The Influence Of Discipline Development And Work Motivation On The Job Satisfaction Of CV Employees. Bladas.Co

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Article Info	ABSTRACT
Keywords: Discipline, Satisfaction, Work, Motivation, Coaching	employees . Bladas.co has level high absenteeism . This matter indicated level satisfaction low work . Besides that enhancement absenteeism can showing exists decline discipline employee so that required coaching discipline and motivation nice work . Study This done For know influence coaching discipline and motivation Work to satisfaction Work CV employees . Bladas.co is good in a way Partial nor simultaneous. Deep method study This use method study Quantitative, techniques data collection uses Questionnaire . Respondent in study This that is all population units that is CV employees . Bladas.co, numbering 36. Analysis study This use multiple linear regression and determination . Tools used in research namely SPSS version 25. Research results This showing in a way Partial coaching discipline and motivation to satisfaction Work CV employees . Bladas.co is influential positive . By simultaneous , coaching discipline and motivation Work influential to satisfaction Work CV employees . Bladas.co.
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INTRODUCTION

In the era of globalization moment This is development technology and industry in various field develop fast so that influence life public . Man as creature social and individual must have skills and knowledge separately so you can follow current development . Possible We compete and compete in a way healthy / competitive between fellow people for a purpose humanity the . For get expected results need grown attitude discipline high and grounded work strong motivation .

Therefore that , so does the company basically want or have performance good work , good That about organization nor his employees . When a organization can evaluate or repair procedure or rules , then organization the can manage source Power the human optimally . In A company need source Power humans to be able to implementation objective company with effective and efficient . So that will build good image also in the environment public . For That so company need For measure how much big target that has been achieved by employee through level achievement performance Which in accordance with targets. Besides that success something Companies can too influenced from the satisfaction felt employee . If employee feel satisfied so will increase performance employee Rahayu (2022) .

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Satisfaction in Work is something important for something company For pay attention , satisfaction Work will give rise to feeling like a employee so that will have desire For finish his job with effective and efficient . According to Qarismail (2020) satisfaction Work is feelings influenced by wages or wages , colleague Work , promotion And Also work that should done , satisfaction Work can influential to objective - objective company .

Based on survey results to CV employees . Bladas.co obtained information that there is a lack of cooperation between employee with colleague work, Because a number of employee not enough accept and respect the opinions of others and some employee often disagree understand related work. This matter cause employee procrastinate his work caused exists inconvenience employee in finish work. Besides That Also obtained information that there is lateness employee in do his job Because employee often postpone work Which cause work become pile up And late. Matter the can indicated that satisfaction Work employees are still low. Strengthened with Hasibuan (2020:202) satisfaction Work is embodied feelings with attitude fun and full of positivity Love to his job . For this reason, attention is needed regarding This is because if job satisfaction is low then it will influence the work itself.

Job satisfaction can be influenced by several factors Wrong the only one is coaching discipline Work. According to Hasibuan (2020) employee Which own level satisfaction high work then employee discipline will be better, and If job satisfaction low then discipline will too bad because of the feelings of displeasure that arise. So Therefore, it is necessary to develop discipline to direct employees so that can follow the rules Which applies in in company. According to Sudrajat & Ibrahim (2021) coaching discipline is activities carried out in build employees so they can carry out task in accordance with provisions that have been determined by the company .

Based on survey results to CV employees . Bladas.co acquired information that company set related with coaching discipline done with give applicable sanctions that is with give reprimand Good in a way oral as well as writing for violating employees regulation . At the company This set that employee must enter Work appropriate time aligned with existing regulations determined by the company . Besides that coaching discipline is also carried out with give chance for employee For follow activity religion , p This aim For practice employees to be virtuous sublime and possessive good discipline . but in reality obtained information that a number of employee often do violation discipline like there is returning employees before time , presence less employees consistent without obvious reasons, employees also often late moment enter working hours . This matter can indicated that not enough implemented it coaching discipline to employee . If the situation That let it go, you can impact negative on ability employee For finish task and fulfill it not quite enough answer that has been given . Therefore company need For notice related coaching discipline required employee For repair discipline employees so they can behave with good and appropriate established procedures . So that can impact good at solving duties and responsibilities answer . Strengthened with results study Jepry & Mardika (2020) coaching discipline done to form awareness and responsibility answer employee For obey all rules that have been set .

