

EFFECT OF WORK DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE ORGANIZATIONAL COMMITMENT WITH JOB SATISFACTION AS INTERVENING VARIABLE (Empirical Studies at Pandanaran University)

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ABSTRACT

This study aims to examine the effect of education, work discipline, and work environment on organizational commitment with work experience as an intervening variable. This research is a quantitative research. The data collection instrument uses a pen. Determination of respondents using the Census technique. Census is a sampling technique that takes the entire population as a sample. The population in this research is 100 employees at Pandanaran University. The sample in this study that can. Data analysis using SPSS with path analysis and Sobel test. Data collection techniques in this study used interview techniques, questionnaires and literature study. The data obtained were analyzed quantitatively using validity test, reliability test, multiple linear regression and hypothesis testing with t test, F test, coefficient of determination and path analysis. The results of this study indicate that education, work discipline, and work environment have a positive and significant effect. to organizational commitment. Furthermore, the work experience variable shows a significant and positive effect on work commitment. On the other hand, the relationship between education, work discipline, and work environment has a significant positive effect on work experience.

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1. INTRODUCTION

Stimulating employee job satisfaction must be done to encourage the achievement of good organizational commitment. Hasibuan (2008), job satisfaction is an emotional attitude that is pleasant and loves his job. This attitude will have an impact on work morale, discipline, and work performance. Job satisfaction is also influenced by work discipline, Hasibuan (2008) said job satisfaction affects the level of employee discipline, meaning that if satisfaction is obtained from work, employee discipline is good. On the other hand, if job satisfaction is not achieved from the work, then employee discipline is low. Employees who have a high level of satisfaction will automatically increase commitment within the organization. Every company that has been established has the hope that in the future it will experience rapid development within the scope of the company's business. Every company requires maximum profit, in achieving maximum results the company requires high productivity, thus the continuity of the company can be guaranteed and can develop its businesses.

In achieving high productivity, the human factor is a very important variable because the success or failure of a business is largely determined by the behavior of humans who carry out or hold work.

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Given the large role and position of human resources as employees in the company's business activities, it is necessary to have work experience and high work discipline so that good work mechanisms can be maintained.

Managing human resources in an organization is not an easy thing to do. A common measurement to see how successful an organization is in managing human resources is to look at the commitment of each individual employee and of course there must be a benchmark. Human resource management is seen as the main driving factor in determining the success of an organization. Given the importance of the role of human resources which is a determining factor for the success of an organization, even humans make the biggest contribution or spearhead the success of the organization compared to other factors such as capital, raw materials or machines.

2. LITERATURE REVIEW

Productivity

According to Siagian (2002) work productivity is the ability to obtain the maximum benefit from available facilities and infrastructure by producing optimal output. According to Simamora (2004) indicators in measuring work productivity include: Work Quantity, Work Quality, and Timeliness.

Organizational Commitment

According to Sopiah (2008) organizational commitment is a psychological bond of employees in the organization which is characterized by a strong belief in and acceptance of the goals and values of the organization, a willingness to strive for the achievement of organizational interests, a strong desire to maintain position as a member of the organization.

Education

Tirta (2005) defines education as an activity to guide students so that they have the basic provisions to work. The basic provision is in the form of forming attitudes, knowledge and work skills. Meanwhile, Hasbullah (2001) explains the factors that influence education, including the following: Ideology, Socio-Economic, Socio-Cultural, Science and Technology Development, and Psychology.

Work Discipline

Darmawan (2013) states work discipline as attitudes, behavior, and actions that comply with the regulations of the organization in written or unwritten form. Work discipline is the main capital that greatly determines the level of employee performance. So that if employees are not disciplined in doing their work, it is certain that their performance will decrease. Good discipline reflects the magnitude of an employee's sense of responsibility for the tasks assigned to him. There are different factors that affect work discipline, this is influenced by the place and the individual being studied. However, in general the factors that influence employee discipline are regulations/rules, inherent supervision from the leadership and also strict sanctions.

Sutrisno (2011), says discipline is an attitude of willingness and willingness of a person to obey and obey the norms of the regulations that apply around him. Good employee discipline achievement of company goals.

Based on the existing description, it can be concluded that the indicators of work discipline in general are punctuality in work, high employee responsibility, employee compliance with applicable organizational rules and also appropriate sanctions given to employees who violate applicable disciplinary rules. With these four indicators, it is hoped that the measurement of employee work discipline will get optimal results.

Work experience

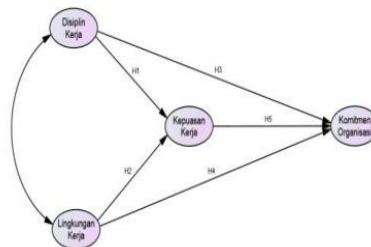
Work experience is a form of soft skills and hard skills possessed by someone who appears gradually in order to complete his work so that his abilities can be innovated (Manulang, 2001). Indicators for measuring work experience according to Foster (2001) are: Length of Work and Level of Knowledge and Skills which is owned.

CONCEPTUAL FRAMEWORK

Work discipline is an attitude, behavior and action in accordance with organizational regulations, both written and unwritten (Sutrisno, 2009). Work discipline is a very important part or variable in the development of human resources. Therefore, work discipline is needed in an organization so that there is no negligence, deviation or negligence that causes waste in doing work. Work discipline is a tool used by

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managers to communicate with employees to be willing to change behavior as well as an effort to increase one's awareness and willingness to obey all company regulations and applicable social norms. Based on the results of previous studies stated above, the conceptual framework that the authors propose in this study can be described as follows:



Gambar : Kerangka Konseptual

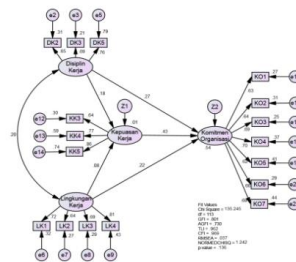
POPULATION AND SAMPLE

According to Malhotra (2015), the whole set of elements that have a number of common characteristics, which consists of areas to be researched. Alternatively, the population is the whole group of people, events or items of interest to the researcher to study. So the population in this study were employees of the University of Pandanaran whose samples were 100 people.

