

ANALYSIS OF JOB SATISFACTION AND WORK MOTIVATION ON EMPLOYEE WORK DISCIPLINE AT PT AYUMAS SADDASA

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Abstract

The purpose of this study is to analyze the effect of job satisfaction on work discipline in PT Ayumas Saddasa employees and to determine the contribution of work motivation to work discipline. This study aims to determine the relationship between job satisfaction levels and employee discipline and measure the extent to which work motivation affects responsibility and consistency in carrying out tasks. This research method uses a quantitative research method. This research was carried out from July to September 2024. After the data is collected through a questionnaire, the data will be processed using SPSS (Statistical Product and Service Solutions) software for further analysis. In this study, the author uses a saturated sample technique, where the entire population at PT Ayumas Saddasa totaling 48 people will be included as a sample. The results of this study show that there is a significant influence between job satisfaction and work motivation on employee work discipline at PT Ayumas Saddasa. Data collected from 48 respondents showed an average job satisfaction of 3.75, work motivation of 4.00, and work discipline of 4.20, reflecting positive conditions in the company. Regression analysis indicated a job satisfaction coefficient of 0.35 and work motivation of 0.45, with a significance of 0.001 and 0.000, respectively, indicating that work motivation had a greater influence on work discipline than job satisfaction. The results of ANOVA also confirmed that there are significant differences in work discipline between groups based on the level of satisfaction and work motivation, which provides a basis for recommending more effective human resource management to improve employee performance in the company.

Keywords: Work Discipline, Job Satisfaction, Motivation.

Introduction

Job satisfaction and job motivation are two important factors that affect employee performance and work discipline. In the era of globalization and fierce business competition, companies need to focus on these aspects to improve employee productivity and efficiency (Rise, 2020). PT Ayumas Saddasa, as one of the companies engaged in the snack food industry, faces challenges in human resource management that have an impact on overall performance. Therefore, it is very important to analyze the relationship between job satisfaction, work motivation, and work discipline of employees in this company.

Job satisfaction is defined as an employee's positive or negative feelings towards his or her job, resulting from an evaluation of the work environment and work experience. According to Ruki (2024), job satisfaction is influenced by various factors such as working conditions, relationships with colleagues, and rewards received. As explained by Rahmawati et al. (2020), "Job satisfaction is directly related to performance, where satisfied employees tend to have better performance." At PT Ayumas Saddasa, it is important to analyze employee job satisfaction to understand how they feel about the existing work environment.

Work motivation, on the other hand, refers to the drive that drives an employee to behave or work in a certain way. Suswati (2022) argues that work motivation is closely related to the achievement of personal goals in the work environment. "Motivation is a key element in job performance, and motivated employees show higher productivity" (Muhamad et al., 2022). High motivation encourages employees to perform their duties better, while low motivation leads to decreased performance and discipline. Therefore, it is necessary to examine the factors that affect the work motivation of PT Ayumas Saddasa employees.

Work discipline is one of the important aspects in human resource management. Good discipline will help the company achieve the goals that have been set. According to Tumanggor (2020), work discipline is the ability of employees to obey existing rules and procedures in the workplace. "Employee

discipline can have a direct impact on organizational productivity" (Suswati, 2022). PT Ayumas Saddasa needs to assess the level of work discipline of its employees so that appropriate actions can be taken to increase job satisfaction and motivation.

Previous research has shown a significant relationship between job satisfaction and work discipline. As revealed Andayani (2020), "Employees who are satisfied with their jobs tend to have better discipline." However, research conducted by PT Ayumas Saddasa did not specifically identify the relationship. This shows that there is a gap in the literature that needs to be filled through this research. Furthermore, although there has been a lot of research on work motivation, there is still a lack of understanding of how work motivation contributes to work discipline at PT Ayumas Saddasa. For example, research Awwali et al. (2024) showed that low motivation inhibits work discipline, but its specific mechanism in some companies such as PT Ayumas Saddasa has not been explored further.