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Apart from coaching discipline , another factor that can influence satisfaction in Work is motivation Work . According to Siterus (2020) Motivation Work is factors that inspire , awaken enthusiasm , desire , and energy in personal someone , who influences and guides his actions For reach expected goal in context work . If motivation Work not enough attached in yourself , then level satisfaction work will also decrease Because No exists encouragement For finish work .

Based on survey results to CV employees . Bladas.co obtained information that a number of employee being lazy in finish something his job matter This can seen from lateness in finish the job is there concerned employees himself Alone compared to with not quite enough he answered matter This showed with Lots employee use the time For chat with colleagues outside discussion work so that work delayed . Employees often do too stalling time Rest until play cellphone . This matter can indicated Because employee No have motivation high work in he caused it employee   ignore   his job . Behavior the can showing motivation work yet fulfilled . Strengthened study from Lusri & Siagian (2017) lack motivation reflected from lack of enthusiasm shown by employees in finish task they . According to (Chusna , 2021) Motivation Work own significant impact on satisfaction work , because that , company need pay attention to it Because can hinder achievement objective company optimally .

METHODS

Based on data in study This apply method quantitative which focuses on data- based analysis numeric . On research This approach done with a number of stages , ie data collection with spread questionnaire and analyzing data. Deep data study This analyzed use approach descriptive and associative .. As for the population used that is all over CV employees . Bladas.co totaling 36 respondents . All population units become sample in study This . Data processing techniques used covers application of assumption tests classic , multiple linear regression test , coefficient determination , as well use of hypothesis testing with the t test and F test.

RESULTS AND DISCUSSION

Validity Test and Reliability Test

Table 1 Validity Test Results for Discipline Development, Work Motivation and Job Satisfaction Variables

DISCIPLINE COACHING VALIDITY TEST (X1)			
Statement	R Count	R Table	Information
WW1	0.572		VALID
WW2	0.530		VALID
PD3	0.512		VALID
PD4	0.445		VALID
PD5	0.774	0.30	VALID
PD6	0.496		VALID

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DISCIPLINE COACHING VALIDITY TEST (X1)			
Statement	R Count	R Table	Information
PD7	0.700		VALID
PD8	0.678		VALID
PD9	0.556		VALID
WORK MOTIVATION VALIDITY TEST (X2)			
Statement	R Count	R Table	Information
MK1	0.719		VALID
MK2	0.772		VALID
MK3	0.636	0.30	VALID
MK4	0.755		VALID
MK5	0.757		VALID
MK6	0.583		VALID
JOB SATISFACTION VALIDITY TEST (Y)			
Statement	R Count	R Table	Information
KK1	0.834		VALID
KK2	0.854		VALID
KK3	0.827	0.30	VALID
KK4	0.839		VALID
KK5	0.770		VALID
KK6	0.826		VALID

Source : SPSS Version 25 output

Validity test results expressed through calculated r value from correlation product moment coefficient , based on results from table the can is known If all over statement on the questionnaire this is valid. Because the calculated r value For every statement exceed table r value (0.30), this signifies that instrument used For collect data in studies This . can obtain appropriate measurements with what you want .

Table 2Reliability Test Results for Discipline Development, Work Motivation and Job Satisfaction Variables

DISCIPLINE DEVELOPMENT VARIABLE RELIABILITY TEST RESULTS (X1)		
Cronbach's Alpha	Provision	Information
0.745	0.60	RELIABLE
WORK MOTIVATION VARIABLE RELIABILITY TEST RESULTS (X2)		
Cronbach's Alpha	Provision	Information
0.794	0.60	RELIABLE
JOB SATISFACTION VARIABLE RELIABILITY TEST RESULTS (Y)		
Cronbach's Alpha	Provision	Information
0.906	0.60	RELIABLE

Source : SPSS Version 25 output

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For test reliability from questionnaire so We compare Cronbach's Alpha value with table r value . For variable coaching discipline (X1), Cronbach's Alpha value is 0.745 > r table 0.60 value This can said reliable . For variable motivation work (X2), Cronbach's Alpha value is 0.794 > r table 0.60 value This can said reliable . Whereas For variable satisfaction work (Y), Cronbach's Alpha value is 0.906 > r table 0.60 then mark This can said reliable .

