

# Analysis of Work Discipline and Satisfaction with Employee Performance at PT Kamaraya Land Semarang

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## ABSTRACT

This study examined the effect of work discipline on employee performance and satisfaction with employee performance at PT Kamaraya Land Semarang. The research design used is an explanatory study in order to understand a phenomenon to be researched, and the population and sample in this research are all employees of PT Kamaraya Land Semarang, totaling 45 respondents using a questionnaire for collection, which was processed using SPSS 21.00 for windows. Discipline has a negative effect on the performance of PT Kamaraya Land Semarang employees and job satisfaction has a positive effect on the performance of PT Kamaraya Land Semarang employees.

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## 1. INTRODUCTION

The level of business competition is increasing daily, and these conditions affect the company's condition in the short and long term. To survive in these competitive conditions, companies need high-quality human resources with high performance. This is caused by human resources, which are one of the determining factors of a company's success. Considering the importance of a company's human resources, employees require a high level of discipline. A discipline is a person's behavior that is in accordance with the organization's existing work rules and procedures, both written and unwritten. Good employee work discipline accelerates the achievement of company goals, while undisciplined employees slow down the achievement of company goals.

Every employee must instill work discipline. Employee awareness must comply with the applicable regulations. Regulations are necessary to provide guidance and counseling for employees to create good rules and regulations in the company. In addition, the company must ensure that the regulations are clear, easy to understand, and applicable to all employees. Hasibuan (2008:194).

Mangkuprawira (2007:122) stated that discipline is a characteristic of an employee who consciously complies with the rules and regulations of a particular organization. Discipline greatly influences the performance of employees and the company because discipline is a form of training for employees in implementing company rules. The more disciplined the employee, the higher the work productivity and company performance. Performance, according to Mangkuprawira (2007:153), is the result of certain planned work processes at the right time for the employee and organization concerned.

Discipline is very important for the development of a company because it can be used as a tool to motivate people to discipline themselves in carrying out work, both individually and in groups. In addition, discipline is useful in educating employees to comply with existing regulations, procedures, and policies so that they can perform well.

Apart from that, the job satisfaction factor is very important for the company, and the satisfaction factor is defined as a form of a person's reactions and feelings towards the workplace. Employee job satisfaction is an individual aspect of a person's feelings towards their work. Each individual must have a different level of satisfaction. The success of an organization is greatly influenced by the performance of its employees

Every organization or company will always try to improve employee performance with the hope that the company's goals will be achieved. One of the ways companies improve their employees' performance is through education, training, providing adequate compensation, providing motivation, and creating a work environment that is conducive and disciplined. Increasing employee performance will bring progress to a company's ability to survive in an unstable competitive business environment. Therefore, efforts to improve employee performance are the most serious management challenges, because success in achieving company goals and survival depends on the quality of performance of the human resources within it.

For PT. Kamaraya Land (Persero), located on Jl. Perhutani, Gedawang Village, Banyumanik District, Semarang City, Central Java, Postal Code 50266, established in 2021, is engaged in the housing business in Semarang City. Kamaraya Land answers the needs of the community and strives to be a leading, integrated, and trusted developer in the city of Semarang by designing and building properties with large volumes and a wide reach that are environmentally friendly.

Based on the phenomena that occur in companies, it appears that one of the factors that causes a decline in service quality is that the company has complex problems in terms of human resources, especially regarding the problem of lack of employee discipline, where there are often employees who do not comply with working hours discipline, such as entering the office after 08.00 WIT and going home before 17.00 WITA, apart from employees who do not comply with the rules and regulations that apply to the company, resulting in a decrease in employee performance. Thus, with declining employee performance, the company must implement employee discipline by complying with all regulations or rules agreed upon by all employees in the organization.

Based on the background above, researchers want to see how discipline and job satisfaction influence employee performance at PT Kamaraya Land Semarang

## **2. RESEARCH METHOD**

This research is a type of explanatory study which aims to understand a phenomenon to be researched Indriantoro (2002: 87) and the population in this research is all employees of PT Kamaraya Land Semarang as many as 45 respondents and this research uses questionnaires in collecting and compiling questionnaires. using a Likert scale with 5 response scales using SPSS 21.00 for windows.

## **3. RESULTS AND DISCUSSIONS**

PT Kamaraya Land Semarang is a Persero company located in the city of Semarang, located on Jl. Perhutani, Gedawang Village, Banyumanik District, Semarang City, Central Java, Postal Code 50266 and was established in 2021 is engaged in the housing business in Semarang City. Kamaraya Land is here to answer the needs of the community and strives to be a leading, integrated and trusted developer in the city of Semarang by designing and building properties with large volumes that are widely affordable and environmentally friendly.

**Table 1.** Results Test Determinasi, Test ANOVA, Test Linier

Equation Models	R <sup>2</sup> Adjs	F	Beta Std	Sig
Y= a <sub>1</sub> + b <sub>1</sub> X <sub>1</sub> +b <sub>2</sub> X <sub>2</sub> +e <sub>1</sub>	0,703	20.574		
<b>Y= Employee Performance</b>				
<b>X<sub>1</sub>=Discipline</b>			,-258	0,149
<b>X<sub>2</sub>=Job satisfaction</b>			,887	0,000

The model summary above shows that the Adjusted R Square of 0.703 is obtained, meaning that 70.3% of changes in employee performance variables can be explained by the discipline and satisfaction variables in the model, while the remaining 29.7% is explained outside the model. To determine the formulation of a simple regression equation on the influence of work discipline and satisfaction on employee performance at PT Kamaraya Land Semarang, a regression coefficient analysis was carried out and the following results were obtained.

Based on the results of the regression coefficient analysis above, the results of the work discipline factor test on employee performance, obtained a significance figure = 0.149 >  $\alpha$  = 0.05 (significant). This result means that work discipline has no significant effect on employee performance, and the hypothesis is rejected. Satisfaction based on a test of satisfaction with employee performance, obtained a significance figure = 0.000 >  $\alpha$  = 0.05 (significant). These results state that satisfaction has a significant effect on employee performance and the hypothesis is accepted, in accordance with the research

## DISCUSSION

Based on test results regarding the influence of work discipline and satisfaction on employee performance, using simple linear regression analysis, using the SPSS program. 21 for windows. Shows that work discipline has no effect on employee performance. These results indicate that the existing work discipline is not appropriate in improving employee performance at the company PT Kamaraya Land Semarang. These results are in accordance with the research of Nailul Muna (2022: 1126), Tannady (2022: 4333) and Kasyifillah (2023: 16). Here it can be seen that employee work discipline does not affect results, because increasing employee discipline does not improve employee welfare.

Apart from that, the results of testing the satisfaction factor have a significant influence on the performance of PT Kamaraya Land Semarang employees, this means that by providing salaries, clear job descriptions, rewards obtained, conditions of co-workers, promotions carried out by the company make employees feel satisfied, so that satisfaction This has a positive impact on employee performance. In accordance with research conducted by Azhari (2021: 181), Paparang (2021: 122), and Widyanti (2021: 51) stated that satisfaction has a positive and significant effect on employee performance.

## 4. CONCLUSION

Based on the research results above, it can be concluded that work discipline has no effect on the performance of PT Kamaraya Land Semarang employees and satisfaction has a significant effect on the performance of PT Kamaraya Land Semarang.

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