According to Malhotra quoted in Amirullah (2015), the sample is a subgroup of the population selected for use in research. To determine the sample, the author uses saturated sampling (census). Sugiyono (2012) said that saturated sampling (census) is a sampling technique when all members of the population are used as samples. Saturated samples are also often interpreted as samples that are already maximum, plus any amount will not change the representativeness.

3. METHOD

Testing the suitability of the SEM model before being modified aims to see how far the basic model formed in this study meets the goodness of fit criteria so that the model can describe the research phenomenon without any modification.



Based on the results of data processing as shown in Figure above, it shows that the entire construct used to form this research model has met the criteria for goodness of fit index that has been determined such as RMSEA and CMIN/DF, others such as probability. GFI, AGFI, TLI and CFI still do not meet the required criteria, so it can be concluded that this research model is not fit.

4. RELUST AND DISCUSSION

The coefficient value of the work discipline variable on job satisfaction is 0.130 with a significant value of 0.164, which is greater than 0.05, meaning that the work discipline variable has a positive but not significant effect on job satisfaction. Thus, the statement of the first hypothesis of work discipline has a significant effect on employee job satisfaction.

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The coefficient value of the work environment variable on job satisfaction is 0.121 with a significant value of 0.628, greater than 0.05, meaning that the work environment variable has a positive but not significant effect on job satisfaction. Thus, the statement of the Second Hypothesis Job Satisfaction has a significant effect on employee job satisfaction.

The coefficient value of the work discipline variable on organizational commitment is 0.183 with a significant value of 0.008 smaller than 0.05, meaning that the work discipline variable has a significant effect on organizational commitment. Thus, the third hypothesis statement that work discipline has a significant effect on organizational commitment of Pandanaran University employees is accepted.

The coefficient value of the work environment variable on organizational commitment is 0.271 with a significant value of 0.0001 which is smaller than 0.05, meaning that the work environment variable has a significant effect on organizational commitment. Thus, the fourth hypothesis statement that the work environment has a significant effect on organizational commitment of University Employees is accepted.

The coefficient value of the job satisfaction variable on organizational commitment is 0.450 with a significant value of 0.0001 which is smaller than 0.05, which means that the job satisfaction variable has a significant effect on organizational commitment. Thus, the effect of the fifth hypothesis on job satisfaction has a significant effect on the organizational commitment of Pandanaran University employees.

MANAGERIAL IMPLICATIONS

This research produces several implications as follows:

1. From the results of this study, it was found that the work discipline variable had a positive and insignificant effect on employee job satisfaction at Pandanaran University.
2. From the results of this study it was found that the work environment variable had a positive and insignificant effect on employee job satisfaction at Pandanaran University.
3. From the results of this study, it was found that the work discipline variable had a positive and significant effect on the organizational commitment of Malikussaleh University employees. This is because the conditions of work discipline at Pandanaran University are good.
4. From the results of this study it was found that the work environment variable had a negative and significant impact on the organizational commitment of Pandanaran University employees. This is because the work environment at Pandanaran University has an impact on increasing organizational commitment.
5. From the results of this study, it was found that the variable job satisfaction had a positive and significant effect on organizational commitment at Pandanaran University.
6. From the results of this study, it was found that the job satisfaction variable mediates the influence of work discipline on organizational commitment at Pandanaran University because job satisfaction mediates the effect of work discipline, organizational commitment in general is still low, in this case it implies that mediating organizational commitment is one of the variables that need to be considered by Pandanaran University management.
7. From the results of this study it was found that the variable job satisfaction did not mediate the effect of the work environment on organizational commitment at Pandanaran University

5. CONCLUSION

This research produces several theoretical implications, namely as follows: The results of this study indicate that the work discipline variable has a positive and insignificant effect on employee job satisfaction The results of this study indicate that the work environment variable has a positive and insignificant effect on employee job satisfaction 3. The results of this study indicate that the work discipline variable has a positive and significant effect on employee organizational commitment. The results of this study indicate that the work environment variable has a positive and significant effect on employee organizational commitment The results of this study indicate that the variable job satisfaction has a positive and significant effect on employee organizational commitment The results of this study indicate that the variable job satisfaction does not mediate the effect of work discipline on employee organizational commitment The results of this study indicate that the variable job satisfaction does not mediate the effect of the work environment on employee organizational commitment. Based on the findings of this study as mentioned in the conclusion section, this study provides several suggestions that

may be useful both practically and theoretically. The suggestions in this study are as follows For Pandanaran University to be able to improve performance by paying attention to work discipline For Pandanaran University to be able to improve performance by paying attention to the work environment in order to improve performance. For Pandanaran University to be able to improve performance by paying attention to organizational commitment in order to increase job satisfaction and performance. For Pandanaran University, it is necessary to take anticipatory steps to improve performance by giving attention, rewards such as promotions, allowances, fair and competitive, discipline work and also create a comfortable work environment to work. Besides, it is also necessary to balance the performance so as not to have a negative impact on their performance. or further research, similar research can be carried out by considering other variables that affect performance such as organizational commitment, job satisfaction, and other variables that have been shown to affect employee performance.

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