Based on this background, further research is needed on job satisfaction and work motivation of PT Ayumas Saddasa and its impact on employee work discipline. This research not only enriches the treasures of science in the field of human resource management, but also provides practical suggestions for the management of PT Ayumas Saddasa to improve employee performance. As expressed by Mary (2021), "Effective leadership is rooted in understanding employees' emotions and the ability to motivate them." By analyzing job satisfaction and work motivation, it is hoped that the company can create a better work environment so as to improve employee work discipline.

This research aims to answer important questions regarding the relationship between the three variables and provide management with a clear understanding of the current situation of the company. Therefore, this research is expected to make a significant contribution to both science and practice. In this study, the author will use a quantitative method to collect and analyze PT Ayumas Saddasa employee data and conduct statistical analysis to evaluate the relationship between job satisfaction, work motivation, and work discipline. Through this analysis, it is hoped that the right solution can be found to improve working conditions at PT Ayumas Saddasa.

Based on the above background, the formulation of the problem in this study is as follows:

1. How does job satisfaction affect employee work discipline at PT Ayumas Saddasa?
2. To what extent does work motivation contribute to employee work discipline at PT Ayumas Saddasa?

An interesting aspect to be researched and analyzed in this context is the relationship between job satisfaction and work motivation on work discipline at PT Ayumas Saddasa. This research can increase the role of PT Ayumas Saddasa in the community. Therefore, the first step in this study is to compile a research model through a framework of thought, as shown in figure 1.

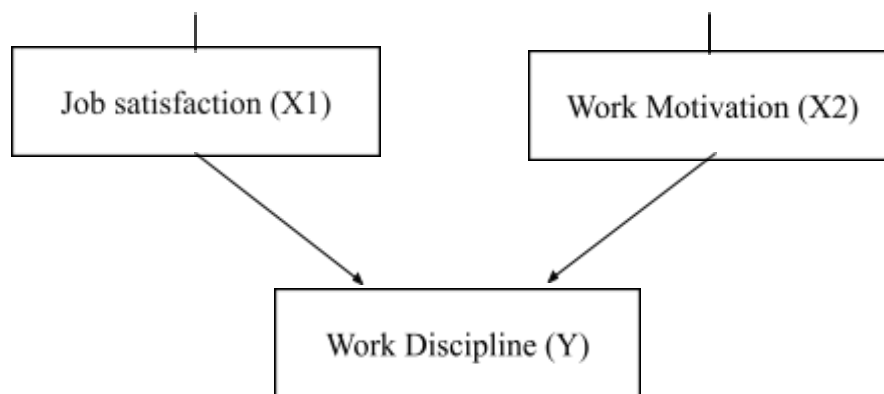


Figure 1.
Research Model Images

Based on the Research Model Figure above, the following is the formulation of the research hypothesis: (1) H1 = It is suspected that employee job satisfaction at PT Ayumas Saddasa has a positive and significant influence on employee work discipline; (2) H2 = It is suspected that the work motivation of employees at PT Ayumas Saddasa has a positive and significant influence on employee work discipline.

Research Methods

This research method uses a quantitative research method. According to Sugiyono & Lestari (2021), is a research method that focuses on measuring variables that can be observed and analyzed using

statistical techniques. Quantitative research is designed to test hypotheses, identify relationships between variables, and make generalizations in larger populations based on the data collected. This study uses primary data obtained through several data collection techniques, namely:

1. **Questionnaire:** The questionnaire is compiled to measure the variables of job satisfaction, work motivation, and work discipline. This questionnaire will consist of a series of questions designed to get direct responses from employees regarding their experiences and perceptions related to their work at PT Ayumas Saddasa.
2. **Interviews:** Interviews are conducted with several employees to gain a deeper understanding of the factors that affect their job satisfaction and motivation. Through these interviews, researchers can dig into information that may not be revealed in the questionnaire, such as the challenges employees face in their jobs and their expectations of the company.
3. **Observation:** Observation is carried out to see firsthand the behavior and interaction of employees in the workplace. This method helps researchers to understand the social context and work environment that can affect job satisfaction and employee discipline.

This research was carried out from July to September 2024. After the data is collected through questionnaires, the data will be processed using SPSS software (*Statistical Product and Service Solutions*) for further analysis. In analyzing the relationship between job satisfaction, work motivation, and employee work discipline, the author will apply regression analysis to find out how much influence each variable has on employee work discipline. In addition, ANOVA (Variance Analysis) analysis will be used to test the differences between the groups in the variables studied.

