicating that there is a unidirectional relationship between work discipline and job satisfaction.
3. With a regression coefficient value of work motivation of 0.326, it shows that if work motivation is increased by 1 unit, it means that job satisfaction will increase by 0.326 units. The work motivation coefficient is positive indicating that there is a unidirectional relationship between work motivation and job satisfaction.

### Coefficient of Determination

**Table 8.** Calculation of the Determination Coefficient of the Effect of Work Discipline and Work Motivation on Teacher Job Satisfaction at SMA Negeri 1 Cipatat

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.886 <sup>a</sup>	.785	.774	1.162

a. Predictors: (Constant), Motivasi Kerja, Disiplin Kerja

b. Dependent Variable: Kepuasan Kerja

Source: SPSS output attachment, 2024

The R square value obtained was 0.785. This means that 78.5% of job satisfaction can be explained by the variables of work discipline and work motivation. Meanwhile, the remaining 21.5% of job satisfaction is influenced by other variables not examined in this research.

### Hypothesis test

#### Partial Test (t Test)

**Table 9.** Partial Test Results Between Work Discipline and Work Motivation on Job Satisfaction of Cipatat 1 Public High School Teachers

VARIABLE	NILAI t <sub>COUNT</sub>	NILAI t <sub>TABLE</sub>	INFORMATION
Work Discipline	3,745	1,6870	Influential
Work Motivation	2,883	1,6870	Influential

Source: SPSS Version 26 Output Results. Data will be processed again in 2024

Based on the table above, it is known that:

1. The results of testing the first hypothesis show that the  $t_{count} > t_{table}$  value is  $3.745 > 1.6870$  with a significance of 0.001. The value of  $t_{count} > t_{table}$  means that it can be concluded that  $H_0$  is rejected and  $H_a$  is accepted. So it can be concluded that work discipline has a positive effect on job satisfaction at SMA Negeri 1 Cipatat.

2. The results of testing the second hypothesis show that the  $t_{count} > t_{table}$  value is  $2.883 > 1.6870$  with a significance of 0.007. The value of  $t_{count} > t_{table}$  means that it can be concluded that  $H_0$  is rejected and  $H_a$  is accepted, which means that work motivation has a positive effect on job satisfaction at SMA Negeri 1 Cipatat.

From the results of the hypothesis test using the t test above, it can be concluded that the variables of work discipline and work motivation  $H_a$  are accepted, which means that the variables of work discipline and work motivation influence job satisfaction. Then look at the coefficient value on the work discipline variable which is positive, indicating that the influence exerted by the work discipline variable on job satisfaction is positive or in the same direction and the coefficient value on the work motivation variable is positive indicating that the influence exerted by the work motivation variable on job satisfaction is positive. or in the same direction.

### Simultaneous Test (f Test)

**Table 10.** Simultaneous Test Results

VARIABLE	R <sup>2</sup>	NILAI F <sub>COUNT</sub>	NILAI F <sub>TABLE</sub>	INFORMATION
Work Discipline and Work Motivation on Job Satisfaction	0,785	67,723	3,25	Influential

Source: SPSS version 26 output results. Data will be processed again in 2024

Based on table 10, the influence coefficient of determination shows a value of 0.785. This result shows that 0.785 or 78.5% of the changes that occur in the job satisfaction variable are explained by work discipline and work motivation. Statistical calculations for the f test give an  $F_{count}$  value of  $67.723 > F_{table}$  3.25. This means that work discipline and work motivation simultaneously influence the job satisfaction variable.

## CONCLUSION

Based on the results of research and discussions that have been carried out to determine the influence of work discipline and work motivation on the job satisfaction of teachers at SMA Negeri 1 Cipatat. So it can be concluded that: Respondents' responses to work discipline at SMA Negeri 1 Cipatat fall into the HIGH criteria. Respondents' responses to work motivation at SMA Negeri 1 Cipatat are included in the VERY HIGH criteria. Respondents' responses to job satisfaction at SMA Negeri 1 Cipatat are included in the VERY SATISFIED criteria. The influence of work discipline and work motivation on the job satisfaction of teachers at SMA Negeri 1 Cipatat, both partially and simultaneously: Work discipline has a positive effect on job satisfaction at SMA Negeri 1 Cipatat. Work motivation has a positive effect on job satisfaction at SMA Negeri 1 Cipatat. Work discipline and work motivation simultaneously influence job satisfaction at SMA Negeri 1 Cipatat. Based on the conclusions that have been described, the researcher will provide several suggestions as input and can be used as material for consideration by SMA Negeri 1 Cipatat. Some suggestions include: Advice for organizations; The work discipline variable at SMA Negeri 1 Cipatat is included in the high category. However, in this case the absentee level sub-variable has a low score, meaning that teacher attendance at school is still relatively good, even though there are still teachers who

are absent without explanation. For this reason, it is necessary to evaluate teachers every month, to be able to find out the reasons for the teacher's absence, so that the school can find out and take an approach to following up on teachers who are absent. The work motivation variable at SMA Negeri 1 Cipatat is included in the very high category. However, in this case the sub-variable of the possibility of self-development has the lowest score. For this reason, it is recommended that schools provide regular motivation to encourage teachers to try to improve their skills so that they can work better in the future. Apart from that, schools can also provide training and seminars to teachers so that they can increase their work motivation. The job satisfaction variable at SMA Negeri 1 Cipatat is included in the very satisfied category, where the job level sub-variable, in this case the suitability of the job to the teacher's abilities, has the lowest score. In this regard, it is recommended that the school conduct an evaluation every semester to ensure that teachers can complete their work well and follow up if there are teachers who find it difficult to complete their work by providing direction and guidance. Suggestions for future researchers; The results of this research can be used as reference and comparison material in research work similar to this research. However, this research still has limitations, so it is recommended for future researchers to add other variables that can influence job satisfaction as independent variables, and it is hoped that future researchers can add the latest theories from various different experts to increase and expand knowledge about work discipline, work motivation, and job satisfaction.

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