Test Assumptions Classic

Normality test

Table 3 Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		36
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	,58659856
Most Extreme Differences	Absolute	,109
	Positive	,103
	Negative	-,109
Test Statistic		,109
Asymp. Sig. (2-tailed)		,200[c,d]

Source : SPSS Version 25 output

Based on normality test results coaching discipline and motivation Work to satisfaction Work showing mark significance (sig.) of 0.200 > 0.05 which shows that study This data is normally distributed .

Multicollinearity Test

Table 4 Multicollinearity Test Results
Coefficients [a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	T	Sig.	Collinearity Statistics Tolerance	Collinearity Statistics VIF
1	(Constant)	-1,642	1,127		-1,457	,155		
	X1	,645	,269	,281	2,394	,023	,929	1,077
	X2	,977	,146	,786	6,706	,000	,929	1,077

a. Dependent Variables: Y

Source : SPSS Version 25 output

Multicollinearity test results coaching discipline and motivation Work to satisfaction Work show that tolerance of 0.929 > 0.10 and a VIF value of 1.077 < 10, indicating that No There is symptom multicollinearity . This confirms that No There is significant relationship between variable independent in the regression model.

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Heteroscedasticity Test

Table 5Heteroscedasticity Test Results
Coefficients [a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,822	,536		1,534	,134
	X1	-,007	,128	-,010	-,054	,957
	X2	-,093	,069	-,237	-1,348	,187

a. Dependent Variables: Abs_RES

Source : SPSS Version 25 output

Heteroscedasticity test results coaching discipline and motivation Work show more significance big of 0.05, which is 0.957 for variable coaching discipline and 0.187 for variable motivation Work . This shows that No There is symptom heteroscedasticity , which means No There is similarity variance and residual of One observation to observation other .

Multiple Linear Regression Test

Y = -1.642 + 0.645 X1 + 0.977 X2 + s

Equality regression multiple can explained as following .

Coefficient regression on variables coaching discipline in a way Partial directional positive with value 0.645 (table 4). Unstandardized Coefficients B Values variable coaching discipline with mark of 0.645 which means there is influence amounting to 64.5%. This can interpreted that coaching discipline in a way Partial influential to satisfaction Work employee with level influence tall / strong .

Coefficient regression on variables motivation Work in a way Partial directional positive with mark amounting to 0.977 (table 4). Unstandardized Coefficients B Values variable motivation Work with mark of 0.977 which means there is influence amounting to 97.7%. This can interpreted that motivation Work in a way Partial influential to satisfaction Work employee with level influence tall very .

Determination Test

Table 6Determination Test Results
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,761[a]	,579	,553	,604

a. Predictors: (Constant), X2, X1

Based on table 6 calculations with using SPSS version 25 to illustrate that R Square (coefficient determination) (R^2) is 0.579. Can interpreted variable coaching discipline and motivation Work explained variable satisfaction Work a total of 57.9% entered to in category influence tall / strong.

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Hypothesis testing
t test (Partial)

Table 7 t test results

Coefficients a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1,642	1,127		-1,457	,155
	X1	,645	,269	,281	2,394	,023
	X2	,977	,146	,786	6,706	,000

a. Dependent Variables: Y

DF   = nk-1
= 36-3-1 = 32
So you get it mark t $tabel$ 1,693

In research For this purpose , a t test was carried out using SPSS version 25 test hypothesis Partial about influence variable coaching discipline to satisfaction Work . The result show that calculated t value amounting to 2,394 > 1,693 with mark significance equal to 0.023 < 0.05. This shows Ha accepted and H 0 rejected , can interpreted that coaching discipline own influence positive to satisfaction Work employees at CV. Bladas.co.