In this study, the author uses a saturated sample technique, where the entire population at PT Ayumas Saddasa totaling 48 people will be included as a sample. This aims to obtain representative and comprehensive data from all employees of the company. The study was conducted with an error rate of 0.05, which means that the researcher strives to minimize errors in the results of data analysis and ensure a high level of accuracy in the research findings.

The methodology used in this study is expected to provide a clear picture of the relationship between job satisfaction and work motivation on employee work discipline, as well as provide useful recommendations for the management of PT Ayumas Saddasa in improving employee performance and satisfaction.

Results and Discussion

PT Ayumas Saddasa is a company engaged in the production of snacks, which was established in 1998. The company is headquartered in Jalan Javabaka, Cikarang industrial estate, Bekasi and has been committed to providing high-quality products and services to customers. By prioritizing innovation and efficiency, PT Ayumas Saddasa strives to meet the ever-growing market demand.

The company's vision is to be a leader in the snack industry sector and its mission is to improve customer satisfaction through exceptional service and quality products. With a number of highly skilled and experienced employees, PT Ayumas Saddasa continues to strive to develop human resources and technology to improve performance and competitiveness.

In running a business, PT Ayumas Saddasa prioritizes social and environmental responsibility and is committed to implementing sustainable business practices. The company focuses on employee and customer satisfaction and believes that good performance is achieved through a positive and productive work environment.

The results of this study are presented in the form of tables and statistical analysis to assess the relationship between job satisfaction, work motivation and employee work discipline at PT Ayumas Saddasa. Data was collected through a questionnaire distributed to all employees of the company, totaling 48 people.

Table 1: Statistical Description of Research Variables

Variable	N	Average	Standard Deviation
Job Satisfaction	48	3.75	0.58
Work Motivation	48	4.00	0.64
Work Discipline	48	4.20	0.52

Source: Data Processed, 2024

Table 1 lists a statistical overview of the three research variables, namely job satisfaction, work motivation and work discipline, with each variable totaling 48 respondents. The average job satisfaction

of PT Ayumas Saddasa employees is 3.75 with a standard deviation of 0.58. This average indicates that employees are generally satisfied with their work environment, although there are differences between the individuals involved. In addition, the average value of work motivation of 4.00 and the standard deviation of 0.64 indicate that employees have a high level of motivation, although there are differences in motivation experience between employees. Finally, the average work discipline is 4.20 and the standard deviation is 0.52 which shows that the company's employees have good and relatively consistent work discipline. Overall, the data provides a positive picture of PT Ayumas Saddasa in terms of satisfaction, motivation and work discipline.

Table 2: Regression Analysis Results

Independent Variables	Coefficien t	t	Sig.
Job Satisfaction	0.35	3.45	0.001
Work Motivation	0.45	4.20	0.000
(Constant)	1.20		

Source: Data Processed, 2024

Table 2 shows the results of regression analysis that determines the influence of independent variables (i.e. job satisfaction and work motivation) on work discipline in PT Ayumas Saddasa employees. From the results of the analysis, the job satisfaction coefficient was 0.35, the t-value was 3.45, and the significance (Sig.) was 0.001. This shows that job satisfaction has a significant positive influence on employee work discipline, namely by increasing employee job satisfaction will help increase the level of discipline (Ruki, 2024).

Furthermore, the coefficient of work motivation is 0.45, the t-value is 4.20, and the significance (Sig.) is 0.000. This shows that work morale also has a great positive and significant influence on employee work discipline. In other words, the more motivated an employee is, the more disciplined his work behavior will be (Desyantoro & Widhiastuti, 2021).

From these results, it can be seen that job satisfaction and work motivation have a significant effect on work discipline, work motivation has a greater influence than job satisfaction. The constant listed is 1.20 which describes the value of work discipline when both independent variables are equal to zero, although it is not explained further in this context. The results of this analysis confirm the importance of managing these factors to improve the work discipline of employees of a company.

Table 3: ANOVA Analysis Results

Source of Variation	Sum Squared	df	Square Average	F	Sig.
Between Groups	15.80	2	7.90	5.67	0.006
In Groups	66.50	45	1.48		
Total	82.30	47			

Source: Data Processed 2024

Table 3 presents the results of ANOVA which was used to test the differences in work discipline between groups based on the variables of job satisfaction and work motivation. Based on the table, the sources of variation are divided into two categories, namely variations between groups and variations within groups. The sum of the squares of the variation between the groups was 15.80 and the degrees of freedom (df) was 2, resulting in an average square of 7.90. The F value obtained from the analysis of 5.67 shows the comparison of variants between groups. The significance (Sig.) of this analysis is 0.006 which means that there is a significant difference between work discipline groups based on the level of job satisfaction and work motivation.

As for the variation in the group, the sum of squares is 66.50, the df is 45, and the mean squared is 1.48. The sum of the squares of the whole analysis was 82.30 and the total degrees of freedom was 47. The results show that the variables of job satisfaction and work motivation have a significant influence on employee work discipline so that it becomes the basis for recommending more effective human resources. PT Ayumas Saddasa's resource management strategy to improve employee performance.

The results of this study show that there is a significant relationship between job satisfaction, work motivation, and employee work discipline at PT Ayumas Saddasa. These findings are in line with previous research that shows that job satisfaction is a key factor in improving work discipline. According to Kurnianto & Kharisudin (2022), "employees who are satisfied with their jobs tend to exhibit a higher

level of discipline because they feel more engaged and committed to the task at hand." This is reinforced by research from Muhamad et al. (2022) who added that "job satisfaction not only affects performance but also plays a role in reinforcing employees' positive attitudes."

The results of regression analysis showed that job satisfaction had a significant positive effect on work discipline, with a coefficient of 0.35. This means that increasing job satisfaction encourages employees to be more disciplined in carrying out their duties. Research Rahmawati et al. (2020) also affirmed that "high job satisfaction can motivate employees to work proactively, including in terms of work discipline." In other words, employee satisfaction with the work environment, rewards, and relationships with colleagues can contribute to their discipline. This is in line with research by Desyantoro & Widhiastuti (2021) which states that "social support in the workplace can increase job satisfaction, which in turn contributes to discipline."

On the other hand, work motivation was also proven to have a greater influence on work discipline, with a coefficient of 0.45. These findings support the theory put forward by Kurnianto & Kharisudin (2022) which states that "work motivation is the main driver of employees to achieve their work goals." When employees feel motivated, they tend to be more disciplined and committed to fulfilling their responsibilities. This reflects that incentives not only motivate employees to complete their work, but also play an important role in maintaining consistency and regularity in work behavior. As explained by Mary (2021), "intrinsic motivation can increase a sense of responsibility and work discipline, so that employees feel more satisfied in carrying out their duties." In addition, research by Andayani (2020) found that "rewards given to employees can increase motivation and work discipline, creating a productive environment."

Variance analysis also showed that there was a significant difference in work discipline between groups based on job satisfaction and work motivation, with a significance value of 0.006. This shows that there are significant differences in employee work discipline depending on the level of satisfaction and motivation they experience. Research Awwali et al. (2024) highlight the importance of work discipline as a performance indicator, which is not only influenced by internal employee factors, but also by the work environment and management support. Therefore, companies need to create a positive and supportive environment to increase employee satisfaction and motivation, which ultimately helps to strengthen work discipline.

Conclusion and Suggestions

From the results of the study, it can be concluded that there is a significant relationship between job satisfaction, work motivation and employee work discipline at PT Ayumas Saddasa. Job satisfaction contributes positively to work discipline, while work motivation has a greater influence in encouraging employees to be more obedient in carrying out their duties. The results of the analysis show that companies need to pay attention to these two factors, because increasing job satisfaction and motivation will have a positive impact on overall employee performance, including in terms of work discipline.

As a next step, PT Ayumas Saddasa is advised to develop and implement programs that can increase job satisfaction and employee motivation, such as regular training, recognition of achievements, and strengthening relationships between colleagues. In addition, management must create a conducive and supportive work environment so that employees feel valued and motivated to give their best contribution. By focusing on a human resource development approach, companies can improve employee work discipline and achieve better business goals.

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