Partial test results about influence variable motivation Work to satisfaction Work CV employees . Bladas.co shows that calculated t value is 6.706 > 1.693 with mark significance equal to 0.000 < 0.05. This shows a accepted and H 0 rejected . That means motivation Work own influence positive to satisfaction Work CV employees . Bladas.co.

F Test (Simultaneous)

Table 8 F Test Results

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	16,555	2	8,278	22,682	,000[b]
	Residual	12,043	33	,365		
	Total	28,599	35			

a. Dependent Variables: Y
b. Predictors: (Constant), X2, X1

Df 1 = k-1 = 3-1 = 2
Df 2 = nk = 36-3 = 33
So that obtained mark F $tabel$ 3.29

In research this , done F test testing using SPSS version 25, with the results in table 8 show calculated F value amounting to 28,599 > 3.29 , namely table F value . Additionally , value significance is 0.000 < 0.05. This result show H 0 is rejected and Ha accepted , which indicates that coaching discipline and motivation Work in a way simultaneous own influence to satisfaction Work CV employees . Bladas.co.

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Discussion of Research Results

Influence Discipline To Satisfaction Work CV employees . Bladas.co

Study This show that discipline own role significant in increase satisfaction Work employee . Good discipline can motivating employee For operate duties and responsibilities answer they with more effective , so reach satisfaction optimal work in reach objective company . Research result show that discipline in a way significant influential to satisfaction Work employee through analysis linear regression with coefficient 0.645 or 64.5% and calculated t test a total of 2,394 with significance a total of 0.023 signifies that influence discipline to satisfaction Work employee significant . This result in line with researcher previously carried out by Elfira Rosa Damayanti (2023) who obtained results discipline can influence satisfaction Work employee .

Influence Motivation Work To Satisfaction Work CV employees . Bladas.co

Motivation also takes hold role important in increase satisfaction Work employees , because good motivation from superior can build harmonious relationship between employees and strengthen Collaboration , making things easier achievement objective company . Research result show that motivation own significant impact on satisfaction Work employee through analysis linear regression with coefficient of 0.977 or 97.7% and t test a number 6,706 with significance amount of 0,000. This is consistent with study earlier that showed that motivation own potency For influence satisfaction Work employee . (Elfira Rosa Damayanti, 2023) .

Influence Discipline and Motivation Work To Satisfaction Work CV employees . Bladas.co

Combination discipline and motivation . influence satisfaction Work employee . Good discipline and high motivation can create good relationship between employees and strengthen Spirit they in carry out tasks , which in turn increase performance them and make it easier achievement objective company . Research result show that coefficient determination 0.579 or 57.9%, test results f F_{hitung} amounting to 28,599 > 3.29 F_{tabel} with significance a number of 0.000 < 0.05 illustrates that H_0 rejected and H_a accepted , This is acceptable interpreted that effort together in build discipline and motivation Work in a way simultaneous own significant influence on the level satisfaction Work . This is in line with study earlier that showed that Good discipline nor motivation role in influence satisfaction Work employee . (Elfira Rosa Damayanti, 2023).

CONCLUSIONS

Based on results from research and discussion about coaching discipline and motivation Work to satisfaction Work CV employees . Bladas.co, got it withdrawn conclusion that : Responses given by respondents related implementation coaching discipline in CV employees . Bladas.co enters in category in accordance . Motivation Work CV employees . Bladas.co incl in criteria currently . Satisfaction Work CV employees . Bladas.co incl in criteria satisfied . Influence coaching discipline and motivation Work to satisfaction Work CV employees . Bladas.co is good in a way Partial nor Simultaneous : Coaching discipline influential positive to satisfaction Work CV employees . Bladas.co. Motivation Work influential positive to satisfaction Work CV employees . Bladas.co. Coaching discipline and

motivation Work influential to satisfaction Work CV employees . Bladas.co included in criteria influence tall / strong .

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